

STORIES OF CHANGE: EVARISTE MBAYELO

Supporting an Emerging Civil Society Leader in the Central African Republic

By Jimm Chick



Evariste Mbayelo is a dynamic civil society leader in the Central African Republic. We accompanied him on his journey by providing leadership development support, as well as organisational development support with his former organisation Initiative pour la Democratie et le Développement Durable (I3D). In this story, Evariste shares how working with Well Grounded over the years has propelled him forward in his career, while enabling sustainable organisational growth, and even inspired him to become an organisational development practitioner himself.

Evariste Mbayelo has become a household name among civil society organisations working in the conservation and environmental protection sector in the Central African Republic.

From his early days working in the non-governmental organisation - Initiative pour la Democratie et le Développement Durable (I3D), Mbayelo acquired skills that enabled him to enjoy a remarkable career progression. This was both within his organisation and within the civil society sector he operates within. He recognises that this success emanates from the leadership development support he acquired from Well Grounded.

Mbayelo took part in a leadership development programme organised by Well Grounded between 2017 and 2018. Also, he actively participated in organisational development sessions led by Well Grounded for the organisation he worked for at the time – I3D.



Evariste with Well Grounded colleagues

These sessions enlightened him on the personal attributes he needs to work with a team. Moreso, he was equipped with organisation development skills and techniques he currently uses to support organisations in the country.

From his role with I3d as Programmes Officer, was later promoted to Programmes Coordinator

Key Information

Country: Central African Republic

Period of collaboration

I3D collaborated with Well Grounded from 2017 to 2020.

Domains of collaboration

Well Grounded supported I3D to conduct an organisational diagnosis, reflect on and develop a strategy, harness the leadership potential of key staff of I3D and develop a resource mobilisation strategy. I3D was also supported to harness its monitoring and evaluation system, and develop a communications strategy, and procedures manual.



in 2020, a position he occupied until he left the organisation in 2022.

According to Mbayelo, “After my experience with Well Grounded, I have become a consultant, an organisation development practitioner.”

“I lead coaching sessions, I support organisations on issues about institutional development”, Mbayelo revealed, adding that he acquired these competencies from Well Grounded.

Interestingly, the skills he gained have shaped him immensely. He acquired both soft skills and key competencies that enable him to effectively support organisations in the country.

Self-development and contribution to I3D

According to Mbayelo, the leadership training equipped him with active listening skills that enhanced his ability to collaborate with his team members:

“After this [leadership] training, I developed a lot of skills in listening, in valuing the point of view of others,” he said.

“After my experience with Well Grounded, I have become a consultant, an organisation development practitioner.”

EVERISTE MBAYELO

This enabled him to build a sense of trust among his team members and foster group cohesion among the organisation’s staff.

“On a professional level, with colleagues, the impact [of his participation in the leadership training] is that I value the team more, the team’s points of view, and there’s a cohesion that’s created and colleagues are more willing to express themselves, to be valued, to take initiatives”, Mbayelo added.

Mbayelo’s personal and professional development was also witnessed by I3D’s Executive Director Zanre, who affirmed that after the leadership training, Mbayelo’s self-confidence improved



Mbayelo facilitating a session for MEFP

“Mbayelo has evolved from a staff member of a leading civil society organisation in his country to a leading practitioner who is at the service of organisations in the conservation and forest governance sector in the Central African Republic.” YVON AMOLET

greatly and he worked to share lessons he learned from the leadership training with colleagues.

Contribution to the growth of civil society in CAR

Mbayelo now supports other organisations in the Central African Republic to identify and address their organisation development challenges.

“... after going through the [leadership] programme with Well Grounded for nine months in 2017-2018, I’ve become a consultant, a specialist, or an organisation development practitioner thanks to this course. I do coach; I accompany organisations on questions of institutional development. These are skills I acquired thanks to Well Grounded,” he said.

This has enabled Mbayelo to be hired by organisations like Bioforce to support capacity-strengthening initiatives for organisations in the country.

He also supported Maison de l’Enfant et de la Femme Pygme (MEFP) to conduct an organisational assessment and support policy development processes.

Yvon Amolet who is a legal officer of the Bayanga office of MEFP shares some of the challenges the organisation faced. Thankfully, Mbayelo guided them to address them.

“He [Mbayelo] worked with us on institutional strengthening. Our organisation, at one time, really lacked resources in terms of institutional strengthening. As a result, policy documents such as the procedures manual and others sometimes needed updating... And, [Mbayelo] helped us to respond to these concerns, to improve our quality,” Amolet explained.

Amolet and the entire MEFP team were satisfied with the support and guidance received from the



Well Grounded team members with I3D staff in Bangui after a working session

recently emerged organisational development practitioner – Mbayelo.

“We were very happy”, stated Amolet talking to their level of appreciation of Mbayelo’s support.

Amolet said Mbayelo had a very professional approach that harnessed a sense of mutual trust.

“That’s what enabled us to move forward with complete openness, fully aware that he’s there to help us, and that we too need to benefit from his presence. So, he had a very dynamic approach, a very participative approach”, Amolet added.

Overall, Mbayelo has evolved from a staff member of a leading civil society organisation in his country to a leading practitioner who is at the service of organisations in the conservation and forest governance sector in the Central African Republic. In this role, he helps organisations to be more robust, credible and efficient in their operations.

The author

These stories were collected and written by Jimm Chick, an organisation development and communication specialist, based in Yaounde, Cameroon.

