

InterDev Consulting, Inc.

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InterDev Consulting, Inc. is a private corporation organized in September 1998 by experienced and practicing professionals and experts committed to assist different institutions and instrumentalities in various developmental fields and discipline in Mindanao and the Philippines.

InterDev Consulting, Inc. is a development service provider with varied expertise catering to different levels of clientele and utilizing well-thought strategies in providing appropriate service to the respective constituency.

Expertise

Governance and Capacity-Building

InterDev aims to facilitate capacity-building efforts among non-government and public institutions along a holistic picture.

The attention to governance and capacity-building is not given only to the particular community; proportionate consideration is also provided to other stakeholders and players – public and business sectors, civil society, donors and development partners.

However, it is true that effective governance requires strong institutions at the national and local government levels as well as non-government organizations that bring together all stakeholders and players.

Enterprise Development and Management

The opportunities for micro and small enterprises for domestic and international trade are at hand. This is brought about by availability of raw materials, government support and working capital.

InterDev believes that enterprise development and management is anchored on developing the capacity of enterprises by improving the competencies of its human resource. Thus, relevant training and mentoring with applicable organization and management competencies, appropriate technology and skills are necessary interventions. In doing so, enterprise risks are reduced while standards are improved.

Environmental Impact Assessment

The environmental impact assessment (EIA) is one of the most widely used tools for identifying and mitigating adverse ecological effects of development proposals (National Environment and Planning Agency - NEPA). The EIA compares alternatives that could be used to realize a project and identifies the one with the best combination of economic and environmental costs and benefits.

InterDev participates in this initiative by way of facilitating *informed decision making* by providing clear, organized and sound analysis of the effect and consequences of proposed projects. It assists in the selection of options, including the most feasible and most environmental-friendly option.

Strategies

- Organizational Diagnosis and Institution Building
- Public Policy Analysis and Development
- Project Feasibility, Monitoring and Evaluation
- Operations and Financial Audit
- Management Information and Systems Installation

Service

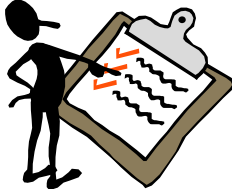
- Technical Assistance
- Training and Consultancy
- Research and Consultancy
- Technology Building and Transfer
- Survey and Pollstering
- Documentation and Publication
- Linkaging and Networking

Clientele

- Private Firms
- Donor Agencies
- Academic Offices
- Constituency Organizations:
 - Non-government Organizations
 - Peoples' Organizations
- National Government Agencies
- Local Government Units

2. Training Management Capacity

InterDev Consulting, Inc. has two full-time consultants/trainers and two part-time staff.



When tendering for contracts requiring a different set of competencies than that available among the consultants/trainers, a project team is assembled from a network of associates and partners.

The members of our teams are individuals uniquely qualified for a particular task. It is our belief that service provider's quality flows from matching tasks with appropriate skills and competencies. In addition, our organisational structure is such that individual consultant and associates' competencies complement each other. In assembling our project teams, we therefore, invest heavily in networking, backup and backstopping.

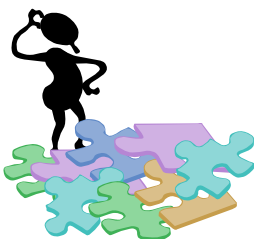
Apart from conducting the training, InterDev Consulting, Inc. is also into management of training – curriculum development, resource persons pooling, venue arrangement, legworking of participants, monitoring, evaluation and report packaging. Our experience in training management ranges from a two-day team building courses to a month-long training of trainers of various subjects from organizational governance, social marketing and franchising, business planning, financial management and micro finance programming and operations audit.

3. Training and Courses

The InterDev Consulting, Inc., through its resident consultant/trainers has been developing and conducting the above training and courses to various groups and individuals for the last 10 years in Mindanao and outside.

