



Initiative
pour un Leadership Cohésif en RDC

**First ILCCE Leadership Workshop in Katanga:
Lubumbashi, 27-30 April 2009
Session report**

The Cohesive Leadership dynamic reached the lands of Katanga after three years focused essentially on the Kivu Provinces and on different layers of leadership in Kinshasa (as well as of Bas Congo). Four days of intense exchange brought together about thirty people from diverse origins - either directly from Katanga or having dedicated their energy and resources to the province for a long time. The Vice Governor, the leader of the institutional opposition, the mayor of Lubumbashi, the commissary from the High-Katanga district, the Customary Chief from the North (Kongolo), the Munongo Princess (also representative of the Katangan civil society), leaders of banking institutes, universities, public organizations and important businesses, agreed to take part in a series of role playing exercises, simulating difficult and complex situations provoking critical analysis and decision making. The Governor himself was pleased to participate in meetings when available. The relations established or restored during this workshop constituted the core of the cohesive dynamic suggested by the Initiative for a Cohesive Leadership in DRC. The exercise also provided a rich interpretation (because of diverging opinions) of several provincial and, in a general sense, national issues.

The methodology lies in a synchronized process:

- (i) of reinforcement of participants' feeling of membership to the same environment (Katanga and Congo in this case)
- (ii) of collective awareness-raising on the responsibilities that accompany the status of "leader", "man or woman of power", "influential person", "opinion maker"
- (iii) of renewed sensitivity to the duty of "self battle" and of permanent questioning of one's own convictions on what is legitimate and what's not, on what (or who) is worth trusting and what is not, and more globally on the best way to identify the crossroad between one's own self interest and another's' interest...

Following this logic, Monday 27 and Tuesday 28 were dedicated to a range of exercises testing the aptitude for cooperative decision making based on mutual trust. Multiple aspects touching on the challenges of understanding and negotiation between humans, often resulted in revealing exchanges of the potential for convergence that characterizes each person in a society – a fortiori, leaders whose responsibilities, in terms of opinions and behaviors, are even more committed.

Thus, convinced that a constructive exchange was possible on any important topic concerning Katanga, participants tackled with the substantial part of the workshop, namely the choice of Katangese issues requiring a critical analysis by leaders, all having significant leverage on the course of events in this part of the DRC. Thus, they dealt with topics relating to:

- (i) the Province development plan
- (ii) enduring poverty (socio-economic aspects)
- (iii) respect of the Constitution

Of the 145 identified possible solutions identified and developed in annex, some were - as noticed by a participant - too general to lead to an immediate practical implementation. The exercise mainly had a pedagogical value and an informal character. However, it is clear that the group dynamic produced consensus on the following generic approaches or orientations:

- More dialogue and explanations from the authorities (in particular on the effect of the global crisis)
- Survey of indebted persons, in particular the wealthiest ones: “informality is the popular way of doing things, but also the misery of the redistributive State”
- A more open and concerted mineral negotiation process that, because of better consensus, would be more efficient in the medium-term.
- Exemplary sanctions of bad leadership; support to courts and collection agents
- Correction of incoherence existing between mineral and land codes, sources of conflict.
- Advocacy for new names of future provinces, systematically to include the name Katanga.

The commitment of each participant to the promotion of these objectives will be at the core of the follow-up session to be held in June 2009.