

## SERVE/Young Africa – Building Capacity to Advance Young Africa 2017-2019 Programme

### Main Quantitative Results Presented as Graphs From Leadership & Management Training

---

#### Introduction

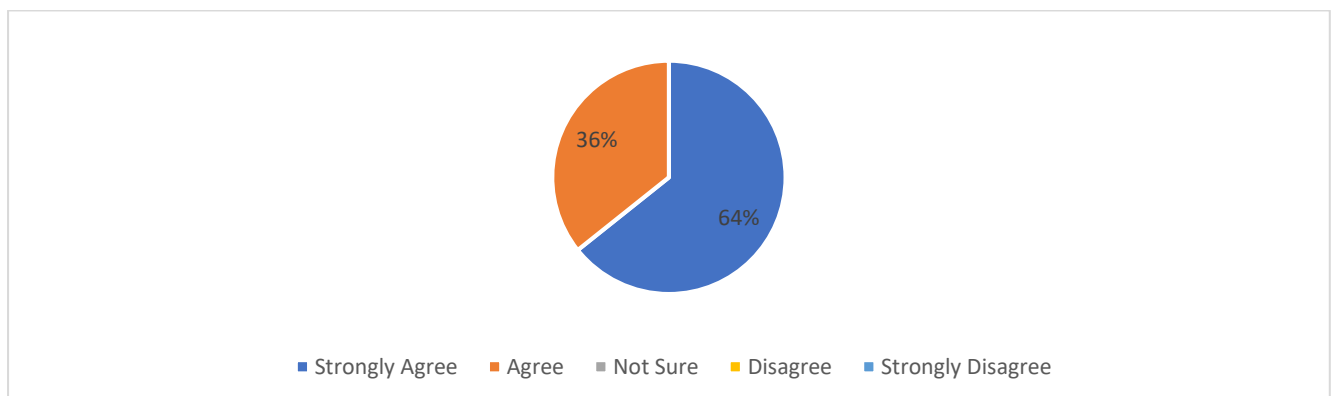
This document presents the main quantitative results of the Leadership & Management Training for senior Young Africa staff from YA Zimbabwe, Mozambique, Botswana and Namibia. The training took place in Zimbabwe in October 2017 – 18 Young Africa staff members participated. The information is taken from the External Evaluation of the Programme (attached to final report) and is presented in graphical format.

The full training content is available in the “Organisational Capacity Building Toolkit” that is attached to the Final Report. Briefly, the content included: (A) Mission, Vision & Values; (B) Leadership including ways of thinking about leadership, different leadership styles, behaviours, productive habits and emotional intelligence; (C) Management including review of three key management models and team roles; and (D) supervision strategies.

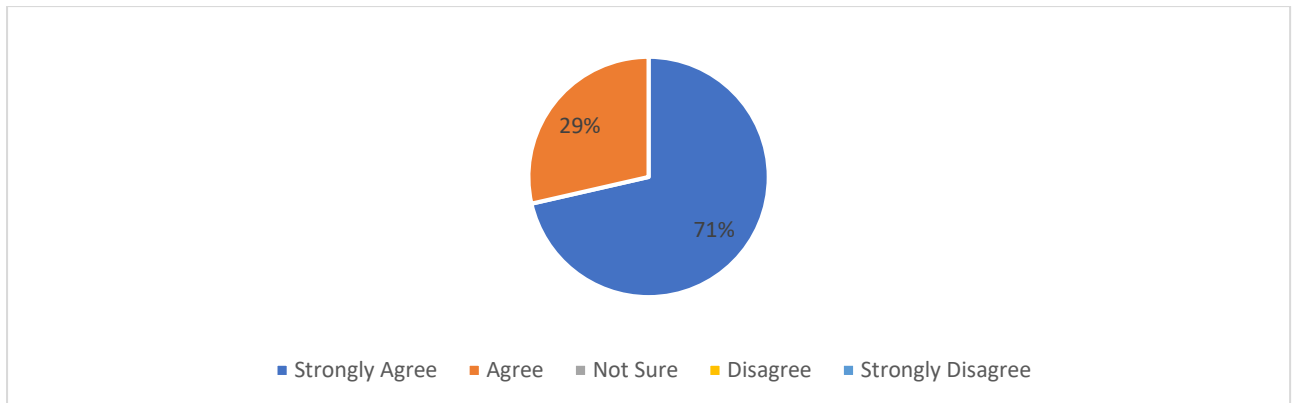
Across all training areas, there is a clear trend within the specific questions, and when combining all responses, towards “Strongly Agree” and “Agree” which are indicators of the training having a positive impact for participants.

