

People Opposing Women Abuse (POWA), South Africa

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 of a safe society that does not tolerate violence against women, where women are powerful, self-reliant, equal and respected.



From left: Phuti Mabuya, Delphine Serumaga, Anna Mogase, Tiny Moloko of POWA and Spencer of ACTION. LDP workshop, May 2005.

Skillshare International has been working with POWA since 2004. They asked for our support to develop a transformational strategy that would help the organisation to reposition itself from service delivery to capacity building of community based organisations and other NGOs in gender based violence. A team of four Skillshare International staff spent two days working on data generation and diagnosis and holding interviews with POWA staff. Together we developed a joint strategy for how Skillshare International could assist POWA in its visioning and repositioning of the organisation.

During May and August 2005, as part of implementing the agreed joint development strategy, POWA's Director and three members of the management team took part in Skillshare International's Leadership Development Programme (LDP) for partner organisations. The LDP runs over a 12-month period, comprising three training workshops and is designed to introduce participants to the concepts of effective strategic leadership, continual process improvement and leadership transformation and managing change. Because of Skillshare International's strategic PPA funding from DFID, POWA's Director Delphine Serumaga was able to attend the three workshops and recalls "*I was particularly impressed with the knowledge I got in these workshops... and being able to work as a team to do strategic planning and visioning exercises*". She adds that it "*has made a huge change in my thinking as a leader of a dynamic organisation like POWA.*" Another POWA staff member who also attended the LDP course, Phuti Mabuya, recalls "*before the LDP workshops, I did not know that transformation starts with me as an individual and that it is possible to transform, but, now after the workshops, I know!*" She explained "*after the LDP, it changed the way, I do things; as a leader, you must aim higher and lead the transformation!*" Tiny Moloto of POWA added "*as a manager after the LDP, I am able to delegate work to my staff easily, and share information as a team and I do not impose things, but motivate staff and have full confidence in them and they work on their own!*"