



bioforce



BESPOKE TRAINING AND SERVICES

Courses and support tailored to suit your organisation and your teams

working in tandem with bioforce

Together we can unlock the potential of solidarity stakeholders! To take action against global turmoil and inequalities, and to respond effectively to crises, your organisation needs the support of committed, coordinated and competent teams. In response to changing and complex needs and contexts, solidarity stakeholders must work together to review their practices and approaches.

Bioforce can work with you to design the most appropriate solutions to unlock the potential of your organisation and your teams, from volunteers to staff members.

Together, we can take time to assess your organisation's main challenges, identify any skills gaps, devise measures to implement, and enable your teams to put things in perspective and get back on the same page, so that they can continue helping those in need more effectively and for longer.

A bolstered organisation is a sustainable one. Training fosters staff engagement, ensures their safety as well as their long-term employability.

Together, we can empower those who work relentlessly to help others with the confidence and methods they need.

Bioforce is here to support you. 

**Find the support
you need every
step of the way**

WE CAN FORGE YOUR FUTURE TEAMS.

SOURCING & RECRUITMENT



Our turnkey solutions

Certified courses for support services, project/programme coordinators and sector-specific coordinators.

NATIONAL TEAMS
INTERNATIONAL TEAMS

WE CAN SHAPE THE CAREER PATHS OF YOUR EXISTING TEAMS.

CAREER MANAGEMENT



Our turnkey solutions

- Short certified courses (3-month course or 3 one-month modules over several years)
- Continual professional development (from 3 days to 3 weeks)
- Accreditation of Prior Learning



Our bespoke solutions

Bespoke courses

NATIONAL TEAMS
INTERNATIONAL TEAMS
PARTNERS

WE CAN SUPPORT NATIONAL ORGANISATIONS AND INSTITUTIONS.

CAPACITY BUILDING FOR PARTNERS



Our bespoke solutions

- Consultancy and organisational assessment
- Bespoke learning and support programmes

PARTNERS



Our mission

To foster effectiveness, commitment, and employability among as many humanitarians as possible. Bioforce teams across the globe empower people to work effectively with vulnerable communities, through training and ongoing support.

Standard setter

A leading French training provider, operating in Europe and Africa, Bioforce is recognised by the international humanitarian community for staying one step ahead of sector shifts and helping organisations keep pace. Since 1983, several generations of humanitarians have been trained at Bioforce.



Tailor-made capacity building for nearly

4800

staff members of an organisation
since 2015

428

organisations
provided with bespoke support
since 2015

Operations in an average of

16

countries,
across 4 continents, but also
remotely, since 2015



Learning expert

Our expertise lies in course design. It enables us to create, develop and consolidate the skills of people and organisations working in the aid sector by tailoring our solutions to each individual's profile. As a training organisation accredited by the French state, and recognised by the humanitarian community, Bioforce delivers certifications for all its courses.

Your preferred partner

Bioforce adapts its approach at all times to serve your projects. Whether you are looking for training or guidance, tailor-made monitoring or turnkey solutions, we address your needs, and support you from the perspective of both a service provider and a technical partner. We'd love to hear from you!

306

trainers mobilised
in 2024 from our pool

together, we can develop the humanitarian skills of tomorrow

Harness truly tailored tools designed to serve your human resources policy and operational strategy. Our teams are all set to devise programmes with you that meet your organisation's and your partners' capacity building needs.

SOLUTIONS TO ADDRESS THE NEEDS OF YOUR TEAMS AND PARTNERS

Whether tailored courses based on our existing content or bespoke training designed just for you, what really matters is to make sure that what we do together meets your requirements.

TAKE IT FURTHER

- ➔ **Fine-tune your analysis** for a project that is truly tailored to your needs, by selecting from bespoke content, turnkey solutions, and accreditation of prior learning options..



OUR MAIN AREAS OF EXPERTISE



Project Management



Finance Management



Management



Logistics



Security



Water, Sanitation and Hygiene



Humanitarian issues and contexts



Training of Trainers

We also offer expertise in other areas, get in touch to find out more

TAKING THE LEAD : ANALYSING YOUR ORGANISATION

This innovative method features a self-assessment tool to analyse the performance of your organisation, or a partner organisation, and to plan for meaningful change. From boosting impact to taking on board new challenges, this organisational self-assessment tool is the starting point to improve practice within your organisation, a partner organisation, or a field mission.

POST-TRAINING FOLLOW-UP

We help each and every participant to implement the skills developed during the course, and assess the training's impact on your teams.

The Bioforce recipe

4,4/5

The average score awarded by participants at the end of their course: thank you for your feedback and continued support!



FLEXIBLE : ADAPTED TO SUIT YOUR NEEDS

You're in the driving seat: at Bioforce, you'll always have the choice of high-impact, immersive content that targets exactly what your teams need.

In-person

E-learning

Blended Learning

Virtual Classrooms

Workshops

Learning Through Roleplay

Teaching Videos

Learning Week

Work Study Programmes



CONTEXT-DRIVEN: CONTENT AVAILABLE WORLD-WIDE

Take advantage of Bioforce's unparalleled course design expertise, and implement our bespoke content worldwide, safe in the knowledge that it is tailored to suit multi-site teams working across the globe. Inter-cultural, linguistic, and course duration issues are always carefully considered.

