

“Karibu sana” to our April update!

The worldwide spread of COVID19 has a significant impact on our entire lives in communities, organizations and families. Information overload, radical opinions, incomprehension and misinformation are currently on the agenda in many places and flood our society. As ethical leaders, we are especially in demand in these times. With the third workshop we completed our series of Participatory Action Research (PAR) since 2018 and continued to explore the question "What makes that shift in leaders to become more transformative in values and practices?"

Mosi shares his experiences in exploring the confluence of Leading Causes of Life with Positive Deviance in an online meeting. Behind the curtains of EASUN you meet Mwangalimi, our office assistant and carefull driver.

And don't miss to download our training program and start planning today how to make your organizations innovative and actionable again after Corona. We are here for you! Contact us at any time at info@easuncentre.org and plan your next steps!

And one more request: Take care of yourself and stay healthy!

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From individuals to the world: Framing leadership journeys

Three years ago, EASUN together with CSO leaders from Uganda, Kenya and Tanzania embarked on a journey to research ‘what is it that shifts in a leader to become transformative in values and practice?’. Throughout the journey, leader met in a workshop each year from 2018.

In 2020, the workshop was conducted in February. It was attended by 12 leaders from Uganda and Tanzania. This particular workshop focused on documenting the leadership journeys of leaders who participated in the three years Participatory Action Research (PAR).

Through different session in the workshop, leaders were able to explore their own leadership practices and values before and after PAR. “*I am intrigued by the power of documentation,*” shared

one of the participants. “Recalling PAR workshops 1&2, I realized we have something very rich to share with the world. I didn’t believe that it all came from our leadership experiences. It reminded me that it is important to always document, even the little incidents”.



They were able to explore what is it that has change so a leader can be transformative, which included looking into attitudes, behavior and mindsets of leaders in general. They highlighted different shifts in their leadership that characterizes them as transformative leaders. Looking into their leadership practices over the past three years, PAR participants shared how the shifts in their leadership has impacted their relationships with their colleagues at work, family members and in the community.

“I have become more open, which has helped me to work more effective in group situations since I consciously listening what others are sharing without the desire to only impose my ideas and thoughts” shared on of the participants. *“Being conscious about my attitudes and behavior in how I respond and engage with other people, enabled me to support them better, i.e., in a way that leaves them more empowered and more confident in their own abilities”* shared another participant.

With these testimonies of shifts and development of PAR participants in different areas of their leadership, EASUN is working on a report that will comprise of all the experiences, shifts and learning of leaders from the past three years of PAR.

For more information on Participatory Action Research, please write to us: lulu.mollel@easuncentre.org.



Leaders who positively deviate from the norm are key to the generativity of life

On 16th April 2020, EASUN’s Executive Director, Mosi Kisare, participated in a Zoom conference on Leading Causes of Life (LCL) and Positive deviance (PD) attended by 75 people from all over the world. The meeting had been planned to take place in El-Paso, Texas. But due to Covid-19, it was held through the online platform zoom. The purpose of the meeting was to explore the confluence of Leading Causes of Life with Positive Deviance.



The reality of the pandemic in our lives today was reflected in expressions of solidarity that individuals offered one another. Says Mosi: “How are you coping in Africa, was a question that several people asked me. I talked about the different measures being taken in different places. This included how leadership was being expressed differently in different countries—some going into complete lock-down, while others wanted to maintain a message of hope while educating the populations.” Mosi first came across the set of letters LCLI when he was invited to be an LCLI (Leading Causes of Life Initiative) Fellow in February 2018. LCLI fellows are a mixed body of individuals with unique talents and places and spaces of lifework that offer opportunities for a unique ongoing engagement with each other. It is a movement—not an organization. The April 2020 conference was the second

LCLI event attended by Mosi. The first was a writeshop on *Generative Leadership* held in Cape Town in October 2018.

Following below is Mosi’s own brief sharing about the April 2020 zoom conference. He emphasizes key lessons, spirit demonstrated by participants and aspirations of how future work of organizations working for justice may be influenced by the passion and conviction of LCLI about the importance of focusing on what is generative in our life together, as well as the practices, values and skills associated with the concept of Positive Deviance. He starts by introducing his fellow participants as a group of individuals who clearly practice leadership as activism for life. Introductory remarks by the hosts included thoughts participants talked about themselves using particularly interesting descriptions of “self” and work life, guided by three questions: 1) Who are you? 2) What life-giving work do you do? 3) In what way do you deviate from the norm?

