

OVERALL THEME

FROM SILOS TO SYNERGIES; STRATEGIC FOR MALAWI'S SUSTAINABLE TRANSFORMATION



ICAM ANNUAL LAKESHORE CONFERENCE 2026

TOPIC

BREAKING BARRIERS, BUILDING BRIDGES; TEAMWORK AS THE ENGINE OF MALAWI'S SUSTAINABLE TRANSFORMATION



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AGENDA

- **First things first**
- **Modeling Sustainable Transformation using the Balanced Scorecard Model**
- **The people factor in national transformation**
- **Breaking barriers; activating true teamwork**
- **The laws of teamwork**
- **Conclusion**

**WARNING : Without teamwork
and synergies economic
leopards will keep winning**





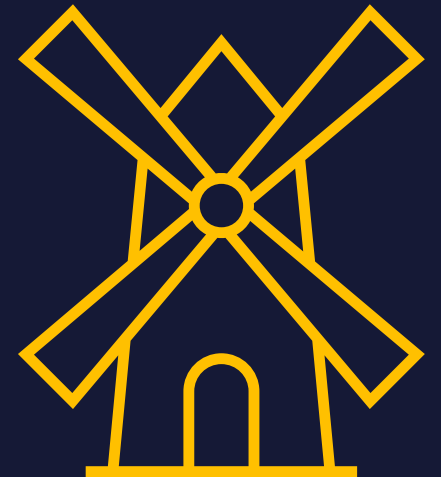
**As long as we keep competing and fighting the economic
Leopard will keep carrying the day**

EXAMPLE FROM WITHIN MALAWI

The boy who harnessed the wind

True life story of William Kamkwamba from Malawi

- **Resourcefulness in Adversity:**
Repurposed materials i.e old bicycle parts and scrap metal to build a windmill.
- **Curiosity and Learning:** He taught himself engineering principles through books and experimentation.



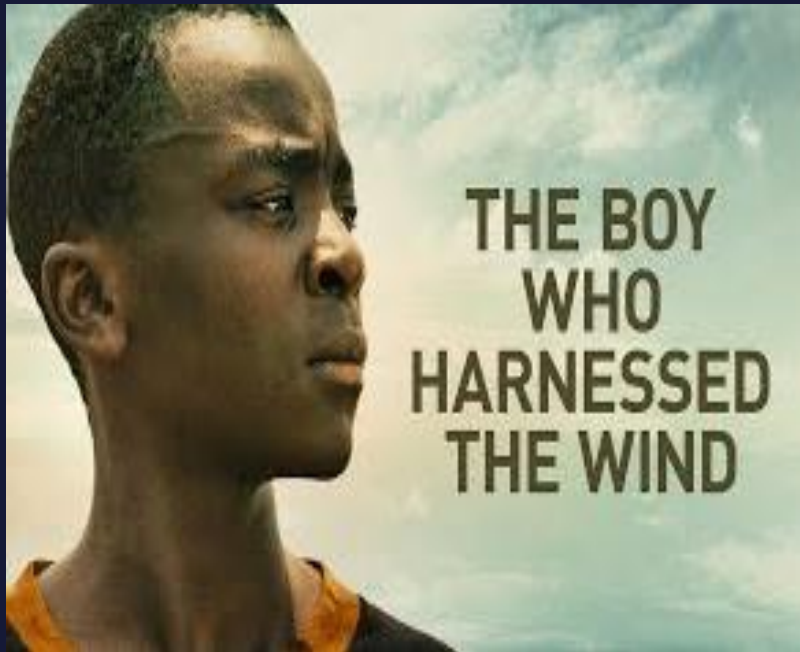
The boy who harnessed the wind

Impact

- Provided his village with electricity
- Transformed lives by enabling access to light
- Improved educational opportunities for the people in the community



