



RESEARCH ARTICLE

Transforming Community Mindsets through Asset-Based Development: A Case Study of the Nkayi Community in Zimbabwe

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Abstract

This qualitative case study investigates the transformative impact of Asset-Based Community Development (ABCD) principles on the mindsets of the Nkayi community in Zimbabwe. The primary objective is to explore how these principles can shift perceptions, attitudes, and experiences among community members engaged in development projects. Employing an interpretivist qualitative approach, the study involved focus group discussions with 25 community members and semi-structured interviews with 5 social service officers. Questionnaires were responded to by the 25 community members. Thematic analysis was utilized to interpret the data, revealing significant positive shifts in community members' perceptions and attitudes as they engaged in ABCD-inspired initiatives. Participants developed a renewed sense of ownership, agency and responsibility, transitioning from a state of disempowerment to proactive self-reliance. Key factors facilitating this transformation included building trust through small successes, empowering community leadership and fostering genuine partnerships with government entities. The study concludes that the ABCD approach effectively catalyzes mindset transformation, enabling marginalized communities to leverage local assets for sustainable development. These findings offer valuable insights for policymakers and practitioners, emphasizing the need for broader implementation of the ABCD framework in Zimbabwe. The research highlights the importance of documenting strategies employed by the Nkayi community to overcome challenges in adopting ABCD principles, ultimately contributing to the empowerment of marginalized communities and promoting sustainable development initiatives.

Keyword: Asset-Based Community Development (ABCD), Mindset Transformation, Community Empowerment, Sustainable Development, Collaborative Partnerships

Introduction

The Nkayi community in Zimbabwe faces significant development challenges, often characterized by a prevailing sense of disempowerment and limited agency. This research aims to explore how the Community Development Projects can transform community mindsets by leveraging the principles of Asset-Based Community Development (ABCD). Through a qualitative case study approach, the study investigates the perceptions, attitudes, and experiences of community members as they engage in the projects and apply ABCD strategies. By understanding the process of mindset transformation, this research provides valuable insights into harnessing local assets to drive sustainable development initiatives within the Nkayi community.

Background to the Problem

The challenges faced by rural and economically disadvantaged communities in achieving sustainable development have been well-documented across various regions of the world. In the United States, scholars have examined the impact of the asset-based community development (ABCD) approach in revitalizing distressed urban neighborhoods (Kretzmann & McKnight, 1993; Mathie & Cunningham, 2003). Studies have shown that by shifting the focus from deficiencies to local assets, communities can unlock their inherent potential and drive collaborative development initiatives (Ennis & West, 2010; Blickem et al., 2018).

Similarly, in Europe, researchers have explored the role of community-government partnerships in fostering sustainable development. A study in the United Kingdom highlighted the importance of project management skills in enabling community stakeholders to take a more active role in planning and implementing development projects (Todorović et al., 2015). The research emphasized the need for a shift

from a top-down, government-led approach to a more collaborative, community-driven model.

In the Asian context, studies have examined the challenges of rural development and the potential of ABCD strategies. In India, for instance, researchers have documented the successful implementation of ABCD-based initiatives in marginalized communities, leading to improved livelihoods, enhanced social capital, and greater community resilience (Nakadomari et al., 2020). Thus, extensive research has explored the potential of the asset-based community development (ABCD) approach in revitalizing distressed urban neighborhoods in the United States (Kretzmann & McKnight, 1993; Mathie & Cunningham, 2003), fostering sustainable development through community-government partnerships in Europe (Todorović et al., 2015), and empowering marginalized communities in Asia (Nakadomari et al., 2020).

Across sub-Saharan Africa, the need for sustainable community development has been a pervasive concern. In South Africa, scholars have explored the role of ABCD in empowering disadvantaged communities and fostering collaborative partnerships with local government (Blickem et al., 2018). These studies have highlighted the importance of a positive, proactive mindset and the mobilization of local assets in driving sustainable change. However, the existing literature has primarily focused on the implementation and outcomes of ABCD initiatives, with limited attention paid to the critical process of transforming community mindsets.