→ Our network of trainers

Thanks to a pool of 500 mission-ready trainers worldwide, and an ever-expanding network, you can benefit from needs-driven expertise on your doorstep that is tailored to your context.

CERTIFIED

Accredited by Qualiopi (the French state-run quality standard for training) and HPass (recognised across the humanitarian community), Bioforce provides certification for all its courses. This guarantees formal recognition of the skills and knowledge acquired, a key factor in facilitating internal mobility opportunities and boosting engagement among staff and partners.



the Bioforce effect: a lasting impact

Bioforce offers a unique tool available wherever you need it. As shown by the 73 organisations trained in 2024 across four continents, and remotely, we guarantee the most effective response to your needs: from international NGOs to grassroots organisations, we are here for you.



PARTICIPANTS' FEEDBACK



I really liked the approach taken by the trainer, and the way **our work was grounded in theory.**



Médecins du Monde
99 participants in 2022
Healthcare project planning
WORLDWIDE
(Burkina Faso, Ivory Coast, Colombie, France and distance-learning)



If I could, I would have given 10/5!
Excellent course in every way!



Fondation Pierre Fabre
19 participants in 2022
Humanitarian project management and financial management
FRANCE



Improvements were made to the course every day based on our feedback.



Handicap International/Humanity and Inclusion
18 participants in 2023
Management
IRAQ

IN THE WORDS OF A PARTNER



Bioforce supported ALIMA throughout the process of needs analysis and implementing training. **ALIMA was really looking for a bespoke solution, designed with our staff in mind, drawing on practical examples and tools from their day-to-day work, so that they could apply these skills straight away.**

As a people-driven organisation, ALIMA's capacity building priority for the teams lay in managerial skills. We really wanted to equip our staff with the tools they need to manage diverse, multi-cultural teams effectively in volatile, complex environments.

Ideas flowed back and forth from the word go. ALIMA's HR department confirmed the needs, and Bioforce put together a coordination team for each of the training projects. **Bioforce has trained 155 ALIMA professionals since 2021.**

MARIE LORO, TRAINING MANAGER, ALIMA



I was very impressed by the content and the highly skilled trainer. **I can't wait to apply what I have learnt** on the course in my job.

DNDI

Drugs for Neglected Diseases initiative
10 participants in 2022
Training of Trainers
SWITZERLAND



This course gave me **a better grasp of my day-to-day work**, and helped me get to grips with concepts I was familiar with, but had never really understood in-depth.

DNDS

French National Directorate for Social Development
22 participants in 2023
Humanitarian contexts and challenges
MALI



I am now able to manage challenging situations and to train teams. **Overall, this was a wonderful course.**



Action Against Hunger
11 participants in 2019
Team Management
NEPAL

Afghanistan: developing the leadership of field teams

Bioforce designed and ran a series of training courses for the Humanity & Inclusion (HI) Afghanistan teams in Kabul, focused on developing managerial skills. For Laurence Namblard, Head of Management-Leadership Unit at HI, this was a strategic decision: "I needed to work with an organisation that was experienced in this type of work. Bioforce is a leader in this field." Practical support, centred on the mission. The support was tailor-made, with sessions differentiated according to responsibility levels, delivered via active teaching and learning methods, and by a trainer familiar with the context. In all, 57 staff members benefited from this training course, which revolves around practical exercises, role plays and peer work. Despite the security restrictions, the impact was tangible: "The programme director has already started noticing changes," delights Laurence Namblard.



The course helped me **understand more clearly** how to manage a project.



Avocats Sans Frontières
20 participants in 2022
Concevoir, piloter et évaluer un projet humanitaire
CAR



This course **provided indicators** to help me select partners more effectively.



Cooperation & Culture division, French Embassy
18 participants in 2021
Managing solidarity partnerships
ALGERIA



I was a complete novice before starting the course, but now I can deliver effective training to a village cooperative.
Many thanks to our trainer!



International Organization for Migration
18 participants in 2023
Promoting hygiene in migration settings
NIGER



This course has given me a clearer understanding of accountability. We're about to start the implementation phase, **so I now know what suggestions to feedback** to my organisation.



Messen met en messie
24 participants in 2022
MEAL
CAMEROON



IN THE WORDS OF A TRAINER

With Bioforce's tailor-made training, fully geared to your needs, the whole experience becomes much more real and hands-on! The people I meet on these courses do need theoretical grounding, of course, but above all, they need time to discuss and share their experiences to get a sense of perspective. Bioforce courses automatically incorporate time for this, which is often sorely lacking in our daily work, and create carefully-curated spaces to devise solutions. When taken together, these aspects foster cohesion within the group and the organisation.

AMAIL BENDEDDA
BIOFORCE ASSOCIATE TRAINER

Trusted by these organisations to develop the skills of their teams and partners





We are here for those who give their time, who care for others,
who appease crises and who dedicate themselves to humanity.
We are here for those who believe in peace and solidarity.
For all those who save lives, around the world.
We accompany them to become humanitarian professionals
because caring for the most vulnerable is more than a calling,
It is a true profession.

HQ

41 avenue du 8 mai 1945
69200 Vénissieux. France

coordination
lisa augereau
laugereau@bioforce.org

contact europe
caroline thurel
cthurel@bioforce.org

contact africa
saume madzin-kolobh
smadzin@bioforce.org