

Emang Basadi, Botswana

The Leadership Development Programme (LDP) as experienced by Mrs Keboitse Machangana, the Publicity Secretary of the organisation and PAC Member.

"I have attended many leadership trainings in my career, but they are nothing compared to the LDP.... a very practical course as opposed to the many in the market that are theoretical and often not easy to implement. I have found the LDP practical and easy to implement because in addition to providing theory and concepts in leadership of organisations, it also provides practical skills on how to operationalise these concepts in the real world.

In the past, whenever I came from other leadership trainings, I would put the file away and go on with life as usual. However, this was not possible with the LDP. As a result, together with my colleague... who had also attended the LDP, we decided that the only way we could develop our organisations was to share what we had learned from the LDP with our colleagues at work. We also roped in another organisation, the Women's NGO Coalition, to benefit from the training. With assistance from Skillshare International Botswana, we managed to take staff members of our 3 organisations – Emang Basadi, BOCONGO and the Women's NGO Coalition, through the first module of the LDP. This is a module that allows participants not only to view themselves as leaders, but also to give them a chance to have an introspection of why they are the kind of leader they are. Among the 3 LDP modules that I attended, I find this to be the best module because it allows people to recognise their potential and use it to contribute to the development of their organisations. Most importantly, it helps people to see themselves as part of a team, or a system which if one part does not function; it halts the rest of the system in the organisations.

What I observed as the benefits of training our colleagues are as follows:

- Everybody at Emang Basadi started seeing themselves as a leader, and as the Director of the organisation at the time, it took a load from my shoulders in terms of feeling that I was solely responsible for making the organisation work.*
- All of a sudden, I felt a sense of comfort in knowing that whenever there was a problem in the organisation, I would not be the only one staying awake at night trying to come up with solutions. I knew everybody would be thinking about it and they would genuinely offer solutions.*
- Our relationships changed for the better. There was no 'boss' and 'subordinates' but a "leader leading leaders." For example, chairing and writing minutes of regular internal meetings became rotational. It was not my sole responsibility to chair meetings. I would find myself writing minutes while the cleaner is chairing. This is one of those little things which motivated staff members and created an exciting working environment.*
- All of a sudden, the language we used changed. Before the LDP, whenever a member of staff came to me with a problem, I would struggle to give a solution even though I might not have a solution at the time. Following the training, staff became accustomed to questions like, 'What do you think?' 'How do you think we can get around this problem?' 'I don't know what the solution is, why don't we go throw it to the rest of the team, and hear what they have to say?' and so on.*

It is important that those who have attended the LDP should share their knowledge with others in their organisations, so that even if they move, all is not lost. The LDP gave me a sense that it was something I needed to share with other people that I work with, or that I relate with in many other different ways to make not only my life, but their lives too, easier and more exciting to live."