



## Closing Remarks

**Lucy Esipila- Regional Executive Secretary Caritas Africa**

**Togo, June 15- 2023**

**First Regional Conference on Knowledge Management in Africa**

Dear colleagues in the Caritas Africa network. Receive greetings from Msgr Pierre Cibambo the President of Caritas Africa. He passes his regards and best wishes.

The last three days have been an interesting learning process for all of us and more so for me as I am in the process of my induction (*what I like to Call the Albert School of Caritas Leadership*); such workshops are invaluable as they help us reflect on the key activities in our operational plan. It is indeed important for us to create time for reflecting on how we can organise, create, use, and share collective knowledge within an organization. Our challenge now is to see how we maintain information in a place where it is easy to access.

The consultant Dr Andreas let me begin by appreciating the work you have done with our colleagues in the Caritas Africa network from February 2023. We are aware of the ongoing work to build our knowledge management strategy which eventually translate into a policy for our institution. It is always important to celebrate our outcomes and I take note that following these trainings we now have 5 knowledge management strategies in Burkina Faso, Niger, Zambia, Nigeria , Guinea Conakry and Nigeria. To the teams thank you so much for this hard work and I hope that It can be replicated in the network.

We are particularly happy that there is a Knowledge Management strategy for Caritas Africa, which is clearly aligned to our strategic plan. This is a step in the right direction, As the President of Caritas always says all our activities must be aligned to our strategic plan and through the lens of localisation.

We appreciate that now are in the process of enhancing knowledge products on 5 thematic areas including: Advocacy- what Gertrude Simakampa has prepared, Safeguarding- it was great to watch the really lovely videos that Chibetsa of Caritas Zambia has shared and with your permission we will be glad if these videos reside online so that we can induct new staff with them, we also have products in the field of Resource Mobilisation, Organisational Development and Financial Resilience- Mr Mashika was in Europe on a partner visit and they appreciated our operating model, they have asked us to replicate this system of calculating core costs and using it for fundraising, there is expert knowledge here from Mr. Mashika that we need to capture and ensure that it is shared for future learning.

## Next steps

1. If you look at our strategic plan on page 18 you will see that there is a place for a communications and Knowledge Management task team, let us work together to bring this to reality, we hope to have diverse representation in this task team to support the work of our KM Lead Mr Atsu. In the strategic plan, this task team has been positioned to feed into the work of the Advocacy Committee but of course we hope that knowledge will be captured on all Strategic Orientations.
  - Strategic Orientation One- the Encyclicals, the theological reflections, the CST

- Strategic Orientation Two- we have just rolled out a study on the existing initiatives to raise funds locally within the Church in Africa and challenges, this is a knowledge capturing exercise which we hope will feed into your work
  - Strategic orientation three: we have conducted a skills mapping exercise and so far, 11 countries have responded – 29 staff have fed into the survey... this is a challenge for you to capture this knowledge from the experts
  - Advocacy has a lot of products and am happy about the work everyone represented here is doing to feed into the K-hub. I can assure you that Caritas Africa will take this issue seriously and personally I will create time to check from time to time how much we have advanced on the website
2. In HR and as part of succession planning – here is a challenge to Madam Viviane: When a staff leaves Caritas Africa, we can organise expert briefings at least for 2 hours for the leaving expert to allow us to capture their knowledge this will accompany their handover report
  3. Caritas Africa congratulates you for all the initiatives we have heard for the last 3 days. I was In Germany last week and I asked a colleague what online system they use for HR at Caritas Internationalis and she mentioned Teams- then I thought to myself when I go back to Lome I will create time to google and learn about this portal, yesterday Caritas Nigeria presented about it and that is how I knew that the work of Caritas is driven by the Holy Spirit- Caritas Nigeria please we will need you here with us at least for 2-3 weeks so that we can learn and adopt these best practices. Caritas DR Congo It is absolutely encouraging to hear the good work in resource mobilisation including partnering with govt; Caritas Senegal you are doing very good initiatives which we appreciate. I may have not mentioned everyone but please be assured that all the work shared has been noted and appreciated

We thank all of you for your participation, we thank the hotel for hosting us, the translators, we also thank Albert who despite being very busy has created time to be here with us.

It has been enlightening, congratulations to all who have graduated today, I know it was not easy to sit through hours of virtual learning but you made it happen. Congratulations.

It is my pleasure to declare the first regional conference on Knowledge Management closed!