#### Leadership & Management

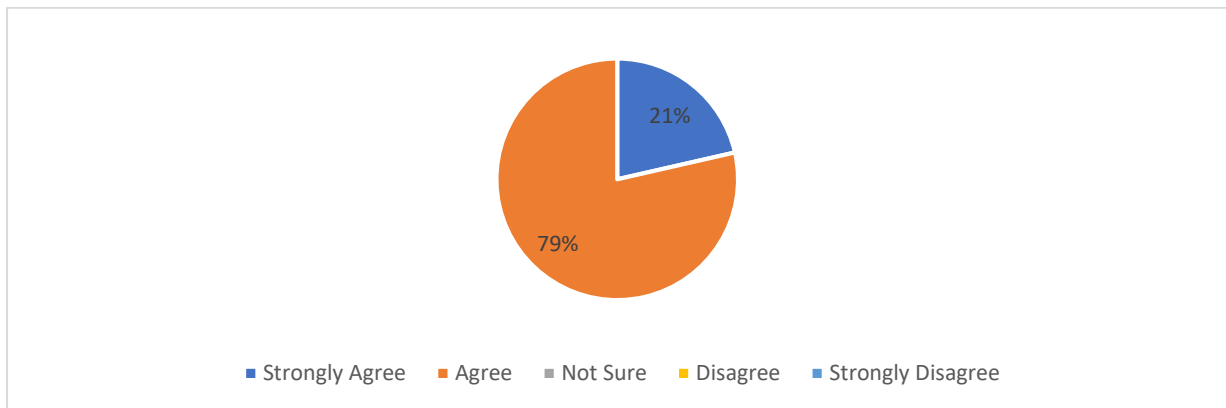
##### *1. I have an understanding of different approaches to leadership*



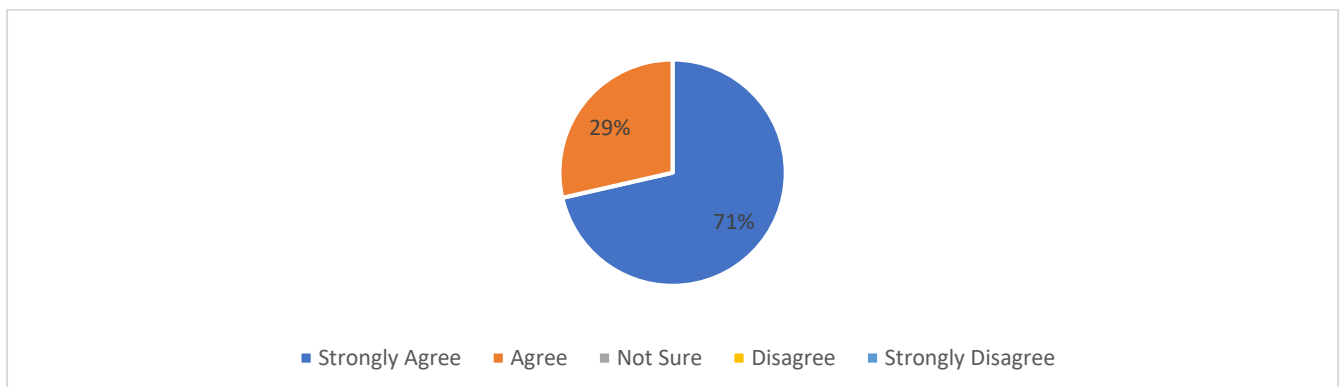
*2. I am aware of my own leadership style*



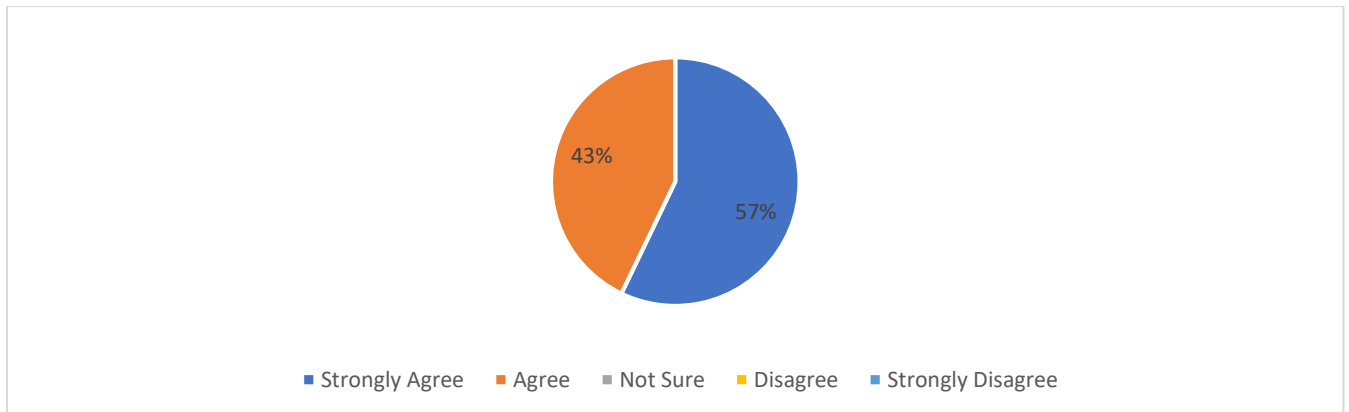
*3. I can demonstrate good communication and interpersonal skills as a leader*



