

PACT NGO Executive Leadership Conference, Lusaka, Zambia:

Using a scale of 1 to 10, where 1 is very poor and 10 is excellent, the NGO Directors rated the overall conference an 8.81.

100% of the NGO Directors who participated stated they would recommend this conference to other NGO Directors.

Qualitative Feedback from the Zambian NGO Directors:

Because of this conference I have learnt and strengthened a new philosophy of leadership. I have also unlearnt [underline his] the old styles of leadership.

*-- Aaron Banda, Director,
Chipembi AIDS Care and Prevention Programme, Zambia*

The workshop has really helped me to identify my blind spots. After this conference I will have an inclusive decision-making style. I will avoid the 'I know it all' attitude.

*-- Emmanuel Malubila, Director,
Zambia Ex-Prisoners Rehabilitation and Counseling*

The conference affected my philosophy of leadership.
It taught me not to be a dictator, but to have vision and be a listener.

-- Linah Nkhonjela, Director, Girls Brigade of Zambia

Tony's 30 Principles of Leadership will enable me to continue as an NGO Director.

*-- Christabel Mukuyu, Director,
Zambezi Development Trust, Zambia*

The conference has affected my philosophy in the sense that as Executive Director, I am here to develop others (i.e. empower other leaders).

*-- Pastor Eric Mwambelo, Director,
Kabwe Home Based Care, Zambia*

Tony's 30 Principles of Leadership has definitely impacted my leadership philosophy in a very positive way in that I've learned more principles and practices of good management that I will set in motion at the organization.

-- Nathan Mulonga, Director, Kilelabalanda Swaaz, Zambia

Because of this conference I've now come to know how to balance my time.

-- Schulz Chifundo, Director, CPEPP, Zambia

I learned from this conference that leaders are not bosses. I also learned that leaders are not born so, they are made. I had thought contrary to this....We need to have this conference AGAIN! [capitals hers]

-- Nalukui Kaziumani, PACT Zambia

I see myself continuing as an NGO leader because of my skills that I now have after this conference. Tony's 30 Principles will help me in leading my organization to achieve its vision, mission and goals...This conference was really helpful and it should be organized again for other NGO Directors.

*-- Brian Kayongo, Director,
Adolescent Reproductive Health Advocates, Zambia*

Tony's 30 Leadership Principles will help me in our organization and personnel each day to make things happen...This workshop has affected my philosophy as I have gained more knowledge on what a leader is...The workshop was excellent. I hope we have another in future by Tony.

-- Michael Hachaba, Director, Kara Counseling, Zambia

This conference is very, very important. I feel it should be extended to other NGOs.

-- Thomas Ngoma, Director, Solwezi Youth Alive Zambia

This conference has affected my philosophy of leadership in the sense that now I am going to be an effective leader. I will know how to lead myself as well as others. I will know how to balance life and work. The conference has opened my mind. I think I will be able to do my work very well. And I will be able to continue longer as an NGO Director because I will have greater Passion, Empathy and Trust.

*-- Lamaswala Mubiana, Director,
Network of Zambian People Living with HIV/AIDS*

All things at this conference were my favorite...I learned that to be an effective NGO leader that leader must be honest – including passion, empathy and trust. This has brought change in my leadership.

-- Steven Kajila, Director,
Maveve Home Based Care, Kabompo, Zambia

Using a scale of 1-4 where 1=Poor, 2=Good, 3=Very Good, and 4=Excellent, the NGO Directors rated the various workshops. The three workshops that received the highest ratings were Tony Silard's leadership workshops on:

| <i>Leadership Workshop</i> | <i>Rating</i> |
|--|---------------|
| The Effective NGO Leader | 3.38 |
| Vision-Alignment; Time Management | 3.47 |
| Balancing Work and Life | 3.59 |