

**COMMONWEALTH PARLIAMENTARY
ASSOCIATION:
ADVANCED PROFESSIONAL
DEVELOPMENT AND SKILLS-BUILDING
RESIDENCY PROGRAMME**

**CAPE TOWN, WESTERN CAPE, SOUTH AFRICA
23 – 28 OCTOBER 2022**

REPORT FROM:

HANNAH BEAZLEY MLA, MEMBER FOR VICTORIA PARK

DIVINA D'ANNA MLA, MEMBER FOR KIMBERLEY

Background

Founded in 1911, the Commonwealth Parliamentary Association (CPA) is one of the oldest established organisations in the Commonwealth. The mission of the CPA is:

"To promote knowledge of the constitutional, legislative, economic, social and cultural aspects of parliamentary democracy, with particular reference to the countries of the Commonwealth."

The CPA represents more than 180 Parliaments and Legislatures in 53 Commonwealth countries, with its network extending to over 17,000 Parliamentarians and parliamentary staff. It is the only Commonwealth organisation to represent national, state, provincial and territorial Parliaments and Legislatures. There are nine regions of the CPA: Africa; Asia; Australia; British Islands and Mediterranean; Canada; Caribbean, Americas and Atlantic; India; Pacific; South-East Asia.

The CPA offers valuable opportunities for Parliamentarians and parliamentary staff to learn from each other, improve best practice through knowledge sharing, and to collaborate on issues and actions of mutual interest.

In 2021, the CPA Parliamentary Academy was established, providing online courses and externally delivered training for Parliamentarians and parliamentary staff. The Academy's residency courses provide face-to-face interactive learning and knowledge-sharing at an advanced level.

On 23-28 October 2022 (inclusive of arrival/acclimatisation and departure days), the CPA Headquarters Secretariat provided its second of two CPA Parliamentary Academy residency programmes for 2022 (the first two of its kind), the Advanced Professional Development and Skills-Building Residency Course. The CPA partnered with the Western Cape Provincial Parliament in the delivery of this programme which took place in Cape Town, Western Cape, South Africa.

Advanced Professional Development and Skills-Building Residency Course

The Advanced Professional Development and Skills-Building Residency Course was an intensive undertaking which required the full commitment of delegates.

This CPA programme examined how Members of Parliament can enhance their soft skills on topics ranging from leadership and strategic thinking to communications and team management. Over five days, delegates developed universal skills that are applicable both in Parliaments and in community work.

The below from CPA Secretary General, Stephen Twigg, summarises it best:

“This programme has been a long time in development. Traditionally, learning and development for parliamentarians has focused around sharing knowledge on the nuances around parliamentary practice and procedure or on awareness raising on thematic topics like Climate Change or Cybersecurity. However, for a long time there has been a prevailing argument that an alternative approach is by enhancing soft skills around communication, planning, time management, people management, creative thinking, etc. Such skills are arguably far more transferable and can support new or experienced parliamentarians in being better prepared to deal with the many challenges that may arise over the course of their careers, whether in parliament or outside the parliamentary sphere. As such, this is the first programme of its kind being offered by the CPA. It is hoped such an approach will garner more complementary skills to support parliamentarians in their incredibly challenging work.”
Stephen Twigg, Secretary-General, Commonwealth Parliamentary Association (Programme Booklet, pg 1)

Over five days, 32 delegates from 16 different Commonwealth jurisdictions developed skills in:

- Leadership and strategic thinking;
- Communicating with confidence;
- Analysis and management skills; and
- How to apply such skills to working in parliament and beyond.

In addition to the above skills, participants established a strong network of peers from across the Commonwealth, who continue to provide each other support and guidance. As delegates, we also gained significant insight into the legislative processes and procedures of the Western Cape Provincial Parliament, and political landscape in Western Cape, South Africa and the wider Commonwealth.

