

Malawi what's next?

A call to Action

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Background

King's Real Estate Ltd started in November 2016 with a first seminar under the title: "Business to Empower People" with artisans from Lilongwe. The artisans were enthusiastic. The seminar showed them how their traditional, mostly unconscious ways of thinking hindered their desire to build successful businesses. The video "The Worldview Tree" illustrates the way we work in the seminars¹

It was a good start, we learned a lot, but the majority of business and social leaders, to whom

we had also reached out, did unfortunately not follow the invitation. We had more seminars since, but it seems we failed to bridge the social gaps. However, we are convinced, that if Malawi is really to change, it needs leaders from all walks of life, to rethink together their Worldview.

In December 2017 we held a seminar with MCP politicians. It was a highlight! Their discoveries were not much different from those of the artisans in previous seminars. This encouraged and convinced us even more, that it is worthwhile to build bridges across all social classes with our seminars.

In 2018 we started with a lot of optimism and were convinced that seminars with a broader base and more impact would now be possible.

A Deeper Level

We act the way we think. Unfortunately, most people aren't aware of how they think, and follow their unconscious thought patterns. The urgent is constantly pushing its way before the important. In this way we deprive ourselves of the possibility to recognize what is really important for us and our children. In all the years I have dealt with worldview, I have experienced that many starting to ask the hard questions and engage in a real process of change. Most people however, are busy trying to quench the immediate fires of daily challenges and hence never advance to the investigation of their worldview, which is at the roots of all their actions.

Why This Essay?

This year I realised something shocking. When an African stands on a pulpit in Europe, he usually says: "You Europeans have the watches, we have the time". I have doubted this statement for some time and became convinced that Africa has no time to lose! The French book by Stephen Smith entitled "La ruée vers l'Europe"² has opened my eyes anew to the demographic changes that are taking place in Africa. The book is in French but there is a video³ where Smith presents his arguments in English. After reading the book, I wanted the facts. Especially of course the numbers about Malawi. On the UN website I found detailed data⁴. A look at the series of numbers is illuminating!

Every year the population of Malawi is growing by 500'000! Ten years ago, it was 400'000. With an increase in birth rate of 47'000 babies per year, Malawi has 47'000 additional learners in each grade. If Malawi wants all this children to go to school for ten years, in classes with a maximum of 50 pupils, then Malawi needs an additional 9400 teachers every single year!⁵ Just to cover population growth. The website www.population.city⁶ processes the UN data. According to this data, 55% of the Malawian population is less than 20 years old, 10.5 million young people! Twenty years ago, this was the number of the entire population of Malawi! This facts have pushed me to this essay.

What's next for Malawi? As King's Real Estate, we asked that question again and again. How can we best serve Malawi? If we consider the change that is taking place right now, then a few well-intentioned seminars are far from enough! We should start to think bigger.

What Won't Work

Whoever tries to satisfy the needs of this growing population will fail. This is a bottomless pit!

I hear what presidential candidates are promising their people. More than they will be able to achieve, and yet it is too little! No government in the world can meet these needs!

More young people will try to emigrate to Europe. It will be very painful for them to adapt, and it will only work for a few hundred million people, but it will not solve the problem!

The aid industry will not solve the problem. More of the same like in the last 50 years will not bring change. And the needs will explode. Another approach is needed.

King's will not solve the problem. Good intentions are not enough. A few more seminars won't make much difference. In the meantime, the problems will outgrow us.

Money will not be the solution. It will be expensive, but money alone is usually more part of the problem than of the solution.

Then what?

The Problem Is The Solution

Imagine: 55% of the population under the age of 20! Powerful, beautiful young people full of expectations for their lives! Let us help them to take responsibility and transform their Malawi positively. To achieve that, they need protection, trust, vision, training and God's grace.

Empower People

People are born to be problem solvers! I admit, that's a biblical concept, and many young people have never heard of it. That is why we need a lot of seminars about how we think about ourselves and how God thinks about us. Created in the image of God and loved by God, even before we were a thought. The story starts in a garden and ends in the new Jerusalem, coming down from heaven. Without an understanding that we can and may shape this planet, young people will not develop visions for a successful life and good business ideas. Fear will only lead to manipulation and oppression.

What made the Reformation so influential in Europe? The Word of God was made accessible to everyone by translating the Bible into vernacular languages and introducing compulsory education. But at least as important was that everyone was given the responsibility to examine their own lives before God, to know the truth and take responsibility for oneself, one's family and the society.

Learning Teams

There is no time to loose. Malawians have to discover the real purpose of teamwork! Business is about people, family is about people. Where ever we live and work together, there is an opportunity to learn, to be trained and to train. Schools are important, Universities as well but pure teaching can only give a first understanding of the concept. If the learned truth is not implemented and lived, then it dies again. I am observing this at every turn in Africa. There is a lot of knowledge in people's heads, but it is not lived out. We are designed, to learn in teams. Word and work have to become a unit. It is very powerful when what we say happens.

Grass-root Movements

A movement is something different than a school class. You're in a movement because you want to make a difference. It is an association of people who do not want to wait for others to help them. A self-help organisation. The movement provides its members with tools that help them to change their environment in a positive way. A movement can formulate helpful guidelines that help members achieve their goals, follow words with deeds.

One movement will not be enough. It will need movements with specific goals for specific problems in society.

Models

Human beings are much better at copying than creating something new. Therefore, communities that exemplify life-affirming values are so valuable. Not because they are better than others, but because they can practically encourage many to do the same. A movement begins with prototypes, and prototypes produce movements. Both are essential.

At this point, everyone in their organization can begin to become a learning, life-transforming team today. King's Real Estate, wants to be a life transforming organization. The design of our value base expresses this⁷. Last but not least here we need God's grace!

