



INTERNATIONAL INSTITUTE OF DEVELOPMENT TRAINING

Company Profile

Towards sustainable development

Contents

Introduction	2
Vision, Mission Approach and Focus	3
Our Focus.....	3
Social and Environmental Research	4
Project Cycle Management (PCM).....	5
Enterprise & Economic development	6
Governance and participation.....	7
Organizational Development.....	8
Personal Productivity	9
Services	10
Our Strengths to Deliver Unique Services	11
Our partners in progress	12
Recent Program / Projects	13
Trainings Modules.....	14
Our Team.....	16
Key Contacts.....	19



Introduction

The International Institute of Development Training (IIDT) was established in 2009 and registered under the companies Act 7 of 2007 (Reg. No PV 70899). IIDT is an institution committed to provide services related to development training, research and consultancy. Our expertise includes Socio-economic Research, training and consultancies on Project Cycle Management, Enterprise Development, Governance, Organizational Development, Personal Productivity and Environmental Sustainability.

IIDT possesses its own training facilities with state of the art equipment; experienced and qualified pool of trainers and consultants to deliver unmatched services to its clients. Having worked with adult learners of diverse nature, IIDT is continuously improving tools and techniques to provide comfortable learning experiences to match different learning needs. IIDT's approach in talent development assures learners to grasp knowledge reflected through their own experiences.

The social research arm of IIDT mainly focuses on addressing socio-economic and environmental issues which affect the well being of the society at large. IIDT has strengthened its research capacity through a panel of experts possessing diverse experience.

This document briefs you on our key interest, competencies and credentials. Updates of IIDT's programs, projects and events could be found at www.iidt.org.



Vision, Mission Approach and Focus



Our Vision – Transforming Lives



Our Mission - fostering sustainable development through research, training and consultancy



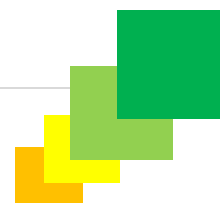
Our approach - We develop partnership with public and private sector organizations and other development agencies to optimize resources and to harness potential for sustainable development.

Our Focus



....towards sustainable development

We believe in collective efforts towards promising future for next generation by introducing socially valuable knowledge through researches and by inculcating skills, knowledge and attitude towards collective and conscious social capital development through effective training. We vigorously continue to shift groups, communities and societies from destitution towards prosperity.



Social and Environmental Research

Research problem identification, design of research framework and tools, data collection, analysis and reporting in subject domains that concern sustainable human development are the key interest under Social and Environmental Research.

Our research scope includes project baseline surveys, impact assessment, environmental feasibilities and impact evaluation and any other research which require consultation with community. Hence this unit supports research requirements of government, private sector and non-governmental organizations.



Our key projects interest falls under the broad mandate of livelihood development, enterprise and economic development, environmental sustainability and good governance. IIDT with international collaboration has established relationships with 10 plantations in Sri Lanka to uplift socio-economic conditions of plantation workers and their families. This flagship program has proven IIDT's dexterity in action research combining a range of sustainable solutions to stakeholders of the plantation communities.



Enterprise & Economic development

Enterprise and economic development portfolio comprise of wide range of services for micro to medium scale enterprise development. Identifying livelihood opportunities and projects, attitudinal change programs, entrepreneurship training, business planning, business consultancy services are to name as name a few.

As the franchise partner for IFCs Business Edge™ we provide array of opportunities to Small and Medium Enterprises (SME) to build their capacities with results based training solutions. Business Edge™ strengthens IIDT to capitalize on local experience with international corporation. Business Edge™ provides solutions to wide range of management issues faced by SMEs who are actively contributing to corporate values chains.



Governance and participation

Demand for good governance and community participation in political and policy arena continues to be in existence. International relations for improvement of nations and their communities demand government institutions to devise methodologies to increase community participation in decision making and development of policy measure to safeguard vulnerable communities. IIDT has earned immense reputation by implementing the Supporting Regional Governance (SuRG) project of USAID. The project holistically addressed the necessity of improving governance in the rejuvenating Eastern Province and continued to support a similar project in the Northern Province.