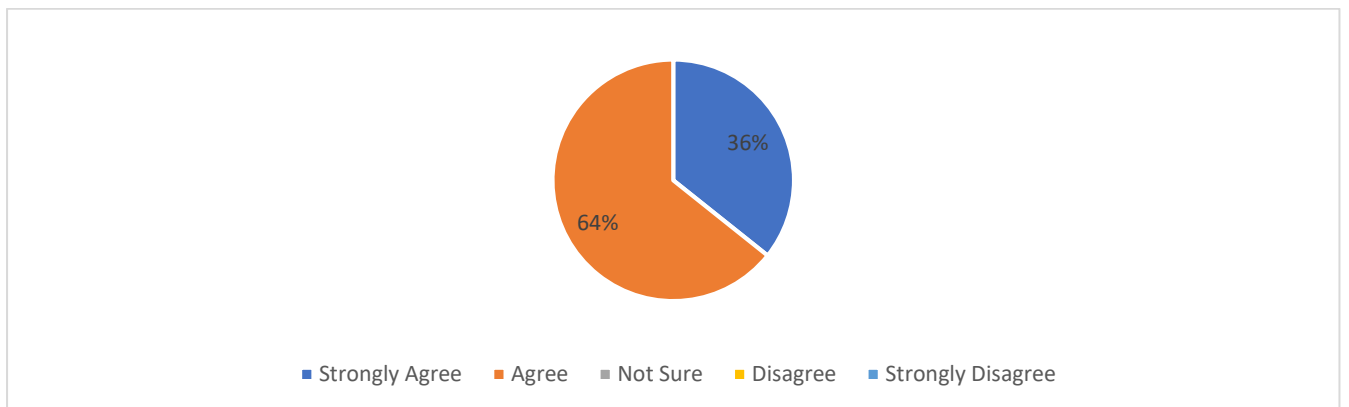
*4. I understand the difference between management and leadership*



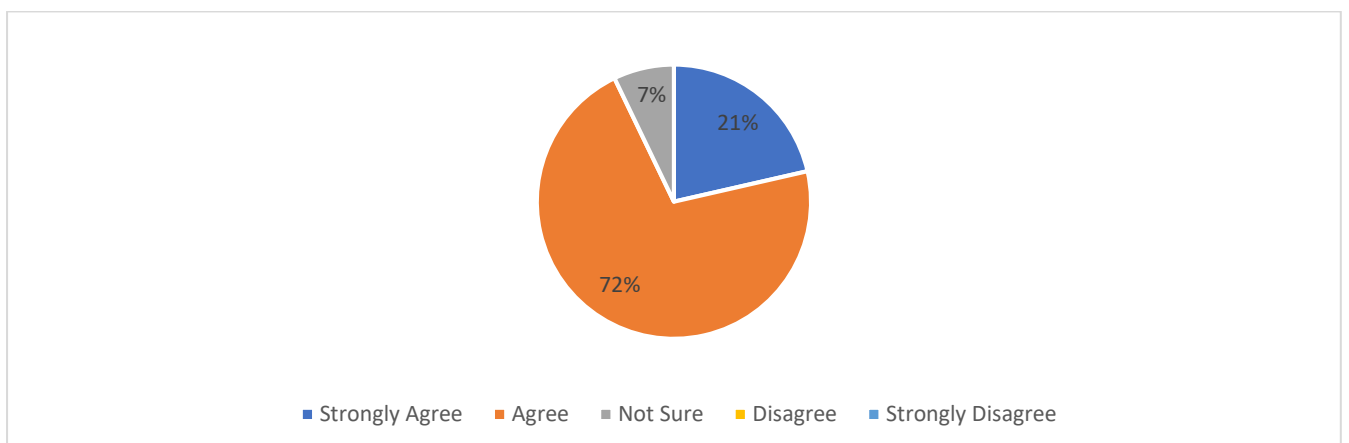
5. I am aware of and can identify different styles of management



