



TOWARDS A SUSTAINABLE SOCIETY

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Dear Colleagues,

From October 2006, in the Partners Albania website you may find a report on the impact of training delivered in the framework of the Democracy and Governance in Albania program, for the period September 2005 - February 2006, as well as a collection of most significant change stories based on initiatives undertaken by Partners-Albania program beneficiaries.

NOSA Training Program

In the framework of the NOSA Program, Partners-Albania conducted two training programs in "Financial Management and NPO Relations with the State". The first training was held in Pogradec, on July 11-13, 2006 while the second was held in Gjirokastra, on September 27-28, 2006. These programs were attended by 25 NPO representative from both regions. The training topics were found very interesting by the participants, especially the updated information on the fiscal obligations of NPOs versus state.

Under the same program, Partners-Albania has started to assist ten organizations with the setting-up or improve of their financial systems. During the second half of 2006, Partners-Albania will assist the selected NGOs and monitor the use in practice of the financial systems by these NGOs.

PDCI with a new office in Brussels

Partners for Democratic Change is pleased to announce the incorporation of the European headquarters for Partners for Democratic Change International (PDCI) in Brussels, Belgium. PDCI is a partnership of Partners and Centers (where Partners-Albania is a member) linked by a common mission. Sharing values of democratic change, PDCI works to build capacity, cooperation and sustainability among its members.

The goals of PDCI Brussels are to:

- Establish an international training program to further professionalize the field of change and conflict management and to increase the quality of practitioners.
- Influence European Union public policy relating to conflict management and democracy building.
- Secure European funding for innovative global programming.

With Daniela Kolarova from Partners-Bulgaria as Director, the Brussels office has two staff members and is pursuing an ambitious agenda. The office is located at Rue Belliard 205, B-1040 Brussels, Belgium.

TRAINING AND TECHNICAL ASSISTANCE PROGRAM

New Training Package for the NPO Sector

Partners-Albania, in the framework of the technical assistance offered to build the capacities of the local NPOs, has prepared a new, updated package in "Internal Procedures for the NPO sector". This package is designed based on the requests of some local NPOs.

The new package is perceived not only as a training program, but more as tailored in-house assistance for NPOs interested to raise their institutional capacities. During the assistance, Partners-Albania, as a solid organization, will use its experience, expertise, policies and procedures.

This Package contains the following documents:

- Personnel Policies
- Finance and Administration Manual
- Applicable Forms

The documents are considered as very important for each NPO that tends to be effective in its functioning. They are flexible and will be used according to the NPOs needs and requests.

DGA Training Program

In the framework of the DGA program, P-A organized on September 5-7, 2006 a three-day training program in "Networking and Coalition Building". This training was held in Tirana; 17 NPO representatives from media, youth, democracy, social service, gender issues and human rights sector participated in this training. They were selected based on Partners selection criteria.

P-A International Training Programs

Contracted by Partners-Kosovo, Partners - Albania delivered on September 5-7, 2006, a three-day training program in Proposal Writing. The program was held in Pristine, with the participation of 22 citizens representing the Albanian and Serbian community. The participants practised the knowledge gained in the training by drafting a project proposal on "Building inter-ethnic understanding and integration".

Balkan Initiative Belgium contracted Partners - Albania to deliver on September 4-7, 2006 a four-day training program in "Need Assessment". The training was held in Pristine, with participation of 20 representatives from the NPO sector, citizens and local government officials.

GRANTS PROGRAM

Winning Projects on the Third Round of the DGA Small Grant Competition

Project Title: "City Hall: On a Crossroad between Avant-garde and Corruption

Name of NPO: EDEN Center

Budget: 10,301 USD

Project Title: Monitoring of National Strategy for Children 2005 through 2010 and the implementation of the Plan of Action June 2005 through June 2006

Name of NPO: Every Child Albania / Albanian Children's Alliance

Budget: 18,135

Project Title: Tracking the decentralization progress on education and increasing the role of NPO-s in this process

Name of NPO: Center for Research and Development

Budget: 22,240 USD

Project Title: Transparency in the Civil Service

Name of NPO: Center for Development and Democratization of the Institutions

Budget: 18,535 USD

Project title: Public Expenditures Watchdog on Agriculture Infrastructure – Development of Farmers' Community in the Fight Against Corruption

Name of NGO: Science Technology Extension Service for Farm Development (BLEKALB)

Budget: USD 17,968

National Youth Action Plan for 2006-2011

Since May 2006, Partners - Albania, Center for Change and Conflict Management with the support of UN Agencies in Albania (UNDP, UNICEF, UNFPA, ILO IPEC) in collaboration with the Ministry of Tourism, Culture, Youth and Sports is facilitating the process of National Youth Strategy Reviewing and the Drafting of the National Youth Action Plan for 2006-2011.



organization of a conference in Tirana, with the participation of donors community in Albania and Albanian government representatives.

