



MEKONG
INSTITUTE



PROGRAM INFORMATION

REGIONAL TRAINING

COMPREHENSIVE HUMAN RESOURCE DEVELOPMENT FOR THE LANCANG-MEKONG COOPERATION

MEKONG INSTITUTE

JUNE 26- JULY 7, 2023

Supported by The People's Government of Yunnan Province of P.R. China

1. BACKGROUND

The Lancang-Mekong (LM) Region has immense economic potential and rich natural resources. As many as 75 million people live within the Mekong River Basin area and approximately 1.6 billion throughout the region. This region is experiencing some of the fastest economic growth rates in the world. It is also sustainable and equitable development, but poverty, environmental degradation, a lack of human resources, and differential social development and governance structures hinder it.

The Lancang-Mekong Cooperation (LMC) members are P. R. China, Cambodia, Lao PDR, Myanmar, Thailand, and Vietnam. The six countries along the Mekong River (the Chinese stretch, the Lancang River) launched the LMC mechanism in 2015 and convened the first Leaders' Meeting in March 2016. The LMC is a sub-regional cooperation mechanism serving the common needs of the six countries, and it is an important part of P. R. China's overall cooperation with the Association of Southeast Asian Nations (ASEAN). Since the LMC's launch, the six countries have joined hands and worked in solidarity to promote the high-level development of the new sub-regional mechanism, successfully setting a golden example of regional cooperation and bringing tangible benefits to the people of the six countries. The LMC became a good regional cooperation model of the Belt and Road Initiative.

Human Resource Development (HRD) is a critical component of an increasingly interconnected world and is a fundamental element of a country's economic future. To be ready to support economic growth in the LM Region, skilled and knowledgeable human resources are essential. The governments in the region need to play a significant role in aligning HRD needs with the country's economic opportunities by enhancing workforce development while balancing regional development with social and economic needs. It is crucial to integrate a skill enhancement program to support employees in acquiring new skills or workers in improving their capabilities. Talented human resources are the change drivers for the LMC. During the seventh LMC Foreign Ministers' Meeting on July 4, 2022, P. R. China launched six plans in the next stage to share with the LM countries benefits of cooperation and add development momentum. One of the six plans is to implement the LM Talent Plan.

To support LM countries with these efforts, the Mekong Institute (MI) is going to implement a project of "Comprehensive Human Resource Development for the Lancang-Mekong Cooperation" to develop the human resource capacity of public institutions and will equip government officials with advanced HRD skills, regional perspectives, and professional and personal networks.

2. CONTENTS

The training will be conducted at MI Residential Training Centre, Khon Kaen, Thailand. In this course, participants will be trained in four interrelated modules:

Module 1: Effective English Skills for Professional Communication

Objectives:	<ul style="list-style-type: none"> • Learn English skills by concept building, practice, and interaction • Enhance experience and confidence in using English in public speaking with international colleagues
Topics:	<ul style="list-style-type: none"> • Introduction to Public Speaking <ul style="list-style-type: none"> ◦ Voice, stressing, intonation ◦ Impromptu speaking - finding structure, explanation, and elaboration • Descriptive Language & Storytelling <ul style="list-style-type: none"> ◦ Speaking to a reader's senses ◦ Comparison and analogy ◦ Using personal story as an illustration

Module 2: Cross-cultural Communication for Regional Cooperation

Objectives:	<ul style="list-style-type: none"> • Widen awareness of the cultural identity of oneself and cultural others • Acquire skills for negotiating in a cross-cultural situation
Topics:	<ul style="list-style-type: none"> • Cross-cultural Communication <ul style="list-style-type: none"> ◦ Learning how to play the cultural game together ◦ Cultural Dimensions and Syndromes • Cultural Audit & Reflection <ul style="list-style-type: none"> ◦ Review of cultural dimensions in the Lancang-Mekong Region ◦ Case study of culture, development, and local interest • Cultural Presentations and Questions <ul style="list-style-type: none"> ◦ Culture sharing and learning how to maximize communication and cooperation in the Lancang-Mekong Region • Introduction to Persuasive Speaking <ul style="list-style-type: none"> ◦ Questions of Fact/Value/Policy ◦ Speech review and critique ◦ Design and Use of Visual Aids • Body language and non-verbal communication <ul style="list-style-type: none"> ◦ Cultural forms of communication through body ◦ Preparing the body to perform in public speaking • Speech Day Preparation <ul style="list-style-type: none"> ◦ Outlining, Workshopping, Practice • Speech Day - To inform or persuade the audience about issues related to the Lancang-Mekong Region. All participants will perform a 7-9 minutes speech.

