Solidarity Group Formation & Management Training Course

Professional Development Training Course Outline

Category	Microfinance & Financial Inclusion	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Solidarity Group Formation & Management is a crucial framework within microfinance, community development, and inclusive lending systems. Solidarity Group Formation & Management Training Course equips participants with the knowledge and practical skills required to build, strengthen, and sustain solidarity groups that enhance credit access, promote peer accountability, and support financial empowerment at the grassroots level. Through strong keywords such as group dynamics, community cohesion, peer monitoring, and social collateral, this training emphasizes the strategic importance of well-managed solidarity groups in enabling financial inclusion, improving repayment performance, and reducing operational risks.

The program integrates capacity-building strategies, participatory methodologies, and data-driven insights to help institutions design effective group-based lending models. Participants gain competencies in group mobilization, leadership structures, conflict resolution, governance standards, digital tools for group monitoring, and behavior-based decision-making. By combining theory and real-world case studies, the training ensures that learners are well-prepared to support sustainable, high-performing solidarity groups that contribute to community resilience and economic development.

Programme Curriculum

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Course Objectives

1. Understand foundational concepts of solidarity group lending and group-based financial models.
2. Identify key characteristics of effective group formation and mobilization.
3. Apply trending methodologies for group screening, selection, and capacity assessment.
4. Strengthen leadership development and governance structures within groups.
5. Analyze behavioral and social dynamics that influence group performance.
6. Implement peer monitoring mechanisms to support accountability.
7. Apply modern digital tools and platforms for group tracking and performance reporting.
8. Develop conflict management and problem-solving strategies for group cohesion.
9. Enhance credit discipline, repayment incentives, and shared responsibility.
10. Support group business planning and income-generating activities.
11. Design monitoring, evaluation, and learning frameworks for group programs.
12. Strengthen institutional frameworks for group-based lending.
13. Build sustainable long-term strategies for group empowerment and resilience.

Organizational Benefits

- Improved loan portfolio performance and reduced default rates
- Strengthened group cohesion and peer accountability mechanisms
- Enhanced community mobilization and outreach effectiveness
- Improved governance and leadership capacity within groups
- Better targeting and support for low-income clients
- Increased efficiency in group-based lending operations
- Enhanced digital tracking of group activities and repayment behavior
- Stronger risk management and early-warning systems
- Improved customer retention and long-term client loyalty
- Strong contribution to financial inclusion and poverty reduction goals

Target Audiences

- Microfinance institution staff
- Community development officers
- Loan officers and credit managers
- NGO and development program coordinators
- Financial inclusion and livelihood practitioners
- Youth and women empowerment project teams
- Cooperative and community-based organization leaders

- Monitoring and evaluation practitioners

Course Duration: 5 days

Course Modules

Module 1: Introduction to Solidarity Group Lending

- Principles and concepts of solidarity group models
- Advantages and challenges of group-based lending
- Role of social collateral and peer support
- Institutional requirements for group methodologies
- Key success factors in group formation
- Case Study: Establishing effective solidarity groups in rural communities

Module 2: Group Formation and Mobilization

- Identifying eligible communities and participants
- Mobilization strategies for group recruitment
- Screening tools and eligibility criteria
- Group size, composition, and diversity considerations
- Strengthening early-stage group development
- Case Study: Mobilization campaign improving group quality

Module 3: Group Governance and Leadership

- Leadership structures and role clarity
- Decision-making and group constitution development
- Governance tools for effective group functioning
- Accountability frameworks and leadership rotation
- Strengthening transparency and communication
- Case Study: Leadership reforms enhancing group performance

Module 4: Peer Monitoring and Accountability

- Mechanisms for mutual support and shared responsibility
- Monitoring repayment cycles and attendance
- Encouraging positive peer pressure
- Identifying early warning indicators of non-compliance
- Strategies to reinforce repayment discipline
- Case Study: Peer monitoring improving repayment rates

Module 5: Group Dynamics and Conflict Management

- Understanding group behavior and social interactions
- Types and causes of group conflict
- Tools for resolving disputes and restoring trust
- Strengthening cohesion and mutual respect
- Role of facilitation in managing group tensions
- Case Study: Conflict-resolution intervention stabilizing group activity

Module 6: Financial Management and Group Records

- Internal savings and group-managed funds
- Credit management and basic financial literacy
- Record-keeping tools and documentation systems
- Tracking group contributions and loan performance
- Digital tools for group financial monitoring
- Case Study: Improved record-keeping increasing financial transparency

Module 7: Supporting Group Income-Generating Activities

- Identifying viable microenterprise opportunities
- Business planning and budgeting for group projects
- Market linkages and value chain participation
- Strengthening entrepreneurship capacity
- Risk mitigation for group-led enterprises
- Case Study: Successful group enterprise enhancing livelihoods

Module 8: Monitoring, Evaluation, and Sustainability

- Designing indicators for group performance
- Tools for continuous monitoring and reporting
- Strengthening capacity-building mechanisms
- Institutional support systems for long-term success
- Integrating digital tools for sustainability tracking
- Case Study: Long-term monitoring improving group outcomes

Training Methodology

- Instructor-led presentations and concept briefings
- Group activities, role-plays, and participatory learning
- Practical exercises using real or simulated group scenarios
- Case study discussions and peer exchange forums
- Field-based simulations where applicable
- Continuous assessment and guided feedback

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

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