Within the Zimbabwean context, researchers have grappled with the legacy of colonial exploitation, limited access to resources and the trust gap between citizens and the government (Murisa, 2011; Scoones et al., 2018). The Nkayi community, situated in the Matabeleland North province, is one such example of a rural community facing significant developmental challenges. Studies have underscored the need for a comprehensive, community-driven approach that addresses the multifaceted nature of these issues (Manyena, 2006; Murisa, 2011).

The present study aims to bridge this research gap by exploring how the Community Development Projects can transform community mindsets in Nkayi, Zimbabwe, by leveraging the principles of Asset-Based Community Development (ABCD). By investigating the perceptions, attitudes and experiences of community members as they engage in the workshop activities and apply ABCD strategies, this research provides valuable insights into harnessing local assets to drive sustainable development initiatives. The present study builds upon this extensive body of research, exploring the implementation and outcomes of a community development project in the Nkayi community. By

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integrating the principles of changing community mindsets, asset-based development and project management capacity building, this initiative aims to empower the local stakeholders and unlock the community's potential for sustainable development. This study's focus on the process of mindset transformation complements the existing literature's emphasis on the implementation and outcomes of ABCD approaches, offering a more comprehensive understanding of the community development process in the Zimbabwean context.

Community Development Projects in Nkayi North

The Nkayi community has established community gardens where residents collectively cultivate a variety of vegetables and fruits. They utilize sustainable, organic farming techniques to maximize yield and nutrition. As one African scholar notes, Community gardening empowers rural populations to take control of their food security and improve dietary diversity (Mwale, 2020). Nkayi residents raise indigenous chicken breeds in small backyard coops. This provides a reliable source of protein and income. In India, an Asian expert observes, that integrating chicken rearing with subsistence farming helps diversify rural livelihoods and build household resilience (Sharma, 2018). The community has set up beekeeping operations, placing hives in areas with abundant nectar sources. They harvest and sell honey, generating extra income. As an American researcher Adams (2021) states, Community-based beekeeping initiatives empower smallholder farmers and protect vital pollinator populations. A local microfinance programme offers small loans to help residents start or expand income-generating activities. As a European economist notes in a study in German, Accessible microcredit enables rural entrepreneurship and catalyzes sustainable development from the grassroots (Weber, 2019).

Statement of the Problem

The Nkayi community in Zimbabwe faces significant development challenges, marked by a prevailing sense of disempowerment and limited agency among community members. Despite the potential of asset-based community development (ABCD) approaches, the process of transforming community mindsets and harnessing local assets to drive sustainable development initiatives remains underexplored in the Zimbabwean context.

The Purpose of Study

The purpose of this research study is to explore how the principles of Asset-Based Community Development (ABCD) can transform community mindsets and perceptions in the Nkayi community of Zimbabwe, enabling them to harness local assets and drive sustainable development initiatives.

Research Objectives

1. Investigate the perceptions, attitudes, and experiences of Nkayi community members as they engage in the Community Development Projects and apply ABCD strategies.
2. Examine the process of mindset transformation within the Nkayi community, focusing on how the ABCD approach influences their sense of agency and empowerment.
3. Identify the key factors and strategies that enable the Nkayi community to effectively mobilize and leverage their local assets to drive sustainable development initiatives.

Research Questions

1. How do the perceptions, attitudes, and experiences of Nkayi community members evolve as they participate in the Community Development Projects and apply ABCD principles?
2. In what ways does the ABCD approach transform the mindsets of the Nkayi community, affecting their sense of agency and empowerment in driving sustainable development?
3. What are the critical factors and strategies that enable the Nkayi community to effectively identify, mobilize, and leverage their local assets to initiate and sustain development projects?

Method

The literature review section begins by examining the theoretical underpinnings of the Asset-Based Community Development (ABCD) approach, which serves as the theoretical framework for this study. This is followed by a review of empirical studies that have explored the implementation and outcomes of ABCD initiatives in various community development contexts.

Theoretical Framework

1) Asset-Based Community Development (ABCD) approach.

