



eNews

May 2020

“Karibu sana” to our May update!

The brutal killing of George Floyd by police in the United States instigated worldwide protests. Africa, however, was mostly silent. EASUN’s Board Chairperson Zainab Mmary and Executive Director Mosi Kisare reflected on the situation and offered some important conclusions.

We give you an overview of the development of our strategy until 2024 and invite you to participate in this exciting process. Behind the curtains of EASUN you will meet Helen, our active and enriching board member from Uganda.

Our training sessions are currently postponed until further notice. But don't miss to download our training program and start planning today how to make your organizations innovative and effective 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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In memory of George Floyd- Development demands systemic change

The brutal killing of George Floyd by police in the United States instigated worldwide protests. Africa, however, was mostly silent.

Apart from the silence of African national leaders, who may have their own reasons for not raising their voice against such a scourge, reticence by African civil society suggests a very low ebb in its vibrancy at the moment. Some civil society leaders interviewed by EASUN in Uganda shared that they felt far removed from the incident. Others expressed a sense of embarrassment to say something about “a situation out there”, yet they are quiet about what happens at home. Some also isolated it simply as a racism issue and so they felt it is not their problem.

Not looking deeper into what the George Floyd event could be saying about situations of inequality and justice speaks volumes about one particular area where capacity still needs to be developed in African

civil society today, especially in East Africa, i.e., the ability to generate development responses that would address the systemic nature of issues affecting the poor and marginalized.

We at EASUN are continuing to seek to address such limitation within civil society through OD as a foundation for training facilitators, leaders, organizations and communities. We are therefore pleased to note that several CSO leaders trained by EASUN through FOLD (Facilitating Organizational Learning and Development) course have spared a moment for George Floyd and expressed their views and concerns about what happened in Minneapolis. Their messages came through EASUN's ALL FOLD graduates WhatsApp platform and other channels of communication for OD practitioners and leaders trained by EASUN.



Owe it to next generation leadership

“Which leaders oba? Future, younger people maybe!” That was the response of the head of a national women’s advocacy organization in Uganda, after she read the suggestion that we need to develop a more ethical orientation in leaders “for their default mode to see and seek causes of life rather than destruction of it.”

Individuals trained by EASUN are mostly leaders within civil society who, in their organizations, are nurturing the next generation of African leaders. It is especially significant, therefore, that all those from among them who spared a moment for George Floyd quite consciously articulated the link between the lynching incident with the question of justice for humanity and all creation in these times that are under our watch. Following below is a selection of what they shared:

Hellen Twongyeirwe—*Facilitator of Learning, headteacher of a secondary school in Uganda (referring to Rev. Al Sharpton’s eulogy at the memorial service):*

Seeing the video for the first time brought me to tears. George Floyd’s death showed the insensitivity of the system that has created such cold hearts. Yes, it started way back from the slave trade age, and has been given fodder over the years. However, the incident brought fear at the same time because when I look at the conditions pertaining in some of our countries, there are slave - trade - like situations that might produce such cold hearts. The inequalities are increasing everyday...in education, jobs, economy, health and wellness, etc. How possible can we use the Floyd story to halt this trajectory in our own countries?

Mwesigye Kwarimpa-Atim—*teacher, facilitator of Learning, OD practitioner in Uganda:*

The incident of George Floyd is a tough one for me to come to terms with on many fronts. I have also come to see the ugliness of systemic injustice and how it can last years and years! That said, I am also moved by the energy and movement throughout the world to create change. I hope a new history will be created. Then I have also wondered where we are as African countries and civil society in writing this story.

Catherine Mwangi—*Church leader and Facilitator of Learning and Change in Kenya (referring to Rev. Al Sharpton’s eulogy):*

This is a moving tribute to George Floyd. It could as well be any innocent citizens in our own country.

Sophie Kange—*Uganda National NGO Forum:*

Where are we in Africa in this struggle against injustice? To deal with this injustice calls for a global awakening. How do we deal with the system to inspire transformation? Change is still possible.

Dilu Massanja—*Facilitator of learning, OD Practitioner in Tanzania:*

Changing how our institutions function to make them *happier, healthier human* places, will make them places of community building and facilitating human growth. This is asking us as humans and development practitioners to reflect more on how we intervene with others. Constantly seeking self-awareness will help us to be clear that we are not putting a “knee on their necks”. Having the needed humanity in us can serve human lives better, both in times of crisis or as we exercise our duties.

In the United States, racism, oppression and domination have been built in the ethos of the US police and this needs to be taken apart and reconstructed with other values. It is that higher level work that should determine how the lower levels of policy are structured and organized.

Use unique skills to make a difference

To *see us, hear us, and witness our stories*, you must listen also with your hearts. The relationships, communication and project support must be managed beyond the technical management procedures alone. Otherwise the whole system becomes a “knee on our necks”.

Following the killing of George Floyd in Minneapolis, the U.S. based OD Network (ODN) issued a statement on 4th June 2020, in which it made some key observations about OD as a discipline and practice in development. Two key points stand out:

- The voice of OD must match the voices of the people and go beyond simply voicing our protest and use our unique skills to make a difference. This is the genesis and legacy of our Organization Development profession – elevating humanity in all our institutions.
- As OD professionals we can speak up and show that we see them, hear, and witness their stories, and that we care.

What does the above say about urgent needs in African institutional development?

- We must strengthen awareness of complexity in organizational development and the important role that the higher organizational levels of relationships, leadership, values and identity play in making organizations places of human growth and development.
- All leadership development training must have a strong content of equipping leaders with skills and practices that characterize and nurture ethical leadership to emerge.
- We must rediscover Organization Development (OD) in its true identity as a practice that elevates humanity in all our institutions.
- We must increase and support efforts to bring OD to the grassroots—developing skills of grassroots organizations to facilitate community dialogues toward strengthening Diversity & Inclusion at the most local levels.