NGO Development and Management

Development Perspective
Strategic Directions
Organization and Management
Program and Project Development
Monitoring and Evaluation



Enterprise Development

Basic Entrepreneurship
Business Planning (Feasibility Study Making)
Entrepreneurial (Behavioral) Competencies
Diagnosing Enterprise for Expansion/Rehabilitation
Market Research and Development
Social Marketing and Franchising
Customer Relations and the Art of Selling



Financial Management

Basic Financial Management Framework
 Financial Management for NGOs
 Internal Control System
 Financial Diagnostics and Analysis
 Working Capital Management
 Product Engineering, Costing and Placement

These courses range from stand-alone to modular and from three days to 20 days. Participants vary from practicing entrepreneurs to university students and from upland farmers to rural micro self-help individuals.

The trainers popularized the module “Finance Walk”, a step by step approach to reading and understanding the “stories behind the numbers”. They include the relationship of financial statements and financial measurements, both for not-for-profit NGOs and for-profit private and self-help organizations.

4. Training Methodology

The methodology is experiential learning or “learning by doing”. This is based on the famous Competency based Economies through Formation of Entrepreneurs¹ (CEFE), developed by GTZ. CEFE espouses the concept of skill/competency acquisition that prepares participants for the identification of opportunities in a constantly changing environment. The “changing environment” is considered in the CEFE method to be a major precondition for new business opportunities.

The use of CEFE tools has proven to be a popular learning experience in the Philippines and in many other countries. It has been achieving favourable feedbacks from participants, entrepreneurs and trainer/consultants alike. Without prejudging the competencies of the participants, an attitudinal change can be achieved by this learning-by-doing methodology. This will enable participants to continue to practise what they learn long afterwards, both in the area of personal competencies and in using the newly-acquired business skills.

**Structured Learning
Exercises and Games**



The training includes games and structured learning exercises. It is highly innovative and process-oriented. Lectures are minimized (lecturette) and sharing-discussion of actual life experience is emphasized.

On the whole, the process is strictly facilitative. This methodology hopes to expose participants to “open-ended” situations where their specific actions are loosely prescribed. Since they are free to tackle community-related problems in the way that

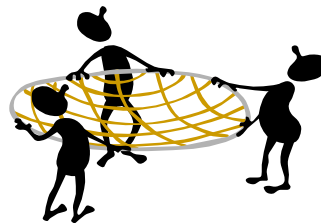
¹ www.cefephil.com; www.cefe.net

they choose, participants are actually exposed to self-reliance and problem-solving situations.

Participants learn to:

- assess given situations,
- base plans and strategies on one's own value system,
- integrate one's own value system into the existing socio-cultural conditions,
- adapt one's own ideas to constantly changing variables and match one's own ideas with own individual strengths and potentials in order to identify the most appropriate option.

The Trainers



The trainers have been trained in the Philippines in the CEFE Approach through the GTZ-DTI Countryside Entrepreneurship Development Program (CEDP) International Training of Trainers.

A yearly upgrading course is also conducted to equip the trainers on new approaches and innovations, as well as, recent business trends and applications. The trainers hold a permanent license as facilitators/trainers issued by CEFENet-Philippines. They are also holders of licenses as International Advisers issued by the CEFE International. The trainers, as members of CEFENet Foundation are now conducting International Training of Trainers organized by GTZ among organized communities within and outside the Philippines.

For business troubleshooting and consultancies, the trainers are trained in the Philippines by the Business Management System (BMS) paradigm, developed by the International Trade Center² (ITC) in Geneva. BMS promotes Enterprise Competitiveness and the trainers are holders of license as BMS adviser issued by the ITC.

Recently, the trainers joined NGO Management School³, also a development service provider based in Geneva, where two of them are concurrently Training Co-Director. NGO Management School has conducted capacity-development courses in Cambodia, Nepal, and Hanoi and Ho Chi Minh in Vietnam.

With years of training experience among the NGOs and self-help organizations and privately-owned business organizations, the trainers are themselves practicing entrepreneurs, whose business experience keep them in constant check with classroom theories and actual business realities.

² <http://www.intracen.org/>

³ <http://www.ngoms.org/>