

Annual Workshop 2021

Dynamic Accountability as a Systemic Change Enabler

DAY 1 - November 23th, 13:00 - 16:00 CET		
Session	Timing (CET)	Lead
Welcome and Housekeeping	13:00-13:10	Accountable Now
Introduction by workshop facilitator, Chilande Kuloba	13:10-13:20	Chilande Kuloba
<p>The Mission or Me?: Intention, Mindset, Behaviour and Practice</p> <p>The first session will establish that accountability begins with the individual – with you. Cate and Ed will take us on a reflective journey, considering both our personal and professional life stories and experiences, and the necessity of our self-accountability and awareness to make a power shift or systemic change happen. A framework of four elements – awareness, urgency, acknowledgment and action – will be shared to identify how to achieve the vision of transformation that can seem impossible to fully realise. We will begin the workshop in a dynamic community exchange, and explore and reflect on privileges and power in light of the broader question- “What comes first? The mission or me?”</p>	13:20-14:30	Caterina Lemp Bitsacopoulos , World YWCA and Ed Boswell , Conner Advisory
Break	14:30-14:45	

<p>Insights and innovations in effective constituent engagement</p> <p>In this session, CIVICUS will share how using innovative approaches to put key constituents in the driving seat has resulted in positive impacts that have started to help shift systems within and beyond the organisation. Three facilitators will each provide insight into how involving constituents at key programmatic moments -strategy design; grant-giving and learning & evaluation- resulted in better outcomes for their work, project partners, and the wider organisation. Participants will also have the opportunity to share experiences on how they have mainstreamed new and effective accountability approaches that foster systematic change across their organisations, and consider what actions they can take further this agenda.</p>	14:45-15:55	CIVICUS
Day wrap-up	15:55-16:00	Chilande Kuloba

DAY 2 - November 24th, 13:00 - 16:00 CET

Session	Timing (CET)	Lead
<p>An open conversation on the risk of tokenism and the pursuit of true voice in governance and leadership</p> <p>This session, led by Restless Development, will share successes and failures on governance and leadership from the Development Alternative. The session will hone in on how strong leadership is integral to identifying ‘pockets of power’, thus avoiding tokenism and ensuring that ‘true voice’ can be expressed. Participants can expect a safe space to have bold and necessary conversations reflecting on the intricacies of accountability, power and leadership in fostering and/or (unintentionally) undermining power shift.</p>	13:05-14:15	Restless Development
Break	14:15-14:30	
<p>What difference does listening make to the accountability processes?</p> <p>In this session we explore how listening contributes to dynamic accountability and greater impact. Panellists will present examples on the difference listening makes to equitable relationships and power shifts, to changing internal culture and to impact. Our panellists will challenge us to think about the assumptions our organisations make about direction and strategy in relation to our listening practice and share tips and tricks on, how we can be better at listening and critically, who is responsible for effectively fostering this practice.</p>	14:30-15:40	Sarah Rose, Collective Discovery: Supporting partners on learning, listening, power and collaboration
Annual Workshop wrap-up	15:40-16:00	Accountable Now & Chilande Kuloba