Delegates and Mentors

Jurisdiction	Name	Government/ Opposition	Political Party
Belize	Hon. Luis Alexander Balona MP	Government	People's United Party
Belize	Hon. Senator Elena Smith	N/A	Independent (Trade Union)
The Gambia	Hon. Amie Colley MP	Opposition	Independent
The Gambia	Hon. Sankung Dampha MP	Government	National People's Party
Gauteng	Hon. Nicola Du Plessis MPL	Opposition	Democratic Alliance
Ghana	Hon. Gizella Tetteh-Agbotui MP	Opposition	National Democratic Congress
Ghana	Hon. Dr Kingsley Nyarko MP	Government	New Patriotic Party
Jersey	Deputy Beatriz Poree	N/A	Reform Jersey
Jersey	Deputy Karen Wilson	Government	Independent
Limpopo	Hon. Kedibone Margret Lebea MPL	Government	African National Congress (ANC)
Limpopo	Hon. Dr Sekutu Monica Mochadi MPL	Government	African National Congress (ANC)

Jurisdiction	Name	Government/ Opposition	Political Party
Malawi	Hon. Damson Chimalira	Opposition	Democratic Progressive Party
Malawi	Hon. Brainax Kaise MP	Government	Malawi Congress Party
New South Wales	Hon. Dr Hugh McDermott MP	Opposition	Australian Labor Party
New South Wales	Hon. Felicity Wilson	Government	Liberal Party
Pakistan	Hon. Syed Mustafa Mehmud MNA	Government	Pakistan Peoples Party Parliamentarians
Pakistan	Hon. Senator Saadia Abbasi	Government	Pakistan Muslim League Namaz
Queensland	Hon. Ali King MP	Government	Australian Labor Party
Sri Lanka	Hon. Nipuna Ranawaka	Government	Sri Lanka Podujana Peramuna (SLPP)
Sri Lanka	Hon. Manjula Dissanayake MP	Government	Sri Lanka Podujana Peramuna (SLPP)
Uganda	Hon. Phiona Nyamutoro	Government	NRM
Uganda	Hon. Patrick Okabe MP	N/A	Independent
Western Australia	Divina D'Anna MLA	Government	WA Labor

Jurisdiction	Name	Government/ Opposition	Political Party
Western Australia	Hannah Beazley MLA	Government	WA Labor
Western Cape	Hon. Wendy Kaizer-Philander MPP	Government	Democratic Alliance
Western Cape	Hon. Christopher Fry MPP	Government	Democratic Alliance
Western Cape	Hon. Cameron Dugmore MP	Opposition	African National Congress (ANC)
Western Cape	Hon. Matlhodi Maseko MPP	Government	Democratic Alliance
Western Cape	Hon. Riccardo Mackenzie MPP	Government	Democratic Alliance
Western Cape	Hon. Mesuli Kama MPP	Opposition	African National Congress
Zambia	Hon. Mweemba Malambo MP	Government	United Party for National Development
Zambia	Hon. Brenda Nyirenda	Opposition	Patriotic Front
Alberta	Hon. Nathan Cooper MLP**	Government	United Conservative Party
Kwazulu-Natal	Hon. Notembeko Nothemba Boyce MPL**	Government	African National Conference (ANC)
Western Cape	Hon. Masizole Mngqasela MPP**	Government	Democratic Alliance

Jurisdiction	Name	Government/ Opposition	Political Party
Western Cape	Hon. Beverley Schafer MPP**	Government	Democratic Alliance

** Mentor

The Programme's Facilitator and Trainer was Kathleen (Kate) Faragher of Bespoke Skills. Kate provided exemplary insights and training.

The Programme, Delegates and Mentors were ably supported by CPA Team members:

- Stephen Twigg, CPA Secretary-General;
- Emily Davies, Head of Strategy and Engagement;
- Matthew Salik, Head of Programmes;
- Lydia Buchanan, Deputy Head of Programmes – Bilateral Engagement; and
- Zothile Zondi, Programmes Officer.

Programme Outline

Day 1 – Monday 24 October Study Day & Acclimatisation

- ***Accreditation and Registration***
- ***Study Time and Reading***
- ***Welcome Reception***

The Welcome Reception was held at the Commodore, FNB Portside Building, Cape Town. It was a successful event with delegates seeking out conversation and information from one another.