SAD FACTS- EVEN THE MAIN FACE IS NO LONGER FROM MALAWI



THE SAD FACTS - CAST

- **Maxwell Simba (plays William Kamkwamba): Kenyan**
- **Chiwetel Ejiofor (plays Trywell Kamkwamba and directed the film): British (of Nigerian descent)**
- **Aïssa Maïga (plays Agnes Kamkwamba): French and Senegalese (born in Senegal, raised in France with Malian/Senegalese roots)**
- **Lily Banda (plays Annie Kamkwamba): Malawian**
- **Joseph Marcell (plays Chief Wimbeh): British (born in Saint Lucia)**
- **Producer ; Andrea Calderwood and Gail Egan.**

GUESS WHERE THE MONEY IS

Executive Producers: Jeff Skoll and Jonathan King (for Participant Media), Joe Oppenheimer (for BBC Films), Natascha Wharton (for the BFI), alongside book authors William Kamkwamba and Bryan Mealer.

- **Production Companies: Netflix, BBC Films, Participant Media, British Film Institute (BFI), and Potboiler Productions**

PART 1- MAKING A CASE FOR THE THEME

UNDERSTANDING THE DYNAMICS OF THE NATIONAL SCORECARD



CORPORATE SCORECARD

Financial

**We are in business to
make money**

Customer

**“Which will come from how we
serve customers**

**Internal
Processes**

**“We serve customers using
core business processes”**

**Learning &
Growth**

**“The culture of our people
determines how the core
processes work?”**

THE NATIONAL SCORECARD

STAKEHOLDERS

FINANCIAL/RESOURCES

CORE PROCESSES

LEARNING & GROWTH

“We want - Sustainable Development and Transformation?” 

Depend on National Resource utilization

Depend on - “Core business and national processes

“Dend on Calibre of teamwork/Synergy”

PART 2 – THE NATIONAL STRATEGY MAP

DEMONSTRATING THE IMPACT OF TEAMWORK OR THE LACK OF IT ON THE NATIONAL SCORECARD



**Development impacts
various stakeholders”**

**Resources utilization
impacts development**

**“Processes Impact
Resource Utilization**

**Teamwork impacts
processes**



STAKEHOLDERS

**Development impact
various stakeholders”**

FINANCIAL/RESOURCES

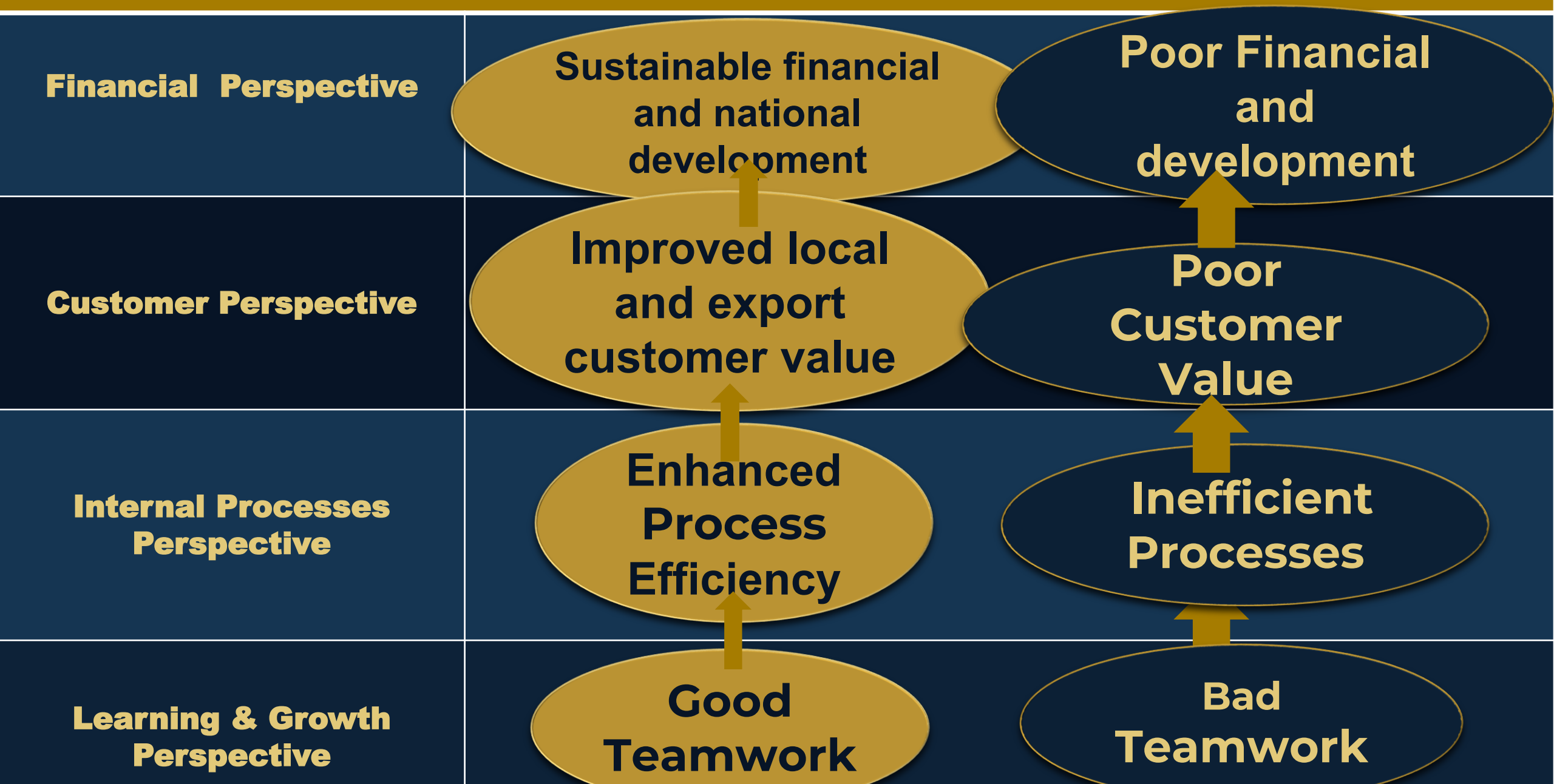
**Resources utilization
impacts development**

