

Ms Nomvula Dlamini

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CORE COMPETENCIES

- Conceptualize, design and facilitate creative processes to assist community groups, stakeholder collaborations, peer learning networks & communities of practice (CoP) to surface and work with the real forces of change towards co-creation of solutions to complex social issues
- Design and facilitate organisational development, change and learning processes with a view to promote and support a more developmental approach to practice and strengthening their strategic/operational capacities
- Conceptualize, design and facilitate large group sessions using Open Space Technology (OST) and World Cafe as methodologies that are inclusive in approach and that seek to stimulate dialogue & conversation in large and diverse groups
- Conceptualize, design and facilitate action research as an approach to self-reflective inquiry using co-operative inquiry as method
- Design and conduct external evaluations that emphasize reflection, participation and learning with a view to clarifying strategy and improving practice
- Accompany emerging leaders on personal development and learning journeys

My accumulative experience is in accompanying organisations and practitioners working in the social change landscape on processes of learning & transformation in search of innovative social change practices and approaches. I am particularly interested in design and facilitation of complex multi-stakeholder engagements and collaborations in search of creative solutions. Most recently I have extended my practice to co-facilitate a social integration programme that seeks to build socially cohesive communities using community media and more specifically community radio as vehicle.

As a proactive, adaptable and conscientious social facilitator I am an effective team player and take initiative in situations that demand it. I am passionate about mentoring young people and appreciate opportunities to learn from their creative energies. I have the ability to overcome challenges through a questioning approach, an openness to learning and by drawing on the diversity of voices, experiences, perspectives and knowledges when working with people, organisations and stakeholder groups.

ACADEMIC QUALIFICATIONS

- M. Ed in *Adult Learning and Global Change*, University of the Western Cape, South Africa, 2009. An inter-continental programme delivered by University of the Western Cape in South Africa, British Columbia in Canada, Linkoping in Sweden and University Technology Sydney in Australia.
- Advanced Diploma for Educators of Adults, University of the Western Cape, South Africa, 2004

- Higher Diploma in Education, University of Fort Hare, South Africa , 1986
- B. Science, Fort Hare University, South Africa, 1982

PROFESSIONAL EXPERIENCE

Community Development Resource Association

March 2011 to date: Executive Director of the CDRA

March 2000 to February 2011: Senior Practitioner / Social Facilitator

March 1998 – February 2000: Junior Practitioner

November 1995 – February 1998: Trainee Practitioner

Catholic Institute of Education (Western Province Regional Office)

1993 – 1995 held the position of Facilitator/Trainer

This entailed facilitation of Whole School Development processes supporting schools to set up processes & structures for implementation of educational policies, facilitating linkages and networking with relevant agencies & institutions to remain informed of educational developments and accompanying them in implementing their school development plans.

Educator at Secondary Schools

St Boniface High School, Kimberley, South Africa: 1983 – 1985 and 1987 - 1988

Setumo High School, Mafikeng, South Africa: 1989 - 1992

At both schools I taught senior classes and in January 1990 I was appointed Head of Department (Biology) and supervised a team of 10 teachers and was responsible for team coherence, involvement in school policy formulation and implementation, leading & organising fundraising initiatives, liaising with the Department of Education authorities on educational matters, involvement in recruitment & selection of new staff in consultation with the school governing body.

GEOGRAPHICAL EXPERIENCE

Have undertaken assignments and conducted structured learning programmes in the following regions:

Africa: South Africa, Angola, Botswana, Egypt, Ethiopia, Kenya, Lesotho, Liberia, Malawi, Mozambique, Namibia, Nigeria, Rwanda, Somalia, Tanzania, Zambia, Zimbabwe

Europe & Scandinavia: Finland, Netherlands, Sweden

LANGUAGE SKILLS

Speak, Read & Write: English, Setswana, Sesotho and Afrikaans

Speak & Read: isiXhosa, isiZulu, Sepedi

Speak: conversational Kiswahili

RELEVANT CERTIFICATIONS

September 1993: Teacher In-Service Project, University of the Western Cape – Certificate in Leadership and Management

November 1993: Cape Technicon – Course in WordPerfect 5.1

June 1994: Teacher In-Service Project, University of the Western Cape – Certificate in Managing Conflict