We were welcomed by Secretary General of the CPA, Stephen Twigg and by the very impressive Hon. Masizole Mngasela MPP, Speaker of the Western Cape Provincial Parliament, who spoke with passion about the importance of democracy and the benefits of kinship through the CPA. Hon. Mngasela also taught delegates the South African practice of "all protocols observed". When saying this, after the MC

of an event has acknowledged all dignitaries in the room the next speaker does not have to also acknowledge this list of people needing acknowledgement, instead saying “all protocols observed”. This is something we are trying to implement at our official events in Western Australia!

Day 2 – Tuesday 25 October

Leadership & Strategic Thinking Skills

- ***Introductions***
- ***Personal Goal Setting***

Kate, the facilitator, engaged all delegates to ponder their own “Priority Wheel”, where we delved into our individual mission, resilience, effectiveness, and productivity. This was a highly helpful session that resulted in many delegates re-evaluating where they were placing their daily efforts.

- ***Leadership Principles and Theories***
- ***Exercise – Leadership in a Parliamentary Context***

This session was led by mentor, the Hon Nathan Cooper MPL, Speaker of the Legislative Assembly of Alberta. This session focussed on what it takes to be a leader in the 21st century – discussing the values, qualities, actions, and knowledge needed to be a leader.

- ***Strategic Thinking and Planning***
- ***Exercise – Strategic Thinking and Planning in a Parliamentary Context***

The Hon. Beverley Schafer MPP, Deputy Speaker of the Western Cape Provincial Parliament, presented to this topic. Together, we discussed our capacity for thinking conceptually, imaginatively, systematically, and opportunistically, and how we can do this to attain success. On the back of the ‘Personal Goal Setting’ session, this was a valuable exercise in refocussing our minds towards how to achieve success in the future as Parliamentarians and for the communities we represent.

- ***Cultural Intelligence and Stakeholder Engagement***

The Hon. Notembeko Nothemba Boyce MPL, Speaker of the Kwazulu-Natal Provincial Legislature delivered a keynote speech about cultural intelligence, stakeholder engagement, leadership and overcoming challenges. This truly was an inspirational talk with the Speaker discussing her personal experience, amongst other things, of dealing with sexism when dealing with local tribes whose leadership, culturally, have historically only dealt with men, with her oftentimes being the first woman they’ve ever dealt with literally and figuratively ‘inside the tent’.

Day 3 – Wednesday 26 October 2022

Communication Skills

- ***Recap of Day 2***
- ***Diplomacy, Influencing and Negotiating***
- ***Exercise – Influencing and Negotiating in a Parliamentary Context***

Led by Kate and supported by Matthew Salik (CPA), delegates were enlightened as to the techniques employed across the private and public sectors to convince people to do things they may not want or need to do, from body language, to sight line, to language used. An example exercise in language use was replacing “but” with “and” when engaging a person in a conversation you wish to be persuasive. This was an educational and enlightening session, giving many delegates new skills in the art of influencing and negotiating.

- ***Campaigning, Messaging and Marketing***
- ***Exercise – Campaigning, Messaging and Marketing in a Parliamentary Context***

Led by the Hon. Nathan Cooper MLA, delegates discussed how to campaign effectively, how to develop a clear and impactful message and how to market that message to a broad audience. The session challenged delegates on how to market themselves within and outside of an electoral period.

- ***Media Engagement in the Digital Age***
- ***Exercise – Media Engagement in a Parliamentary Context***

Facilitated by Kate, delegates delved into how we must consider the best approach, method and consequences of media engagement at both the ‘traditional’ and ‘digital’ levels to ensure our message gets across to the right audience – and to do so while engaging in techniques that avoid potential risk and abuse.

- ***Speechwriting and Speechmaking***

As all delegates were aware, we value the ‘chamber speech’ as a valuable tool in our communications and reputation-management arsenal. In this session, we delved into what characterises a ‘good’ speech, and how they can be written and presented. Many delegates picked up handy tips and tricks.