Organizational Development

OD includes staff training, Change management initiative, Corporate Planning, Management Development and Organizational Restructuring and Process Quality Improvements.

OD also includes conducting of participatory strategic planning sessions for organizations to complete development of corporate plans with key performance indicators. Staff training on performance monitoring, leadership and change management.



Personal Productivity

Emotional Intelligence has been talk of the town for the past decade.. IIDT to bridge these gaps provide a range of branded training programs such as Mastery of Life, Warrior Training for Executive, etc. IIDT also provide customized training modules in

- ✓ Leadership
- ✓ Delegation
- ✓ Team Work
- ✓ Motivation
- ✓ Presentation Skills
- ✓ Problem Solving and decision making
- ✓ Time and Task management, etc.



Services

We offer wide range of services within our scope

Areas of Interest	Services
Social Research (SR)	<ul style="list-style-type: none"> ▫ Needs assessment ▫ Feasibility studies ▫ Project impact assessment ▫ Environmental assessment ▫ Action research related to socioeconomic dev.
Project Cycle management (PCM)	<ul style="list-style-type: none"> ▫ Project needs identification ▫ Participatory planning ▫ Development of project concepts ▫ Proposal development ▫ Project implementation ▫ Monitoring and evaluations ▫ Exit strategy development ▫ Training related to PCM
Enterprise and economic development (EED)	<ul style="list-style-type: none"> ▫ Livelihood development ▫ Agriculture and fisheries development ▫ Identification of livelihood opportunities ▫ Resource mapping ▫ Entrepreneurship training and attitudinal change ▫ Management training for SMEs ▫ Business consultancies ▫ Development of B.P. for community enterprises
Governance and participation	<ul style="list-style-type: none"> ▫ Training of Local Government staff ▫ Development of citizen charter ▫ Public management, leadership and legislature
Organizational Development	<ul style="list-style-type: none"> ▫ Organizational quality assessment ▫ Corporate planning / strategic planning ▫ Development of BSC/KPI ▫ Staff training / change management ▫ Development of SOP/ Procedure manuals ▫ Strategic human resource development
Personal Productivity	<ul style="list-style-type: none"> ▫ Leadership ▫ Motivation & Personal productivity ▫ Communication and Presentation skills ▫ Time and stress management ▫ Delegation, team skills
Environmental Programs	<ul style="list-style-type: none"> ▫ Environmental compliancy audit ▫ Awareness training ▫ EMS training



Our Strengths to Deliver Unique Services

- Centrally located office with training facilities allows IIDT conduct in-house trainings. This minimizes cost per seat, while enhancing efficiency in management and delivery of training programs and workshops.
- Dedicated team- IIDT has the support of more than 10 in-house Business Edge™ trainers and assessors apart from expert support from EML Consultants, the parent organization of IIDT. It also has a large pool of external consultants and trainers with diverse expertise
- Equipment & facilities with latest technology – IIDT possess state of the art facilities, tools and training equipment to deliver training at any locations.
- Past experience in working with major corporate clients and INGOs have built a great credibility for IIDT and is a vital strengths for the organization
- Well sounding company name- International Institute of Development Training well match with its scope of work and is gaining good reputation among stakeholders.
- A track record of working relationship with development banks, INGOs, the government and other stakeholders.



Our partners in progress



Hotels: Supper Coral, Bentota Beach Hotel, Mandara Rozen, Victory Inn, Coral Sands, Citrus Hikkaduwa and Talalla Retreat

Chamber of Commerce: Matara, Galle, Kandy, Monaragala and Ratnapura

Associations: Hikkaduwa Tourism Service Providers Association, Council of NGOs Jaffna

Recent Program / Projects

Research

- Survey of Costs & Benefits of Doing Business of MSEs in Sri Lanka (Business Environment with Focus on Labour Laws and other regulations) – ILO
- RIWASH 2 (Rural Integrated Water and Sanitation) – World Vision
- Assessment for assessment of the institutional capacity of the organization in the areas of financial management, management of the whole program and the internal governance – DAIKONIA
- Vega/Biz+ Project, Sector Assessments of North and East of Sri Lanka USAID funded project
- Willingness to pay survey for Greater Colombo - ADB