October 1996: CDRA – Certificate in Developmental FieldWorkers Formation Course

November 1997: CDRA – Certificate in Organisation Development Consultancy

PRESENTATIONS AT CONFERENCES/SEMINARS

- The Harvest Circle: Towards a World Citizens Movement – *Transforming Societies: Why Learning Matters – the story of the Treatment Action Campaign* – Brussels,, 28th to 31st October 2015
- Department of Social Development, National Mentoring Review Workshop: *Mentorship as best practice capacity building intervention* – 14th to 16th October 2015
- 2015 Annual Africa Socio-Economic Rural & Community Development Indaba, Johannesburg – *Transforming Community: The Importance of Investing in Practices of Dialogue and Horizontal Learning*: 22nd and 23rd July 2015
- Trialogue CSI Matters Conference, Johannesburg – Theme: *Innovation in Social Change, Stream: Holistic Community Development – building community assets* – May 2013
- CTA Learning Exchanges Conference, Cape Town - Opening Address “*Organisational Learning for Impact*” - February 2013
- Intrac Civil Society Conference, Oxford, UK – November 2011
- Grantmakers-With-Out-Borders Conference, New York – panelist on the theme “*Social Change Grantmaking*” – June 2010
- Trialogue CSI Matters Conference, Johannesburg – Theme: Stakeholder Engagement Stream: “*The Role of CSI in relation to other stakeholders*” – May 2009
- Institute of Development Policy and Management, University of Antwerp, Belgium - conference theme “*Challenging the poverty reduction paradigm*” –presentation entitled “*Seeking developmental relationships to change society*” – November 2006.
- Intrac 6th Evaluation Conference, Netherlands – presented a paper entitled: “*How do learning organizations relate to monitoring and evaluation*” – April 2006.
- Southern Africa Grantmakers’ Association (SAGA) – participated as a panellist in a seminar entitled: ‘*The challenges of building developmental relationships between civil society and business*’ – 2003.

BOOKS/ARTICLES/CASE STUDIES

Contributed chapters to:

The Barefoot Guide 2 *Learning Practices in Organisations and Social Change – In the Sea of Change: understanding your context (chapter 11)* - May 2011. Barefoot Guide Connection

(www.barefootguide.org)

The Barefoot Guide 4 *Exploring the Real Work of Social Change – Through The Gathering Storms: from community to society change (Chapter 5 Section Creating social spaces for individual agency, collective identity and authentic community* - March 2015. The Barefoot Guide Connection

(www.barefootguide.org)

Articles

Dlamini, N. (June 2016) *Capacity Development for Social Change: what intentions and values should fortify an alternative narrative?* - www.cdra.org.za

Dlamini, N. & Reeler, D. (2016). **Guidelines for Building a Social Movement to End Child Marriage**. Developed at a workshop of Plan International practitioners and partners from Malawi, Mozambique, Tanzania, Zambia and Zimbabwe. 19th – 21st January 2016 – www.cdra.org.za

Dlamini, N. **“Building a more enterprising CDRA”: transcending blurred boundaries between organisations and sectors** in Ontrac No. 56 January 2014 – The newsletter of INTRAC

Dlamini, N. (March 2012) **“Voices: the building blocks of social change”** – www.cdra.org.za

Dlamini, N. (June 2010) **“Nurturing sustainable north/south relationships: the importance of honest dialogue, critical self-reflection and human connection -** www.cdra.org.za

Dlamini, N. and Reeler, D. **“New directions, impulses and innovations in practice”** - CDRA Annual Report 2007/2008 – www.cdra.org.za

Dlamini, N. (2008) **“Facilitating the becoming of healthy community”** www.cdra.org.za – Nuggets

Dlamini, N. **“Stories and M & E”** in Ontrac No. 37 September 2007 - The newsletter of INTRAC

Dlamini, N. (2007) **“Leadership in a changing context”** – published in Sisonke Third Quarter - newsletter of the Eastern Cape NGO Coalition (ECNGOC)

Dlamini, N. **“Monitoring and Evaluation in Learning Organisations – transparency of process”** - CDRA Annual Report 2005/2006 – www.cdra.org.za

Dlamini, N. (2001): **“Is participation one of those concepts used for manipulative purposes?”** www.cdra.org.za - Nuggets

Dlamini, N. (2000): **“Building OD capacity in Namibia”** – a reflection on working to build OD capacity with Namibian NGOs. Article published in OD Debate Volume 7 No. 3 (2000)

Dlamini, N. (1997): **“Bright lights in the Fog?”** Article published in “Turning Points”, launch issue of East African Support Unit for NGOs – Arusha, Tanzania

Case Study

Federation of the Urban Poor: Empowerment through Engagement

The case study took an in-depth look into the method of the Federation of the Urban Poor and its effectiveness in the empowerment of poor communities. It focused on how through strengthening grassroots social movements, the energy of poor people can be harnessed in a way that enables them to engage and broker deals with local authorities to transform relationships.