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Managerial Competency Needs

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2011-04-05
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Managerial Competency Needs of the Clergy in Zambia

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A research report submitted to the Faculty of Management, University of the Witwatersrand, in partial fulfillment of the requirements for the degree of Master of Management (in the field of Public and Development Management)

February, 2010

Abstract

In religious circles where core-business is pastoral, management has not been considered important. Meanwhile, the clergy perform managerial functions combined with their pastoral roles. The problem is that little research has been done on management competencies required by the clergy. The purpose of this research was to explore managerial competencies needed by the clergy in the United Church of Zambia to enhance performance of their duties.

This study used a skills audit technique and ascertained skills which the clergy perceive they have and require. Managerial competency needs were identified from a literature search, in-depth interviews with ordained ministers and focus groups with student-ministers. Needs identified related to Strategic thinking, Communication, Accountability, Entrepreneurship, Financial Management, Technology Management and Global Awareness. Findings pointed to the need for policy formulation which would pave way for an actual skills audit. This could assist the church to target training and development strategies better if implemented.

Declaration

I, *Edward Nondo* do hereby declare that this research report is my own unaided work. It is submitted in partial fulfillment of the requirements for the award of the degree of Master of Management (in the field of Public and Development Management) at the University of the Witwatersrand, Johannesburg, South Africa. It has not been submitted before for any degree or examination at this or any other university.

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Edward Nondo

February, 2010.

Dedication

This research report is dedicated to my wife, Rev Judith Nanyangwe Nondo and children; Manasseh, Ephraim, Natasha and *Baby-Mapalo,* for their moral and spiritual support, as well as their sacrifices whilst I was away from home.

Acknowledgements

I wish to pay special tribute to all, close and far, who supported me in one way or the other throughout this race, particularly:

- My research supervisor, Ms Lynn Hewlett for her wisdom, able guidance and motivation during the entire period of research work.
- His Grace The Bishop of the United Church of Zambia (UCZ), the Right-Rev Mutale Mulumbwa and the General Secretariat at Synod under the leadership of the Rev Crispin Mbalazi for permitting me to conduct this study in the United Church of Zambia.
- The Principal, through the Dean of Academic Affairs at the UCZ Theological College, the Rev Collin D Johnston, for permitting and assisting in organising of Student-Ministers for focus group discussions and for reading as well as commenting on this report.
- *Ba* Rev D M Sikazwe and *Bana Mpundu* in the prime of your stay in the MEF-UCZtc campus dwellings for hosting me during the time I was organising focus group meetings. Observations made in the script also helped me to build a detailed background to the study.

Lastly, I would not forget to acknowledge family and friends, especially:

- Sister *Rose - Bana Mwape,* for substantially contributing funds (to assist my wife Judith, who from the beginning of fulltime coursework shouldered the responsibility alone) which enabled me to carry on with the research this year. To Mweshi - *Mwaice wandi,* for your prayers and running around when I needed you most.
- Classmates & Colleagues, through and through fulltime syndicates; Mathato, Malau and Kingwell.