CORE PROCESSES

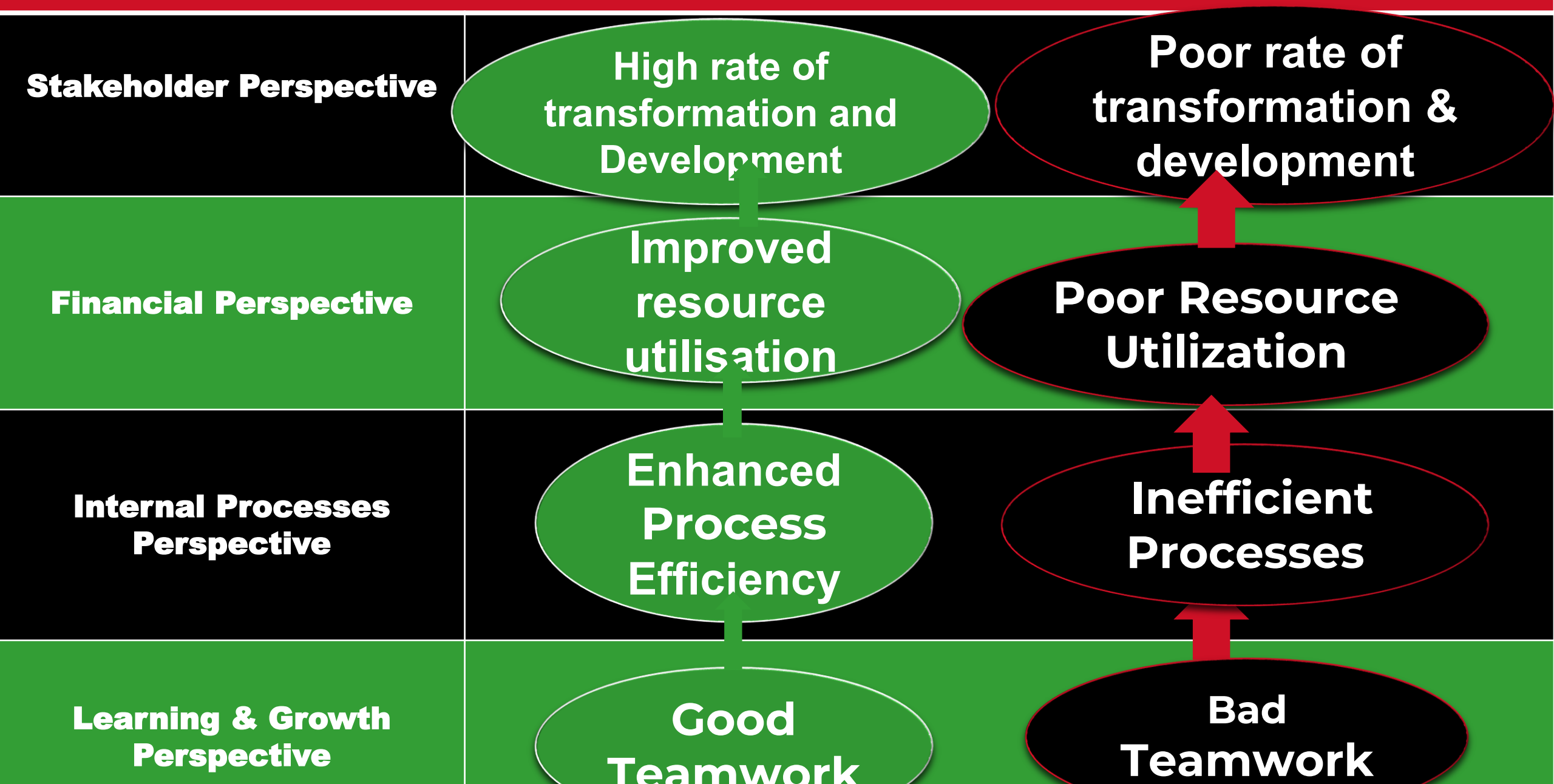
**“Process Impact
Resources
Utilization**

