

**PACT NGO Executive Leadership Conference Evaluation
Lusaka, Zambia: Sept. 1-3, 2004**

Quantitative Feedback

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 17 NGO Directors who participated stated they would recommend this conference to other NGO Directors. Some embellished their affirmative response with comments such as ‘Very much.’, ‘This is very, very important, I feel it should be extended to other NGOs.’ and ‘This conference was really helpful and it should be organized again for other NGO Directors.’

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

Qualitative Feedback

Quotations from the Conference Evaluation

What are some of the most important lessons about NGO leadership you feel you have learned from the conference?

A leader’s focus is on the core values of the NGO and all budgeting, planning and activity implementation should be aligned to the vision.

-- Namuchana Imwiko, YWCA Western Region Mongu

Qualities of an effective leader
How to be a good listener.
How to balance work and life.

-- Jack Kalipenta, PACT Zambia

Has the conference affected your philosophy of leadership? If so, how?

Yes, it has enabled me to reflect on my weaknesses and given me alternatives for improving my approaches/philosophies.

-- Namuchana Imwiko, YWCA Western Region Mongu

Yes. Not to be a dictator, but have vision and be a listener.

-- Linah Nkhonjela, Girls Brigade of Zambia

The conference has affected me in my work as leader of the organization like on the leadership qualities of Passion, Empathy and Trust.

-- Johnson Ntambo, Mumena Rural Development Trust

Yes, because I never used to reflect on my blind spots. I never knew that the strategic plan should include a budget and time allocation was not followed.

-- Christabel Mukuyu, Zambezi Development Trust

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

-- Pastor Eric Mwambelo, Kabwe Home Based Care

Yes. 30 Principles of Leadership has definitely impacted very positive in that more principles and practices of good management will set in motion at the organization.

-- Nathan Mulonga, Executive Director, Kilelabalanda Swaaz

Yes. I have learnt and strengthened new philosophy of leadership. I have also unlearned [underline his] the old styles of leadership.

-- Aaron Banda, Chipembi AIDS Care and Prevention Programme

The workshop has really helped me to identify my blind spots.

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

Yes, leaders are not bosses. Leaders are not born so, they are made.

I thought contrary to this.

-- Nalukui Kaziumani, PACT Zambia

Yes it has affected my philosophy I had little knowledge on what a leader is but I have gained more knowledge.

-- Michael Hachaba, Director, Kara Counseling, Zambia

I have acquired more knowledge, I was blank in some of the areas like balancing work and life, I didn't know how I should balance it (work and life).

-- Thomas Ngoma, Solwezi Youth Alive Zambia

Yes. 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. And above all I see myself as an honest leader.

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

An effective NGO leader that leader must be honest including passion, empathy and trust. This has brought change in my leadership.

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

Has the conference affected your outlook on how long you see yourself continuing as an NGO Director? If so, how?

I definitely must build others into leadership roles to take over from me when I am gone or when I am not there.

-- Namuchana Imwiko, YWCA Western Region Mongu

Yes. First to deliver to others, so that they can learn to become directors also.

-- Linah Nkhonjela, Girls Brigade of Zambia

Yes, by way of improving or empowering other leaders to lead the organization.

-- Johnson Ntambo, Mumena Rural Development Trust

Yes, the 30 Principles will enable me to continue.

-- Christabel Mukuyu, Zambezi Development Trust

I will have an inclusive decision-making style. I will avoid the 'I know it all' attitude.

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

I've now come to know how to balance my time.

-- Schulz Chifundo, CPEPP

Yes, I see myself continuing as an NGO leader because of my skills that I now have. The vision and mission of my organization has to be achieved by using the same skills.

-- Brian Kayongo, Adolescent Reproductive Health Advocates

Yes. In the sense that I will have greater Passion, Empathy and Trust.

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

What were your favorite things about the conference?

The interactive nature of participants and facilitators in group discussions and sessions.

-- Namuchana Imwiko, YWCA Western Region Mongu

The facilitators were clear.
The participants were fully participating.
The topics were educative and interesting.

-- Wendy Imanga, YWCA Western Region

Good facilitation (Sampa/Tony)
PACT's consideration to cater for nanny has motivated me as a mother.

-- Christabel Mukuyu, Zambezi Development Trust

Facilitators knew their work content.
They used participatory approach.
The all environment was user friendly.

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

The facilitation.
The peer atmosphere.
Conference facility.

-- Jack Kalipenta, PACT

The 30 Leadership Principles will help me in our organization and personnel each day to make things happen.

-- Michael Hachaba, Director, Kara Counseling, Zambia

I suggest that next time you hold such an important meeting, add topics on STI's.

-- Thomas Ngoma, Solwezi Youth Alive Zambia

What did you feel most needs to be improved about the conference?

Given more time for issues such as Board Development and Gender and Leadership for benefit of all participants (5 days)

-- Namuchana Imwiko, YWCA Western Region Mongu

The days for the conference should be increased and some of the topics should be included e.g. stigma and discrimination to people living with HIV/AIDS

-- Wendy Imanga, YWCA Western Region

Logistics especially for people coming from far distances.

-- Johnson Ntambo, Mumena Rural Development Trust

I see that you involved two great facilitators and it appears that the two had a lot of stuff. In future I suggest that you all one (main speaker) and then supportive facilitators.

-- Pastor Eric Mwambelo, Kabwe Home Based Care

Time schedule. If the programme is squeezed up we tend to close our minds. I suggest more days to such types of workshops.

-- Aaron Banda, Chipembi AIDS Care and Prevention Programme

Number of days of the workshop need to be increased in order to cover more work.

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

Conference content has been excellent,
maybe more days are needed to cover topics in detail.

-- Jack Kalipenta, PACT

I hope the time should be improved i.e. if this training could even go for 7 days so as to get into details in some topics like strategic planning, financial management, etc.

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

Time is everything we do so it should be followed.

-- Michael Hachaba, Director, Kara Counseling, Zambia

Time should be seriously followed.

-- Thomas Ngoma, Solwezi Youth Alive Zambia

Next time 5 days will be good so that we don't rush but take things step by step because we understand at different paces. Not me but others.

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

To provide another leadership skills workshop in the remaining 12 skill areas.

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

Any additional comments?

Provision of a certificate.

At least 2 people from each NGO should have attended (one from Board)

-- Namuchana Imwiko, YWCA Western Region Mongu

To have the same facilitators next time.

-- Linah Nkhonjela, Girls Brigade of Zambia

PACT Zambia should have a directory of all funders
PACT Zambia to be a recipient of Global Funds for HIV/AIDS programmes and sub-grant to its organizations.

-- Johnson Ntambo, Mumena Rural Development Trust
(Note: Many participants reiterated this feedback.)

[I learned from] the discussion on Board Development during the [dinner] roundtable.

-- Pastor Eric Mwambelo, Kabwe Home Based Care

PACT-Zambia is simply a great organization, keep it up.

-- Pastor Eric Mwambelo, Kabwe Home Based Care

Include the Assistants [of the NGO Directors] as well.
Try to keep some emergency drugs when a workshop is taking place at a venue like Ibis Gardens.

-- Nathan Mulonga, Executive Director, Kilelabalanda Swaaz

We need this conference AGAIN!

-- Nalukui Kaziumani, PACT Zambia

To have another workshop in future by Tony, Sampa and PACT-Zambia.

-- Michael Hachaba, Director, Kara Counseling, Zambia

It was very good. It has opened my mind. I think I will be able to do my work very well.

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