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training for NGO boards



Why NGO Board training?

Beginning in 2008, EASUN will provide training for NGO Boards. This special focus comes at the conclusion of a three-year pilot activity (i.e. Transition Challenges for Pioneer Leaders) which examined leadership transition issues within East African civil society organisations (CSOs) today. Specifically, three pilot workshops were held between 2005 and 2007, bringing together over 60 NGO leaders from Tanzania, Kenya and Uganda. Key learning from these workshops and key leadership issues raised by workshop participants are presented on the back of the flyer... ▶

What is NGO Board training?

The training will examine how NGO Boards support effective management of structure, systems, work processes, and values. NGO Boards that manage for organisational development and growth will venture beyond traditional roles such as policy setting, performance oversight and financial supervision. The new areas of focus for EASUN's NGO Board training are illustrated in the triangular schematic below.

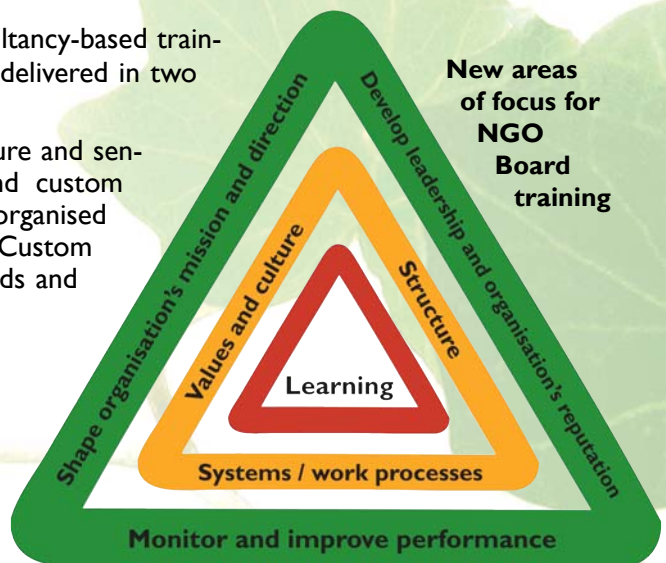
How is NGO Board training offered?

- **Consultancy:** EASUN will provide consultancy-based training for entire NGO governance structures, delivered in two successive workshops at your organisation.
- **Workshops:** Designed for overall exposure and sensitisation, EASUN will provide regional and custom workshops. Regional workshops will be organised annually by EASUN in Moshi, Tanzania. Custom workshops will be tailored to suit your needs and conducted at the location of your choice.

Request NGO Board training...

Contact EASUN's Programme Officer,
Change and Transition Management:
atieno.olwal@easun-tz.org

NOTE: EASUN works on a first-come first-served basis. Early inquiries are encouraged.





growing... as individuals as organisations

If civil society is a dynamic context, what is to be demanded of its leadership?

EASUN's leadership training demonstrates that "good leadership" is about listening effectively, perceiving underlying issues, managing processes, and encouraging learning and team work as avenues for transforming organisational practice. The foundations of such leadership are supported by first developing capacities to:

Be vision-led.

Be relevant (ensure appropriate and effective Board membership).

Set clear roles/responsibilities to minimise micromanagement.

Develop leadership pipeline and manage upcoming talents.

Represent the organisation externally in ways that actively attract others to associate with its cause and interests.

As such, EASUN's training is itself an intervention for transforming leadership in civil society; an intervention that capacitates CSOs to realise good governance.

Why is this leadership development intervention important?

- NGO Boards have been seen to play a minimal or passive role in supporting leadership transitions, whereas they have often played an active role in weakening development of the leadership pipeline. Many need to be strengthened and liberated from complaints of being weak, unavailable, cosmetic, self-interested, overbearing and disconnected from affairs of the organisations they support.
- Pioneer leaders are synonymous to their organisations. Separation of the two is critical to avoid their departures translating into the demise of the organisation.
- High staff turnover often accompanies leadership transitions because organisation members have invested heavily in the charisma, skills and wisdom of the leader.
- Uncertainty of the future overwhelms many. Leader departures translate into instability in vision and focus, disruptions of programme activities, and loss of institutional relationships and organisational history.
- Leadership development is an area that is largely overlooked by many NGOs.
- Leadership transition moments for many NGOs tend to be "moments of crisis". Organisations are riddled with feelings of anxiety, despair and helplessness. This is particularly true in situations where the leader is the "glue" that holds the organisation together.
- Pioneer leaders require a lot of support to let go of visions they have borne and nurtured. An aspect of such support includes developing alternative futures and work.
- Distributed leadership and talent management remains a challenge in many organisations despite the fact that it offers organisations untold benefits.
- Leadership transition management and planning should be part of NGOs strategic competencies.
- Leadership transition management is not limited to the physical departure of the leader. It begins much earlier and continues long after systems, talents, and functions are managed for continuity of organisational purpose.

For more information / to request training, contact:
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