



MEKONG
INSTITUTE

REGIONAL TRAINING COMPREHENSIVE HUMAN RESOURCE DEVELOPMENT FOR THE LANCANG- MEKONG COOPERATION

PROGRAM INFORMATION 2024

SUPPORTED BY

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

ORGANIZED BY

Mekong Institute



Cross-cultural Communication
for Regional Cooperation



Human Resource
Development Readiness



Structure Learning
Visits



AT GLANCE

This regional training program is designed to enhance the human resource capacity of public institutions across the Lancang-Mekong Region. Participants, primarily government officials, will gain advanced skills in Human Resource Development (HRD), fostering a deeper understanding of regional dynamics. The course aims to build not only professional competencies but also to establish a network of skilled individuals who are equipped to support and drive the economic growth of the region. This initiative is a direct response to the critical need for skilled human resources, as emphasized during the seventh LMC Foreign Ministers' Meeting. Join us in this transformative journey to develop talent and capabilities that will shape the future of the Lancang-Mekong Cooperation.



Background

Project background

01



Objectives

Training objectives

02



Target Participants

Participants profile

03



Program Contents and Tentative Schedule

Key modules

04

Monitoring and Evaluation

Monitoring and Evaluation

05

MEKONG INSTITUTE

Regional Training I Comprehensive Human Resource Development for the Lancang-Mekong Cooperation

Background

01

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 the 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) implemented a project of "Comprehensive Human Resource Development for the Lancang-Mekong Cooperation" in 2023. Based on the success, MI proposes to conduct the same project in 2024 to develop the human resource capacity of public institutions and equip government officials with advanced HRD skills, regional perspectives, and professional and personal networks.

Objectives

02

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

During this training, we will:



Objectives

01 Enhance Communication Skills

To enhance cross-cultural communication skills for deeper understanding and interaction among LM region nationals.

02 Explore Innovative Strategies

To introduce and explore innovative strategies and practices on HRD in the LM Region.

03 HRD in Regional Concerns

To equip advanced HRD skills in the regional cooperation context.

04 Regional Cooperation

To explore how can regional cooperation within LM countries capture the opportunities to foster continued HRD in the LM region.

Target Participants

03

The training program will consist of Chinese participants (13) from Yunnan Province and Cambodia (2), Lao PDR (3), Myanmar (3), Thailand (2), and Vietnam (2). The total no. of participants in the training is 25. 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 Contents

04

Priority Modules



Effective English Skills for Professional Communication



Cross-cultural Communication for Regional Cooperation



Human Resource Development in the Lancang-Mekong Region



Structured Learning Visits

About Modules:

- Module 1: introduces participants to the essential skills and techniques required for successful communication in a professional setting using the English language in public speaking, fostering effective and successful interactions with international colleagues.
- Module 2: provides participants with the necessary knowledge and skills to navigate cultural differences, build strong relationships, and promote cooperation for regional development and success.
- Module 3: overviews the concept of HRD and introduces innovative strategies and practices in the LM region context.
- Module 4: exposes participants to site visits, which showcase good practices in a particular field or context and empower participants to gather knowledge from these visits, which they can then share and apply in their respective home countries.

MEKONG INSTITUTE

Regional Training | Comprehensive Human Resource Development for the Lancang-Mekong Cooperation

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.

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 skills, etc.).

Tentative Agenda

Day-1

May 13-24, 2024 | 08:30-17:00 (GMT+7)

Day-1: Monday (May 13, 2024)

Time (GMT+7)	Topics/ Event
Sunday: May 12, 2024: Participant's Traveling Day from home countries to Mekong Institute	
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 Ms. Kademanee Suthum Project Operations Support 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

MEKONG INSTITUTE

Regional Training | Comprehensive Human Resource Development for the Lancang-Mekong Cooperation

Tentative Agenda

Day-1

May 13-24, 2024 | 08:30-17:00 (GMT+7)

Day-1: Monday (May 13, 2024)

Time (GMT+7)	Topics/ Event
11:15 – 11:40	Program Overview and MI Facilities Ms. Yupaporn Siribut Ms. Kademanee Suthum
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">Voice, stressing, intonation.Making meaning with voice. 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 Causal) Location: TBC

MEKONG INSTITUTE

Regional Training | Comprehensive Human Resource Development for the Lancang-Mekong Cooperation