Aiming a wide participatory process, democratic and transparent, Partners - Albania involved in discussion a wide number of interest groups on youth issues including: youth organizations, political youth forums, other civil society organizations targeting youth, representatives from local government, regional development agencies, business sector, etc. The regional workshops were organized in Shkodra on September 11th (with

the participation of groups from Lezha, Shkodra, Laci etc.), in Vlova on September 13th (with the participation of groups from Vlova, Fieri, Berati, Kucova, Gjirokastra), in Korca on September 14th (with participation of groups from Korca, Pogradeci, Bilisht) and in Tirana on September



Working group session, Tirana workshop

The process includes the reviewing of the actual strategy from the group of experts, organization of four regional workshops with the participation of all interest groups to draft the action plan according to local needs, inclusion of all the interest groups recommendations in the new strategy, and the

19 (with the participation of groups from Tirana, Elbasani, Durrësi, Peshkopia etc). Ideas and opinions of around 160 participants in the regional workshops were presented to the group of experts to reflect them in the youth action plan 2006-2011.

“Promotion and Dissemination of Best Practices on Participatory Local Governance at Cross - Balkan Level, Among Municipalities of Albania, Macedonia and Montenegro”

In the framework of the project “Promotion and Dissemination of Best Practices on Participatory Local Governance at Cross - Balkan Level, Among Municipalities of Albania, Macedonia and Montenegro”, funded by the Balkan Trust for Democracy and implemented by Partners-Albania, the Mediterranean Training Center in Montenegro, and OPEN in Macedonia, it was organized on September 23, in Ulcinj, Montenegro, the last regional workshop with the participation of representatives of nine municipalities from Albania, Macedonia and Montenegro. The workshop consisted in the presentation of three Montenegrin case studies on participatory governance process. Bego Begu, Executive Director of Mediterranean Training Center held the opening speech and



Presentation of one of the case studies

talked about the law on local self government in Montenegro.

Marko Junković talked about the transparency in local self-government and about the project “Paving the Old City Streets of Ulcinj”.



The participants in the Montenegro workshop

In order to be transparent, the local government must have clear roles and responsibilities; access to information; time frame of publishing the information, preparation of the activities, implementation and reporting. Ulcinj history was very interesting and the paving of the old city streets had been initiated and realized by the citizens of the old town with a great support by the local self-government authority of the Municipality of Ulcinj and five neighbor local communities.

Leon Gjoka talked about the building of a soccer field in the community of

Tuzi. He talked about the steps this process went through. Main feature of this example was that citizens gave the final decision on the priorities for their community.

Nedeljko Durović from Municipality of Bar promoted the tourism and economic development of the region he represented.

At the end of this very successful project, Partners-Albania expresses its gratitude to the Balkan Trust for Democracy for their financial support, to the partner NGOs in this project as well to all local government officials



The soccer field in Tuzi

from nine participating municipalities from the three countries whose ideas and dedication contributed to the success of this project.

The case studies prepared by the participating municipalities will be shortly available in the Partners website www.partnersalbania.org

BALKAN TRUST FOR DEMOCRACY supports civil society fighting corruption in Montenegro

On June 1, Transparency International (TI), the global coalition against corruption, signed a partnership agreement with MANS, Montenegro's leading anti-corruption NGO. Corruption is a major impediment to democracy in this fledgling state and contributes to Montenegro's inequitable wealth gap (now the largest in the region). “MANS has already achieved excellent results by raising awareness about corruption,” said Catherine Woollard,

Program Manager at the TI Secretariat. Now, with TI's network of nearly 100 local chapters, MANS will gain greater strength and stability. Together they will work on projects that increase the transparency of the privatization process, advance freedom of information, and combat conflict of interest in the public sector. BTM has supported MANS in its efforts to create an environment in which civil society organizations function and congratulates them on their alliance to better serve this purpose.

