



**ACTION-RESEARCH PROJECTS  
DEVELOPMENT AND FACILITATION FOR  
NATIONAL AND LOCAL GROUPINGS FOR  
STRENGTHENING OF RESEARCH AND  
INNOVATION IN  
NATURAL RESOURCES MANAGEMENT AND  
WASTE MANAGEMENT IN SOUTHERN  
AFRICA REGION (RINaWa) PROJECT**

*RINaWa*



***Report on the Training Workshop on Action  
Research Projects – Lilongwe, Malawi***

***November 2023***

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## 1 Introduction

A two-day “Action Research Projects Development Training workshop” was held in Lilongwe, Malawi from 10<sup>th</sup> to 13<sup>th</sup> October 2023 with the purpose of imparting knowledge on Action Research methodologies to stakeholders, and equipping them with the skills to prepare concept notes in response to a call for proposals under the Strengthening Research and Innovation in Natural Resources Management (NRM) and Waste Management (WM) in the Southern Africa Region (RINaWa) project.

The workshop had various training objectives, including enabling participants to contribute towards the achievement of some Sustainable Development Goals that have been set out in the 2030 Agenda for Sustainable Development, the Malawi 2023 Agenda, and the National Waste Management Strategy for Malawi (2019-2023). The workshop was construed in the context of the RINaWa project, and the training sought to advance cross-fertilisation of knowledge and experiences, while promoting learning and robust engagement on the challenges and opportunities of environmental management. This workshop report provides a succinct summary of the key events of the training, providing an overview of the workshop, its structure, methodology, learning outcomes and impact.

## 2 Workshop Overview

As already noted, the workshop was held over a two-day period, in Lilongwe, Malawi, beginning at 8 am and ending at 5 pm on each day. Following the workshop, learning and exchange visits were organised to Natural Resource and Waste Management sites. Over 30 participants were in attendance over the duration of the workshop, with a cross-section of actors active in the NRM and WM sectors. The workshop targeted Community Based Organisations, such as the Masalapa ECO Tourism Enterprise, the Nkhotakota Wildlife Reserve Association, KAWICCODA, the Fisheries Association, amongst others. The workshop also included attendance from network formations, the private sector (such as Capital City Cleaners) and government departments (such as the Department of National Parks and Wildlife and the Environmental Affairs Department). A list of the workshop participants is available at **Annex 1**.

## 3 Participant Metrics

Feedback was provided by a plurality of participants from various backgrounds. The respondents were predominantly male (72.7%) and 45.5% of the total number were in the age group of 36 to 45, while 27.3% were between the ages of 26 to 35 years. The respondents were equally split between the NRM and WM sectors, with the majority (45.5%) being Community Based Organisations, while 18.2% were from the private sector. Other responses came from government, academic institutions, Civil Society Organisations and local NGOs (9.1% respectively).

## 4 Workshop Structure and Agenda

The workshop was broken down into the following substantive sessions: i) Introduction to Action Research; ii) Action Research topic selection; iii) Action Research problem identification and analysis; iv) Formulation of Action Research questions and objectives; v) Action Research Design and Methodology; vi) Developing a Plan of Action and Implementation; and vii) Guidelines on proposal writing. The workshop agenda is available at **Annex 2**.

## 5 Training Methodology

The workshop was anchored around a series of lectures in the form of presentations that sought to impart knowledge to the participants on various topics as outlined above. These presentations provided key information on Action Research activities, as well as guidelines on putting together proposals. The participants were then provided the opportunity to ask questions and make interventions as part of a wider discussion on materials presented during the plenary sessions. Following each lecture topic, the participants were then divided into groups related to NRM or WM. The group designations also took into account the sectors that the participants came from (i.e. private sector, civil society organisations and government). The groups elected a chairperson and a rapporteur and then deliberated amongst themselves on topical issues discussed. The groups were then provided the opportunity to present the conclusions of their deliberations in plenary, and engage with other participants in a wider discussion.

