



SLDI

Sisters Leadership Development Initiative 2007-2010

Program Evaluation Summary

The Collaboration of SLDI

Conrad N. Hilton Foundation

Marywood University

African Sisters Education Collaborative (ASEC)

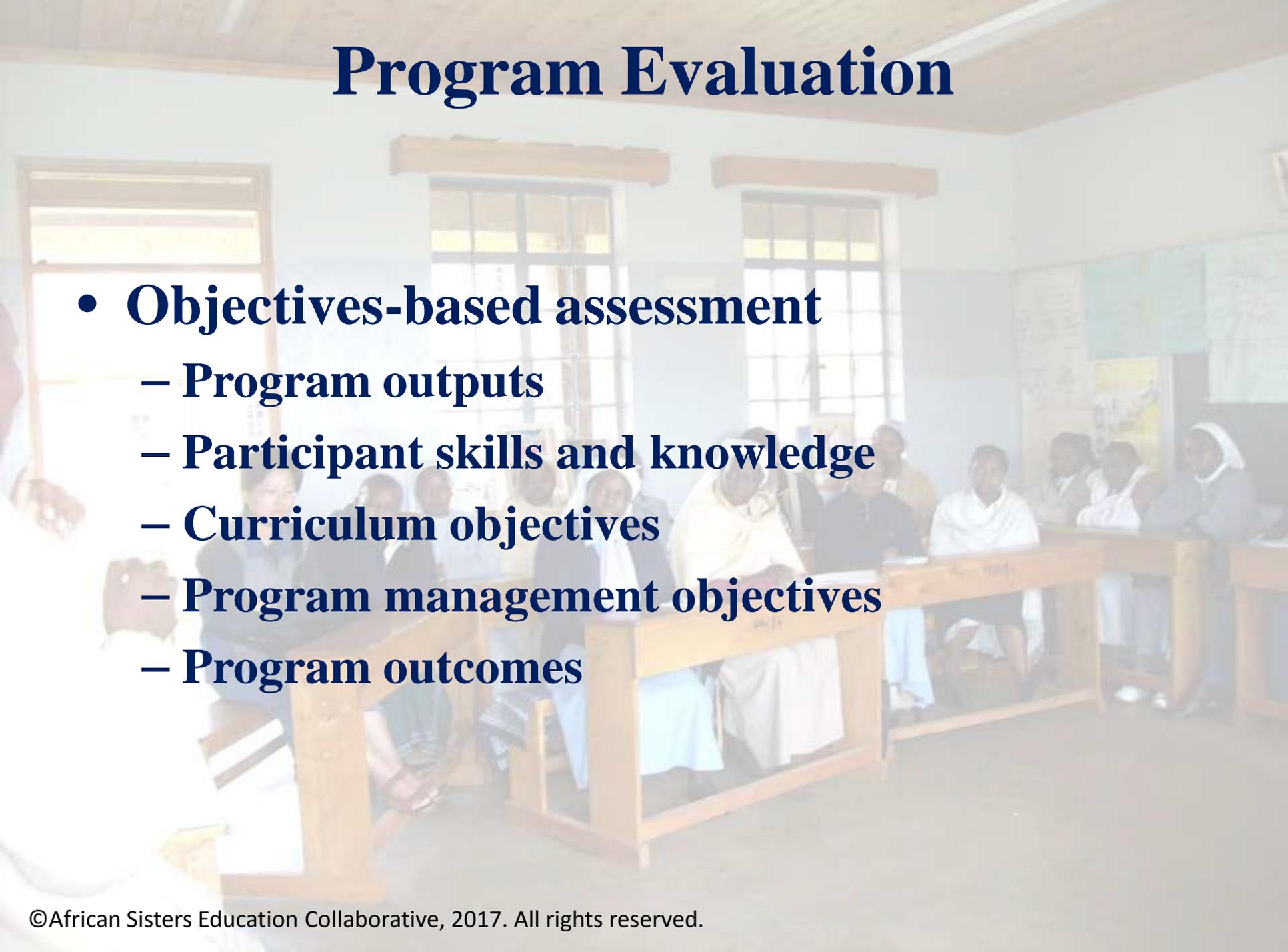
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Sisters Leadership Development Initiative

- **Three-year pilot program**
- **Provided training in 5 African countries:**
 1. **Kenya**
 2. **Uganda**
 3. **Tanzania**
 4. **Ghana**
 5. **Nigeria**