Leading causes of life, Positive Deviance and our work

The five leading causes of life that guide the work of LCLI clearly come through as “words for life”: *connection, hope, intergenerativity/blessing, coherence, agency*. To what extent can we expand these into our vocabulary in order to speak the language of life? *Healing*, for instance, is a practice for generating life and continuity. Yet much of our language, actions and systems in managing our organizations, families and community are focused mostly on fixing and problem solving, couched in assumptions of the unquestionable knowledge of experts and structures of certainty

How about Positive deviance (PD)? A central aspect of PD was characterized with the image of “flipping the question.” For instance: “what are you for”, different from “what are you against”. Part of flipping the question is to look for what is already working in the situation and amplify it, different from “what will make you work with my superior (expert) solutions to your problems?” PD enables communities to discover the wisdom they already have and then to act on it.

The introduction of the two concepts was pinned on the word *life*, a theme that was at the core of the overall workshop design. In a brief chat process, each individual responded to the question: “How might the Leading Causes of Life (LCL) illuminate (y)our work going forward?” Four individuals then talked

about their life-giving movements and how they might illuminate leading causes of life and PD approaches to our collective work with the world. What particularly stood out for me included Somava Saha's reference to her work in addressing systems of inequities and their legacies of racism and separateness. She noted that working together "we can build new legacies of life, i.e., making choices to belong to one another, expressing kindness, building communities and maintaining connectedness." She noted that positive deviance as an approach will positively impact our ability for hope.

Why Positive Deviance?

Leaders and facilitators carrying the positive deviance ethos and posture apply unique skills that enable them to establish "common ground" as the basis for collaborating with other people. They elevate connectedness, local knowledge, ownership and dignity of people. They pose questions not as problems, but as opportunity to enable people explore what is possible. Such leaders stand at life-giving places that reflect the places they hold inside themselves, which are spaces of love, light, peace and joy.

The great insight and affirmation from the LCL/PD meeting is that the knowledge and skills for stewardship of life-giving systems are exactly what graduates from EASUN's FOLD training have already acquired. Says Mosi: "With your transformative ethos and skills, you are stewards of new frontiers—showing that there is possibility of flourishing where life is contested. Demonstrating that so much is possible, without being overwhelmed by the technocratic ethos that overshadows issues of consciousness and conscience." He concluded with an invitation to be "speakers of life" and positive deviance activists, starting with those who have attended EASUN's activities:

For all those who have attended EASUN's trainings such as FOLD and other workshops, together with organizations that are working in partnership with EASUN, it is desirable that we become a movement that speaks the language of life—shaping spaces that generate or leverage innovativeness and creative freedom for others. We speak life not only with words, but also through posture, behavior towards others and the values we express. By speaking and inspiring life in others we speak and inspire it in ourselves too.

Audit is a great time for organizational learning



EASUN's three weeks financial audits and the organizational audit for 2019 was well organized and started in April. Before it was planned to start in March, but postponed due to the Coronavirus which started to threaten the world in mid-March 2020 hoping by then that it would be eradicated within few weeks ahead which was the opposite.

The three week external audit was a moment of going through all financial books, bank statements for verifications of the whole year transactions with all supporting documents, fixed asset register, financials bylaws, agreement of cooperation with our stakeholders and prepare the financial audit statements to provide information to the management, the trustees of

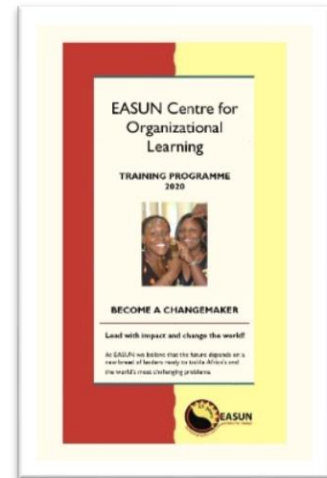
EASUN and donors on the organization's operation whereby the organization take the information for learning and growing. It was a time to work with external financial experts and share experiences and get advices in case of any significant audit findings.

New Training Programme 2020 available

Have you already downloaded our new Training Programme? If not, hurry up! Our Training Programme 2020 is available on our website as print and online version. Check out how to become a changemaker next year. Interesting and new courses are waiting for you.

