

**Betty Makoni CEO and Founder of Girl Child Network Worldwide  
and Trainer in confidence building  
presents**

**Transforming a Victim into a survivor into a leader walking in the fullness of her  
potential -Girl Child Network Worldwide as a case study**



Betty Makoni is a speaker, trainer, poet and Muzvare .Top Ten CNN Hero 2009 ,18 global awards for promotion of girls rights .Zimbabwe National Contribution Award - Zim Institute. 2008 Second Runner Up Director of the Year Award in Zimbabwe([www.girlchildnetworkworldwide.org](http://www.girlchildnetworkworldwide.org) /[www.muzvarebettymakoni.org](http://www.muzvarebettymakoni.org))

## **What is a victim ?**

A victim is very vulnerable ,can be abused many times without reporting or knowing this is abuse

Abuse can be norm and can be less painful physically but more painful psychologically traumatising

Victim mentality can develop and enslave the victim more and there is always a price one pays when they are not confident

One is content with the welfarist and not rights based approach

## **Eight steps to transform from a victim to survivor to leader**

### **Step 1**

#### **UNDERSTANDING CONFIDENCE THROUGH APPRECIATIVE INQUIRY**

- i. A short pre test to check trainee knowledge and skills in confidence will be conducted before commencement of the training
- ii. Curriculum Vitae -Appreciative inquiry will be done in this section to allow participants to do a trajectory of themselves .Every trainee writes their CV since they were born to date as positives need to be spelt out .Many times we are not thorough in our self analysis and so we tend to leave others to do it of which they don't .So this is the first time trainees will tell themselves ,I AM UNIQUE ,I AM THE BEST AND I AM PROUD OF MYSELF after each presentation .
- iii. Create a wall of greatness and hall of fame and make a first breakthrough into the best in themselves and appreciate themselves . There must be positive energy in the room to enable everyone to move on with what works

**Two principles are key here;**

- focus on what is best ,that what makes you proud and unique.
- Ask the question how so as to move forward and ask not why because this winds you back
- We will achieve much more if we move forward with positive energy.Leaders who are assertive will ignite more energy in those they lead and those who are victims will be victimized more

## Step 2

### CONFIDENCE BUILDING KNOWLEDGE AND SKILLS

i. Knowledge and skills acquisition and creating life meaning from theory will be the focus here. Each definition should open up more about who you are. There is a difference between someone who knows about something and someone who knows something.

*Confidence is a state of mind, body and soul and everything that you think, feel, know do that makes you feel secure, sure, good, comfortable, at ease and focused*

*It comes*

- *from within yourself*
- *from others*
- *from your achievements*

In the same way it can be taken away from you by you, others and your achievements if you let them slip away

ii. Trainer will take trainees through the ladder of empowerment from girl to woman and explore at what stage each trainee is.

### Betty Makoni ladder of empowerment

Life is about climbing a ladder and a ladder always goes up and never down



20+ harvesting ,empowered,direction ,owning and controlling,bag of empowerment,career

17-19 Towards adulthood,a certificate ,bag of empowerment ,calming down ,attainment

13-16 Most difficult age group,misguided ,menstruation ,hormonal imbalance ,imminent physical changes ,age to be swallowed,drugs ,sex ,excitement ,madness

10-12 Finish primary school and orientation into teenage .Many girls have sex or raped .Attainment of an educational certificate

6-9 This is the age to instill confidence ,prepare child in first years in school ,can speak freely ,aware of many things good and bad ,questioning

0-5 Infant -dependant on mother but knows what she wants or not

iii. There are generally expected indicators of confidence

iv Three behaviors PASSIVE ,AGGRESSIVE AND ASSERTIVE that need to be understood and applied to daily lives and these will be explored in full

### **Step 3**

#### **i. GENDER ANALYSIS AND GENDER BASED VIOLENCE**

i. When trainees have knowledge and skills in confidence they need to know that gender plays a major role in taking away this confidence .Gender based violence leaves one stripped of all self confidence .In every home ,community or work place there is abuse and such abuse can take away everything out of an individual. Girls are affected by both gender and age ,HIV and AIDS, harmful cultural practices, gender based violence, disability and poverty. The question is that no one leader can tackle everything and so there is need to identify those areas trainee wants to focus on

There are many things that perpetuate gender based violence and endorse it .The role of television ,music ,cultural practices sex adverts and the general thinking that a woman`s body is a sex object will be explored with a view to demonstrate that unequal

society has more victims than thought. Violence against girls and women takes so much self esteem out of them.

