



eNews *January 2025*

"Karibu Sana" to Our January 2025 Update!

We're excited to kick off 2025 with a renewed commitment to enhancing ethical and transformational leadership! The year began with FOLD Module 2, Cycle H2, where CSO leaders explored practical strategies for facilitating learning in collaborative environments, equipping them with essential skills to strengthen their organizations and empower those they work with.

Looking ahead, we're gearing up for the next FOLD cycles in Uganda, Kenya, and Tanzania, set to begin in May 2025. Stay connected, as we continue shaping transformative, more impactful leadership across East Africa!

Are you a FOLD graduate?

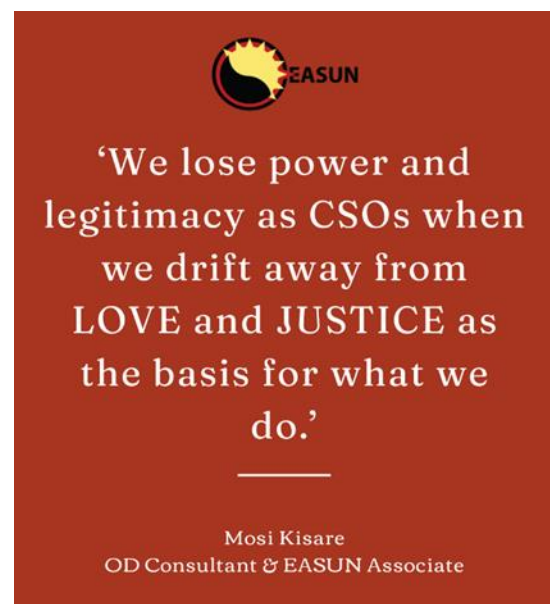
We're thrilled to announce dates for a FOLD Refresher and networking gathering for all FOLD graduates: 23rd – 25th April 2025, in Moshi, Tanzania. Mark your calendars. Contact lulu.mollele@easuncentre.org


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Excitement Builds for EASUN's Identity Construction Workshop!

As EASUN gears up for the Identity Construction Workshop in Moshi, Tanzania (March 26–28, 2025), CSO leaders from Kenya, Uganda, and Tanzania are eagerly anticipating a transformative experience. Participants expect to gain enhanced awareness, confidence and networking opportunities, to strengthen their identity as CSOs. This will ensure greater impact and recognition within communities they serve,




'We lose power and legitimacy as CSOs when we drift away from LOVE and JUSTICE as the basis for what we do.'
Mosi Kisare
OD Consultant & EASUN Associate

and at the national level political and social development environments. CSO already enrolled for the workshop are looking forward to mastering *organizational development* and *identity management* strategies that will enhance their abilities and growth in facilitating community development initiatives.

With a strong emphasis on participatory learning, the workshop will provide space for knowledge-sharing, networking, and exploring innovative approaches to CSOs institutional growth, effectiveness, credibility and accountability. They will leave the workshop with actionable insights on identity construction, partnership building, and effective leadership—ultimately developing as thriving resilient organizations marked with courage

and authenticity. The excitement is quite tangible, and the stage is set for a powerful exchange of experiences, ideas, and best practices!

While the workshop will feature many exciting and engaging processes, a key highlight will be the *polarity mapping* session that will use shadow surfacing methodology to enable CSOs examine opportunities and threats in developing a more authentic identity. This powerful session will guide participants in examining deeper dynamics that influence their organizational growth, moving beyond a compliance-driven posture to a more self-determined and sustainable approach.

Discussions will center on the collective growth of the civil society sector. By shifting the focus from external requirements to internal transformation, the workshop will empower participating organizations to define their identities with clarity, courage, and sense of purpose. Outcomes of shifts and action plans from the workshop will strengthen CSOs' impact in communities across East Africa.

Training opportunities for your team

Develop a collaborative, empowered, and self-aware team in your organization. EASUN is available to facilitate a team-building workshop for your organization, enhancing individual and collective leadership, promoting a sense of ownership, and aligning the aspirations of team members with the organization's mission.

Contact info@easuncentre.org or lulu.mollel@easuncentre.org

Cultivating Innovation: Insights from Discussion in EASUN's Internal Learning Meeting

On January 21, EASUN staff engaged in a thought-provoking discussion inspired by a reading shared by Salha, a former Intern under EASUN's "Young Women Leadership" program, and now a volunteer supporting EASUN's work and learning. The reading was a selection, from A.J. Chopra's "Managing the People Side of Innovation". It explores strategies for nurturing new ideas rather than dismissing them, based on a fixed mindset.