Enterprise and economic development

- Training of 2500 agroenterprise owners through 100 training programs - World Bank
- VEGA BIZ - Business planning introductory program in Jaffna
- Business Edge™ workshops SMEs - More than 2000 entrepreneurs have been trained under this program and continue as a commercial training product.
- Partnering for Enterprise Development Training (PEDTra) – IFC
- Southern SME Development Program – Training of SMEs
- Management and Marketing Skills of hoteliers
- Business Consultancy for selected businesses in Galle

Governance and participation

- Supporting Regional Governance Program for North and Eastern provinces - USAID

Organizational Development/ Management

- Office management for local government authorities
- Strategic Planning for EML Consultants (Pvt) Ltd.
- Staff Training programs / Strategic Marketing planning for Southnet (Pvt) Ltd., Hasara Guest House, CPI Footwear
- Workshop on Improving Managerial Skills for Office Management
- Advanced Excel program and for analysts.
- Staff training for Andaradeniya Tea Estate, Sujith Auto Electricals, Freelan Ent. (Pvt) Ltd.,

Personal Productivity

- Warrior Training for Executives' workshop for developing Inner Soft Skills for self-empowerment, and Outer Soft Skills for relational competencies (communicating with & influencing others)
- 'Mastery of Life' workshop for achieving success by boosting Mind, Body, Health, Energy & Focus

Environmental Programs

- Environment Management Systems Workshop



Trainings Modules

General - Soft skills

- Communication and interpersonal skills
- Conducting meeting / participatory decision making
- Conflict resolution techniques
- Creativity, innovative thinking and idea generation
- Dealing with stress and anxiety
- Delegating power and authority
- Emotional Intelligence
- Leading others (Different approaches / techniques)
- Mentoring skills
- Personal productivity
- Presentation skills (3-4 Days)
- Problem solving and decision making techniques
- Teamwork (Outbound or in house)
- Time and task management
- Training of Trainers (TNA/ Design/ Delivery/ Evaluation)

Business Community (SME/ Corporate Management Trainings)

- Becoming an effective manager
- Business Planning / Cash flow management
- Customer Care / Customer care management
- Developing Balance Score Card / KPI
- Entrepreneurship
- Leadership for business success
- Marketing in General / Assessing opportunities/ Developing competitive strategy/ Promotion / Public relations
- Selling skills
- Staff motivation and retention
- Strategic HR management



- Strategic planning / Strategic marketing planning
- Cooperate Governance

Community Development / Projects

- Behavioral change communication
- Community Mobilization
- Developing Logical Frame Approach (LFA) for monitoring
- Financial Literacy
- Governance and Community Participation
- Leadership Skills for Community Leaders
- Micro Finance (Management / Operations/ Self Help Group)
- Organizational Development (OD)
- Participatory approaches/ Community planning / visioning
- PRA Techniques and Practices
- Project cycle management
- Project management tools and techniques
- Report Writing Skills
- Results Based Monitoring and Evaluation
- Sexual Reproductive Health
- Social accountability
- Social capital development
- Social Enterprise Development
- Social marketing
- Social Performance Management
- Youth Empowerment and Career Guidance

Environmental

- Various programs are available on environmental management and sustainability.



Our Team

Chairman - Avanthi Jayathilake is an Institutionalization Specialist, brings in much invaluable expertise and professionalism gained through his over 30 year career experience in public, private and international organizations. He started as a SLAS Officer in 1979 and served in many important positions in government agencies including Ministry of Planning, CEA and Ministry of Environment. In 1991 he was employed by the United States Agency for International Development (USAID), as the Program Specialist and was later appointed as the Mission Environmental Officer to look after the environmental aspects of all projects supported by the USAID. He has undertaken many consultancy assignments in environmental management and institutional development in many countries including Bangladesh, Bhutan, Nepal, India, Oman and Canada. He currently heads the EML Consultants; a leading consultancy firm providing services in Sri Lanka and in the region

