

TRANSFORM NEWSLETTER

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STATS & FACTS

77 Trainings in **15** countries

7 E-TRANSFORM courses

2077 Participants

33 Anglophone, Francophone, Lusophone & Arabophone Master Trainers from **15** countries in Africa

7 In-depth Technical Modules



Visit our new website: www.transformsp.org

Message from the TRANSFORM COORDINATION HUB

Dear Members of the TRANSFORM Family,

What a year 2021 has been for TRANSFORM! After the relative slowdown of activities in 2020 due to the COVID-19 pandemic, the demand for capacity building across Africa has been increasing consistently month after month, allowing the initiative to reach out to over 2000 Social Protection practitioners across Africa and beyond, with 25 trainings implemented, of which 23 in person and two online through our partner socialprotection.org.

2021 has been a year of many firsts. The first training on Shock Responsive Social Protection in February with Malawian and Zambian officials exchanging knowledge and ideas online on the ways to tackle the new socio-economic risks created by COVID-19 through social protection programmes. The first applications of the new in-depth Modules on Financing and Financial Management (Malawi, September) and Leadership and Change Management (Zambia, November). The first ever National Training of Trainers conducted last October with support from the EU Delegation in Ghana, which has been recently concluded with the successful accreditation of nine faculty staff of the National School of Social Work as National Master Trainers. The first ever trainings in Kenya which would hopefully lead to a similar National TOT process for the staff of the Kenya School of Government.

Likewise, this year has been the first where TRANSFORM has been applied in all its 4 languages: the first Arabic pilot in Sudan in June; the first application in Portuguese of the Policy Makers Module in Mozambique and Angola; the first application of the Introductory training in French in Tunisia. The support of partners in country and at regional level has also allowed us to translate the SRSP Module in French and the District Module in Swahili, to further facilitate outreach to relevant practitioners at various levels of government.

Finally, in 2021 we proudly welcome in the TRANSFORM family 6 newly accredited Arabic, English, and French-speaking Master Trainers, respectively from Egypt, Nigeria, Liberia, Senegal, Morocco and Brazil; as well as new members in the Advisory Group such as FAO, UNU-Merit and UN Women and the establishment of the new Advisory Group for Middle East and Northern African countries through the efforts of ILO, UNICEF, UNDP and WFP. TRANSFORM is growing thanks to the collective efforts and financial support of partners, donors, Master Trainers, Government officials and colleagues across Africa and beyond.

We look forward to continuing succeeding with you in 2021!

TRANSFORM PILOT TRAINING ON LEADERSHIP & CHANGE MANAGEMENT IN LUSAKA, ZAMBIA

Within the framework of the Government of Zambia - UN Joint Programme on Social Protection Phase II, ILO organised the pilot training of the new TRANSFORM Module on Leadership and Change Management from November 30th till December 2nd, 2021, in Lusaka. 15 Senior Government officials from various Ministries under the Cluster on Poverty and Vulnerability Reduction of the 7th National Development Plan were the main beneficiaries of this initiative. They were joined by 2 Social Policy staff members of UNICEF Zambia and 1 Zambian Master Trainer, Mr Stanfield Michelo. The training was facilitated by Kate Blaine from Learn to Lead – lead author of the Module – and Abidemi Coker, a Zambia-based Master Trainer.

The 3-day training workshop was opened by Madame Marrian Tembo, Director of Policy and Planning from the Ministry of Community Development and Social Services – lead Ministry on social assistance programme – followed by Mr Daniel Kumits (UNICEF Zambia) and Mr Kagisanyo Kelobang (ILO Zambia). The key speakers reminded participants of the main objectives of the training programme, including their strengthen capacity to spearhead change in their respective institutions through transformative leadership applied to the design, implementation and monitoring of Social Protection programmes.

On Day 1, the focus was understanding the concept of change applied to social protection programming. Specifically, the space for change which is part of the traditional TRANSFORM curriculum was explored further and the concept of “multi-agent leadership” was presented to participants through mini-lectures and innovative activities, like the Team Building ball game. Day 2 focused on the skills, qualities and roles of a Transformative Leader. The Red-Blue Game was a crucial activity in opening the minds of participants to the importance of communication and trust to ensure effectiveness in social protection delivery. Day 3 was focused on an application project, where participants were asked to develop a Vision for Change and go through the necessary steps for its realisation.