Tentative Agenda

Day-2

May 13-24, 2024 | 08:30-17:00 (GMT+7)

Day-2: Tuesday (May 14, 2024)

Time (GMT+7)	Topics/ Event
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.Composure and Planning. 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.Story evidence/ Data Evidence.Creative/ Evocative language.
12:00 – 13:30	Lunch Location: GMS Hall
13:30 – 15:00	Speech Review & Analysis <ul style="list-style-type: none">Speaking to Inform.Speaking to Persuade.Credibility and Presence.Visual Aids Design.
15:00 – 15:30	Coffee Break
15:30 – 16:30	Speech Preparation <ul style="list-style-type: none">Outlining & PlanningVisual Aid Design
16:30 – 16:45	BOD Meeting BOD and MI Team

MEKONG INSTITUTE

Regional Training | Comprehensive Human Resource Development for the Lancang-Mekong Cooperation

Tentative Agenda

Day-3

May 13-24, 2024 | 08:30-17:00 (GMT+7)

Day-3: Wednesday (May 15, 2024)

Time (GMT+7)	Topics/ Event
Module 1: Effective English Skills for Professional Communication (Cont.)	
08:30 – 09:00	Recap of Day-2 BOD
09:00 – 10:00	Speech Preparation 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: Outside, TBC (1)
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 21-26 Dr. Matthew R. Ferguson
16:30 – 16:45	BOD Meeting BOD and MI Team

MEKONG INSTITUTE

Regional Training | Comprehensive Human Resource Development for the Lancang-Mekong Cooperation

Tentative Agenda

Day-4

May 13-24, 2024 | 08:30-17:00 (GMT+7)

Day-4: Thursday (May 16, 2024)

Time (GMT+7)	Topics/ Event
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 <ul style="list-style-type: none">Managing communication across cultures. Dr. Matthew R. Ferguson
10:00 – 10:30	Coffee Break
10:30 – 12:00	Types of Culture <ul style="list-style-type: none">Types of culture in the LMC.Expressions of beliefs, values, and attitudes. Dr. Matthew R. Ferguson
12:00 – 13:30	Lunch Location: GMS Hall, 1st Floor, MI Annex
13:30 – 15:00	Cultural Dimensions <ul style="list-style-type: none">Case studies of cross-cultural communication.Group sharing of expectations and strategies. Dr. Matthew R. Ferguson
15:00 – 15:30	Coffee Break
15:30 – 16:30	Non-Verbal Communication <ul style="list-style-type: none">Non-verbal expressions of values and beliefs.Group sharing of expectations and strategies. Dr. Matthew R. Ferguson
16:30 – 16:45	BOD Meeting BOD and MI Team

MEKONG INSTITUTE

Regional Training | Comprehensive Human Resource Development for the Lancang-Mekong Cooperation

Tentative Agenda

Day-5

May 13-24, 2024 | 08:30-17:00 (GMT+7)

Day-5: Friday (May 17, 2024)

Time (GMT+7)	Topics/ Event
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
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">Reflections on learning, development, and plans for the future. Dr. Matthew R. Ferguson
16:30 – 16:50	Post-assessment participants
16:50 – 17:00	BOD Meeting BOD and MI Team
Saturday: May 18, 2024: City Tour Sunday: May 19, 2024: Day-off	

MEKONG INSTITUTE

Regional Training | Comprehensive Human Resource Development for the Lancang-Mekong Cooperation

Tentative Agenda

Day-7

May 13-24, 2024 | 08:30-17:00 (GMT+7)

Day-6: Monday (May 20, 2024)

Time (GMT+7)	Topics/ Event
Module 4: Structure Learning Visits in KhonKaen	
08:30 – 09:00	Recap of Day-6 BOD
09:00 – 09:15	Human Resource Development for Regional Cooperation from ASEAN Perspectives Ms. Mega Irena Assistant Director/ Head of Labour and Civil Service Division, ASEAN Secretariat
09:15 – 10:00	Field Visits Instruction and Guideline Group Work Assignment MI Team
10:00 – 10:30	Coffee Break
10:30 – 12:00	<u>Structured Learning Visits-1</u> Human Resource Development Strategies under Development and Implementation of Soil Doctors Program in Lancang-Mekong Countries Dr. Annop Puttaso Land Development Department Ministry of Agriculture and Co-operatives
12:30 – 13.30	Lunch Outside, TBC (2)
14:00 – 16:30	<u>Structured Learning Visits-2</u> BOT's Role and Innovative Strategies Accelerating Human Resource Development <ul style="list-style-type: none">• BOT's Role and Mechanisms in Economic and Sustainable Development in the Northeastern Region• BOT Experiences on Innovative Strategies and Technical Cooperation Accelerating Human Resource Development Bank of Thailand, Northeastern Region Office

