



**Sonal Mehta**  
Chief Executive

“*Translation is not a barrier, the exercises kept us active, we now know how to map our strengths and resources*”

“Alliance India is a non-governmental organisation working across 17 states of India. Alliance India’s programmes foster wellbeing, realise equality, and affirm the dignity of communities most affected by HIV/AIDS.

The key communities that Alliance India are working with includes (but not limited to): people who inject themselves with drugs including women who inject drugs; men who have sex with men; transgender and ‘Hijra’ people; women in sex work; and people living with HIV.

Interventions include prevention, care and support for HIV and AIDS, community advocacy including empowerment to access sexual health services, addressing gender-based violence, and developing the capacity of the community to address violence against transgender and hijra groups. Alliance India have reached 1.52 million people with their services since 1999.

Caplor Horizons was introduced to us by Sharon Turnbull in 2018 and we have worked with them on three occasions since then.

Our first session in May 2018 focused on strategy development. It was facilitated by Ian (Williams). We enjoyed working with Ian and he was an excellent trainer/facilitator to work with. More than anything else I think the technical (academic) inputs he provided appealed to our team immensely and the experiential learning hit home the issues that we are already dealing with. His analysis was spot on. These views were shared by the rest of the team:

- *“We had a wonderful strategic planning of our organization in New Delhi, India last week under the facilitation of Ian Williams from your esteemed organization Caplor Horizons. As a part of the methodology of the planning process he used the card game tool i.e. the Caplor House cards which we found to be extremely amazing. We would further love to use the tool in our internal workshops and sessions.”*
- *“You gave us two wonderful days of creative and experiential learning. Truly appreciate your preparation and method of facilitating.”*

In February 2019, Caplor Horizons worked with the core team to help strengthen our teamworking and leadership skills. Ian and Lorna used experiential exercises such as ‘colourblind’ and a rope exercise to embed key messages.

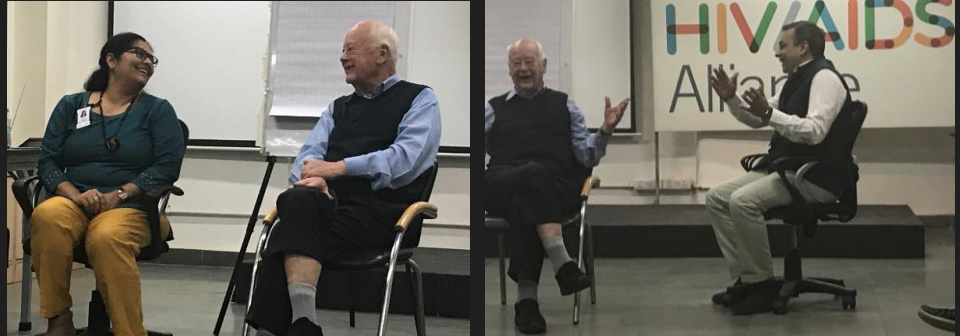
During the same visit, Charles Handy, a social philosopher, contributed his time and insights with team members. We felt humbled and greatly encouraged to have Charles with us. He provided a highly engaging and inspirational session.

# Alliance India



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Here are some pictures of him with some of the team. Based on the sessions, my colleagues were keen to include key concepts of his, such as the 'Second Curve' and 'Donut' into work with small and medium sized NGOs that we work with.



More recently in April 2019, Ian and Rosie contributed to our 'LINKAGES' initiative. This involved building the capacity of Community Based Organisations (CBOs) in Maharashtra and Andhra Pradesh. The members (pictured below) focus on HIV prevention, care and treatment services among key populations at risk of HIV.



The facilitators encouraged the use of song, dance and roleplay as a way to embed the learning around topics such as proposal writing and resource mobilisation. Another interesting tool that was used was The Voyage Board which helped the CBOs articulate their envisaged future and how they plan to get there.

It was a team effort with members of the Alliance India team working alongside Caplor Horizons to make it so successful, including the inspirational and steadfast leadership roles that Abhina and Sylvie contributed. Some feedback from participants included:

- *"Translation is not a barrier, the exercises kept us active, since we are a new CBO we now know how to map our strengths and resources"*
- *"This training gave me confidence on the basic grammar proposal writing, I am already ready with an idea"*

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- *“The Voyage exercise was very insightful, for me it rightly matched my Second Curve”*
- *“Alliance India Linkages team would like to thank you from bottom of heart for conducting advance OD trainings for Maharashtra and Andhra Pradesh. The participants from both the states almost 25 CBOs enjoyed the training and found innovating and introspective for their organizational growth.”*

We are continuing our strategic partnership with Caplor Horizons and are collaborating on funding applications together in order to make this happen.”