



Day 1 Wrap-Up & Homework:

Thank everyone for their active participation. Outline that Day 2 will build on this by tackling how to handle the toughest parts of change – resistance and sustaining momentum – and introducing creative methods like Appreciative Inquiry. To prepare, their homework is to finish the short change plan they started. They should flesh it out or organize their notes into a 1-page summary. This can be in any format (bullet points, short paragraphs, even a simple flowchart) – it is not for grading, but for their use. The next morning, carry out a peer feedback activity so they can get ideas on their plan from others. Encourage them to think freely and even discuss with colleagues in the evening if they like.

Suggest they take 5 minutes tonight to reflect: *“How do I feel about change now, after today’s sessions?”* Sometimes we ask participants to write a journal entry or simply mull it over – this can personalize the learning further.

Finally, encourage some rest and informal networking in the evening. Perhaps suggest, *“If you feel like it, ask your neighbour what change plan they are working on – a little conversation over dinner could spark new thoughts”*.

Tip for Success: *“Change starts with you.”* – As an advisor, model the change mindset you want to see. Show curiosity, willingness to adapt, and optimism. When farmers see you embracing new ideas (e.g., you try a new participatory exercise or share how you are changing your approach based on feedback), they are more likely to trust you and consider changing themselves. Personal congruence – walking the talk – builds credibility.