

People Opposing Women Abuse (POWA)



People Opposing Women Abuse (POWA) aims to be a powerful, multi-skilled service provider, specialising in the eradication of violence against women to enhance women's quality of life. POWA's vision is to create a safe society that does not tolerate violence against women, where women are powerful, self-reliant, equal and respected.

Photo shows (from left) Phuti Mabuza, Anna Mogase, Tiny Moloko, Delphine Serumaga (all of POWA) and Spencer Chiimbwe (of ACTION) celebrate the completion of workshop 2 of Skillshare International's Leadership Development Programme (LDP).

POWA and Skillshare International have been working together since 2004, through a partnership set up to jointly contribute to strengthening aspects of the Gender Based Violence sector in Southern Africa. The members of this partnership are POWA, NISAA Institute for Women, Masisukumeni Women's Crisis Centre, Swaziland Action Group Against Abuse and Skillshare International in both South Africa and Swaziland. The partnership's first activity was to host a Gender Based Violence Round-Table Meeting (funded by UNIFEM) to introduce the concept of the partnership to a range of organisations from Southern Africa. A proposal is currently being developed to fund a range of activities (research, impact assessment, fundraising, awareness creation, advocacy and the sharing of best practices). Skillshare International is expecting to place 2 development workers (DWs) to assist the 4 organisations in developing their capabilities in fundraising and advocacy.

Following on from this, POWA invited Skillshare International to assist in developing a transformational strategy that would enhance the organisation's ability to transform itself from a service provider into a capacity building organisation for the Gender Based Violence sector. In September 2004 a team of 4 Skillshare International staff spent two days interviewing the Executive Director, the management team and 2 members of POWA's Board. The team then developed a strategy of how Skillshare International could assist. This was discussed with the POWA management team and approved by the Board. Skillshare International staff facilitated a workshop on the development of a new Vision Statement for POWA.

As part of the agreed transformational strategy, the Executive Director and 3 members of the management team have been taking part in Skillshare International's Leadership Development Programme (LDP) for partner organisations. The LDP comprises 3 training workshops over a 12-month period. It is designed to introduce participants to the concepts of effective strategic leadership, continual process improvement and managing change. It is planned that the remainder of the management team will participate in future phases of the LDP; once this has been completed the key concepts will be provided to the rest of POWA's staff and Board through specifically designed workshops.