Module 3: Human Resource Development in the Lancang-Mekong Region

Objectives:	<ul style="list-style-type: none"> • Understand the importance of HRD • Introduce innovative strategies and practices of HRD
Topics:	<ul style="list-style-type: none"> • Overview of Human Resource Development in the Lancang-Mekong Region • Workshops on HRD Innovative Strategies and Practices

Module 4: Structured Learning Visits

Objectives:	<ul style="list-style-type: none">• Bring participants to the best practices in Thailand. The visits will allow the participants to acquire first-hand experiences that can be adapted and transferred to the practice in their countries.
Topics:	<ul style="list-style-type: none">• Practices Sharing

3. OBJECTIVES

The training is designed to develop the human resource capacity of public institutions and will equip government officials with advanced HRD skills, regional perspectives, and professional and personal networks.

- Enhance cross-cultural communication skills for deeper understanding and interaction among LM region nationals
- Introduce innovative strategies and practices on HRD in the LM Region
- Equip advanced HRD skills in the regional cooperation context
- Identify measures to foster continued HRD in the LM Region

4. TRAINING ASSIGNMENTS

As the participants will work in cross-national groups, these activities will promote communication skills and regional collaboration and foster a professional network of contacts among participants. Specific assignments will also be provided throughout the course. The learning methodology is designed to foster a greater understanding of the training content and stimulate sharing and networking among the participants. Interactive, experiential learning will be employed. A team of experts will deliver the modules and will adopt the following methods:

- Lectures and presentations;
- Group Discussions; and
- Group exercises, presentation, role play, and action plan.

5. CURRICULUM DESIGN AND METHODOLOGY

All training modules and simulation exercises will be drawn from and tailored to the LM Region context, focusing on practical knowledge and adult learning principles. The training will employ a participatory method linked to the realities of the LM countries. Each training topic and module will be designed using the "integrated curriculum" approach. The salient features of the integrated curriculum are that competencies are carefully selected, support theory is integrated with skill-based practice, essential knowledge is learned to support the performance of skills, and various functional competencies (e.g., facilitation, presentation, communication skill, etc.).

As mentioned above, the program will mainly adopt a modular training approach with which the participants will go through three progressive stages: (i) Learn to Do, (ii) Do to Learn, and (iii) Share to learn.

6. TARGET PARTICIPANTS

The training program will consist of 13 Chinese participants from Yunnan Province and 13 from Cambodia, Lao PDR, Myanmar, Thailand, and Vietnam. The total no. of participants in the training is 26. The participants are required to meet the criteria below:

- Government officials involved in HRD in their workplace
- Hold a university degree or an equivalent educational background with a minimum of 3 to 5 years of working experience
- Command of English (speaking, reading, and writing) at the working level
- Familiarity with cross-cultural studying and working environment
- Full attendance at the training program

Program Agenda

Time (Bangkok Time)	Topics	Resource Persons
Sunday: June 25, 2023: Participant's Traveling Day from home countries to Mekong Institute		
Day-1: Monday June 26, 2023		
Opening Ceremony (Business Attire)		
08:30 – 09:00	Registration	
09:00 – 09:15	Opening Remarks	Mr. Suriyan Vichitlekarn Executive Director Mekong Institute
09:15 – 09:30	Group Photo	Organizing Team
09:30 – 09:45	Mekong Institute Video Presentation	Organizing Team
09:45 – 10:15	Coffee Break	
10:15 – 10:45	Getting to Know Each Other	Mr. Anan Ussanawarong Program Assistant Sustainable Energy and Environment Department Mekong Institute
10:45 – 11:15	Exploring Expectations and Setting Norms	Ms. Yupaporn Siribut Program Officer Sustainable Energy and Environment Department Mekong Institute
11:15 – 11:40	Program Overview MI Facilities	Ms. Yupaporn Siribut Mr. Anan Ussanawarong
11:40 – 12:00	Pre-assessment	Participants