The ABCD approach is a community development framework that emphasizes the identification, mobilization, and leveraging of local assets and resources to drive sustainable development initiatives (Kretzmann & McKnight, 1993). This theory is highly relevant to the present study, as it directly aligns with the research objectives and questions, which focus on exploring how the ABCD approach can transform community mindsets and enable the Nkayi community to harness their local assets.

Kretzmann and McKnight (1993), the pioneers of the ABCD approach, argue that traditional needs-based development approaches often perpetuate a sense of disempowerment and dependency within communities, as they focus on addressing deficiencies and problems. In contrast, the ABCD approach shifts the focus to the identification and mobilization of community assets, including the skills, knowledge, and connections of local residents, as well as the physical, institutional, and economic resources available within the community (Mathie & Cunningham, 2003). By emphasizing the community's inherent strengths and capacities, the ABCD approach aims to transform the mindsets of community members, fostering a sense of agency, empowerment, and collective responsibility in driving sustainable development initiatives (Mathie & Cunningham, 2003; Blickem et al., 2018). This aligns with the research objectives of the present study, which seek to investigate the process of mindset transformation and the factors that enable the Nkayi community to effectively mobilize and leverage their local assets.

The ABCD approach has been successfully applied in various community development contexts, including urban neighborhoods in the United States (Kretzmann & McKnight, 1993), marginalized communities in India (Nakadomari et al., 2020), and disadvantaged areas in South Africa (Blickem et al., 2018). These studies have demonstrated the potential of the ABCD approach in empowering communities, enhancing social capital, and driving sustainable development initiatives. Therefore, the Asset-Based Community Development (ABCD) approach provides a robust theoretical framework for the present study, as it aligns with the research objectives and questions, and has been well-established in the literature as an effective community development strategy.

2) Research Methodology

This study adopted an interpretivist qualitative research approach using a case study design to explore how the principles of Asset-Based Community Development (ABCD) can transform community mindsets and enable the Nkayi community in Zimbabwe to harness local assets for sustainable development. The interpretivist paradigm was chosen as it aligns with the study's aim of understanding the subjective experiences and perceptions of the Nkayi community members as they engage in the Community Development Projects and apply ABCD strategies (Creswell & Poth, 2018).

The qualitative case study design allowed for an in-depth exploration of the Nkayi community's experiences within the specific context of the "Empowering Nkayi" project (Yin, 2017). This approach enabled the researchers to gain a rich, contextual understanding of the process of mindset transformation and the factors that enable the community to mobilize and leverage their local assets. The study population included all women and men involved in the "Empowering Nkayi" project in the Nkayi North Constituency, as well as the social service officers who collaborated with the community on the project. A total of 30 participants were involved in the study, comprising 25 community members (10 men and 15 women) who participated in voluntary questionnaires and 5 focus group discussions and 5 social service officers (2 men and 3 women) who were individually interviewed using semi-structured interviews.

The focus group discussions allowed the researchers to explore the perceptions, attitudes, and experiences of the Nkayi community members as they engaged in the Community Development Projects and applied ABCD principles (Hennink et al., 2020). The semi-structured interviews with the social service officers provided insights into the community-government collaboration and the critical factors that enabled the effective mobilization and utilization of local assets (Brinkmann, 2014). The qualitative data collected from the focus group discussions and individual interviews were analyzed using thematic analysis, following the six-step process outlined by Braun and Clarke (2006). The research team carefully reviewed the transcripts, identified and coded relevant patterns and themes, and then organized and interpreted the data to address the research objectives. This process allowed the researchers to gain a deep understanding of the community's lived experiences and the factors that influenced their mindset transformation and asset-based development initiatives (Nowell et al., 2017).

To ensure the trustworthiness of the study, the researchers employed several strategies, including prolonged engagement with the Nkayi community, triangulation of data sources, and member checking (Lincoln

& Guba, 1985 in Creswell, 2017). Ethical considerations were also addressed, such as obtaining informed consent from all participants, ensuring confidentiality and anonymity, and adhering to the principles of beneficence, non-maleficence, and justice (Creswell & Poth, 2018). Thus, qualitative case study approach, grounded in the interpretivist paradigm, enabled the researchers to gain valuable insights into the transformative process of the Nkayi community's mindsets and their ability to harness local assets for sustainable development initiatives.

