



About the Authors: 'Making Change Real: transforming the Development system to promote sustainable livelihoods in Africa

Absolom Masendeke is currently working as a Regional Programme Team Leader for the Reducing Vulnerability Programme at Practical Action Southern Africa (formerly ITDG). Prior to this role, Absolom worked as a researcher on civil society and social policy in the Department of Sociology at the University of Zimbabwe (1991-92), Urban Projects Manager at ITDG (1993-96), social scientist for ITDG small enterprise programme (1997-98) and Rural Communities Programme Manager (1999-2002). His 16 years of development work has largely focused on community based planning and management, linking communities with local government, local economic development, community based extension, community based natural resources management, food security and rural livelihoods, social housing, project cycle management and local governance. Absolom has practical field development experience in Zimbabwe, Mozambique, Malawi, Uganda, Kenya, Bangladesh, Sudan and Peru. He has published work in the areas of community based planning, citizen participation in smallholder agriculture, sustainable partnerships, social enterprises, community based natural resources management, land and agricultural governance. Absolom holds an Msc in Population and Development Studies (UZ) and an MA in Leadership and Management from the Africa Leadership Management Academy.

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Francis Byekwaso is the Planning, Monitoring and Evaluation Manager of the National Agricultural Advisory Services (NAADS) programme for Uganda. His main responsibilities focus on the provision of technical guidance to the central and local governments to plan and implement agricultural extension services especially targeting the poor rural farmers. He is also a member of the National Task Force formulating strategic policy reforms to revitalize the agricultural sector in Uganda. He serves as a visiting lecturer in planning, monitoring and evaluation at the University of Gent Belgium and is an Honorary Member of the Belgian Royal Academy of Sciences. He was the national coordinator of a four-year action research project that focused on pro-poor service delivery, as well as being the National Coordinate of Landcare activities in Uganda, involving South Africa, Uganda, Kenya, Tanzania and Ethiopia – which focused on natural resource management at both farm and community level. Together with a team of authors from East and Central Africa sponsored by ICRAF (based in Nairobi), he is writing a book entitled "Management of change"; which addresses themes such as rural development e.g. decentralized service delivery, community capacity development, community based natural resource management, empowerment of farmers.

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Dr. Ian Goldman is CEO of Khanya-African Institute for Community-Driven Development (Khanya-aicdd), which works in partnerships to transform development systems in Africa to address sustainable livelihoods. A major element is promoting community-driven development. Some examples of Ian's work include facilitating strategic workshops in Washington with the World Bank, and Paris for the OECD, developing models for decentralization in SA and Lesotho, facilitating the provincial plan for the Free State, facilitating the city plan for Mangaung Local Municipality (South Africa's 6th city), national research in South Africa on Local Economic Development, project managing a 4 country action learning project on community-based

planning, a wide range of strategic planning assignments. Ian is an accredited international governance and livelihoods advisor for DFID and a Trustee of the Mvula Trust, a water and sanitation NGO in South Africa specializing in community-based approaches.

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Dr. Irma Allen is an internationally recognized specialist with more than 30 years of experience in education, communications and development work. She consults for agencies, such as USAID, UNICEF, World Bank and UNDP In collaboration with relevant institutional partners and other stakeholders, she facilitates participatory processes to develop community-based strategic development plans, and conducts needs assessments, evaluations, and public awareness campaigns. She designed and has successfully and implemented a social mobilization process for implementing natural resource management programmes in Gambia, Tanzania and Egypt. This has called for extensive and continuous liaison work with government ministries, agencies and non-governmental organizations. She has produced a wide range of materials in education and environment, and serves on the Editorial Board of the *Applied Environmental Education and Communication* Journal. She is currently the Chairperson of the Swaziland Environment Authority.

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Dr. Joyce Njoro is a Community Development Expert with a Masters in Community Development and Rural Sociology and a Bachelor of Veterinary Medicine both from the University of Nairobi. Currently, she is the UN Systems Avian Influenza Coordinator in Nigeria. She has vast experience in rural development and relief work in Africa, especially with the pastoralist communities in Eastern Africa. She has worked for several organisations namely; Care Somalia South Sudan, Community Based Livestock Initiatives (CLIP) and Practical Action (Formally ITDG). Joyce has also worked as an independent consultant. She has contributed immensely in social research, documentation of best practices and advocacy for improvement of livelihoods of the rural poor.