12:00 – 13:30	Lunch	Location: GMS Hall, 1st Floor, MI Annex
Module 1: Effective English Skills for Professional Communication		
13:30 – 15:00	Introduction to Public Speaking <ul style="list-style-type: none"> Speaking with stress, rhythm, & intonation. 	Dr. Matthew R. Ferguson Humanities and Language Division, Mahidol University Interantiaonl College
15:00 – 15:30	Coffee Break	
15:30 – 16:30	Principles of Public Speaking <ul style="list-style-type: none"> Adapting speech to situation. Adapting speech to audience. 	Dr. Matthew R. Ferguson
16:30 – 16:45	BOD Meeting	BOD and MI Team
18:00 – 20:00	Welcome Dinner (Smart Casual)	Location: TBC
Day-2: Tuesday June 27, 2023		
Module 1: Effective English Skills for Professional Communication (Cont.)		
08:30 – 09:00	Recap of Day-1	BOD
09:00 – 10:00	Introduction to Impromptu Speaking <ul style="list-style-type: none"> Structures and practice. 	Dr. Matthew R. Ferguson
10:00 – 10:30	Coffee Break	
10:30 – 12:00	Rhetoric and Speech Development <ul style="list-style-type: none"> Connecting with an audience. Storytelling/Data/Evidence. Speaking to the senses. Metaphor and analogy. 	Dr. Matthew R. Ferguson
12:00 – 13:30	Lunch	Location: GMS Hall, 1st Floor, MI Annex
13:30 – 15:00	Introduction to Persuasive Speaking <ul style="list-style-type: none"> Questions of Fact/Value/Policy. 	Dr. Matthew R. Ferguson
15:00 – 15:30	Coffee Break	
15:30 – 16:30	Speech Preparation <ul style="list-style-type: none"> Outlining and planning. 	Dr. Matthew R. Ferguson
16:30 – 16:45	BOD Meeting	BOD and MI Team
Day-3: Wednesday June 28, 2023		
Module 1: Effective English Skills for Professional Communication (Cont.)		
08:30 – 09:00	Recap of Day-2	BOD
09:00 – 10:00	Speech Preparation <ul style="list-style-type: none"> Practice and warm-up. 	Dr. Matthew R. Ferguson
10:00 – 10:30	Coffee Break	
Module 2: Cross-cultural Communication for Regional Cooperation		

10:30 – 12:00	Speech Performance • Speakers 1-10	Dr. Matthew R. Ferguson
12:00 – 13.30	Lunch	Location: GMS Hall, 1st Floor, MI Annex
13:30 – 15:00	Speech Performance • Speakers 11-20	Dr. Matthew R. Ferguson
15:00 – 15:30	Coffee Break	
15:30 – 16:30	Speech Performance • Speakers 21-24	Dr. Matthew R. Ferguson
16:30 – 16:45	BOD Meeting	BOD and MI Team
Day-4: Thursday June 29, 2023		
Module 2: Cross-cultural Communication for Regional Cooperation (Cont.)		
08:30 – 09:00	Recap of Day-3	BOD
09:00 – 10:00	Playing the Game • Introduction to Cross-cultural communication.	Dr. Matthew R. Ferguson
10:00 – 10:30	Coffee Break	
10:30 – 12:00	Types of Culture • Types of culture in the LMC.	Dr. Matthew R. Ferguson
12:00 – 13.30	Lunch	Location: GMS Hall, 1st Floor, MI Annex
13:30 – 15:00	Cultural Dimensions • Expressions of values and philosophies.	Dr. Matthew R. Ferguson
15:00 – 15:30	Coffee Break	
15:30 – 16:30	Non-Verbal Communication • Expressions of values and philosophies.	Dr. Matthew R. Ferguson
16:30 – 16:45	BOD Meeting	BOD and MI Team
Day-5: Friday June 30, 2023		
Module 2: Cross-cultural Communication for Regional Cooperation (Cont.)		
08:30 – 09:00	Recap of Day-4	BOD
09:00 – 10:00	Country Presentation Preparation	Dr. Matthew R. Ferguson
10:00 – 10:30	Coffee Break	
10:30 – 12:00	China (1), Cambodia, Laos, Myanmar	Dr. Matthew R. Ferguson
12:00 – 13.30	Lunch	Location: GMS Hall, 1st Floor, MI Annex
13:30 – 15:00	China (2), Vietnam, Thailand	Dr. Matthew R. Ferguson
15:00 – 15:30	Coffee Break	