LEARNING & GROWTH

**Teamwork
impacts
processes**



NATIONAL PUBLIC SECTOR STRATEGY MAPS



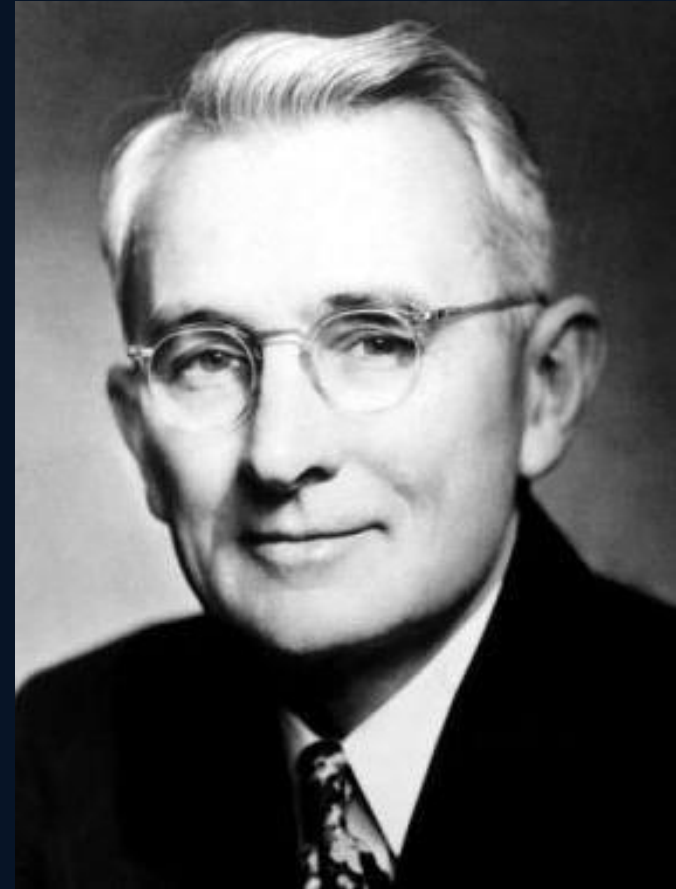
PART 3 – WHY PEOPLE AVOID TEAMWORK



- When dealing with people, remember you are not dealing with creatures of logic, but **creatures of emotion.**”

