

Working Groups

Session 2

How did the role of leaders change?

- Empowered – by being a part of a change process
- Strengthened by enthusiasm of teams who are achieving results
- Growing sense of ownership
- Higher profile - with success
- Result oriented – less focus on process indicators -greater focus on outcomes
- Teams are the ones defining the targets – not only the leader; leaders are relinquishing this role somewhat.
- Greater use of ‘teamwork’ approach – illustrated by being on a first name basis; some not comfortable
- Reporting structure changed – RRA teams may have a more direct link
- Redefining leadership as those that are strategic leaders – not necessarily leader because of your hierarchical position
- Local level
 - Lao – interesting challenge. Can’t select local level leader because can focus too much on relatives; can’t impose leader from ‘above’ because community has its own thoughts on who should be leader – solution: partnership between local and non-local leader.
 - Sudan – political committee and development committee (both) at the local level; communities prepare community action plan based on assessment of needs – referred to steering committee to review action plans for several communities.