15:30 – 16:30	Review, and Planning for Action <ul style="list-style-type: none"> Reflection on learning, and how to sustain development. 	Dr. Matthew R. Ferguson
16:30 – 16:50	Post-assessment	Participants
16:50 – 17:00	BOD Meeting	BOD and MI Team
Saturday: July 1, 2023: City Tour Sunday: July 2, 2023: Day-off		
Day-6: Monday July 3, 2023		
Module 3: Human Resource Development in the Lancang-Mekong Region		
08:30 – 09:00	Recap of Previous Week	BOD
09:00 – 09:30	Human Resource Development for Regional Cooperation from ASEAN Perspectives (online)	Representative Association of Southeast Asian Nations (ASEAN)
09:30 – 10:00	Overviews on Human Resource Development Readiness in the Lancang-Mekong Region (online)	Dr. Chompoonuh K. Permpoonwivat School of Economics and Public Policy Srinakharinwirot University
10:00 – 10:30	Coffee Break	
10:30 – 12:00	Innovative Strategies and Key Approaches for Accelerating Human Resource Development for the New Era	Asst. Prof. Dr. Poolsak Koseeyaporn Vice President Office of National Higher Education Science Research and Innovation Policy Council
12:00 – 13.30	Lunch	Location: GMS Hall, 1st Floor, MI Annex
13:30 – 15:00	Compare To Learn: Connecting CLMVT Opportunities Human Resource Development Collaboration: Case-1	Asst. Prof. Dr. Poolsak Koseeyaporn Vice President Office of National Higher Education Science Research and Innovation Policy Council
15:00 – 15:30	Coffee Break	
15:30 – 16:30	Compare To Learn: Public Policies to Support Talent Human Resource Development: Case-2	Asst. Prof. Dr. Poolsak Koseeyaporn Vice President Office of National Higher Education Science Research and Innovation Policy Council

16:30 – 16:45	BOD Meeting	BOD and MI Team
Day-7: Tuesday July 4, 2023		
Module 3: Human Resource Development in the Lancang-Mekong Region		
08:30 – 09:00	Recap of Day-6	BOD
09:00 – 10:00	Field Visits Instruction and Guideline Group Work Assignment	MI Team
10:00 – 10:30	Coffee Break	
10:30 – 12:00	Structured Learning Visits-1 Innovative Strategies and Technical Cooperation Accelerating Human Resource Development in the Lancang-Mekong Region	Dr. Songtham Pinto Bank of Thailand, Northeastern Region Office
12:00 – 13.30	Lunch	Location: GMS Hall, 1st Floor, MI Annex
13:30 – 15:00	Structured Learning Visits-2 BOI's Role and Mechanisms in Upskilling the Workforce - Investment Promotion Strategy - "New Economy, New opportunities" Investment Direction and Supporting Measures in the Northeastern Region	Ms. Vannipa Pipupchaiyasit Director Regional Investment and Economic Center 3 KHONKAEN (Northeastern Region) Thailand Board of Investment (BOI)
15:00 – 15:30	Coffee Break	
15:30 – 16:30	Structured Learning Visits-3 Human Resource Development Strategies under RABIF-BeefC Project Supported by the Lancang-Mekong Cooperation Special Fund (LMCSF)	Prof. Dr. Metha Wanapat Professor and Director Tropical Feed Resources Research and Development Center (TROFREC), KKU
16:30 – 16:45	BOD Meeting	BOD and MI Team
Day-8: Wednesday July 5, 2023---Travel to Bangkok KKC-BKK: WE043 (12.05-13.15)		
Module 3: Structure Learning Visits in Bangkok		
08:30 – 09:00	Recap of Day-7	BOD
09:00 – 10:30	Field Visits Instruction and Guideline Group Work Assignment	MI Team
10:30 – 11:00	Coffee Break and Lunch	Location: Outside (TBC)
12.05 – 18:00	Travel to BKK	Check in the Sukosol Hotel
Day-9: Thursday July 6, 2023		
Module 4: Structure Learning Visits in Bangkok		