Program Evaluation



- **Objectives-based assessment**
 - Program outputs
 - Participant skills and knowledge
 - Curriculum objectives
 - Program management objectives
 - Program outcomes

Informants



Project Directors Track, Nigeria

- **Participants**
- **Major Superiors**
- **Project Coordinators**
- **Trainers**
- **Project Director**



Summative Program Evaluation

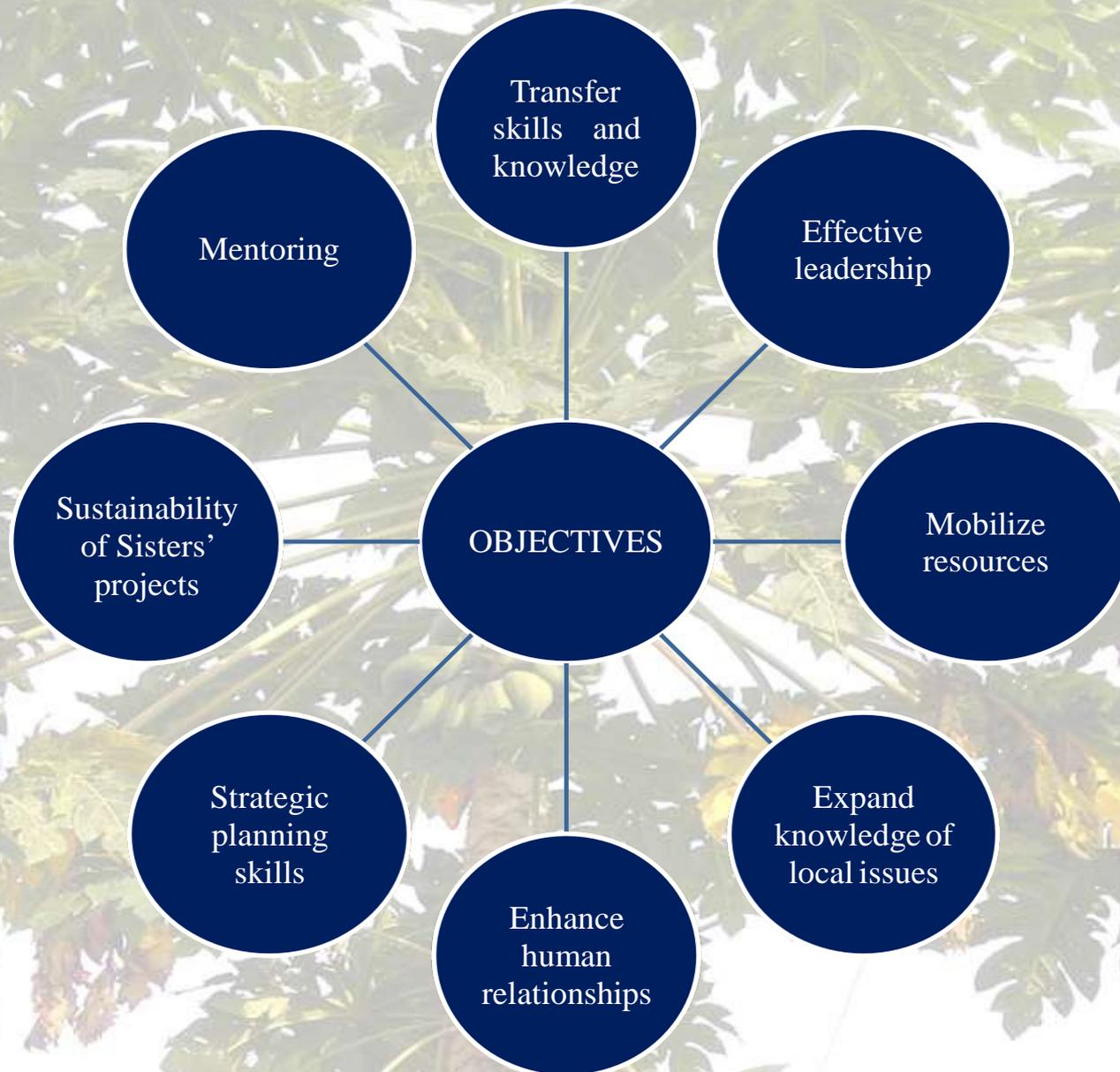
- **420 Sisters served by the program**
- **5 African Countries**
- **108 Congregations**
- **301 Participants**
- **3 Program Tracks**
- **267 Sisters graduated with a certificate**

Evaluation of Curriculum Objectives

- **Competency-based curriculum**
 - Expected to provide the knowledge and skills for the Sisters to meet the program objectives



Evaluation of Curriculum Objectives



Evaluation of Curriculum Objectives: *Transfer Skills and Knowledge*

“I have developed a listening capacity as a leader to meet the need of my coworkers. I taught them the approaches to make budget for themselves. Some now know how to record transactions in the book of accounts effectively and most of them approach me for help.”

