



How Reflective Approach led to AJISO improved Work Ethic in 2021

“A Behavioral Change approach”



Introduction

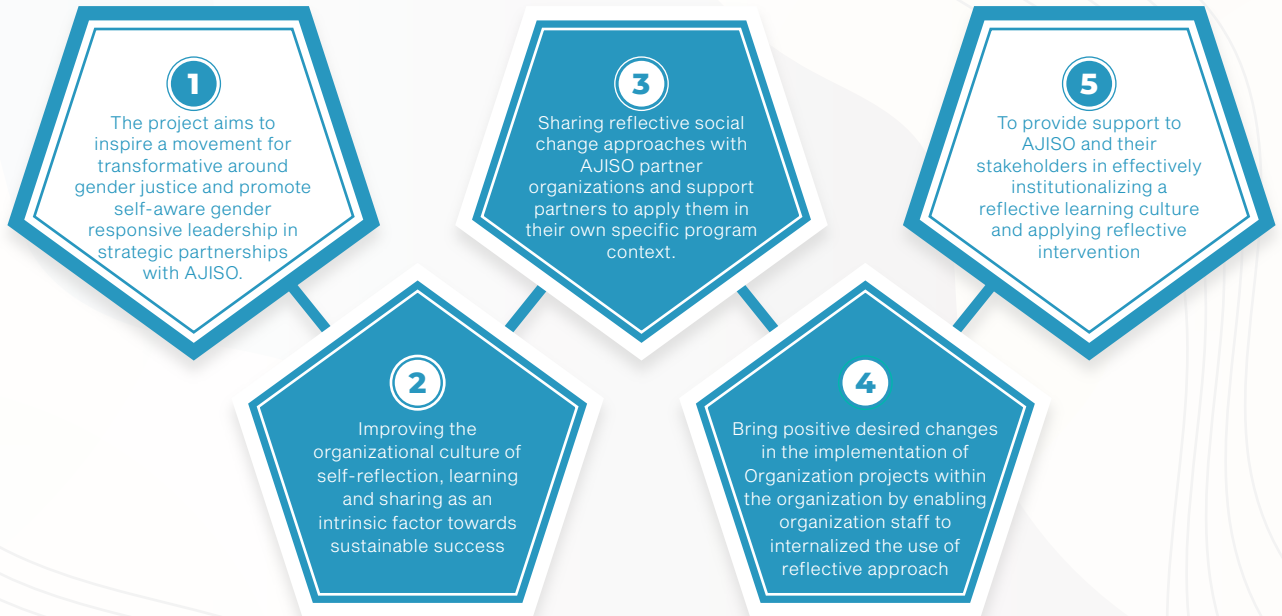
Action for Justice in Society (AJISO) has been working on a number of activities to improve and strengthen its capacity to carry out its programs, including staff empowerment. Late 2020, AJISO entered into partnerships with UZIKWASA an organization from Pangani District, Tanga in order to internalize and use reflective methodologies, as well as to be able to apply approaches to produce movement among AJISO stakeholders, particularly ward NPA VAWC committees, in 2021.

The goal of this project is to equip NPA-VAWC Committees and paralegals with reflective approaches and methodologies in fighting Gender Based Violence in their respective communities. It is being implemented in three wards of Usseri Division Rombo District (Kirongo Samanga, Kitirima, and Kingachi), as well as District NPA-VAWC committees.

This reflective approach acts as a behavior change to our organization, where not only does it improve organization employees, but also board members, and members and stakeholders who influence an organization's culture of self-reflection, learning, and cements the self-reflection, learning, and cements the organization culture.

