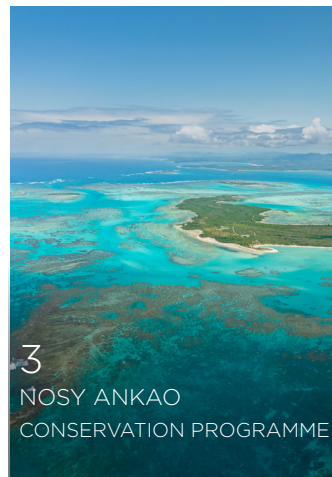
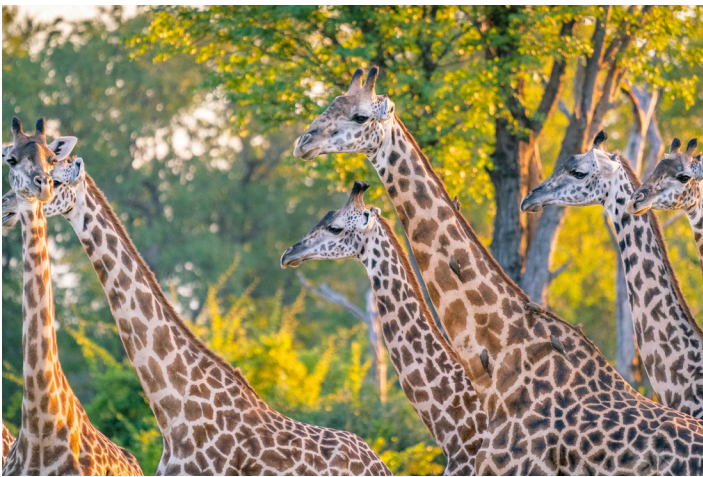


# TIME+TIDE FOUNDATION

QUARTERLY NEWSLETTER

OCTOBER - DECEMBER 2023



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# Team Development

This quarter, we had our second “highly effective teams” session with Training Leaders Consortium, which included clarifying the key responsibilities of each senior team member’s role, better understanding the personalities on our team and how to accommodate different working styles, and how to strengthen the way we communicate, collaborate and socialise the Time + Tide Foundation’s vision.



We were introduced to valuable strategies to foster clearer communication in our team, such as situational leadership to better guide team members through task completion, ensuring adequate management by clearly outlining the “goal POST” (purpose, outcomes, stakeholders and timeline) for each directive and utilising the SBIC model (situation, behaviour, impact, and curiosity) for resolving challenges. Such team development improves engagement, job satisfaction, and overall well-being, contributing to a positive workplace culture and increasing collective confidence in the organisation’s objectives.



# Nosy Ankao:

## CONSERVATION PROGRAMME

Last year, we joined the Small Islands Organisation (SMILO), a network that supports small islands of less than 150 km<sup>2</sup> in their efforts to achieve sustainable development and resource management.

SMILO believes that small islands have high potential for innovation in the face of human pressures, especially with management of water and sanitation, waste, energy, landscape, cultural heritage, and biodiversity. As part of the network, the Time + Tide Foundation and Miavana by Time + Tide will be privy to technical expertise, specific training opportunities on areas of growth (such as in-depth habitat assessments, development of fire-safety action plans and landscaping management) and inter-island exchanges with other member networks. In October 2023, we attended the first SMILO network training course on project set-up, project management and shared governance, provided by the Conservatoire du Littoral. Through the course, members of our Conservation Team learned how to be more organised when initiating new projects, and how to improve their development of project plans, protocols and assessment tools.



# South Luangwa:

## HOME-BASED EDUCATION PROGRAMME

As part of our objective to foster inclusive communities for children with special needs, this quarter we partnered with Special Hope Network to facilitate a workshop focusing on speech and effective communication for parents and caregivers.



This workshop equipped parents and caregivers with the necessary tools to communicate with non-verbal children, especially those with intellectual disabilities and those on the autism spectrum disorder. We also held positive parenting workshops for families of children with special needs, in which we addressed understanding children, managing stress and attachment between child and parent. Our objective with these positive parenting workshops is to create physiologically safe homes that will foster improved self-awareness amongst parents and, as a result, improved relationships between parents and their children.