## 6 Participant Feedback on Learning Outcomes

The workshop sought to engender a change in understanding by the participants with regard to carrying out Action Research activities, and how this can be applied and cascaded in their work settings. The training also sought to aid the participants in putting together some proposals for Action Research projects. Some of the key takeaways that the participants pointed to include the following:

- **Sustainable Practices and Solutions:** Participants learnt that Action Research in NRM and WM leads to the identification of sustainable practices and solutions. These include more efficient resource utilisation, waste reduction strategies, recycling and the development of eco-friendly technologies.
- **Community Engagement and Social Impact:** Participants also learnt that Action Research typically involves working closely with communities and stakeholders. One of the key lessons was the importance of community engagement in resource and waste management. Participants noted that Action Research gave opportunity to effectively involve local communities in decision-making processes, create awareness about the impact of their actions, and develop strategies that are culturally and socially acceptable.
- **Adaptive Management:** Participants further learnt that Action Research often highlights the need for adaptive management in the context of NRM and WM. The research process highlights the importance of ongoing monitoring, evaluation, and adjustments in resource and waste management practices.
- **Methodology and Practical Skills:** Participants noted improvements on knowledge related to design, planning, and the effective execution of Action Research projects. Participants also now understand the need for practical skills related to data collection, analysis, and interpretation.
- **Reflection and Continuous Improvement:** There is tremendous value of ongoing reflection on research processes and findings. Participants expressed being better positioned to understand how to use feedback and self-assessment to make improvements, adjust research strategies, and refine interventions.

The participants also noted that some of the key skills obtained from the workshop included: i) identifying the difference between traditional research and Action Research; ii) identifying the difference between project topics and titles; iii) the importance of assigning stakeholder roles in project implementation; iv) developing an Action Research problem statement and Action Research questions; v) undertaking problem analysis; vi) developing an Action

Research plan and differentiating this from the implementation plan; and vii) using the scoring matrix when choosing a project.

In the group discussions and reflections during the workshop, participants noted several factors which demonstrated their comprehension. Some key comments and points raised are in the illustration below.



Figure 1: Topic Based Comments and Observations by Participants

## 7 Participant Evaluation of Workshop

The participants by and large expressed satisfaction with the workshop approach, methodology and delivery on the day. The feedback from the participants also positively reflected on the relevance of the workshop and how it will generally have a bearing on their day-to-day work. Based on the Skyberry Botswana Evaluation Forms, 81.8% of participants strongly found the content of the workshop to be relevant to their work, while a fifth of respondents merely agreed with this statement. Similarly, 81.8% of participants strongly agreed that their time participating in the workshop was well spent, while 18.2% of participants only agreed with this sentiment. As well, participants were satisfied with the knowledge and experience of the facilitator and based on this, 81.8% of participants strongly held the view that this enhanced their learning experience, while a fifth of respondents agreed with the statement, albeit to a slightly less extent.

An overwhelming majority of respondents found the pace of the workshop to be adequate, with only 18.2% expressing neutrality on the issue. All participants agreed that they were well-engaged during the workshop, with 72.7% strongly agreeing with this position. Participants also unanimously reported that they were provided with ample opportunity to get responses to their questions, with 63.6% strongly holding this view while 36.4% merely agreed with this statement. All the participants agreed that they are also clear about what can be done to prepare responses to the call for Action Research concept notes as a result of going through this workshop, however, 54.5% were of the view that had they not gone through the workshop, they might still be in a position to develop such a concept note. 36.4% of respondents were of the view that in the absence of the workshop, they would have struggled to do so altogether, while 9.1% of respondents expressed neutrality on the matter.

## 8 Impact and Future Applications

The participants demonstrated an affinity towards learning, and based on the feedback provided, were positively impacted by the training sessions and related discussions. It was also clear that learning materials imparted were well understood by participants. As seen from their evaluation form responses, many participants were able to describe Action Research as an approach to project development, highlighting significant components such as consultations, planning, action, reflection and redesign. One participant noted that,

*“Action Research is an approach to project development that emphasizes a dynamic and iterative process of problem-solving and improvement. It is situation and context based providing room for reflection based on interpretations of the players involved.”*

Participants were also able to discern the differences between Action Research and standard research methodologies with one participant highlighting that,

*“Action Research answers the ‘How’ questions while standard research answers the ‘What’ questions”.*

Participants stressed that the main purpose of Action Research is to bring about practical and tangible change or improvements in a specific context, while standard research often focuses

on the generation of a new body of knowledge, contributing to theory or exploring general phenomena.