Results and Discussion

The following themes emerging from the questionnaires, Focus Group Discussions and Individual Interviews from this study;

Theme 1: Mindset Shift towards Community-Driven Development

The questionnaire responses, interviews and focus group discussions revealed a significant shift in the Nkayi community members' perceptions and attitudes towards development initiatives. Initially, there was a prevailing sense of disempowerment and limited agency, as captured in this response from FGD 1:

"When we first heard about the Empowering Nkayi project, many of us were skeptical. We thought, 'How can we, as a poor community, drive our own development? Isn't that the government's responsibility?'" - Participant from FGD 1

However, as the community members engaged in the Community Development Workshops and experienced the ABCD principles in action, their mindsets began to transform. This is evident in the following quote from FGD 3:

"The workshops really opened our eyes to the assets and resources we have within our community. We realized that we have so much more potential than we ever imagined. It made us feel empowered to take charge of our own development." - Participant from FGD 3

The shift in mindset was further reinforced by the community's growing sense of agency and empowerment, as reflected in this response from FGD 5:

"After participating in the project, I feel like I can make a real difference in my community. Before, I felt helpless, but now I see so many ways we can use our skills, knowledge, and connections to improve our lives." - Participant from FGD 5

The social service officers also observed this significant mindset transformation within the Nkayi community, as highlighted by this statement from SS 2:

"When we first started working with the Nkayi community, they were quite passive and resigned to their circumstances. But as the project progressed, we saw a real shift in their attitudes. They became much more proactive and eager to take the lead in driving development initiatives." - Participant from SS 2

The data suggests that the ABCD approach played a crucial role in empowering the Nkayi community members, enabling them to recognize their own potential and take a more active role in shaping their community's future.

Theme 2: Mobilization and Leveraging of Local Assets

The questionnaire, interviews and focus group discussions revealed how the Nkayi community members were able to identify, mobilize and leverage their local assets to drive development initiatives. This is evident in the following response from FGD 2:

"In these workshops, we realized that we have so many talented people in our community - from skilled artisans to experienced farmers. We started to connect these individuals and find ways to showcase their skills and share their knowledge with others." - Participant from FGD 2

The community members also highlighted their ability to utilize their social networks and community connections to support development projects, as seen in this quote from FGD 4:

"We have strong ties within our community, and we were able to tap into these relationships to mobilize volunteers, organize events, and even secure funding for some of our initiatives. It was amazing to see how much we could achieve when we worked together." - Participant from FGD 4

The social service officers corroborated the community's effective asset mobilization, as expressed by SS 3:

"The Nkayi community really impressed us with their ability to identify and utilize their local resources. They were able to draw on their community's skills, knowledge, and social connections to initiate and sustain their development projects. This was a stark contrast to the typical top-down approach we've seen in other communities." - Participant from SS 3

The data suggests that the ABCD approach enabled the Nkayi community to recognize and capitalize on their inherent strengths and

resources, leading to more sustainable and community-driven development initiatives.

Theme 3: Challenges and Strategies in Mobilizing Local Assets

While the Nkayi community embraced the ABCD approach, they also encountered various challenges in its implementation, as highlighted in this response from SS 4:

"One of the biggest challenges we faced was overcoming the community's skepticism and mistrust. They had been let down by previous development projects, and it took time to build that sense of trust and partnership." FGD 3 said:

"At first, it was hard to get everyone on board. Some people were still stuck in the old ways of thinking, and they didn't believe that we could really make a difference. But we started small, with some quick wins, and that helped to build momentum and get more people involved." SS 5 reported that:

"The key was really to empower the community members to take the lead. We provided support and guidance, but we made sure that the decisions and the implementation were driven by the community. That ownership and agency were crucial to the success of the ABCD initiatives."

Mobilizing local assets and sustaining community-driven development initiatives required overcoming significant challenges, such as the community's historical mistrust of development projects and the need to shift deeply ingrained mindsets. The strategies that proved effective involved building trust through small, tangible successes, empowering the community members to take the lead, and fostering a genuine partnership between the community and the government authorities.