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Kenneth Dipholo holds a Ph.D (Development) in Education from the University of the Witwatersrand, South Africa and has researched on the role of community participation in development planning. His doctoral research was titled “Reducing dependency and promoting community participation in development? Four case studies of participatory rural appraisal and community action plans in Botswana” which addressed community participation in policy processes and institutional capacity and effectiveness in community development. He has also researched on ‘Implementing Participatory Rural Development in Botswana’ which sought to investigate the Government of Botswana’s commitment to involving communities in development planning. He has published several articles the Journal of Social Development in Africa and has recently completed research on ‘Training Assessment of Rural Training Institutions and the use of indigenous Knowledge in Training’. He is currently based at the University of Botswana

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Kian Reynolds is an economic researcher at Khanya-aicdd and has several years practical research experience. His specific research interests include local economic development, development economics and geographical economics and small town economies. He has been involved in a number of research projects at Khanya including a report on mechanisms to Fund Communities, Developing national LEDA guidelines and A study on Pro-poor LED. He has also co-published a chapter in Rural Local Governance and has presented work on community funding mechanisms at a LED learning encounter hosted by the EU funded Thina Sinako programme.

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Kuda Murwira has over 24 years experience of working in Rural Development mostly as a facilitator and consultant. During this period, he worked for Save the Children (USA), ITDG (Practical Action), and also as a consultant with Kellogg Foundation. Besides working in

Zimbabwe, he has worked in 12 African countries covering Burkina Faso, Ethiopia, Gambia, Kenya, Lesotho, Malawi, Mozambique, Namibia, Swaziland, South Africa, Sudan and Tanzania. He has also worked in Bangladesh and Colombia. Kuda has contributed more than 16 articles and books on Change and Development between 1995 and present. He has been consulting independently with a range of development organizations in Africa, since 2001

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Malcolm Wallis has taught, researched and consulted in six African states since 1970. He specializes in Public Management with a focus on development. He is an active participant in the African Association of Public Administration and Management and currently serves as a member of the South African Executive Committee African Association of Public Administration and Management of this association. He has also written a book on bureaucracy in third world development, co-edited a volume on traditional leaders in Africa and authored monographs on community development in Kenya and government and rural development in Lesotho. I have written more than 30 articles and chapters for books. Most of these have a focus on the management of development. I am a reviewer for the 'New Agenda' magazine. My current research is on policy making on HIV AIDS and on Jomo Kenyatta's Presidency of Kenya.

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Ndwakhulu Tshishonga's areas of interest range from youth and youth movements in South Africa, intergenerational poverty among youth, as well as citizenship in the context of local government and governance. His teaching interests range from Alternative Models of Development, Project Management, Development Planning to Micro Level Strategies in Economic Community Development and Co-operatives. His current research addresses intergenerational poverty, inclusive and exclusive citizenship and local governance.

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Patricia Masanganise is the Food Security, Agriculture and Natural Resources Practice Manager at Khanya-aicdd. She's an Agricultural Economist and Development Practitioner with 16 years experience in sustainable livelihoods development. She has comprehensive knowledge and understanding of agricultural research and development issues, in particular, impact oriented research, food and nutrition and livelihoods security, including the related vulnerabilities, like food insecurity. She also has proven experience working on agriculture, food, nutrition and livelihoods issues, including knowledge on how poor people make their living (agricultural and non-agricultural income, employment, migration, livelihood diversification), including strategic analysis of how this varies geographically, by social group and gender and extent of poverty, has demonstrated ability to undertake in-depth studies such as livelihoods, food and nutrition assessments and analysis, including livelihoods based vulnerability assessments and analysis and to formulate recommendations for short, medium and long term interventions and policy directions.

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Rahel S. Otieno, Learning & Sharing Practitioner, Khanya-aicdd has over 9 years experience working in marketing and communicating development research using print and electronic media. She has worked in Kenya, UK and South Africa. She holds an M.A Rural Development from the University of Sussex, UK and a B.Comm in Marketing from the University of Nairobi in Kenya. Her areas of work include disseminating development research, engaging in policy initiatives, implementing knowledge management/ communication projects and web based networking on livelihoods and pro-poor policy initiatives.

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Rashnee Parhanse served as the Local Economic Development (LED) Practice Manager from 2006 – 2008 and her focus was to ensure that through various mechanisms and as a development partner, Khanya-aicdd maximizes the economic impact of development

practice(s) to improve the livelihoods of poor people. One of her significant achievements included partnering with dplg to co-host the first South African National LED Conference where the National LED Framework was launched. More recently the work on LED Agencies has been upscaled to develop LED Agency guidelines for South Africa. Rashnee also completed a four country action research project about Funding Communities funded by the Southern Africa Trust and presented a submission to Parliament about participatory budgeting. She is currently working with the South African Department of Housing on an initiative on inter-departmental liaison.