Conflict Resolution: Six Secrets to Successfully Conquer Conflicts

06/09/2006
by Paul Davis

Do you ever hear these comments at the office?
“Hey! Stop listening to my personal conversations!”
“Quit taking credit for my work!”
“That’s my parking space!”
“Why don’t you start doing your fair share of the work?”

These are just a few of the different types of employee interactions that can create conflict and cause tension in the workplace. Such tension and turmoil among employees, if not quickly dealt with, can rapidly spread throughout the ranks and distract many from work-related duties.

Here are six secrets to successfully conquer conflicts:

1. Consider conflict an opportunity, not a curse. Conflict is a character building and interpersonal communications improvement opportunity. Being able to identify other character types and communication styles is beneficial, though it may not always be easy.

Learn to respond to conflict naturally and with openness. In doing so, you will disarm the aggressor and show yourself to be a reasonable human being. As you listen, ask for more information about the true source of the conflict. You will find that what seemed to be the initial problem was merely superficial. In such situations, conflict becomes a learning experience for both of you.

2. Respect and don’t reject people, regardless of your disagreement. Separate the person from the behavior. Remember we all come from different backgrounds, upbringings and environments that have shaped and molded us. We are all continually changing and evolving. Give people room to grow as they come to a greater level of self-awareness. As you do, and they discover how gracious you’ve been to them, they will become the most loyal employees or co-workers you will ever have.

3. Acknowledge and confess any contributory negligence. Conflict always begins within. We must judge ourselves first. We often judge ourselves by our intentions and others by their actions. We don’t typically use fair weights, standards and measures when we judge others.

If we were brutally honest with ourselves, we would find that in every conflict we have somehow contributed to it through what we have said or left unsaid. Neglecting to affirm your employees after a job well done is as negligent behavior as them forgetting to get the work done. We all hunger for recognition and praise. Management must honor and recognize people for their performance.

Sometimes in the midst of all our efforts to be increasingly productive and profitable, we are not personable and can be offensive to one another. Recognize such times and apologize for being that way. By acknowledging and apologizing for wrongdoing, you are taking responsibility and encouraging everyone to be responsible. Suddenly, people will begin to humble themselves and confess their own faults. When this happens, employee morale and productivity will skyrocket.

4. Formulate what you want to say, and how you will say it. Remember it is not only what you say, but how you say it. The manner and tone by which you express yourself will determine the level of receptiveness with which it is received. Receiving constructive criticism is never easy, but it can be bearable if the person giving it is kind, affirming and sincere. Start soft by affirming the person’s good qualities and your working relationship before proceeding to find fault and correct. Compliment and praise before providing constructive criticism.

5. Avoid premature assumptions. Premature and erroneous assumptions hinder management and employee morale and diminish the company. Don’t take what others say for truth. Instead, go to the source and have an open conversation.

6. Speak with positive expectation believing the best. Stating your feelings with positive expectation. For example, say something like, "William, you've always done a great job of giving your all in every account. As of late, however, you seem to not quite be yourself. Is there anything I can do to help? I want to see you succeed and be your personal best. Know I am fully committed to you as you are to this company." Affirming a person and your expectations of their success will endear people to you and cause them to want to live up to your wishes.

Remember, in conflict you can win a battle and lose the war.

Maintain a sense of humor and unconditional acceptance. You don't have to always resolve your disagreements and conflicts to thrive. Sometimes, you have to accept people as they are, realizing they may never change. Matters of personal preference do not need to take preeminence in your working relationship.

ANNOUNCEMENT

Call for proposals by SEED

This is a call for proposals for the second SEED Award (Supporting Entrepreneurs for Environment and Development) Initiative. The SEED initiative helps advance the USG's objectives. Applicants can be Local or international NGOs.

The deadline for applications is October 15, 2006. The on-line application and additional information about this initiative is available via the USG's Sustainable Development Partnership Website www.sdp.gov, or at www.seed.init.org. If applicants are unable to submit the application electronically, please contact the SEED Initiative by phone (+41 22 999 0000). The initiative recommends early submission, as this may allow initial feedback to be given to help applicants improve their application. Late submissions will not be considered.

Partners-Albania is an Albanian NPO committed to advancing civil society and a culture of change and conflict management in Albania.

Partners-Albania is a member of the Partners for Democratic Change International, a network of Centers in 15 countries, which provide conflict resolution training and services to the civic, NPO, municipal and national government, and business sectors in their countries and worldwide.

PDCI website address is: www.partnersglobal.org

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