Managing Director - Manitha Weerasuriya PhD, has extensive experience in project management and governance related training and capacity building projects conducted through the USAID funded TALG and GUGSA programs since 2004. Formerly CEO of EML Consultants, CEO of Nikini Automation Systems (Pvt) Ltd.(Sri Lanka), Lecturer at the City University of New York and Assistant Soil Chemist at the Rubber Research Institute of Sri Lanka. Dr Weerasuriya obtained his Ph.D. in Environmental Biology and Master of Philosophy Degrees in Biology from the City University of New York. He has also obtained his masters in Botany and BSC in Agriculture from the University of Peradeniya, Sri Lanka. He has received several Awards, Fellowships and Grants during the academic career. He joined EML as a Project Management Specialist in 2003.

Senior Consultant - Research - A P Dainis, with a career span of over 35 years mainly related to public administration and local governance, Mr. Dainis is extremely well experienced and fully conversant with the central and local governance mechanism in Sri Lanka. Being a member of Sri Lanka Administrative Service (SLAS), he has worked in many ministries and departments related to local governance. Mr Dainis has also been an advisor on local governments in Sri Lanka to the Federation of Canadian Municipalities and has served as institutional development specialist/ consultant for several projects funded by major donor agencies including ILO, GTZ and ADB. He has also served as director for many government organizations, and engaged in the formulation and implementation of program for the advancement of management capabilities of local authorities.



Senior Consultant - Local Governance – D. P Hettiarachchi, the former Additional Secretary in charge of local government and provincial councils divisions of the ministry of local government and provincial councils. He is a senior officer of the Sri Lanka administrative service having over thirty years of experience in the fields of local government in Sri Lanka. He is a graduate of the Vidyalankara University, Keleniya and followed post-graduate study programme on local government management in University of Birmingham and Human resource management programme in university of Manchester UK.

Mr. Hettiarachchi having extensive experience in various senior management positions in leading local authorities, Provincial councils and in line ministry of the government. He has represented various international forums, conference, Seminars etc. in many occasions and has studied local government management systems in South Africa, India, USA, Japan, Thailand, Cuba, Philippines, UK, Italy Canada, China and Netherlands.

His Specialize areas are local government law, Subsidiary laws, Capacity building, Municipal waste management, and local government policy formulation. Mr. Hettiarachchi serves as a guest lecture of University of Colombo, University of Moratuwa and University of Sri Jayawardanapura. Further he is functioning as the coordinator for number of local government projects.

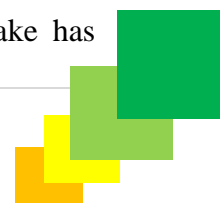
Monitoring and Evaluation Specialist - Thilak Hewawasam has over 25 years of experience in project development, management, monitoring & evaluation and review in the field of housing, resettlement, social justice and upgrading of underserved settlements, water & sanitation, environment, pro-poor development and institutional capacity building at National, Provincial and Local Government levels in Sri Lanka as well as in South and East Asian and African region. Mr. Hewawasam holds a Master of Science degree in Regional Development Planning from the University of Wales, UK (1987); a Post-Graduate Diploma in Land Settlement and Development from the University of Colombo in Sri Lanka (1977); and a Bachelor of Arts(Hons) in Geography from the University of Ceylon in Peradeniya, Sri Lanka (1968). He obtained a special professional training on Results Based Management. Mr. Hewawasam possess a long experience in monitoring and evaluation of donor funded projects and national and local government programs holding senior positions in the public sector in the field of Environment, Local Government, Housing, Water Supply, Urban Development. He recently worked as the Senior Project Team Leader of the CIDA Tsunami Results Monitoring Project (TRMP). Since 2006, he has involved in carrying out an extensive evaluation and review



of water and sanitation sector in Sri Lanka as Senior Water and Sanitation Advisor of USAID Environmental Cooperation – Asia (Eco - Asia) Program in Sri Lanka.