Participants noted a plethora of applications for the skills imparted during the workshop and also stressed that they would endeavour to cascade such skills to their colleagues within their organisational setups. The main applications underscored included, for example, employing Action Research techniques to engage in systematic problem-solving, data collection, analysis, and evaluation of interventions, with a strong emphasis on collective decision-making. Participants also noted that they would undertake more field visits to collect baseline data and not just rely on desk reviews. Furthermore, respondents communicated their intent to follow up on project activities, and embrace monitoring and evaluation to follow up on past actions, develop and implement remedial measures to overcome challenges faced and measure the impact of interventions. The workshop attendees also noted that they would engage in collaborative problem solving by actively involving employees, stakeholders, and relevant parties in identifying and addressing issues. There was also a clear intention to embrace feedback from stakeholders as part of an overall learning process.

In order to meaningfully ensure that the impacts from the workshop are adequately realised and cascaded, it is important to ensure continuous coaching from RINaWA project partners and other entities that can provide mentoring or backstopping services. This should lead to improved application of skills acquired during the workshop, and ensure quality proposals. Participants also noted that there is a need for them to gain access to scientific literature on Action Research, as well as financial resources for capacity building and implementation of Action Research processes. Such capacity building should be targeted, on an ongoing basis, to associations affiliated to the participants represented in the workshop, along with their team members. It should also be focussed on research methodologies and project management. In terms of implementation, financial resources should cover costs such as data collection, software, and team compensation. There should be efforts to explore wider resource mobilisation efforts with external funding partners to support larger research and innovation initiatives.

## **9 Conclusion**

The workshop sought to ensure that stakeholders are knowledgeable in Action Research methodology, and have them competent to respond to the call for concept notes. This will therefore ensure the selected concept notes are effectively followed with proposal development at a later stage. By and large participants lauded the delivery of the training and overall facilitation of the workshop, and reported improved understanding of topic specific issues, some of which they intend to apply in their own contexts.

Participants also highlighted areas in which they viewed they needed better understanding which could be taken on board in future workshops. It is therefore recommended that greater emphasis is provided on aspects related to: a) the Action Research approach; b) developing the problem statement; c) data analysis and conceptual framework (particularly in relation to qualitative analysis); d) Action Research planning; and e) techniques for the proposed collaboration to work effectively and efficiently with stakeholders, particularly at the community level. In future training endeavours, more time should be allocated to discussions allowing for even greater participation and feedback from all participants. Greater efforts also need to be made towards ensuring more participation in the post workshop evaluation feedback process to garner wider insights on what areas can be improved going forward.

Overall, the workshop proved to be a successful endeavour that is likely to lead to attitudinal and behavioural changes that are driven by Action Research methodologies, and influence processes that will meaningfully impact the WM and NRM landscapes in Southern Africa.



## Annexes

### Annex 1: List of Participants

No.	Name of Participant	Organisation	Gender	Contact Details
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## Annex 2: Programme for Action Research Projects Development Training-Malawi

**Date:** 10<sup>th</sup> - 13<sup>th</sup> October 2023

DATE	TIME	TOPIC	SESSION	RESPONSIBLE
	08:00 – 08:10	Registration and housekeeping		Skyberry Botswana
<b>Day 1</b>  <b>10<sup>th</sup> October 2023</b>	08:10 – 08:30	Introductions	Plenary	Facilitator
	08:30 – 08:40	Keynote Address	Plenary	SADC
	08:40 - 08:50	Opening Remarks	Plenary	Director -EAD-Malawi
	08:50 - 09:00	Objectives of the training	Plenary	Facilitator
	09:00 – 09:15	RINaWa Project Brief	Plenary	Skyberry Botswana
	09:15– 09:25	1. Introduction to Action Research	Lecture	Facilitator
	09:25 – 09:00	2. Action Research topic selection	Lecture	Facilitator
	09:00 – 10:00	Action Research topic selection	Group Work	All
	10:00 – 10:30	Action Research topic selection	Group Presentation	All
	<b>10:30 – 11:00</b>	<b>TEA BREAK</b>		
	11:00 – 11:30	3. Action Research problem identification and analysis	Lecture	Facilitator
	11:30 – 12:30	Action Research problem identification and analysis	Group Work	All