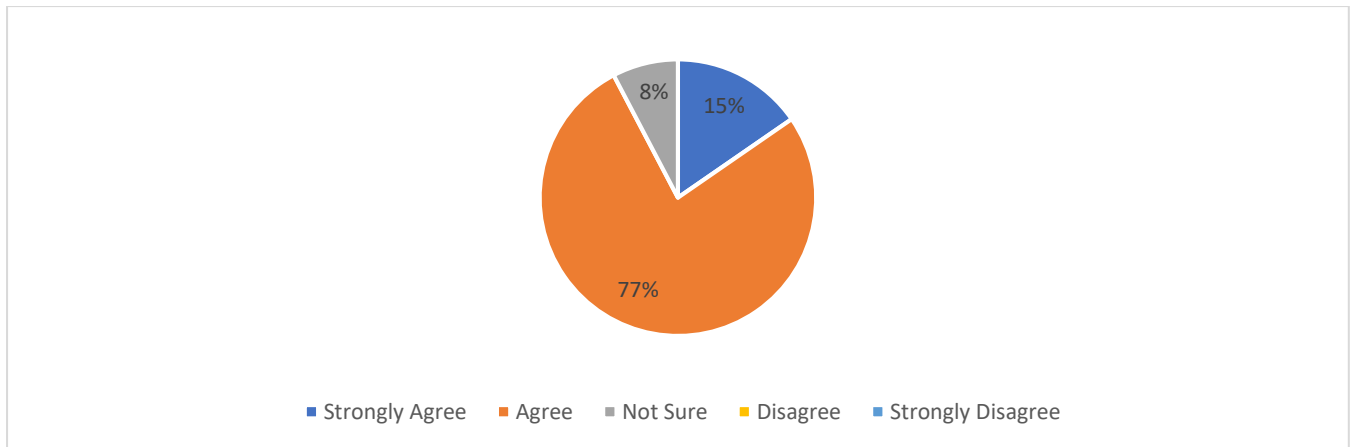
6. I have an understanding of the principles underpinning management practice



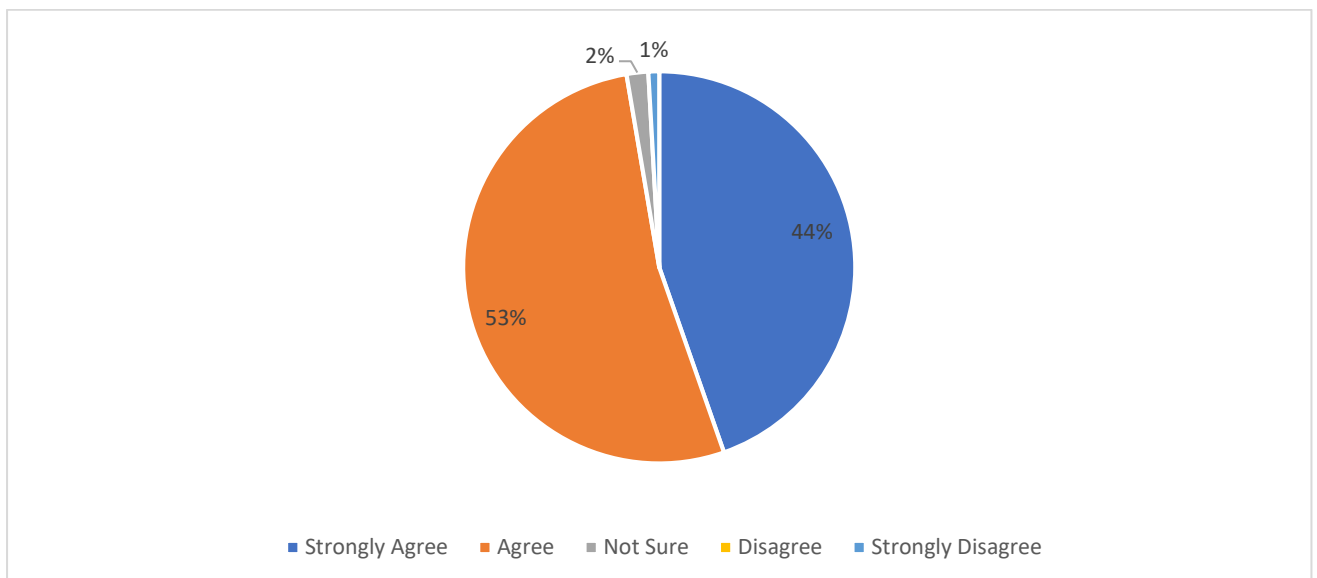
7. I am confident in my skills to manage teams



8. *I am confident in my skills to provide effective staff supervision*



9. Summary of Responses - %



**Closing Comments**

The feedback from participants “reveals a strong engagement with key concepts explored in the workshop” (External Evaluation, pg 45). The training provided an opportunity for senior staff to “learn from each other, and to engage in intentional reflection on their styles of leadership and management” (External Evaluation, pg. 48). The training introduced best practice methods in leadership and as noted by one participant “it’s now a matter of choice to change, improve or remain the same” (External Evaluation, pg. 48). Practical changes made include clearer communication channels between team members, improved organisational structures and a more collaborative approach to managing training centres.