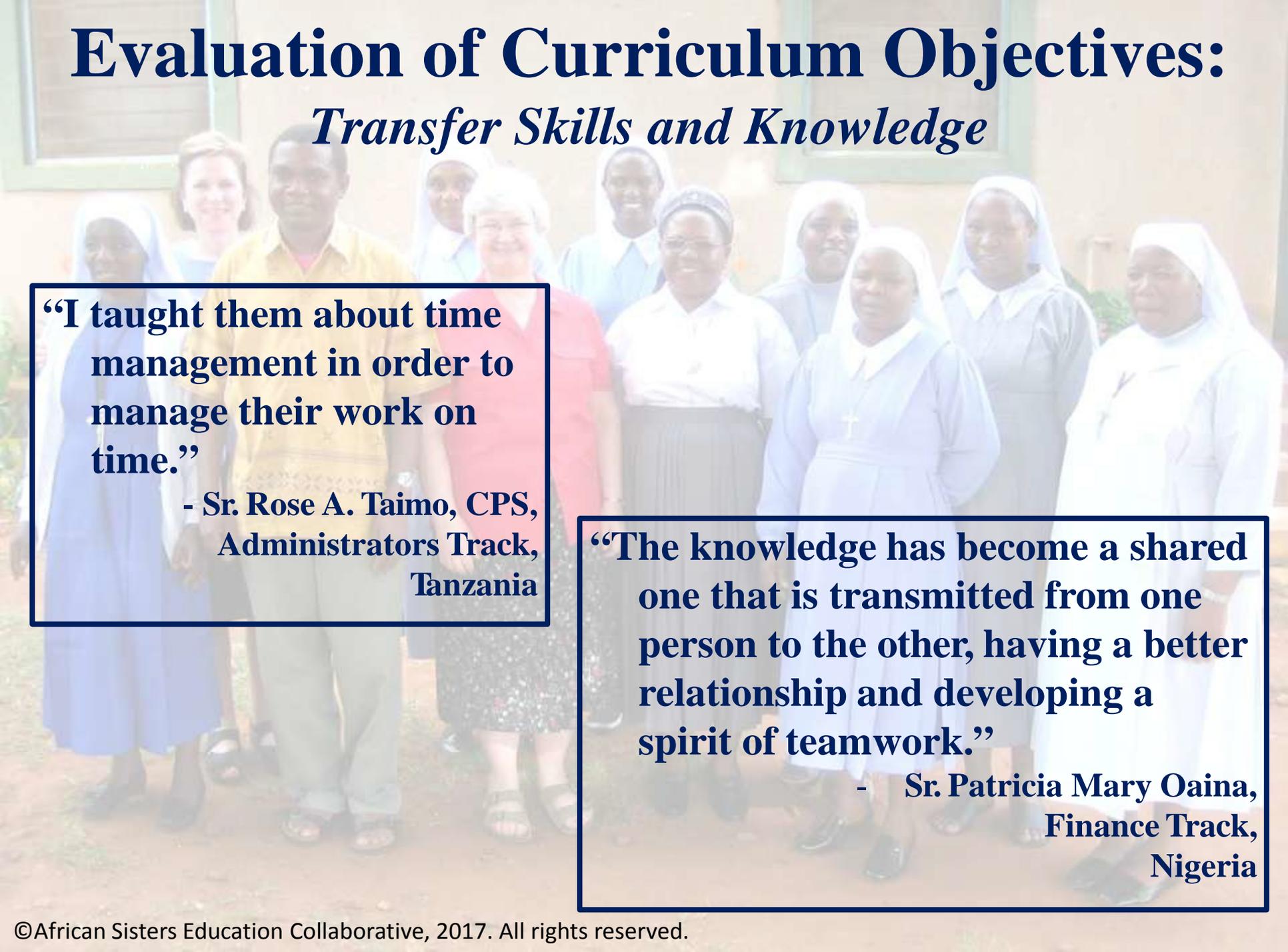
**-Sr. Kabajungu Mariedita,
Finance Track, Uganda**



Uganda

Evaluation of Curriculum Objectives:

Transfer Skills and Knowledge



“I taught them about time management in order to manage their work on time.”