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Sam Chimbuya is the Practice Manager, Community-Based Management at Khanya-aicdd. He specializes in training and facilitation of community based planning and natural resource management in urban and rural situations and has undertaken training in CBP and PRA in South Africa, Botswana, Zambia, Malawi, Lesotho, Uganda and Zimbabwe. Sam Chimbuya worked in the government of Zimbabwe in the Department of National Parks and Wild Life Management as a Fisheries Research Officer for 12 years before taking the post of Head of Fisheries in Zimbabwe. Sam then worked for 3 years as a National Officer for FAO on a Community Based Fisheries Management project in Zimbabwe. From 1995-1997 Sam worked as Technical Advisor for community based environmental planning with the International Union for Conservation of Nature and Natural Resources (IUCN) in Zimbabwe. Before joining Khanya he worked for the International Council for Local Environmental Initiatives, based in Harare. He worked as Director of the Local Agenda 21 Campaign in Africa managing LA21 projects in Zimbabwe, Uganda, Tanzania, Kenya, Ghana, South Africa, Malawi, Zambia and Namibia.

Dr. Sylvia Kaye has lectured at the University of KwaZulu-Natal and the University of Botswana in the fields of community development, adult learning and peace studies. Her research includes the study of women entrepreneurs in Botswana from a multi-disciplinary perspective, including theories of learning, business and economic knowledge, social conditions affecting women entrepreneurs, and the training requirements for conducting a sustainable enterprise. Current research is in the field of cooperatives. Given recent legislation, co-operatives potentially provide possibilities for empowerment and income generation through knowledge, skills, and drawing on the power of groups. Recent publications focus on understanding community-based training programmes, technology and SME development. Conference and seminar talks include peace-building and gender, and knowledge for a peaceful society. On an informal level, Dr. Kaye has helped develop training courses for women entrepreneurs and for socio-economic projects.

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Stephen Greenberg is the Director of Action Learning at Khanya-aicdd. He recently completed project managing the qualitative component of a two-year evaluation and support project for the Department of Social Development in 21 rural and urban poverty nodes. He has over 12 years of experience in rural development, food security, land and agriculture as a researcher and policy analyst. He has done field work across South Africa, mainly working with NGOs and research institutes/organisations. Stephen has also participated in pan-African research networks and coalitions on land and food security. He has a BA (Hons) in Sociology and an MA in Geography and Environmental Studies from the University of Witwatersrand. He is currently registered for a DPhil at the Institute of Development Studies (IDS) with a thesis topic on land reform in Limpopo. Stephen has had more than 50 articles, book chapters or research reports published. His main areas of professional interest are food, agriculture and land.

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Thokozani Xaba, Ph.D. is the Head of the School of Social Work and Community development with considerable experience in research and project design, implementation, management, analysis, an evaluation. He was a project leader in a UNFPA funded South African study of the impact of HIV and AIDS on the Family Structures in KwaZulu-Natal, Eastern Cape and

Limpopo provinces. He has worked both nationally and internationally on issues of poverty and vulnerability, including the development of a Poverty and Vulnerability Monitoring Framework for the Republic of the Maldives. He is also a co-Director of MXA (www.mxa.co.za), an institutional and development research and facilitation consultancy company with more than 12 years of research experience.

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Thevan Naidoo is the Learning and Sharing Practice Manager for Khanya-aicdd. She has over 10 years' experience in the development sector having primarily in capacity building, organisation development, and community development arenas through a variety of urban sector and rural sector NGO's and NPO's. In addition to this, she has also built up significant expertise and experience in Monitoring and Evaluation for learning purposes. She is a graduate of Social Sciences with Industrial, Organisation & Labour Studies majors and her interest lies in linking issues of land and labour to sustainable livelihoods.

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Dr. Vincent Hungwe is currently the Programme Director for Community Driven Development and Sustainable Livelihoods at Khanya-aicdd. He has training and senior level experience in policy development and management, strategic planning and corporate governance in relation to rural and urban development planning, agriculture development planning and management, local government administration and management, decentralization (rethinking governance), institutional restructuring and reform, technology development and application in support of local, provincial and national economic development programmes and projects. He has worked in and with national, provincial and local government, with NGOs and a wide range of co-operating partners in the international donor and financing community.

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