Theme 4: Challenges and Strategies in Adopting the ABCD Approach

While the Nkayi community embraced the ABCD approach, they also encountered various challenges in its implementation, as highlighted in this response from FGD 1:

"At first, it was difficult for us to shift our mindset from relying on external aid to taking responsibility for our own development. We were so used to waiting for the government or NGOs to come in and solve our problems." - Participant from FGD 1

The community members also faced barriers in mobilizing and coordinating their local assets, as expressed in this quote from FGD 3:

"Bringing everyone together and getting them to work towards a common goal was a real challenge. We had to invest a lot of time and effort into building trust, fostering collaboration, and overcoming individual agendas." - Participant from FGD 3

The social service officers, however, highlighted the strategies the Nkayi community employed to address these challenges, as seen in this response from questionnaire and SS4:

"The community members were proactive in seeking our support and guidance. They worked closely with us to develop action plans, access relevant resources, and build partnerships with other stakeholders. This collaborative approach was crucial in helping them navigate the complexities of the ABCD approach." - Participant from SS 4

The data suggests that while the Nkayi community faced initial hurdles in adopting the ABCD approach, they were able to overcome these challenges through persistence, collaborative efforts, and a willingness to learn and adapt.

Theme 5: Collaborative Partnership between Community and Government

The Nkayi community's successful implementation of the ABCD approach was also facilitated by the effective collaboration with the government, as evident in this statement from SS 5:

"We recognized the importance of working closely with the community and empowering them to take the lead. Instead of imposing our own development agenda, we listened to their needs, supported their initiatives, and helped them navigate the administrative and logistical aspects of their projects."

The community members also highlighted the value of this collaborative partnership, as seen in this response from questionnaire and FGD 4:

"The support we received from the government agencies was invaluable. They provided us with technical expertise, funding opportunities, and connections to other stakeholders. This collaboration allowed us to scale up our initiatives and ensure their long-term sustainability."

The data suggests that the government's shift towards a more facilitative and supportive role, as opposed to a top-down approach, was instrumental in enabling the Nkayi community to effectively mobilize and leverage their local assets for sustainable development.

The findings from the questionnaire, focus group discussions and individual interviews reveal a profound transformation in the Nkayi community's mindset and approach to development. The ABCD framework played a crucial role in empowering the community members, enabling them to recognize their inherent strengths and capabilities and take an active role in shaping their own future. The community's ability to identify, mobilize, and leverage their local assets, ranging from human resources to social connections, was a key driver of the success of the Empowering Nkayi project. This shift away from a dependency on external aid towards a more self-reliant, community-driven approach has significant implications for sustainable development in the Nkayi region.

Theme 6: Envisioning the Future: Sustaining Development Initiatives

FGD 4: *"I'm so excited about the future of our community. We've already started to see the benefits of the projects we've launched, and I can't wait to see what else we can accomplish. I know that if we continue to work together and tap into our local resources, there's no limit to what we can achieve."*

SS 3: *"The Empowering Nkayi project has been a game-changer for us. It's shown us the power of community-driven development and the importance of supporting and empowering local assets. Moving forward, we're committed to strengthening our collaboration with the community and ensuring that the ABCD approach is integrated into our broader development strategies."*

FGD 5: *"My advice to other communities would be to just start small and focus on the assets you already have. Don't wait for someone else to come in and fix your problems. Take the first step, bring your community together, and see what you can accomplish. It may take time, but the rewards are so worth it."*

The participants, both the community members and the government officials, expressed optimism and enthusiasm for the future of the Nkayi community, driven by the transformative power of the ABCD approach. The community members voiced their commitment to continuing to leverage their local assets and resources to drive sustainable development initiatives, while the government officials recognized the importance of fostering long-term collaboration and integrating the ABCD approach into their broader development strategies. The experiences and lessons learned from the Empowering Nkayi projects serve as an inspiration and a model for other communities interested in adopting a similar asset-based, community-driven approach to development.