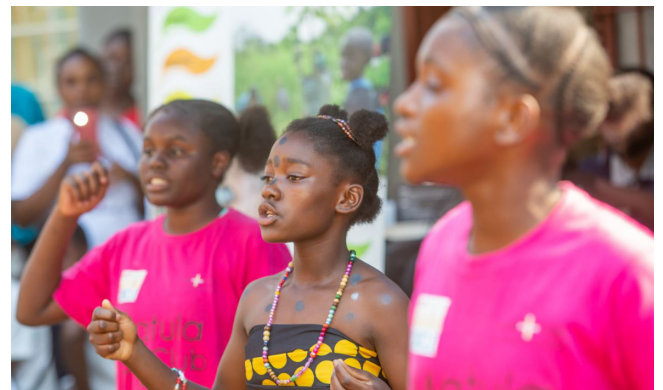




# South Luangwa:

## FEMALE EMPOWERMENT PROGRAMME

On the 11th of October, we joined partner organizations Project Luangwa and Chipembele Wildlife Education Trust to commemorate International Day of the Girl Child, embracing the theme “Invest in Girls’ Rights: Our Leadership, Our Well-being.”



As part of the celebrations, girls made presentations in the form of poems that highlighted the need for positive societal transformation. We held a motivational seminar, to which we invited accomplished women with diverse professional backgrounds to share their experiences, to inspire the girls to continue with their schooling and strive to become social and economic actors in their communities. The speakers discussed how to set and achieve goals, and they addressed their own personal challenges and the tools they used to overcome these, underscoring the power of perseverance. The girls actively engaged in the conversations by asking questions about the entry points into a variety of careers and for more specific information on the tools the speakers used to address their personal and professional challenges.



# Lower Zambezi:

## FEMALE EMPOWERMENT PROGRAMME

In the last quarter, we conducted monitoring of the businesses started by our first cohort of community women with our Business Management Facilitator, Gift Mwaka.



The monitoring provided insights into the performances of the businesses, including areas in which the women need further support, such as bookkeeping and product diversification. We also led a fieldtrip with the women to Chiawa, Kafue and Lusaka to visit successful businesses similar to the ones the women are pursuing as a way of broadening their perspective on business management and introducing them to new stakeholders.

One of the highlights was a visit to Masho's Thrift Store in Lusaka, where the founder, Manase Tembo, shared her experiences building a successful enterprise that generates a sustainable income. Manase did this by setting short-term and long-term personal and professional goals. For example, when she started selling second hand clothes, she set a target to double her profits in six months, and she rigorously committed herself to meeting that target. Over time, with more ambitious targets set and achieved, her roadside, informal business grew into a registered thrift store. The women learnt about smart business practices and gained a deep understanding of market dynamics such as identifying quality clothes or goods, trend analysis, and establishing a strategic network of reliable suppliers.



"The visit to businesses in Lusaka and Kafue was worthwhile. Meeting different business owners, and hearing about the setbacks they underwent when they just started reminded me that challenges are steppingstones that should assist us to learn how best to do our businesses. I felt encouraged to not give up so that my business can thrive. I plan to save enough money from my sales to invest in good quality clothes instead of rushing to buy whatever I find so that I am able to sell the clothes and make profits. I will also stop restricting myself to selling only locally but also outside Mugurameno to reach more potential customers."

- Hildah Tembo





# Liuwa Plain:

## HOME-BASED EDUCATION PROGRAMME

During the last quarter, our volunteer caregivers conducted four awareness events, one of which was held on the 3rd of December, International Day for Persons Living with Disabilities.



The caregivers performed a play for their communities, which communicated the causes of locally common disabilities and how to prevent them. The performance underscored the risks of drinking traditional herbs, smoking and alcohol consumption during pregnancy (fairly common practices in extremely remote communities of Zambia), which include birth defects in children and premature delivery. After these performances, we administered awards to six caregivers who showed notable dedication to the HBE programme in 2023 as a means to celebrate their commitment to the most under-served residents in their community.



Additionally, we held a training for caregivers on effective engagement with children who have developmental differences. This training was facilitated by the former Director of the [Zambia Institute of Special Education](#), Mr. Robam Mwaba, who focused on the importance of inclusive learning and emphasised that education starts in the home: “When parents play a role in early childhood education, they help to prevent the worsening of their children’s conditions,” Mr. Mwaba explained. Parent involvement in their children’s education benefits children with special needs by increasing their motivation to learn, improving behavior and helping them develop a more positive attitude towards school. Continued reinforcement of these concepts is essential for parents to understand the foundational role they play in the physical, cognitive and academic advancement of their children.

For more information, please e-mail: [info@timeandtidefoundation.org](mailto:info@timeandtidefoundation.org)



[www.timeandtidefoundation.org](http://www.timeandtidefoundation.org)

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