

Training for Transition (TFT)

Capacity Development for Organisations Working with Vulnerable Groups



Love is a pre-condition for Learning and Development

Report on Leadership Training: Anita Marshall

Leadership Project Management

COMMUNITY SYSTEMS STRENGTHENING

Date: 15 February 2018



Community Systems Strengthening for Health

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19 Participants selected from both round 1 and round 2 Child Protection and from the Access to Food and Nutrition training, attended the Project Management and Leadership Training. We completed Project Management training in Q2 and initiated the Leadership training in Q3 and concluded the Leadership training in February 2018.

Project Management done in Q2 covered the following;

1. Project Planning
2. Financial Management
3. Project Management
4. Report Writing
5. Good Leadership
6. Good Governance

As we were awaiting transfer of funding, Q3 activities were started in February;

1. **Leadership** training looks at a range of qualities that leaders require including;
Decision-making – leaders sometimes have to make difficult decisions.
Impartiality – responsible for creating a fair environment
Delegation – not taking on too much and delegation to other capable staff.
Accountability – takes final responsibility
Acknowledgment – shares the credit or acknowledges individuals where appropriate.

Core Qualities

We built in the Core Qualities training, acquired at one of the EU capacity development sessions. 'Core Qualities. Signature Strengths & Weaknesses.' Daniel Ofman. Participants found this to be very informative. Based on this discussion, we could do a number experiential exercises in a safe space, leading to a lot of laughter and self-reflection.

We reflected on quotes from a range of leaders and participants had to unpack its meaning. We briefly reviewed different leadership styles, as it was already covered under project management.

This led to more experiential activities. Participants provided some feedback on implementation challenges and some successes. Some personal challenges were shared and it was agreed that people get the opportunity to take care of themselves first.

Challenges

A fire incident in Belhar, led to some children being brought to the safe house as a temporary measure. Marie informed that Fagmeedah, at PRECO which is next door to the safe house, ran in with registers which she wanted the children to sign. As the Chairman of the Health Committee Mr Kelley was present at the leadership training, it was requested that the health committee have a discussion with Fagmeedah.

The facilitator shared that there were very few initiatives that did not experience challenges and that these were ongoing tests of leadership. She added that the health committee, as long-standing activists would probably be more suited to address such problems until they felt more equipped. The newly formed organisations were requested to draw on these leadership strengths in the health committee when they faced challenges that they feel out

of depth with. The facilitator shared that the health committee would be taking on more of its leadership role in year three as part of handover, as the CSS project concludes its activities.

Mr Kelley updated participants on the changes in the health committee and ongoing discussions. He shared that Athol had been withdrawn from his CSS function and that the health committee were having some structural challenges, two of its members have relocated but which they were planning to resolve over the next few months. He re-assured participants that he was available to assist where needed and similarly, any other member of the health committee could be approached.

The CSS facilitator shared a calendar for the remaining TFT training with all participants. It was agreed that we would get together as a big group to look at ongoing sustainability and facilitating links with local government, once the remaining training was completed.

As part of self-reflection, participants were asked to assess their strengths and weaknesses in their own time, using the last activity in the book.

Participants were requested to complete the evaluation form in the back of the training manual and responses were as follows.

EVALUATION

1. Write up what has been gained from this training course.

"I have gained more information on leadership and project management."

"I am able to facilitate with confidence. More information about child protection, helping others solve their own problems in counselling."

"Phenomenal knowledge."

"To me this course was mind blowing. Before I had no idea what Project Management was. Now I can go out there into my community with my newly formed group, hands-on with my ideas."

"Self-confidence. Empowerment to say or raise your opinion. To be available to assist others."

"To me this training was amazing, I discovered my personal strengths. I believe with all this tools I've gained, I will and can make a difference."

2. What did you like the most?

"The qualities of a leader and how to identify the core quadrants in yourself and others."

"I like page 32 (leadership quotes) the most as it gives me as a person a better understanding from a leaders' point of view."

"Tasks done in groups. Planning workshop roll-out. Experiencing planning and training."

"That it brought out the educator within myself."

"I just love everything."

3. The least?

“Financial details of drafting a report.”

“All was very informative.”

“Not much of interest.”

“Arguing between participants. Petty fights between participants.”

4. What else should be included in the training? Any other comments.

“Templates for members to draft their own proposals and financial budget.”

“As far as it concern me, I really don’t know because to me as a learner it was very good.”

“Nothing.”

“A parenting skills training programme. We all are parents as well. Reading and writing exercises.”

“It must include all communities.”

5. Is the material useful? Explain.

“Yes it was very useful because this will serve as a manual for me in the sense of drafting my own work for my organisation.”

“Very, I use project management examples in my project at school and it worked great for me.”

“Very useful because with the set up from the book it is clear to understand, after the lecturer explains it.

“Very! You get to use it over and over again when you need it.”

“Yes, if you need to elaborate on something or make sure of something you could go back and review.”

“Yes, what we’ve learned we can achieve in our communities.”

6. How will you use this learning in your work/community?

“This learning will be transferred to members of my organisation, doing workshops, through experiential learning.”

“First to be fair, working as a team. Teach and empower other women. Encourage our children to be confident. Teach our children and women to speak up.”

“Will make sure of it to empower my group even more before we have to go there into the community to stand as true leaders with a vision.”

“To empower women and children.”

Encourage them to read and write, to be leaders in the community.”

“We can use all the learning in our communities by standing together.”

7. Comment on the facilitator.

“Anita is a very good facilitator. She made our training very comfortable and worth the time. All info given through the training was well explained and understood. All information was understandable

and relevant for our organisations. Thank you very much for your excellent leadership and facilitation Anita!! 😊.”

“I could understand her, made it easy to do the work. She respects students. She’s always willing to help so you can move forward and become strong in your organisation. For there is no words to describe Anita Marshall. She is truly a born leader. Thank all for the opportunity for this journey.”

“A woman of strength and extraordinary knowledge that I salute! Thank you Ms. Marshall. ♥ ”

“The best and very passionate person. Impeccable, honest, very enthusiastic. Gives great advice. Leader in so many aspects. Makes you feel welcome, at home and don’t make you feel you less of a person. Always encourages you to be the best and do the best because you can. Always on time.”

“Anita was amazing, great, motherly and leadership skills. Thank you Anita and all the partners for making possible for us to gain all this powerful knowledge. Thank you!”

A second Project Management and Leadership will be offered for the Health and Peace Building trainees.