Day 4 – Thursday 27 October 2022

Analysis and Management Skills

- ***Recap of Day 3***
- ***Research and Analysis***
- ***Exercise – Research and Analysis***

This session was facilitated by Ms Mariam Stuurman, Digital Knowledge and Information Enhancement Officer and Hon. Nathan Cooper MLA. It was impressed on delegates that regardless of the resources and support teams available to them, parliamentarians must be able to undertake research and analysis independently. This is necessary to generate and defend ideas, to scrutinise various government and committee reports, amongst other important needs. Delegates received advice and learned techniques to question assumptions and identify where to source the best information – and how to use it.

- ***Project and Financial Management***
- ***Exercise – Project and Financial Management***

This was an interesting session, learning from other delegates about the level of financial accountability and transparency necessary in their jurisdictions. The authors of this report came to the conclusion that Western Australia has some of the best practices in this space amongst the jurisdictions represented. Also in this session we learned the skills needed to lead and deliver projects and looked at the basics of project management methodologies to help ensure projects can be delivered to time and to budget while also overcoming any potential risks.

- ***People and Team Management***
- ***Exercise – People and Team Management***

Delegates again engaged their 'Priority Wheel', but this time in terms of creating, prioritising and managing team goals and goals we have for our team. In this session we dove into all the various cohorts parliamentarians must engage with and how we can manage these relationships for maximum potential. Teamwork is key to this dynamic and this session examined the best approaches to be employed for success.

- ***Personal Management***

In this session we looked at self-management and how delegates can better manage their wellbeing and health whilst balancing work-life commitments. Delegates delved into coaching and mentoring

techniques and other key approaches to ensure we are better able to fulfil our many and varied roles and responsibilities.

Day 5 – Friday 28 October 2022

Caucus Exercise Day

- ***Recap of Day 4***
- ***Exercise Briefing***

In preparation for our 'exercise' at Western Cape Provincial Parliament, delegates were placed into five thematically based caucuses and were given instruction to plan and launch a campaign. Caucuses strategized, planned and develop their messages in order to complete the following session.

- ***Practical Exercises***

We travelled to Western Cape Provincial Parliament to undertake this session. Four set-piece meetings and engagements were implemented for each caucus, with caucus members dividing themselves between the activities:

1. TV/Radio Interview

Caucus members were interviewed in a TV and/or radio setting, facing intense questioning and utilising the skills developed in previous sessions to do so successfully (or with some degree of success). The authors of this report engaged in this session.

2. Meeting with the Minister

The relevant Western Cape Minister availed themselves to meet with the leader of each caucus to consider incorporating their policy into government strategy.

3. Speech in Parliament

Members of each caucus were given an adjournment debate slot to give a speech in the well of Western Cape Parliament, raising an issue on behalf of the caucus. This was a valuable lesson in the rules, procedures and etiquette of a different jurisdiction's chamber. The authors of this report engaged in this session.

4. Town hall Meeting with CSOs, NGOs and Stakeholders

Caucus members explained to stakeholders their agenda and vision to inspire such entities to join them in their cause.

- ***Caucus Wash-Up Meeting***

Delegates were given the opportunity to evaluate the exercises and to consider how lessons learned could be embedded in our own real-life situations.

- ***Closing Ceremony***

The Closing Ceremony was a wonderful opportunity to come back together as one group and discuss all we'd learned and what we'd gained from the course. We also used this opportunity to exchange numbers and set up a WhatsApp group to continue exchanging news and inspiring one another. This group continues to engage with one another.

Conclusion and Note of Thanks

The Advanced Professional Development and Skills-Building Residency Course proved to be an intensive undertaking, and a most worthwhile one. To concentrate on soft skills was appreciated, and to also get to know, be inspired by, and learn from other Parliamentarians from across the Commonwealth was enlightening, enriching and influential to the authors' work as both parliamentarians and community representatives was invaluable.

The authors thank the Western Australian branch of the CPA for the opportunity to attend this Course and receive our completion certificates to this most worthwhile and personally valued course. It has enhanced us both professionally and personally.