Summary

To sum up, I conclude with a few practical suggestions.

- Empower People. If we do not succeed in enabling the people to shape the destiny of their nation, it is a disaster.
- Rethinking and continual learning and teaching each other is key: Training and serving is the order of the day. I suggest that every professional, every civil servant trains at least one person from now on and passes on his knowledge.
- These processes are facilitated through seminars and solid media work. People need to hear the vision of their new Malawi again and again.
- Pray for God's grace and protection! Malawi is also home to spiritual powers that want to see people trapped in fear. They will not stand passively at the sideline during the liberation.
- Ask yourself, what is your practical suggestion in a nutshell?
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Closing Remarks

While I was thinking about these things for the last few weeks, some verses from the Bible were given to me in this order on different days.

1. Samuel 3.9: Speak, Lord, for your servant is listening.

Samuel was very young as God started speaking to him. The young people of our days are able to hear the voice of God, if we trust that they can, and if we guide them.

Psalm 65.7: who stilled the roaring of the seas, the roaring of their waves, and the turmoil of the nations? Lukas 8.24+25: Jesus got up and rebuked the wind and the raging waters; the storm subsided, and all was calm. Where is your faith?

Lukas 8.24 is one answer to the question in Psalm 65.7: Jesus has the power to calm not only physical waves, but also the spiritual waves of the nations. Let us have faith, that Jesus, in collaboration with us, will calm the Malawian waves.

Matthew 10.9+10: Do not get any gold or silver or copper to take with you in your belts, no bag for the journey or extra shirt or sandals or a staff, for the worker is worth his keep.

We have what we need to do the job, we don't need an other 5 year university training. We are called to take the risk to enter the best school ever: real live! And God will teach us together. We will depend on Him, and He will heal Malawi through us. Where is your faith?

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- 1 Video "The Worldview Tree" https://www.youtube.com/watch?time_continue=7&v=5XXW7yLz8HQ
- 2 Book by Stephen Smith, "La ruée vers l'Europe, La jeune Afrique en route pour le Vieux Continent" EAN : 9782246803508
- 3 Stephen Smith explains his main observations. text and video in English: <https://jhfc.duke.edu/africas-scramble-for-europe/>
- 4 UN datas about population development in all countries of the world: [https://population.un.org/wpp/DVD/Files/1_Indicators%20\(Standard\)/EXCEL_FILES/1_Population/WPP2017_POP_F01_1_TOTAL_POPULATION_BOTH_SEXES.xlsx](https://population.un.org/wpp/DVD/Files/1_Indicators%20(Standard)/EXCEL_FILES/1_Population/WPP2017_POP_F01_1_TOTAL_POPULATION_BOTH_SEXES.xlsx)
- 5 Based on UN data: average births increase in the period 2000 to 2015: 47109. Devided by 50 equal 942 school classes of 50 students, time 10 grades equal 9422 additional teachers and classrooms.
- 6 UN data illustrated: <http://population.city/malawi/>
- 7 Excerpt from the staff policies (work in progress) of King's Real Estate Ltd:

- Introduction

Let me begin with this fundamental statement of Moses (Deut. 30.19): "I have set before you life and death, blessings and curses. Now choose life, so that you and your children may live". We have to make this choice every day, sometimes more than ones. We live in a fearsome world. Negative, frustrating things keep happening that tempt us to choose fear and death in our emotions, thoughts and actions. If we do not consciously choose life, we are already on the road to death.

Building up communities of life takes time, to destroy them, a blink of an eye! It is a very precious good that needs our love and compassion. Let us be careful! A learning team is always vulnerable, both from the inside and from the outside.

- Values

- We trust each other
 - Trust is an investment and risky. If we don't give a leap of faith, we will not enter the process.
 - Trust is also a fruit. When trust is regained, it will grow.
- We create clear agreements
 - Good governance is all about creating good agreements, understood and lived out by every team member.
 - Good agreements build trust.
- We respect and love each other
 - Every team member is a unique person, created in the image of God, loved by God, regardless of his performance.
 - We are different and it takes an effort to understand each other, but in diversity, in complementing each other, there is a great power hidden.
- We serve each other (learn to work and function as a team)
 - share ideas – everyone has contributions. Respect each other, create a climate of trust. Be honest to each other.
 - take ownership – everyone has tasks, next steps to take. Help each other to face them by setting goals, discussing difficulties.
- We are a learning organisation
 - everyone is learning
 - No one within the company is simply employed to do a job. Everyone can improve in his or her field of expertise, or learn new things.
 - everyone is teaching
 - The best way to learn, is to teach. We build up people. An Organisation can not grow faster then she is building up people. We strive for every professional to have at least one apprentice/intern to train.
- We embrace change
 - Word and work are a unit. Learning without implementation makes no sense.
 - Scale the wall (Psalm 18.30). Step by Step, little by little. Learn the politic of small steps. Rome was not built in a day. As a team we are together daily. The most important thing is to move sustainable, not to move fast.
- We fight frustrations.
 - We celebrate success. Mention it if change has positive effects.
 - We confront flops and learn from them. What went wrong? Why did it not work? Face the problem bud don't blame people! Love the person but hate sin.
 - We sharpen and rediscover the vision, over and over again (2. Kings 6.1-7)
- We resolve conflicts
 - Where people work together, there are conflicts. Take them as a opportunity to grow. Iron sharpens iron, so one person sharpens another (Proverbs 27.17). We don't leave them grow in secret!
 - Talk to the person in private. Send clear I-messages. (Mt. 5.23-25)

- If there is no change, confront the person in the leadership. (Mt. 18.15-19)
- If after all someone is not willing to learn, maybe it is better, he/she leaves the team.