**- Sr. Rose A. Taimo, CPS,
Administrators Track,
Tanzania**

“The knowledge has become a shared one that is transmitted from one person to the other, having a better relationship and developing a spirit of teamwork.”

**- Sr. Patricia Mary Oaina,
Finance Track,
Nigeria**

Evaluation of Curriculum Objectives:

Creative and effective leadership

“Being in a leadership position, I now know well what leadership entails. I have understood what it means to have a clear vision and mission.”

- Sr. M. Peraema Naicayizzi, Administrators Track, Uganda

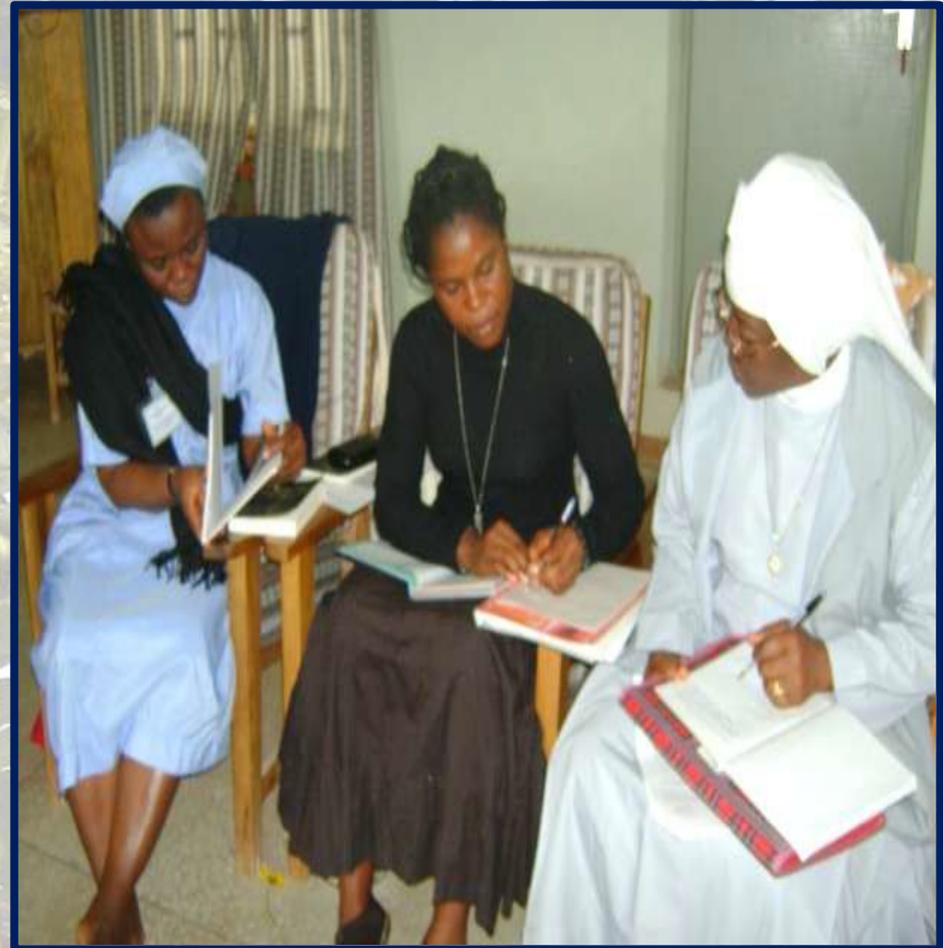


Evaluation of Curriculum Objectives:

*Increase the ability to
identify and mobilize resources*

“Each person has assumed great responsibility because I do not panic each time I leave my workplace as I used to before. Some bit of authority has gone with the responsibility assigned to them. They are managing funds effectively, and work as a team to make decisions concerning the project.”

**- Sr. Apo Idonu Perpetua,
Project Directors Track, Nigeria**



Evaluation of Curriculum Objectives:

Expand knowledge of development issues that impact the socio-economic and political life of individuals and communities



“I learned in the course how to fundraise and grant writing . . . I wrote a grant to Irish Aid with a hope to help poor women in this area . . . they lack basic necessities.”