Creativity and Innovation

The piece underscores that good ideas rarely arrive fully formed or neatly packaged. Instead, they must be shaped and refined from raw materials. The role of the creative mind is to generate fresh and unique ideas. People's fully developed ideas are often tailored to their unique needs and perspectives, much like clothing designed to fit their specific measurements. To adopt and use such ideas, one often needs to modify them to fit their own context.

That analogy sparked reflections among EASUN staff about their individual approaches to listening to others' ideas. Questions arose, such as: "How do I listen to other people's ideas?" "Do I unconsciously categorize individuals whose ideas I'll consider and dismiss others?" The discussion evolved to highlight

the importance of sharing even “baby ideas,” emphasizing that sharing, coupled with active and heightened listening, is a profound gift to humanity.

Every innovation starts as a seed of an idea in someone's mind. Bringing an idea to fruition requires the input of many minds and hands. A striking metaphor brought this point home: the graveyard is the richest place on earth, filled with untapped potential—dreams, ideas, and aspirations that were never shared or realized. EASUN’s work plays a crucial role in the process of unearthing potential by training and supporting leaders to develop the capacity for active listening, creating empowering environments where individuals feel safe to share their rawest ideas. In such spaces, creativity thrives, and every voice holds the potential to contribute to meaningful innovation.

Creativity and Innovation Require Flexible Form

Mosi, another colleague in the discussion, enriched the conversation with metaphors, contrasting a jazz band and a symphony orchestra. Jazz band structures allow freedom and flexibility, which is different from the more rigid and hierarchical structure of a symphony orchestra. Both have their strengths, but the jazz band’s adaptability and space for individual expression were seen as particularly conducive to innovation. This illustrated structures that nurture creativity and innovation within teams.

EASUN uses Alternative Language Channels (ALCs) such as poems, role-plays, and games, to facilitate learning. ALCs foster collaboration and openness by enabling shifts to occur at the heart level, beyond surface understanding. The flexibility in ALC mirrors the adaptability of a jazz band, where emotions, freedom, and connection drive meaningful outcomes. Flexible structures are key to nurturing nascent ideas and leveraging creativity. The discussions reinforced EASUN’s commitment to methodologies that create meaningful and sustainable change.

Creating Safe Spaces for Learning in FOLD training

In January 2025, in Moshi, Tanzania, EASUN implemented the second module of FOLD Training Cycle H2. On the last day of the module, facilitators engaged participants in a structured process known as the “Parking Lot”. Throughout the week participants wrote their emerging questions on cards and pasted them on the ‘Parking Lot’, a dedicated space where emerging questions from the week are explored in depth. This approach allows space for deeper reflection and collective learning at the end of the training.

One key question raised was: *How can facilitators manage conflict while facilitating change processes, especially in organizational settings where tension arises—whether directed at the facilitator or fellow participants?* It was noted that conflicts tend to escalate if left unmanaged. However, when approached with skilled facilitation, conflict can become a catalyst for growth and transformation.

The discussions highlighted one of the tools that a facilitator can apply in managing conflicts—the use of metaphors or symbolic images. This helps shift focus from immediate problems to the underlying issues. Characterizing organizational issues through metaphoric analogies frees people from personal biases. This method enables a safe environment that minimizes the risk of further conflict, thus allowing constructive dialogue.

Effective conflict transformation begins long before tensions arise. Facilitators must design learning environments that anticipate resistance, proactively creating safe spaces for effective collective problem-solving. In this way, learning spaces become places of transformation, where challenges are met with curiosity, collaboration, and meaningful solutions.

Attend FOLD training, experience life transforming learning

Enquire with EASUN about opportunities for attending FOLD training. Next cycles start in May 2025 both in Moshi (Kenya and Tanzania) and Kampala. Contact info@easuncentre.org or lulu.mollel@easuncentre.org



Upcoming Events

- CSO Identity Construction Workshop March 26–28, 2025
- FOLD refresher for Alumni – 23rd – 25th April 2025, in Moshi, Tanzania
- New FOLD cycles in Tanzania & Uganda start in May 2025

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