While the pilot allowed trainers and the Coordination Hub to appreciate potential for improvement in the content and flow of the training module (to be finalised in 2022), the overall feedback by participants was enthusiastic, with the overall feedback assessment scoring 9 out of 10.



Team building through innovation: the Leadership Ball Game during the pilot of the Leadership and Transformation training



The Leadership and Change Management Programme, though coaching and training combined, has opened up my mind and strengthened my talents. It will help me as a leader to better appreciate every member of my team, trusting their capacities and supporting their growth. “

~Ms Bernadette Malungo, Social Cash Transfer Programme Manager, Ministry of Community Development and Social Services, Zambia.



WHATS NEW!

1

We are pleased to announce the launch of TRANSFORM's new website, redesigned and updated with the most recent resources. Please visit our website on www.transformsp.org, to view our updated pages that includes [Home](#), [About](#), [Learning Resources](#), [Trainings](#), Updates List of [Master Trainers](#) and [Stories of Transformation](#). For more updates: **Follow** us on [Twitter](#) and **Like** our page on [Facebook](#)

2

Three new in-depth Modules have been developed in 2021: Shock Responsive Social Protection (also available in French thanks to UNICEF WCARO); Financing and Financial Management and soon to be published Leadership and Change Management! Furthermore, the District training was translated in Swahili thanks to ILO Tanzania and the Policy Makers module has been translated in Portuguese thanks to support from ILO Mozambique & Irish Aid and UNICEF Angola.

3

We welcome 6 newly Accredited Master Trainers in our family : Mr Aly Cisse from Senegal, Mr Gabriel Fernandez from Liberia. Ms Karima Kessaba from Morocco, Ms Isabela Martins Machado from Brazil, Mr Victor Ogharanduku from Nigeria and Ms Rania Abdelnaeem from Egypt.

TRAIL BLAZING IN HAMMAMET, TUNISIA: THE FIRST TRANSFORM TRAINING IN FRENCH

By Gabriel Fernandez, TRANSFORM MT

The first TRANSFORM Introductory training in French was being hosted by UNICEF Tunisia from 8-12 November 2021. The main objective of the training was to support the Tunisian governments in strengthening capacities to modernize their social protection system, as well as to implement their Reform Agenda to enhance social cohesion and ensure stability. I was among the four Master Trainers (MT) fortunate to be selected along with Karima Kessaba, Aly Cisse and Isabela Martins Machado to conduct the training. This was also the first opportunity for accreditation for the group of French-speaking Master Trainers.

Experienced Master Trainers, Stanfield Michelo and Cathy Chames, the two Resource people supporting the accreditation process, were key to our success providing guidance and feedback, including one-on-one coaching before and during the training.

Day one was filled with much trepidation from facilitators and participants as well as the lead organizing agency UNICEF. This was their first exposure to the TRANSFORM pedagogical approach of adult learning and transformational leadership. Despite the strict COVID-19 adherence of social distancing, which limited participants interactions, the 5 days TRANSFORM curriculum training was implemented successfully, and was an eye opener for most participants providing them with a new perspective to understand social protection through concise visual lectures and experiential activities reinforcing the learning.

At the end of the 5 days training, the 24 participants from the Ministry of Social Affairs, and other key national level stakeholders were amazed on their new learning and were motivated into individual action to become change agents.

Finally, the TRANSFORM facilitation was so captivating that we received a standing ovation, that ignited a fire of inspiration among many participants, to become in future national TRANSFORM Master Trainers.



Participants during the first TRANSFORM Training in French.



“Pour moi, qui avait beaucoup de préjugés et de mythes, c’est un changement total” (“For me, who came with a lot of prejudices and myths about social protection, this is a total change”).
~Training Participant.



Gabriel Fernandez (Master Trainer) facilitating a session during the TRANSFORM training in Tunisia.



“Fier d’appartenir à cette Afrique qui bouge et qui change!” (“Proud to belong to this moving and changing Africa !”)
~Training Participant





Participants display their certification of completion during the first TRANSFORM training in Angola.

