

A. Personal Details:

1. Name and Surname: Casserdy Magaya
2. Age: 39 years
3. Nationality: Zambian
4. Address: P. O. Box 50091, Lusaka
5. Application as: African Leader

B. Background, Motivation, Vision

1. **Background**

After finishing my Secondary School in 1995, I trained in Metal Fabrication and Welding from 1998 to 1999 at Kabwe trades Training Institute. In 2000 I joined Disacare Wheelchair Centre as a workshop assistant in the wheelchair production workshop.

In 2002 I went to Tanzania to train in Wheelchair Technology at Tanzania Training Centre for Orthopaedic Technologists (TATCOT) for 1 year. When I came back I became the Training Coordinator for the Wheelchair Training Programme. This was a programme which was funded by the Finnish Association of People with Disabilities (FPD). Because of this role I trained in Teaching Methodology in 2010 as this is a prerequisite by the Zambian Government that all personnel involved in teaching should have this qualification. My responsibilities as Training coordinator were as follows:

2003-2007 Disacare Wheel Chair Centre Trust Training Coordinator

Organised trainings for people from within and outside Zambia

- ✓ Identifying trainees which involved travelling to their countries and meet them discuss with them to find out if they have interest in wheelchair technology
- ✓ Communicating with them
- ✓ Organising their travels (road & air) from their countries and back after trainings
- ✓ Involved in actual trainings
- ✓ Conducted post training visits in their respective countries' workshops
- ✓ Advising specific workshops on right tools
- ✓ Training people to assess and prescribe other disabled people for appropriate mobility aids on behalf of the Zambia National Association of the Physically Disabled (ZNAPD)
- ✓

2008 – Date Production manager (Wheelchair Production Workshop)

- ✓ Led a production team of 15 people (both able bodied and disabled) involved in fabrication, spray painting and assembling
- ✓ Negotiating skills-became the production manager at the time when there were no salaries to pay people at the right time.
- ✓ Made people understand the situation and able to work for two years until business came back to normal and they started getting salaries accordingly.
- ✓ Assessing disabled people and recommending (prescribing) appropriate mobility aids.
- ✓ Supervising the purchasing and stores office, ensuring materials are bought on time.

2009 – 2011 Disacare Revitalisation Project-Project Coordinator

- ✓ Prepare annual plans
- ✓ Prepare quarterly requisitions (financial & narrative) in collaboration with the accountant
- ✓ Prepare quarterly reports (financial & narrative) in collaboration with the accountant
- ✓ Updating the funders on progress of the project activities

- ✓ Explaining any misunderstandings to the funders and make them understand or get the true picture of things on ground
- ✓ Preparing annual financial & narrative reports in collaboration with the accountant
- ✓ Ensure project activities are done according to plans.

I am currently acting book keeper and I do Banking and maintaining cash book.
I am studying Foundations in Accountancy (FIA) under ACCA.

2. Motivation and Vision

I want to be able to help others as well from my own resources directly or by starting introducing some projects. I also get motivated when I see others happy in their life because my input. My motivation is getting paid after I have done my work. This helps me concentrate at work because I will have attended to other needs by using my pay. I get motivated as well when I see the people I supervise working according to schedule and customer specification as well as without or with minimal supervision. I get motivated when I see progress in my targets, e.g. I trained people in making wheelchairs and I find them continuing later on without problems. Successful business people motivate me with their success. I am also motivated by passionate people.

My vision is to work for a bigger company in accounts or operations dept and acquiring more experience which will lead me forming my own company and be able to employ other people.

Due to my background my main interest is in metal works, i.e. making peculiar designs fencing for homes and companies. My initial training and the current one (accounts) and working experience will enable me run a company. I also expect to share ideas with others who can advise. Such people as I meet in places like at this conference.

3. How have you showed ...

**... the ability to excel and to move beyond challenging circumstances
... any exemplary services to your community,
which are evidence of your potential to effect positive and lasting change?**

Though I work for a small organisation my ability to deliver has made me to progress from being a workshop assistant to the production Manager surpassing many people that I found at the organisation. Tasking me with various responsibilities as shown in my background is another evidence of ability to perform.

When I joined the organisation most works on the products were of lowest quality. After getting trained in Tanzania I have contributed to improvement of quality for our products as well services. We are now able to assess people with different disabilities and prescribe and make the appropriate mobility devices for them.

I have been involved in training local disabled how to assess their fellows so that when they get money from their sponsors they just fill in forms and then we are able to make wheelchair according to their assessments as opposed to me always travelling to assess them. When I look back at how we used to have problems in making wheelchairs according to user's disabilities, I feel I have shown my willingness and capability to deliver. I act in the absence of my Director.

4. What do you expect from the conference as relevant to your current needs?

I expect to learn a lot of things from the presenters as well as fellow participants. Topics like Empowerment and Leadership and integrity interest me. I expect to create a wider connections base through the people I meet at the conference. My expectation is that through these contacts I will reach the right people or organisations to help me achieve my dreams one day.

5. How do you anticipate nature, scope and impact of your vision over the next 10 years?

With my dreams getting fulfilled I see myself facilitating in job creation which would help both youth and adults earn a livelihood. Starting one company to a group of companies will impact by improving the economy of my country and even continent.