	12:30 – 13:00	Action Research problem identification and analysis	Group Presentation	All
	<b>13:00 – 14:00</b>	<b>LUNCH</b>		
	14:00 – 14:30	3. Formulation of Action Research questions and objectives	Lecture	Facilitator
	14:30 – 15:30	Formulation of Action Research questions and objectives	Group Work	All
	15:30 – 16:30	Formulation of Action Research questions and objectives	Group presentation	All
	<b>16:30</b>	<b>End of Day 1 – Housekeeping announcement</b>	<b>Plenary</b>	<b>Skyberry Botswana</b>
<b>Day 2</b>  <b>11<sup>th</sup> Oct 2023</b>	08:00 – 08:30		Plenary	Facilitator
	08:30 – 09:00	Recap of Day 1 and 4. Action Research Design and 5. Methodology – Data Collection and Analysis Techniques	Lecture	Facilitator
	09:00 – 09:30	Collaboration and Engagement	Lecture	Facilitator
	09:30 – 10:30	Group Work	Lecture	Facilitator
	<b>10:30 – 11:00</b>	<b>TEA BREAK</b>		
	11:00 – 11:30	Group presentations	Plenary	All
	11:30 – 12:00	6. and 7 Developing a Plan of Action and Implementation	Lecture	All
	12:00 – 13:00	Group Work and presentations	Plenary	All
	<b>13:00 – 14:00</b>	<b>LUNCH</b>		

	14:00 – 15:00	8. Guidelines on proposal writing	Lecture discussion and	Facilitator
	15:00 – 15:30	Draft Communication Strategy	Lecture discussion &	REPENSAR
	15:30 – 16:30	Draft Communication Strategy Action Plan	Plenary	Group Work
	16:30 – 16:50	Post workshop survey, Closing and Way Forward	Plenary	Skyberry Botswana
	16:50 – 17:00	End of Workshop – Housekeeping announcement	Plenary	Skyberry Botswana
<b>Day 3</b>				
<b>12<sup>th</sup> Oct 2023</b>		Learning and exchange visit <b>(Natural Resources Management Site)</b>		Skyberry Botswana
<b>13 Oct, 2023</b>		Learning and exchange visit <b>(Waste Management Site)</b>		Skyberry Botswana

### **Annex 3: Google Drive Links to Training Materials**

<https://drive.google.com/drive/folders/1meIBe6pE3o0wBCpUwWQBxV0nkVgJmzI->

# Annex 4: Attendance Register

## ATTENDANCE REGISTRATION FOR ACTION RESEARCH PROJECTS DEVELOPMENT TRAINING-MALAWI

DATE: 10<sup>th</sup> - 13<sup>th</sup> OCTOBER 2023

No.	Name	Organization	email address & Phone	Gender	10 <sup>th</sup> Oct	11 <sup>th</sup> Oct	12 <sup>th</sup> Oct	1 C
1.	LAWRENCE PHIRI	EAD	Memerylawrence314@gmail.com	M	Phiri	Phiri	Phiri	Phiri
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10.	Madalitsa Salimu	Dzalanayama Trust	madalitsa.salimu@gmail.com	M	Salimu	Salimu	Salimu	Salimu
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12.	Ibrahim Kulewe	USACOL	0888223793	M	Kulewe	Kulewe	Kulewe	Kulewe
13.	Anderson Themba	Fisheries Association	0992518250	M	Themba	Themba	Themba	Themba

Fisheries Association



**ATTENDANCE REGISTRATION FOR ACTION RESEARCH PROJECTS DEVELOPMENT TRAINING-MALAWI**

**DATE: 10<sup>TH</sup> - 13<sup>TH</sup> OCTOBER 2023**

No.	Name	Organization	email address & Phone	Gender	10 <sup>th</sup> Oct	11 <sup>th</sup> Oct	12 <sup>th</sup> Oct	
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18.	GOODFELLOW PHIRI	Env. Industries	0999365245	M	Phiri	Phiri	Phiri	Phiri
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**ATTENDANCE REGISTRATION FOR ACTION RESEARCH PROJECTS DEVELOPMENT TRAINING-MALAWI**

**DATE: 10<sup>TH</sup> - 13<sup>TH</sup> OCTOBER 2023**

No.	Name	Organization	email address & Phone	Gender	10 <sup>th</sup> Oct	11 <sup>th</sup> Oct	12 <sup>th</sup> Oct	
27.	Kozibai Chubang	Skyberry Botswana	Kozibai@skyberrybotswana.co.bw +267 77041200	F	K.C.	K.C.	K.C.	
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29.	Thokozani Mkhaka	L City Council		M				
30.	Daniel Sibande	NPW (LNC)	daniel.sibande@gmail.com	M				
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33.	CLEMENT KANBODO	ECOGEN	0997690522	M				
34.								
35.								
36.								
37.								
38.								
39.								