

# Training & Capacity Development

---



# CIG IS A RECOGNIZED SOCIAL PERFORMANCE TRAINING PROVIDER



**1000+**

people trained from multinational companies, banks, governments, civil society, local implementers.

## OUR PROFESSIONAL DEVELOPMENT COURSES

- Social Impact Assessment
- Social Investment
- Indigenous Peoples' Rights & Projects
- Land Acquisition, Resettlement & Social Sustainability
- Business & Human Rights
- Dealing with Contestation
- Social Transition in Mine Closure
- Trauma Awareness in Social Performance
- Livelihood Restoration
- Stakeholder Engagement
- Community Liaison Officer Training

## DELIVERY MODES

Off-the-shelf courses open to the general public. Bespoke offerings tailored to client-specific learning needs.



**E-LEARNING**



**HYBRID**



**FACE-TO-FACE**



**EXPERIENTIAL**

e.g. Field visits

## LAND ACQUISITION, RESETTLEMENT & SOCIAL SUSTAINABILITY

**Two-week summer/winter school in partnership with the University of Groningen**

- Microcredentials of 84 hours (3 ECTS) granted upon successful completion
  - Delivered bi-annually in the Netherland, Mozambique, Kenya and Germany since 2015
- 
- Hosted by the University of Groningen, Community Insights Group, Intersocial, Frederic Giovannetti, the IFC/ World Bank Group, including presenters from the European Investment Bank and FMO.
  - Aimed at developing practical skills in effectively managing the social impacts associated with public and private investment projects, with a focus on land acquisition and resettlement.
  - Led by global experts, and based on international standards and good practice, as well as on lessons learned from practical case studies.

## SOCIAL IMPACT ASSESSMENT

**E-learning program in partnership with the University of Strathclyde**

- Certificate of 60 hours of continued professional development granted upon completion
  - Delivered twice a year since 2018
- 
- Offers frameworks and tools for early-career impact assessment practitioners, commissioners, SIA assessors, and anyone interested in the field.
  - Builds practical skills to successfully conduct, implement and evaluate SIAs and management plans.
  - Equips participants with tools to enhance project sustainability contributions.
  - Enhances comprehension of ethical and human rights aspects in SIA practice.

In partnership with:



university of  
 groningen




In partnership with:



## INDIGENOUS PEOPLES' RIGHTS AND PROJECTS

### E-learning program in partnership with the University of Strathclyde


- Certificate of 35 hours of continued professional development granted upon completion
- Provides an introduction to Indigenous Peoples' rights in the context of projects taking place in or near the lands and waters they use or have traditionally occupied.
- Covers international legal frameworks for Indigenous rights, Free Prior and Informed Consent (FPIC); Impact-Benefit Agreements (IBAs), Indigenous cultural heritage and health impacts.

In partnership with:  University of  
**Strathclyde**  
Glasgow

## TRAUMA AWARENESS IN SOCIAL PERFORMANCE

### Online training course in partnership with Narratives Inc.


- Virtual and face-to-face training sessions
- Interactive exercises promoting personal reflection and practical application to real-world scenarios
- Aimed at social practitioners working in complex contexts-post-conflict, fragile states, large-scale displacement, Indigenous communities, etc.
- Provides participants with essential skills and knowledge needed to effectively engage with trauma-affected communities and manage their own emotional well-being in the process.

In partnership with:  narratives

## BUSINESS AND HUMAN RIGHTS

### Developed in partnership with The Danish Institute for Human Rights

- Provided to learners from financial institutions, project developers, equipment manufacturers and others
- Builds a solid understanding of the corporate responsibility to respect human rights, in accordance with the UN Guiding Principles on Business and Human Rights.
- Equips participants with tools and practical insights for operationalizing that responsibility in the impact assessment context.

In partnership with:  THE DANISH  
INSTITUTE FOR  
HUMAN RIGHTS

## COMMUNITY INVESTMENT PROGRAMMING

### One-week bespoke course for mining, energy, renewable and infrastructure companies

- Provided to corporate and site teams, grantees, government representatives and community members
- Focuses on practical tools and methods to help identify social investment projects aligned with community needs and providing business value to the company.
- Promotes the design of meaningful programs using a program logic approach.
- Helps master the measurement of inputs, outputs, outcomes, and impact.
- Enhances reporting and communication methods for improved disclosure.