One EASUN Associate who engaged in active conversation following the George Floyd event noted, particularly with regard to taking OD to the grassroots: “I find this very encouraging and it actually strengthens my resolve and confidence to work with the practice in the non-traditional spaces like my family, my church, local community etc.”

We can do it. We can change how our institutions function and the role they can play in nurturing cultures that elevate humanity. We have the technology and skills for that. But we need to create and shape the spaces. Your advocacy can play a life-changing role.

Zainab Mmary
Chairperson, EASUN Board

Mosi Kisare
Executive Director, EASUN

Arusha, 9th June 20

Forward to 2024- Still working in solidarity with you

Over the past few years, EASUN has supported civil society institutional growth in East Africa through responding to invitations to support development in individual organizations, while also sending out open invitations for CSOs to participate in its own organized institutional development activities. Throughout this time, we have witnessed the pivotal role played by CSOs in the development of vulnerable communities

In many African countries today, there is an increasing convergence of efforts to limit civic space with growing ideologies and practices that are normally associated with right-wing extremism. Yet civil society organizations are necessary for development particularly as they advance the values and practices of inclusion and improving sustainability.

EASUN is currently developing its next strategic plan 2021-2024, where it will continue to contribute to the expansion of civic space through its unique interventions. Many CSOs from throughout the region have contributed to our strategic thinking process through sharing their experiences and questions in a number of our activities organized for that purpose. These included workshops such as CSO Identity Management construction, 2) Board training sensitization workshop; 3) Training CSO leaders in networking for sustainable collaboration; 4) Creativity is the heart of facilitation workshop; 5) Facilitating Organizational Learning and Development (FOLD) course.



Some of your own organizational development activities that we facilitated also gave us huge insights on issues that affect civil society institutional development and capacities needed to enable expansion of civic space and sustain CSOs' pivotal role in development. Examples are 1) board reflective meetings; 2) leadership and governance trainings; 3) institutionalization of practices that enable networking and

exchange of practices and skills in community transformation. We also facilitating exploration and setting up of organizational learning systems for some organizations.

It has been a wonderful opportunity for EASUN to learn with you while sharpening our own understanding and skills to improve the quality that CSOs bring to social development. We have noted that where civil society is vibrant it can develop the necessary capacities to competently play transformative advocacy roles that, in inclusive ways, mobilize the participation of marginalized populations as agents of change.

EASUN will continue to play its role in the expansion of civic space through what it does best, i.e., institutional development of civil society organizations—especially developing capacities of CSOs to make interventions that transform mindsets, culture and practices. Transformative interventions are essential for entrenching or renewing positive values in leaders and change facilitators.

An invitation

In a slight adjustment on strategy, EASUN hopes to provide 60-70% of its capacity development work through strategic partnerships with interested CSOs. We have piloted this approach over the last four years, with great results, particularly the fact that partnership enables the organizations to be tuned in to emerging issues that would need further intervention.



Strategic partnership as a platform for receiving support from EASUN will add, to an organization, the all-important quality of being a *developing* organization and a space for human growth where compassion, deep listening, as well as the ability to learn and build partnerships are cultivated.

In turn, such an organization will develop increased capacities not only to manage transformative processes of change in their community development projects, but, with the same skills and values acquired through EASUN’s training and coaching will competently focus on healing brokenness and disconnection from self, from others, from community, from life-giving processes and from social purpose.

Interventions for civic space expansion will definitely involve CSO identity management. Two specific points can give an indication of what is possible as a means of developing CSO capacities for participation in expanding civic space, especially from the kind of interventions offered by EASUN:

Enhancing the discourse of inclusion

- Leaders and change facilitators have the conviction and skills to facilitate learning and change through *participation* and *ownership* by communities themselves as co-creators of change rather than passive beneficiaries.
- CSOs are shifting the perspective of their organizational essence from being simply organizational charts to understanding and organizing themselves as dialogic networks applying practices that develop innovative communities for equitable development.

Creating a demand for...inclusive development practices

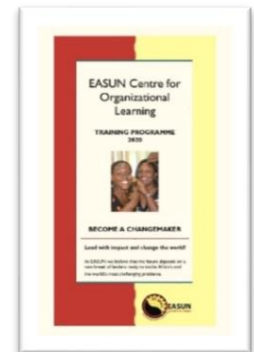
- Organizational leaders, schoolteachers and community outreach practitioners are facilitating change by applying values and skills that demonstrate the superior benefits of holistic development in complex individuals and communities.

For expression of interest in strategic partnership with EASUN contact lulu.mollel@easuncentre.org

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 Helen Twongyeirwe from Uganda. Helen is a very active and enriching Board Member of EASUN. Helen describes herself as

- Resilient
- Hard worker
- Ethical
- Compassionate
- and creative

She sees herself as a social activist, because in her interactions, she wants to leave people better than she found them. With a magic wand, Helen would achieve the following:

- End Corruption
- Education for All
- Ethical leadership



Helen wants to share this message with you: “I am always looking for new challenges, knowledge and skills. My involvement with EASUN, even when I am not an NGO practitioner, attests to this. I believe that public service where public good is supposed to be at the fore of whatever is done needs such

practices as enshrined in the OD practice. In public service spaces, we impact lives as well and how we do it should be a matter of concern.”

Thank you, Helen for being a wonderful support for us! 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!

I. **Become a changemaker as a Facilitator of Organizational Learning and Development (FOLD) in 2020 – FOLD is postponed to 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!



Change Makers, welcome!
Social Innovators, welcome!
Ethical Leaders, welcome!
Social Activists, welcome!
YOU are welcome!

www.easuncentre.org

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

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