MEKONG INSTITUTE

Regional Training | Comprehensive Human Resource Development for the Lancang-Mekong Cooperation

Tentative Agenda

Day-6

May 13-24, 2024 | 08:30-17:00 (GMT+7)

Day-7: Tuesday (May 21, 2024)

Time (GMT+7)	Topics/ Event
Module 3: Human Resource Development in the Lancang-Mekong Region	
08:30 – 09:00	Recap of Previous Week BOD
09:00 – 09:45	Overviews on Human Resource Development Readiness in the Lancang-Mekong Region Dr. Chompoonuh K. Permpoonwivat School of Economics and Public Policy Srinakharinwirot University
09:45 – 10:00	Coffee Break
10:00– 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 CLMV Opportunities Human Resource Development policies: Case-1 Asst.Prof. Dr. Poolsak Koseeyaporn

Program Agenda

Day-6

May 13-24, 2024 | 08:30-17:00 (GMT+7)

Day-7: Tuesday (May 21, 2024)

Time (GMT+7)	Topics/ Event
15:00 – 15:30	Coffee Break
15:30 – 16:30	Compare To Learn: Connecting CLMV Opportunities Human Resource Development policies: Case-2 Asst.Prof. Dr.Poolsak Koseeyaporn
16:30 – 16:45	BOD Meeting BOD and MI Team

Tentative Agenda

Day-8

May 13-24, 2024 | 08:30-17:00 (GMT+7)

Day-8: Wednesday (May 22, 2024)

KKC-BKK: TG 041 (08.30-09.35)

Time (GMT+7)	Topics/ Event
Module 4: Structure Learning Visits in Bangkok	
07:30 – 12:00	Travel to BKK Check in the Sukosol Hotel
12:00 – 13:30	Lunch Location: Outside, TBC (3)
13:30 – 17:00	Group Work
17:00 – 17:15	BOD Meeting BOD and MI Team

Tentative Agenda

Day-9

May 13-24, 2024 | 08:30-17:00 (GMT+7)

Day-9: Thursday (May 23, 2024)

Time (GMT+7)	Topics/ Event
Module 4: Structure Learning Visits in Bangkok	
08:00 – 08:30	Recap of Day-8 BOD
08:30 – 10:00	<u>Structured Learning Visits-3</u> ASEAN Talent Pool Office of National Higher Education Science Research and Innovation Policy Council (NXPO) MI Team and RP ** coffee break provided during field visit ** including travel to and back to hotel
10:00 – 14:00	Travel and Lunch Location: Outside (4) Travel time from Bangkok to EEC Automation Park, Chon Buri
14:00 – 17:00	<u>Structured Learning Visits-4</u> EEC Automation Park Burapha University, Chonburi Human development and technology transfer center for Industry Automation <ul style="list-style-type: none">• Background of EEC Automation Park.• Human Resource Development Strategies under EEC Automation Park.• Partnerships with other agencies concerning HRD. MI Team and RP ** coffee break provide during field visit
17:00 – 17:15	BOD Meeting BOD and MI Team

MEKONG INSTITUTE

Regional Training | Comprehensive Human Resource Development for the Lancang-Mekong Cooperation

Tentative Agenda

Day-10

May 13-24, 2024 | 08:30-17:00 (GMT+7)

Day-10: Friday (May 24, 2024)

Time (GMT+7)	Topics/ Event
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: May 25, 2024: Participant's Traveling Day from Bangkok to home countries	

MONITORING AND EVALUATION

05

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 post-assessment 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.

MONITORING AND EVALUATION

05

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.

CONTACT

Ms. Tina Wang

Program Manager
Sustainable Energy and Environment Department
Tel: + 66 (0) 4320 2411 Ext. 4101
Email: jwang@mekonginstitute.org

Ms. Yupaporn Siribut

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

Ms. Kademanee Suthum

Project Operations Support Assistant
Sustainable Energy and Environment Department
Tel: + 66 (0) 4320 2411 Ext. 4105
Email: kademanee@mekonginstitute.org