Please follow this link [TRAINING PROGRAMME](#) to see what courses are available for you next year.

For more information: info@easuncentre.org



Who am I?

Have you ever asked yourself, who is working there at EASUN? In our new series you will meet the faces behind EASUN. Today you meet Tonny Yusuph Mwangalimi from Arusha, Tanzania. He is one of our excellent Support Officers at EASUN and helps us with all questions around driving, banking and supports us in different fields. Maybe you have met him already in one of our trainings.

Mwangalimi describes his-self as funny, thoughtful, happy, annoying and crazy. His favorite saying is "Mjuba", that describes a person who is for professionalism.

Mwangalimi sees his-self as a social activist, because he likes to help people to grow up in their will. If he could be a famous character, he would prefer to Warren buffet. If Mwangalimi had a magic-wand, he would make these wishes: to move the sea to Arusha and go to the Greece Islands every three months!

Is there anything else you would you like to share in EASUN's e news? Mwangalimi said he want to add some words about the wonders of God when we are travelling to our trainings. He always feels the presence of God, like Mountain, Clouds, Rain, water in river, Rainbow.

About which person behind the scenes at EASUN would you like to hear more? Send us an email info@easuncentre.org



Make your organization a place of development

All our trainings are postponed until further notice!

1. Become a changemaker as a Facilitator of Organizational Learning and Development (FOLD) in 2020 – **FOLD is postponed to June/July 2020**

FOLD is EASUN's leadership and OD consultancy training course. FOLD Training can change your life for positive impact on others and community!

What you can expect from FOLD Training:

- Become more effective in facilitating positive social change or organizational development.
- Explore new ways for creating spaces that facilitate productive interaction among organizational or community members.
- Embark on an intensive, reframing journey to reflect on your leadership skills and attitudes.
- Improve your communication skills and enhance your team and organizational performance.
- Address your personal leadership questions to become transformative in your leadership practice.

Do you want to be part of this life-changing journey, register now! Send us an email for more information:

info@easuncentre.org Prepare for the next FOLD cycle and become a change maker now!



2. Board training sensitization Workshop

Board performance is crucial for the effectiveness of organizations. NGO Boards have a critical role to play in managing growth and strengthening the development of their organizations. Good leadership is about listening actively and encouraging learning and teamwork as avenues for transforming organizational practices.



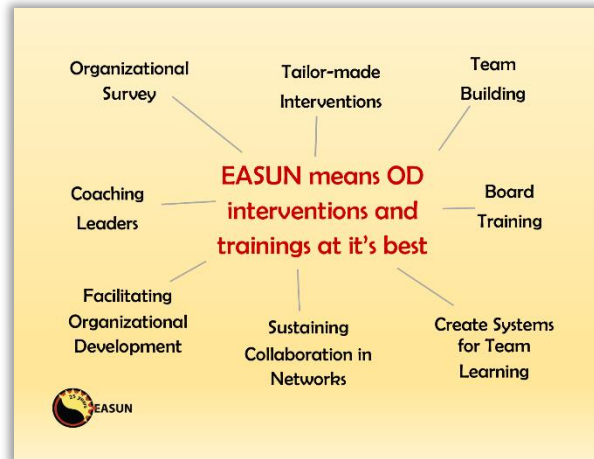
The training will take place from 12th to 14th August 2020 in Moshi, Tanzania.

The training is designed to generate awareness of Board Members and Executive Directors about the importance and need for training boards of civil society organizations.

Contact info@easuncentre.org for more information.

3. Organizational Development (OD) interventions and trainings

EASUN offers a range of support services to organizations that are seeking to ensure that they are developing. Organizational Development (OD) interventions are tailor made for individual organizations based on perceived challenges or development questions. These range from creating systems for team learning (organizational learning sites), team building, organizational survey to surface and address sources of conflict or just stuck situations, as well as planning facilitating organizational development planning. An OD process is direct one on one organizational development interventions which are aimed at making organizations stronger, more effective through sustainable growth. OD interventions are provided upon request made to EASUN.



FOLD is EASUN's flagship leadership and OD consultancy training course. Other trainings offered by EASUN include courses such as Facilitating Skills for Field Workers (FAF), Coaching leaders, Sustaining Collaboration in Networks, and Board Training.

For more information about the courses email info@easuncentre.org

EASUN e News issue April 2020

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