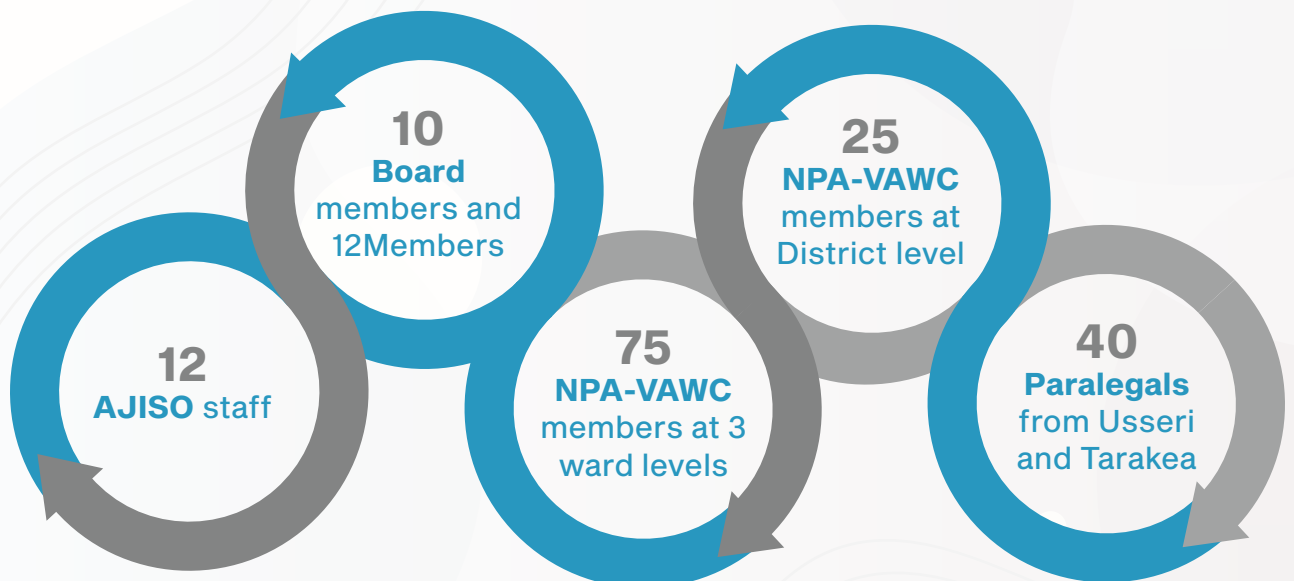
Today the reflective learning culture is centered at AJISO programs and effectively implemented in the programs we serve to the community. The reflective approach that has proven successful in the community, has led to positive changes in the community to think positively and develop a sense of ownership towards our day to day activities. This means the world to us.

Reflective Approach Objectives



Reflective Approach Beneficiaries in 2021

During this one year project with UZIKWASA we succeeded to impactful more than 200 peoples including



Pre-Reflective Approach Situation at AJISO

Virginia Silayo, Ajiso Executive Director saw the need for change by reflecting on how AJISO executes duties to clients. She even had rhetorical moments where she questioned herself as to whether AJISO capacity will remain the same when she's not around, she was deeply in thought taking a bold initiative to welcome a reflective training to AJISO for a broader perspective and for positive changes to all.

She had received training before from EASUN but back then it was complex compared to the new one which is simplified and tailored to our environment offered by UZIKWASA.

Several testimonies from both parties, staff, NPA-VAWC committee and board members before the reflective training propelled AJISO to seek for the simplified and tailor made reflective training.



Virginia Silayo,
AJISO Executive Director

“Before it was really difficult for our staff to take full responsibility for tasks assigned to them as a result we had poor delivery at work. There was a time where I had to call for several follow up meetings, it was exhausting to know that staff were not well motivated. Personally, I was not welcoming to my staff resulting to a fear of them approaching me whenever they were faced with anything that required my attention.”



Mr. Francis Romani Selasini.
*Executive Coordinator for
NAFGEM and AJISO Board
Member*

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Before the training, the staff did not feel as part of the organization; there was no consistent practice for opinion making even in the field and project activities but also in challenging the management. As part of the management we did not create a friendly environment for them to express their opinions. They were not able to reflect on their day to day operations, challenges, successes and everything else. They had no room for planning and that affected organization prosperity.

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**NPA-VAWC, Committee
Member**

Before my personality seemed to be a threat for my fellow community members. I didn't have time with others or to participate in community issues, I didn't see the importance of involving others so some of the community members were afraid to cooperate with me. It reached a time when some of the parents warned their children from playing with my children making them feel isolated.

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Tatu Mrutu,
*Legal and Gender Program
Officer*

Before the training, as AJISO staff members we were not open to challenge the management due to fear of expressing ourselves, we also had difficulties working as a team hence the lack of work spirit that also affected the way we served the community. Apart from our challenges at the workplace, we also experienced difficulties interacting with family members for example setting boundaries and the harsh settlement of family feuds.



