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# **GROWing** **Together:** **The Checkpoint** **of Leadership**

*Know Your People to Grow Your People*  
*Facilitated by Polly Mwangi*





Diving into a captivating discussion with Polly Mwangi, a seasoned HR practitioner boasting over three decades of diverse corporate experience, was an eye-opener. The focal point was a paradigm shift – from managing to serving. Polly, our insightful facilitator during a GROW<sub>i</sub> learning session, stressed the significance of connecting with team members on a personal level to effectively nurture their growth.

Our dialogue covered motivating and rewarding teams, evaluating engagement and productivity, and shedding light on the transparency around consequences for non-performance. What pleasantly surprised me was the richness and variety of experiences within the GROW<sub>i</sub> team on the call. Stories unfolded about leading teams, grappling with delegation challenges, navigating motivation and inspiration, managing growth curves, handling conflicts, onboarding, off-boarding, and measuring productivity. Guided by Polly, we delved into a treasure trove of collective wisdom and experience in leading teams.

The session unveiled that teams are more than their job descriptions; they are individuals with unique aspirations and goals. Aligning these with the institution's vision enhances productivity and retention. Jacqueline Asiimwe from CivSource Africa exemplified intentional team growth through initiatives like one-on-one meetings, tea sessions, walks, and even a recent Matatu ride with the CEO.




***As a leader, you are checked by those you lead. People don't hear what you say but rather see what you do.***

This profound statement underscored the importance of leadership by example. Personally, I gained a deeper appreciation for the diverse talents in the room. The experience highlighted the power of understanding our team members, fostering an environment for personal and professional growth. It reminded me that leadership transcends task delegation; it's about supporting and empowering our teams to reach their full potential.

This journey of self-discovery encouraged the team to actively support their own leadership growth. If you're seeking personal and professional development for yourself or your team, consider joining the upcoming Cohort of the GROW<sub>i</sub> Mentorship and Coaching Program in July 2024. It's a transformative experience that goes beyond the surface, delving into the heart of effective leadership.

© Allen Asiimwe  
Mopane` Lead at CivSource Africa

A woman with dark curly hair, wearing a vibrant, multi-colored patterned headscarf and a blue denim shirt, is smiling and looking towards the camera. Her right arm is raised, with her fist clenched in a gesture of strength or solidarity. Her left hand is resting on her right arm. The background is a plain, light color.

# *GROWing Together:*

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of Leadership**