Socio Economist - Fuard Marikar PhD has over 38 years of work experience in public, private and international organizations. He has a BSc Degree in Agriculture from Peradeniya University, a Masters Degree in Agricultural Economics from Stanford University, USA and a PhD Degree in Natural Resource and Environmental Economics from Colorado State University, USA. He has over 20 years of experience working for the state sector, including the Ministry of National Planning and Ministry of Lands and Land Development, where he was the Director of the Planning Division with overall responsibility for planning and policy formulation in the agricultural and natural resources sector including planning in agriculture, plantation, livestock, research and extension, environment management, irrigation, land development and settlement, land reclamation, forestry, wild life, land use planning, and watershed management. He has experience in planning, budgeting, project formulation, coordination of implementation and monitoring and evaluation in the state sector. He has also worked as a consultant for over 10 years for the International Water Management Institute (IWMI) in areas such as irrigation management, water resources planning, poverty assessments, irrigation project impact assessments, conduct of socio economic surveys and research. He has also worked for local and foreign private sector consulting firms, including EML, ECL, RDC, TEAMS, GTZ, Skanska, DHV, Norconsult, IPE, well as for international agencies such as the World Bank, ADB, CIDA, USAID, JICA, CARE, Red Cross, UNDP, FAO and ILO, and completed over 50 assignments in disaster management, poverty assessments, socio economic and other surveys, project impact assessments, project formulation, monitoring and evaluation, EIAs, and other environmental assignments. He has completed assignments/studies/tours in Philippines, Canada, Italy, Japan, Nepal, Saudi Arabia and Uzbekistan.

Manager Special Projects - P Samarnayake, has wide experience, having worked in the Rubber Research Institute of Sri Lanka [RRISL] for over 36 years in the field of Plant Breeding and Extension. As regional Advisory Officer of the RRISL he was involved in Administration and Project Management. He was responsible for the implementation of the World Bank funded Smallholder Rubber Rehabilitation Project [SRRP] from 1982 -1994 and coordinated an Integrated Rural Development Project [FINNIDA] funded by Finland involving Situation Analysis Strategy formulating, Monitoring and Project Evaluation. Mr. Samaranayake has



utilized his proficiency in coordinating various projects in the private sector after his retirement. Some of the projects he handled were Rights of migrants Works and Trafficking in Persons, funded by the American Solidarity Centre and USAID, Social Mobilisation and Establishing Child Protection Societies to combat Child Labour, in the plantation sector, funded by ILO and, UN funded Tsunami Rehabilitation and HIV/AIDS Prevention Programmes. He is presently coordinating the 2nd phase of an ongoing project 'Upliftment of the Living and Social Conditions of Plantation Workers and their Families', supported by a donor agency [FAP], in collaboration with PADEM an INGO in France. Mr. Samaranayake holds a Diploma in Plant Breeding at the University of Wageningen, The Netherlands, International Training Course on Extension Training and Communication at the University of Philippines and is an Associate Member of the Institute of Biology [London].

General Manager - Ismail A Azeez has more than 14 years' experience in both private sectors and with non-government organization and has held positions as Lecturer, Software Engineer, Manager Sales/Marketing Project Manager, Program Manager and Executive Director. Azeez has undertaken various training and consultancy assignment for Author Anderson LLP (A project of Central Bank), GTZ REPSI/ GTZ ProMis, EU, Sanasa Development Bank, Asia Foundation, South Eastern University, District Secretariat of Batticaloa, USAID etc. He has trained more than 15000 individuals on different aspects. Azeez's interest includes youth empowerment, community development, education, project management, enterprise development and organizational development. Azeez has a Masters in Business Administration and has earned BA from OUSL, Int'l Dip in Computer Studies (NCC-UK), ACS, Dip in Youth Development Work (CYP) and is certified trainer for CGAP and Business Edge™

Key Contacts

International Institute of Development Training

No. 6/10 Rajamaha Vihara Lane
Rajamahavihara Mawatha
Pitakotte, Kotte
Tel: + 94 1 4379114
Fax: + 94 1 2502880

Email: info@iidt.org
Web: www.iidt.org

Environmental & Research:

Dr. Manitha Weerasuriya (MD)
0777698962
manitha@iidt.org

Enterprise Management / Business Edge™

Ismail A Azeez (GM) - 0773451544
azeez@iidt.org

General Project Coordination

Mirun Manoharaj - 0770102831
mirun@iidt.org