Sara Fadhili,
AJISO Social Worker

Personally, I had a hard time getting work done without asking for help or delegating duties to someone else at our office, where everyone used to work and think on their own, the culture of teamwork was a daydream. This situation not only affected our organization but even our interpersonal relationships as employees.

Post Reflective Approach Situation at AJISO

AJISO has continued to build its culture of becoming a learning center by continuing to hold reflection sessions as its planning activity in its work plan in order to be able to learn new things in the implementation of all its activities.

In doing so, the reflective training has greatly contributed to strengthening the unity among our staff and developing a new culture that did not exist before, such as helping one another through difficult and happy times, giving one another space, and allowing them to work with the contributions of others, as well as assisting one another in the individual growth of his or her leadership.



Clementina Mallya,
*Facilitator of Reflective
Approach from AJISO*

To be honest I have learned a lot during the reflective approach training, at the beginning I thought that monitoring is all about visiting a certain committee that has already prepared their reports so the only thing to do is to discuss the report and identify the number they have reached but during our discussion here I realized that it goes beyond that, it requires a facilitator to give room for participant's to explore their achievement, challenges and to give a solution or a way forward to the mentioned challenges

However, this approach has greatly contributed to the positive results of projects at Ajiso and enhanced the sustainability of organization projects. The trained leaders have begun to closely monitor incidents of violence in their communities and work without depending on obtaining any allowances as originally claimed. This has awakened the community to start taking action against GBV cases with the help of NPA-VAWC members who have also been able to create a social media group that provides all the details they are doing as required by their work plan.



*Phina Michael,
Advocate and Legal Officer
at AJISO*

In the past, I used to hear the word FOLD and wished that one day I could be one of the participants in this training. Through this project between my organization and our colleagues UZIKWASA I am thankful I was able to attend this training well which has changed me from being a local facilitator and gave me room to become a consultant in facilitating changes in the organization.

We believed the impact of our programs will increase since we improve our facilitation process, our staff now have developed new communication skills, facilitation skills which will improve their day to day activities, especially in the field and this make our programs more effective



*Sharon Riwa
Intern at AJISO*

At the time this training was conducted I had not yet started working with AJISO but it only took me a month to learn and to be aware of this approach in the field areas where I learned how to deal with a resistance group and how to apply the tools. I had learned this from my fellow staff who were able to attend this training and are practicing it through the community activities which gave me a good opportunity to learn this approach more practical. I find this approach very good as it brings the expected success of the project and at the moment, I consider myself among those who have received this training.

The Way Forward

The reflective training has a positive impact on AJISO, its stakeholders, members, and board members. Overly work ethic is top-notch and we are delighted to learn that even family relationships have been renewed as a result of this incredible training.

As we assess how fruitful this training has been, we cannot withhold planning ahead for more of such training in the future not only in the work environment but also in religious settings, health care, and the home.

In saying so, the reflective approach training will not stop only for our 12 AJISO staff, 10 Board members, 75 NPA-VAWC members at 3 ward levels, 25 NPA-VAWC members at District level, and 40 Paralegals from Usseri and Tarakea.



Virginia Silayo,
AJISO Executive Director

“We believe that other groups of service providers, such as health care providers, government officers, religious leaders, and instructors from primary, secondary, and higher education institutions, still need this reflective training. We will strengthen and grow our workforce to achieve our goal of reaching many more people.”

The way forward includes

- I. To involve the religious leaders to obtain this Reflective approach and increase awareness to the community at large.
- II. The Ward NPA-VAWC Committees are to be empowered to go to the village level and capacitate the Village NPA-VAWC committees to create a proper reporting and follow-up of the GBV cases from the grassroots.
- III. To have reflective training for all heads of departments only as it is seen that they fail to appear in the Committees training due to their positions.
- IV. To conduct a Radio program with community members for experience sharing.
- V. To conduct public awareness Campaign at the project area for community engagement in the campaign against GBV

The reflective approach training is very essential, especially for leaders from both national, regional, institutional, organizational, and even family level. Therefore at AJISO, we won't stop influencing and supporting universal reflective training so as to have inclusive social changes to the community and nation at large.



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