FIRST EVER TRANSFORM TRAINING IN LUANDA, ANGOLA

Under the motto 'Building social protection floors in Africa', the first TRANSFORM Training workshop in Angola took place from 28 to 30 September in Luanda. TRANSFORM brought together over 35 intersectoral professionals including directors of technical areas, heads of departments in various ministries, advisors, and consultants from the presidential office. The 3-day Policy Makers training in Portuguese was made possible through the technical partnership of the International Labour Organization (ILO), the United Nations Children's Fund (UNICEF), with the Ministry of Social Action, Family and Promotion of Women (MASFAMU) and promoted by the projects "Support for Social Protection (APROSOC)" and "Reinforcement of the Synergies between Social Protection and Public Finance Management" with financial support from the European Union. The capacity building intervention will serve to continue the work that began at the "Multisectorial Meeting for Dialogue on the National Social Action Policy" and at the "National Meeting for the Dissemination of the National Social Action Policy" organized by MASFAMU, aiming to promote the national policy of Social Action approved by the Angolan Executive.

A month later, UNICEF and ILO organized the second TRANSFORM training aimed at high-level policy makers, from 26 to 28 October 2021, in Luanda. The training was aimed at the participation of Ministers, Secretaries of State, members of the board of parliamentary committees, senior officials of the Presidential office, National Directors, among other policy makers.

These trainings in Angola – which together reached out to over 78 practitioners and policy makers - were the very first in the country and were delivered by 3 accredited Lusophone Master Trainers, with 2 of them facilitating in country and 1 from Mozambique through virtual facilitation. The training was well received by the participants and appetite for more was shared with the organising agencies and the Master Trainers.

FIRST NATIONAL TRAINING OF TRAINERS IN GHANA

By Mawutor Ablo, TRANSFORM MT

The very first Training of Trainers (TOT) for National Master Trainers was held in Ho, the Capital city of the Volta Region, Ghana, between 18th to 27th October 2021. The TOT aimed to build the capacity of 9 delegates from the Ghana's School of Social Work in Accra. A French-speaking Master Trainer from Senegal was also supported to take part in this unique opportunity. The programme was funded by the EU Delegation through the Ghana Employment and Social Protection Project (GESP), with technical support from UNICEF Ghana and the TRANSFORM Coordination Hub. I was part of the Team of Facilitators supporting the candidate Master Trainers in the TOT, which included Ms Kate Blaine as Lead Facilitator and Ms Mutale Wakumuna, a fellow accredited Master Trainer from Zambia.



Participants during the TRANSFORM National ToT in Ghana

The key objective of this TOT was to build the capacity of the staff of the Ghana's School of Social Work with the necessary competencies, knowledge, skills and tools to deliver the TRANSFORM District Training Package, according to the standard methodology. These 9 candidate MTs did undergo a thorough 10 days of preparation and facilitation to deliver the entire curriculum and were provided with daily feedback and coaching by the facilitator teams. Further to this, three teams of 3 candidate MTs were assigned to deliver the District Module in three different districts (Amanse, Tamale, and Takoradi) where they were assessed by other experienced Master Trainers for their final accreditation as National MTs. Once accredited, they will be expected to deliver the TRANSFORM package for social workers at National and Decentralized levels in Ghana.

Through the TOT, participants were able to appreciate the relevance of transformation and leadership to deliver social protection programmes effectively and efficiently. In my opinion, the objectives of the TOT were fully achieved, and this echoes the positive feedback received by the new Ghanaian fellow Master Trainers as well as the partners in country. In fact, all participants were very enthusiastic and participated fully throughout. This experience has made them become a confident and proud member of the TRANSFORM family. They committed to give their best in the delivery of future TRANSFORM trainings in Ghana.

I recommend this strategy to be adopted by other AU member countries particularly West African Countries to ensure institutionalization and ownership of TRANSFORM in country.

TRANSFORM

A Leadership and Transformation Learning Initiative on building and managing social protection floors in Africa.

What is TRANSFORM?

TRANSFORM is an innovative learning initiative on the implementation of national social protection floors in Africa. TRANSFORM promotes critical thinking and builds capacity at national and subnational levels to improve the design, effectiveness and efficiency of social protection systems. It focuses on non-contributory social protection schemes and programmes.

Why TRANSFORM?

TRANSFORM empowers learners to handle the complexities of their own social protection systems, appreciate diversity and uniqueness, own and implement creative solutions suitable for their contexts. All these elements are as important as the technical knowledge itself.

Target Audience

TRANSFORM targets social protection practitioners seeking to enrich their knowledge base and embark on a leadership and transformation process. Specifically, TRANSFORM is targeted at African government officials, at national and sub-national levels (e.g. provincial, district), who engage with social protection policy and programme oversight, formulation and implementation.

Contact us:



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Learn more about the TRANSFORM Initiative on:

<https://transformsp.org/> and <https://socialprotection.org/connect/stakeholders/transform>

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