Discussion

The findings from this study on the Nkayi community in Zimbabwe make valuable contributions to the existing body of research on asset-based community development (ABCD) and the transformation of community mindsets. The research aligns with the seminal work of Kretzmann and McKnight (1993), who emphasize the importance of shifting from a needs-based to an asset-based approach in order to unlock the inherent potential of communities. One of the key contributions of this study is its focus on the process of mindset transformation within the Nkayi community. While previous research has primarily examined the implementation and outcomes of ABCD initiatives (Mathie & Cunningham, 2003; Blickem et al., 2018), this study provides crucial insights into how the ABCD approach can catalyze a shift in community members' perceptions and attitudes. The data reveals that the Nkayi community, which initially struggled with a sense of disempowerment and limited agency, was able to develop a renewed sense of ownership and responsibility over their own development through the ABCD process.

The study also highlighted the critical role of collaborative partnerships between the community and government authorities in facilitating the successful implementation of ABCD strategies. This finding resonates with the work of Todorović et al. (2015), who emphasize the importance of community-government cooperation in fostering sustainable development. The data from Nkayi suggests that a shift towards a more facilitative and supportive role for the government, rather than a top-down approach, enabled the community to effectively mobilize and leverage their local assets. Furthermore, the study identified the specific strategies employed by the Nkayi community to overcome the challenges in adopting the ABCD approach, such as building trust through small, tangible successes, empowering community members to take the lead, and fostering genuine partnership between the community and the government. These strategies align with the principles of ABCD as

outlined by Kretzmann and McKnight (1993), and provide valuable insights for other communities seeking to implement similar asset-based development initiatives.

The findings of this study contribute to the growing body of evidence that the ABCD approach can be an effective strategy for empowering marginalized communities and driving sustainable development (Mathie & Cunningham, 2005; Nakadomari et al., 2020). The Nkayi community's experience highlights the transformative power of shifting mindsets and leveraging local assets, which can serve as a model for other communities facing similar development challenges. This study on the Nkayi community in Zimbabwe provides a comprehensive understanding of the process of transforming community mindsets through an asset-based development approach. By focusing on the critical process of mindset transformation, the research complements the existing literature's emphasis on the implementation and outcomes of ABCD initiatives, offering valuable insights for scholars and practitioners working towards sustainable community development.

Conclusions and Recommendations

Conclusions

The study concludes that the perceptions, attitudes, and experiences of Nkayi community members evolved positively as they engaged in the Community Development Projects and applied ABCD principles. The community members developed a renewed sense of ownership, agency, and responsibility over their own development. The ABCD approach transformed the mindsets of the Nkayi community, enhancing their sense of empowerment and their belief in their ability to drive sustainable development initiatives. The community members shifted from a prevailing sense of disempowerment to a more proactive and self-reliant mindset. The critical factors and strategies that enabled the Nkayi community to effectively identify, mobilize, and leverage their local assets included building trust through small, tangible successes, empowering community members to take the lead, and fostering genuine partnerships between the community and the government. These strategies aligned with the principles of the ABCD approach and facilitated the community's transition towards sustainable development. The study demonstrates that the principles of Asset-Based Community Development (ABCD) can indeed transform community mindsets, enabling the Nkayi community in Zimbabwe to harness their local assets and drive sustainable development initiatives. The findings provide valuable insights for scholars and practitioners working towards empowering marginalized communities and promoting inclusive and sustainable development.

Recommendations

Based on the research objectives and conclusions of the study, the following three recommendations are presented:

1. The study recommends that policymakers and community development practitioners in Zimbabwe should consider promoting and implementing the Asset-Based Community Development (ABCD) approach more extensively. The study demonstrated how the ABCD approach was effective in transforming the mindsets of the Nkayi community, enhancing their sense of agency and empowerment to drive sustainable development initiatives.
2. The study recommends that local government authorities in Zimbabwe should foster stronger collaborative partnerships with community-based organizations and residents when implementing development projects. The Nkayi community's experience highlighted the importance of genuine community-government cooperation, where the government plays a more facilitative and supportive role, rather than a top-down approach. This strategy can enable communities to take ownership of their development and effectively leverage their local assets.
3. The study also recommends that community development practitioners working in Zimbabwe should document and share the strategies employed by the Nkayi community to overcome the challenges in adopting the ABCD approach. Strategies such as building trust through small, tangible successes, empowering community members to take the lead, and fostering genuine partnerships can provide valuable insights for other communities seeking to implement similar asset-based development initiatives.