**- Sr. Veronica Abuah,
Project Directors Track,
Ghana**

Evaluation of Curriculum Objectives:

Expand knowledge of development issues that impact the socio-economic and political life of individuals and communities

“With the funds from Irish Aid we set up the palm oil self-reliance project to help these women to support themselves, and teach the women palm oil processing.”

**- Sr. Veronica Abuah,
Project Directors Track,
Ghana**



Evaluation of Curriculum Objectives: *Enhance human relations competencies*

“Teambuilding skills will greatly help me to appreciate other’s giftedness, tolerate their weaknesses with understanding, and respect their contributions through ideas and suggestions.”

- Sr. M. Peraevia Nakayizzi, Administrators Track, Uganda

“My co-workers now are opened to share with me what they know and do it in a confident way and they have good relationships between then and me. Our works are running smoothly.”

- Sr. Theresia Patrick, Project Directors Track, Tanzania

“Before it was very hard for me to communicate with my co-workers effectively, but now I can communicate with them effectively and efficiently.”

- Sr. Theresa Mainan, Administrators Track, Tanzania

Evaluation of Curriculum Objectives:

Develop skills in strategic planning

“As a staff, we have done organizing a strategic plan so when I go back I will just give them the ten points/steps of writing a strategic plan and other relevant information.”

- Sr. Annet Mary Nabisere, Project Management Track, Uganda

Sustainability

“My next success was the case of writing a proposal for a computer lab. My happiness had no limits when it became a reality within a short period of time. In addition, I got the money which I targeted at and completed the local project to everyone’s surprise.”

-Sr. Margaret, Ghana

“During my visitation to two primary schools I noticed that the classrooms was not cemented and it was very dark. It was not conducive for learning. I used my communication skills to explain to the assemblyman the dangers involved in learning in dark uncemented classrooms – I helped the head-teacher to put in proposal to Ghacem Cement Factory to help us with cement and to raise the building to allow more light . . . I was able to do this because of the knowledge and experience gained from the SLDI.”

- Sr. Elizabeth, Ghana

Evaluation of Curriculum Objectives:

Infuse mentoring strategies in the program in order to expand the impact of the SLDI project

“After mentoring my local burser she works with and is more careful in their work. I enlightened them on their use of computers. I can now help them in their departmental managements for the smooth running of the school.”

- Sr. Consolatrice Onyiluka,
Finance Track, Nigeria



Mentoring Impact on the Mentees

“The skills I have gained will help me to improve my understanding on how to deal well with the people that I serve and increase more openness and develop teamwork.”

– Mentee, Project Directors Track

“This is a very good way of re-tooling people in their various fields with the right skills to suit the changing world and the idea of mentoring is so enriching.”

– Mentee, Administrators Track

“The skills of leadership have really empowered me in my ministry such that I feel confident and able to perform well in my work. My public relation has also been strengthened and enhanced.”

– Mentee, Finance Track

Overall Findings

The following results are based on analysis of quantitative and qualitative data over the course of the three year program:

- **Participants' scores on measures assessing specific skills related to their program track increased significantly from pre-session to post-session each year.**
- **Participants scores on leadership competency measures increased significantly from beginning to completion of the program.**

Overall Findings

- **Participants demonstrated proficiency in specific skills such as computer use, grant writing, budgeting, and project planning and management.**
- **Participants developed into effective mentors as gains reported by mentees and willingly shared all knowledge and skills with others.**
- **The mentoring process also impacts the mentor as demonstrated by their self report of increased confidence and skills as a result of mentoring.**

Success Story

“Initially I thought it was going to be a kind of workshop that will not be applicable to our life and apostolate and ministry. As Warren Bennis stated in his book “On Becoming a Leader” ‘real leaders concentrate on doing the right thing, not on doing what is right. To compare this with what ASEC is doing for the African Sister, I can confidently say that they are truly real leaders the kind that is out to bring about a change in the African Sister. I personally have seen and experienced this change in my life and in my way of doing or seeing things, events and people. The skills I have acquired through this program have made me a changed person. Aside the knowledge, I have also learnt how to control and handle situation and people as well as to work with.”



**- Sr. Stephany,
Ghana**

HONGERA!

Congratulations!





Graduation, Uganda



Thank You!



ASANTE!