#### **Step 4**

##### **II. Instilling self esteem and confidence**

New beliefs ,attitudes and practices should be instilled .This is the critical moment victims are expected to transform from being perceived victims into survivors and realize the leadership potential in them .

ii. Through communication ,managing anger and examining all relationships one has to do an honest spitting out through speaking out of all the toxic disempowering things in them. One must show they are willing and able to be confident and they are self empowered to do this through simple ways and present themselves and for example talk in front of an audience .There will be many activities in music ,public speaking ,advocacy ,drama and poetry.

The basic principle in this section is, ` You can` t empower others if you are not confident and empowered yourself. Always walk the talk`

#### **Step 5**

##### **LEADERSHIP KIT**

Everyone must have a leadership kit comprising of the following

- Simplified Laws , policies and Rights of the country
- Organization with a structure ,mission ,vision ,objectives ,goals
- Education and Career development manual
- Directory of potential funders
- Sexual and reproductive rights pamphlets and videos
- Referrals and stakeholders checklist
- The empowerment handbag
- Constituency
- Powerful speech and voice for advocacy
- Technology-website ,face book or anything that makes you interact beyond a small box

-Role models

-Journal

**Principle of this step is :**

**Be the leader others want to follow**

## **Step 6**

### **CONFIDENT LEADER IN THE SCHOOL, AT WORK ,HOME AND COMMUNITY**

Focuses on imparting key elements in leadership and skills building in `How to start and run girls clubs` as well as counseling as an empowerment tool

There are two side manuals that will be used for the day

#### **Girl EMPOWERMENT CLUBS**

- ✓ The girls' club strategy proved to be most effective strategy in mobilising, nurturing and monitoring girls as it is through the club that the knowledge and skills are imparted to girls at community and school levels.
  
- ✓ The program takes girls into five stages of empowerment that include needs identification mobilising through clubs to break the silence on rape, HIV and AIDS and other forms of abuse articulating and formulating strategies, confidence building and leadership and active participation as well as community development and empowerment

A video on Girl Child Network will be played here to show what becomes of a movement if it has all its facets well tied together and how a leader should position herself

.Participants will critique the video

## **Step 7**

### **PROJECT DESIGN AND ENVISIONING**

The question ,how ,when ,why, where with who ,and who will help should help a good leader to move

## Step 8

### Participatory evaluation

Many times we let others evaluate us when we have more honest knowledge about ourselves. In this section we will learn how to keep check of empowerment indicators

### Transformation comes when one has :

- **Belief-** We have faith and trust that change is possible
- **Motivation-** We must want the change - Do not first reach a crisis point Act now!!
- **Insight-** We must understand ourselves and our behavior
- **Goals** - They should come from us and be realistic and achievable
  
- **Practice** -Spend more time rehearsing the new behavior - Learn new skills learn a new way of expressing yourself, Practice new behavior in front of the mirror or anyone close to you.
- **Support-** Find those who genuinely support you.
- **Rewards-** Feel the benefit of your work, as you become more confident, your life will begin to change and become more exciting and satisfying.

### CHANGING LEADERSHIP ROLES IN THE HOME,WORK,SCHOOL AND COMMUNITY

- **A confident woman**
- **The confident friend**
- **The confident wife or partner**
- **The confident lover**
- **The confident mother**
- **The confident employee**
- **The confident boss**
- **The confident client , customer or patient**

THE END