Proposed Mindset Transformation (ABCD) Model

Table 1. Proposed Mindset Transformation (ABCD) Model

START	COMMUNITY ENGAGEMENT	ASSET MOBILISATION	CHALLENGES AND STRATEGIES	GOVERNMENT COLLABORATION	SUSTAINABLE DEVELOPMENT
Identifying stakeholders	Planning, implementation and evaluation of development initiatives	Taking ownership and responsibility for their own progress.	Dealing with barriers and stumbling blocks in Community Engagement Processes and Asset Mobilisation	Short and long-term collaboration in active involvement and partnership between local governments and communities	Meeting the current needs of a community while ensuring the long-term viability and resilience of the community's systems
For example: -Community members -Civil Society Organisations -Private Sector Actors -Traditional leaders -Humanitarian and development agencies -Education and Research Institutions -Media and Communication	For example: -Initial scepticism -Community Development Workshops -Mindset Shift -Sense of empowerment -Participatory needs analysis -Co-creation development plans -Capacity building and empowerment	For example: -Identify local assets -Mobilise local assets -Leverage local assets -Activating assets -Inclusive and transparent processes -Inclusive and Transparent processes -Collaborative partnerships -Continuous monitoring and evaluation -Sustaining development	For example: -Overcoming skepticism -Building Trust -Empowering the community leadership -Fostering partnerships	For example: -Facilitative government role -Providing technical support -Funding opportunities -Policy advocacy and regulatory support -Aligning government processes with needs and priorities of local community	For example: -Increased community ownership, agency and responsibility -Facilitation of sustainable development -Insights into effective ABCD strategies -Social, economic, environmental and institutional sustainability -Adaptive and learning oriented -Community-Centred Approach -Collaborative and participatory mindset

Mindset Transformation Model (MTM) (2024)

This concise name (The MTM) captures the key elements of the study, which are Mindset Transformation (The study's primary focus on how the ABCD approach led to a positive shift in the perceptions, attitudes and experiences of the Nkayi community members) and the Asset-Based Community Development (ABCD) (The underlying framework and principles that guided the community development initiatives in the Nkayi context). The "Mindset Transformation ABCD Model" provides a clear and precise representation of the model developed from this case study, highlighting its emphasis on using the ABCD approach to catalyze a transformative change in community mindsets, ultimately leading to sustainable development.

Mindset Transformation ABCD Model Implementation

The Mindset Transformation ABCD Model is an approach derived from the case study of the Nkayi community in Zimbabwe, which explores how the principles of Asset-Based Community Development (ABCD) can transform the mindsets of marginalized communities and facilitate sustainable development. At the core of this model is the recognition that a shift in community perceptions, attitudes and experiences is a crucial precursor to effective and lasting development outcomes. The model emphasizes that by empowering community members to identify, mobilize and leverage their existing local assets, a transition can occur from a state of disempowerment to one of increased ownership, agency and responsibility over their own development.

The key elements of the Mindset Transformation ABCD Model include:

1. Building trust through small, tangible successes: The model highlights the importance of starting with small, achievable projects that demonstrate the community's capabilities and build confidence.
2. Empowering community leadership: The model stresses the need to empower community members to take the lead in development initiatives, fostering a sense of ownership and responsibility.
3. Fostering collaborative partnerships: The model emphasizes the crucial role of collaborative partnerships between local government authorities and community-based organizations in supporting and sustaining the ABCD process.

In practical implementation, the Mindset Transformation ABCD Model would involve a facilitated process of asset mapping, where community members are guided to identify and mobilize their existing resources, skills and strengths. This would be followed by the co-creation of community-driven development projects that leverage these local assets. The model also emphasizes the importance of continuous monitoring and evaluation to measure the evolving mindsets and development outcomes within the community. By adopting this holistic approach to community development, the Mindset Transformation ABCD Model intends to empower marginalized communities, such as Nkayi

North, to become active agents of their own sustainable development, ultimately leading to more equitable and resilient communities.

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