# OUR LATEST EXPERIENCE IN CUSTOMIZED TRAINING IN A FEW WORDS

---

- **Human Rights Strategy:** Training and capacity building sessions for company boards and managers of various business functions at a Hydropower Developer in Brazil.
- **Social Impact Assessment and Management:** Custom training program, including an e-learning module and face-to-face training, for a Tourism Developer in Saudi Arabia.
- **Human Rights Due Diligence:** Virtual training for corporate and site teams to support the rollout of a corporate human rights standard at a Mining Company in Canada.
- **Social Risk Management & Sustainability in East Asia and the Pacific:** One-week practical training course for project developers, consultants, and civil society representatives for the International Finance Corporation in Myanmar.
- **Corporate Social Performance:** Training program aimed at the corporate social department of a Major Energy Company in France.
- **Social Risk Management:** One-week training course for government representatives, company personnel, and consultants on key environmental and social requirements for the European Bank for Reconstruction and Development in Ukraine, Georgia, and Kazakhstan.
- **Gender Aspects in Energy Project** course for ECOWAS in Ghana.
- **Environmental & Social Performance in Energy and Electricity Generation, Transmission, and Distribution Projects:** Two-week face-to-face training program on World Bank environmental and social requirements for the Government of Kenya.
- **Design and Implementation of Social Investment Strategy:** Capacity building program for the social performance team, including a one-week training course and a series of workshops and mentoring sessions at an Energy Company in Equatorial Guinea and the USA.

## OUR TRAINING CLIENTS



## Vera Ogorodnikova

### Learning Manager

Vera has more than 20 years of experience in social performance management and capacity building for international mining, energy, and infrastructure companies, financing institutions, public utilities, and governments. Her expertise lies in developing and delivering training courses on sustainability and social risk management, conducting social and human rights risk assessments and due diligence against international standards, and planning and managing benefit-sharing projects.

Currently, Vera is overseeing a portfolio of CIG's learning programs, which include SIA and Indigenous Peoples Rights e-learning programs in partnership with the University of Strathclyde, Land Acquisition, Resettlement, and Sustainability Summer/Winter School delivered in collaboration with Groningen University, the Netherlands, and various customized training courses for clients. She is the lead facilitator of the SIA online course.

Vera holds an MSc in Development Studies from the School of Oriental and African Studies, University of London, and a graduate diploma in International Economics from Kyrgyz Russian Slavic University. She is fluent in Russian and English. A native of Kyrgyzstan, she is currently based in Dallas, Texas.

**We are an international social impact management consultancy with decades of experience across continents and sectors. By providing comprehensive support across all social performance needs, we guide businesses towards a lasting legacy of positive change.**

CiG plays a pivotal role in training, coaching and guiding businesses towards a socially and ethically responsible business landscape. Our expertise spans multiple industries, including energy, extractives, agribusiness, infrastructure, transport, and manufacturing. With an international team of social performance experts, we are your ideal partner in meeting—and surpassing—international human rights and social impact standards, building your capacity for fostering healthy stakeholder relationships, earning trust, respecting human rights, and sharing benefits with local communities.

We meet all your social performance needs—conducting social studies, facilitating community dialogue, developing management plans, and supporting implementation. We ensure your long-term success with comprehensive training and coaching for learning and professional development. With a multi-disciplinary approach and dedicated practitioners globally, we are at the forefront of innovating new methodologies, guides, and tools for managing social and human rights impacts, particularly the unique impacts on women and vulnerable groups (Refer to **SPGrow360, Handbook of Social Impact Assessment and Management**, and the **IAIA Guidance for Assessing and Managing the Social Impacts of Projects**).

We continually contribute to the field of practice through research, publications, and the **SIHub**. We have partnerships with the University of Strathclyde’s Faculty of Engineering in Scotland, and the University of Groningen in the Netherlands.

CiG was founded in 2002. Our core team is based globally - **Brazil, Canada, Denmark, Germany, the Netherlands, Portugal, South Africa, the UK and the USA**. Our approach draws on local expertise, and we work closely with associates throughout the globe. We are a small business that is 100% staff-owned.

## LEARN MORE ABOUT OUR OTHER SERVICE AREAS