08:30 – 09:00	Recap of Day-8	BOD
09:00 – 12:00	Structured Learning Visits-4 The EEC's Role in Shaping Up Human Resource Development Eastern Economic Corridor Human Development Center (EEC-HDC)	MI Team and RP ** Coffee Break provide during field visit **including travel to and back to hotel
12:00 – 13.30	Lunch	TBC
13:30 – 17:00	Structured Learning Visits-4 UNESCO Experiences and Strategies in Human Resource Development for Regional Cooperation	MI Team and RP ** Coffee Break provide during field visit **including travel to and back to hotel
17:00 – 17:15	BOD Meeting	BOD and MI Team
Day-10: Friday July 7, 2023		
Module 4: Structure Learning Visits (Cont.)		
08:30 – 09:00	Recap of Day-9	BOD
09:00 – 10:00	Field Visits Preparation (Group work)	Participants
10:00 – 10:30	Coffee Break	
10:30 – 11:45	Field Visits Presentation (Group work)	Participants
11:45 – 12:00	Post-Test and Evaluation	MI Team and Participants
12:00 – 12.30	Closing Ceremony (Business Attire) <ul style="list-style-type: none"> • Course Report • Speech from Participants • Awarding of Certificates • Closing Remarks 	MI Team and Participants
12:30 – 13.30	Lunch	The Sukosol Hotel
Saturday: July 8, 2023: Participant's Traveling Day from Mekong Institute to home countries		

7. MONITORING AND EVALUATION

An effective monitoring and evaluation (M&E) mechanism will be utilized to assess the progress and measure the results of the intervention. The M&E will be introduced in the pre, during, and post-stages training.

Pre-event

Selection of Participants: Before the launch of the training program, relevant information on the prospective participants' knowledge level will be collected. The information will be used to assess and select the participants, monitor the progress, and assess the results of the intervention.

During event

During the event, a pre-and post-training assessment will be conducted to assess the

knowledge and competencies of the participants. Pre-assessment aims to gather information on the participant's level of knowledge. The result will be compared to the postassessment in order to measure the improvement in knowledge and experience. Furthermore, the training M&E tools, such as the 'mood meter,' and the 'Board of Directors,' will be employed to evaluate day-to-day learning progress. The online after-event evaluation of the training will be conducted at the end of the training. Also, the participants will prepare an action plan to transfer knowledge back to their workplaces, provinces, and countries.

- The Mood Meter is an instrument for the daily subjective measurement of the learning atmosphere and mood of the participants. At the end of each day, the participants rated their mood as very happy, normal, or disappointed.
- The Board of Directors consists of two or three participants selected by the group on a rotational basis. The BOD provides feedback to MI facilitators and resource persons (RPs) at the end of each day on the learning contents, methodologies, and other activities related to the learning. This feedback session helps RPs and MI facilitators improve training delivery methods and strategies the next day. Every morning starts with a recapitulation of sessions where the BOD reports what they learned the previous day to the class.

Post-event

This is the knowledge transfer stage during which the participants will be required to implement individual action plans at their workplace and/or in the provinces and countries to transfer the knowledge and skill learned during the training. This could be in the form of knowledge-sharing sessions with their colleagues. The online follow-up evaluation of the training will be conducted within three-six months after the completion of the training.

9. CONTACT

Ms. Yupaporn Siribut

Program Officer
Sustainable Energy and Environment Department
Mekong Institute
Tel: + 66 (0) 4320 2411 Ext. 4104
Email: yupaporn@mekonginstitute.org

Mr. Anan Ussanawarong

Program Admin Assistant
Mekong Institute
Tel: + 66 (0) 4320 2411 Ext. 4105
Email: anan@mekonginstitute.org