

Managerial Competency Needs of the Clergy in Zambia

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requirements for the degree of Master of Management
(in the field of Public and Development Management)**

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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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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.

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