DALE CARNEGIE

Author of “How to Win Friends & Influence People”



WHY PEOPLE AVOID TEAMWORK

- Beliefs
- Fear of losing control
- Insecurity about their abilities
- Past negative team experiences
- Desire for credit
- Resistance to accountability
- Narrow success and not significance orientation

PART 4 – WHAT HAPPENS WHEN SILOS/BARRIERS EXIST



WHAT HAPPENS WHEN THERE IS NO TEAMWORK

- Weak and inconsistent service/Value delivery
- Inefficient use of resources
- Stifled innovation and slow problem-solving
- Damaged collaboration culture at all levels
- Fragmented national development and slow implementation of MW2063

PART 5 – WHY TEAMWORK IS THE WAY FORWARD



- **Teamwork makes
the dream work**
John C. Maxwell



• Every dream
needs a dream
team to drive it

John C. Maxwell



- Teamwork moves us from private success to **significance**



RELEVANCE TO THE MALAWI DREAM – MW2063

- **Teamwork will make Malawi's dream work**
- **Malawi's dream needs a dream-team**
- **It's time to break barriers and build bridges**



AN EXAMPLE OF A SUCCESS STORIES - TEAMWORK WITHIN MALAWI



SOME OF OUR OFFICIAL SPONSORS ARE ALREADY DOING IT VIA FINTECH SYNERGIES





Breaking Barriers, Building Bridges

**Teamwork as the Engine
of Malawi's Sustainable
Transformation**

Activating Teamwork

From fragmentation to synergy;
the shift starts with **belief.**



2 STEPS TO ACTIVATING

- **Move from tactical to belief-based teamwork**
- **Use the ADKAR framework across Malawi**

CATALYSING BELIEF IN SYNERGIES – THE LAWS OF TEAMWORK



Some Laws of Teamwork

John C. Maxwell



The Law of Significance

One is too small a number to achieve greatness.



The Law of the Chain

The team's strength is determined by its weakest link.



The Law of Mount Everest

As the challenge escalates, the need for teamwork elevates.



The Law of the Compass

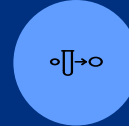
Vision gives team members direction and confidence.

More Laws That Matter



Law of the Niche

All players have a place where they add the most value.



Law of the Catalyst

Winning teams have players who make things happen.



Law of the Price Tag

The team fails to reach its potential when it fails to pay the price.



Law of the Scoreboard

The team can make adjustments when it knows where it stands.

HOW TO PERMANENTLY INTEGRATE TEAMWORK IN MALAWI



A

Awareness



D

Desire



K

Knowledge



A

Ability



R

Reinforcement



PART 5 – TIME FOR CONNECTORS AND NOT CLIMBERS



IT'S TIME FOR Connectors not Climbers

"One of us can never be smarter
than all of us."

Malawi's dream is possible —only
with **CONNECTORS** not **CLIMBERS**



Time for the Connector, Not the Climber

Climbers

- Use people as steppingstones to get ahead
- Ask *"What can you do for me?"*
- Self-focused and transactional
- Build a ladder, not a team
- Success is personal and competitive
- Relationships are tools, not genuine
- Leave people feeling used

Connectors

- Add value to everyone they meet
- Ask *"What can I do for you?"*
- Others-focused and relational
- Build bridges, not ladders
- Success is shared and collaborative
- Relationships are the foundation of everything
- Leave people feeling inspired and valued

CONCLUSION



4 KEY TAKE AWAYS

- **Teamwork will make Malawi's dream work**
- **Malawi's dream needs a dream-team**





**As long as we keep competing and fighting the economic
Leopard will keep carrying the day**

It's time to move from silos to synergies; strategic for Malawi's sustainable transformation

- One of us can never be smarter than all of us put together



Thank You

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