



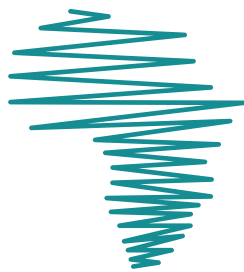
BEYOND THE CRISIS

LEADERSHIP AT CROSSROADS

REPORT



ANNUAL
LEADERS
GATHERING



ANNUAL LEADERS GATHERING

Organised by



Our 2020 Partners



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Note from our Founder

Why the Annual Leaders Gathering was a Critical Turning Point for the LÉO Africa Institute Network

It was an exciting opportunity working with the team at the institute to put together the 2020 Annual Leaders Gathering event held virtually from 19-21 November.

The Gathering is our latest venture into contributing to the development of the Africa we want to see and live in. We have mostly done this through training and mentoring the next generation of young and emerging leaders, and building networks amongst themselves and others that will form the critical force necessary to drive a progressive agenda on the continent.

Establishing an authentic African Forum has been a long-held dream for the founders and champions of the Institute. Our thought process was informed by the need to convene young and emerging African leaders—together with decision makers—to discuss important issues affecting our continent.



The dream was also underpinned by the belief that an authentic African model for social and economic progress is key to creating ownership of Africa's future and reframing its narrative.

Overtime, I have had the privilege of attending some of the important meetings and conferences where global issues are discussed, and decisions made. Many of such convenings, even where Africa is the main item on the agenda (its tourism, investment and social development, etc.), will usually take place outside the African continent. In most cases, these "African" conferences take place in Asia, Europe, the Middle East and the Americas.

I have often felt unsettled when meetings of such important nature get the full attendance of Africa's top political and business leaders who converge in capital cities outside the continent to discuss an

agenda designed by non-Africans, to supposedly benefit Africans.

On many occasions, this subject has come up for discussion with my colleagues who have often questioned why we still have this unfortunate practice taking place.

It makes more sense that African conferences or summits showcasing investment opportunities to big capital are convened on the continent where the opportunities are.

In the case of meetings on climate change, tourism or development of the continent, we have also witnessed scenarios where European or American organizations draft the agenda and intended outcomes of these convenings which are purposely designed to benefit Africans. This means that discussions are often held on unfavourable terms for African leaders because they do not have contribution to the session agendas presented to them.

The continued hosting of such important meetings and conferences which hugely contribute to the narrative of how Africa fits into the context of an increasingly globalized world, and how the rest of the world will choose to engage with Africa, is causing more harm than good. Particularly, on the question of our identity, who we are and how others perceive us.

Changing this narrative—of a desperate and diseased African continent—always in need of White saviours, must end.

We are privileged to have had the opportunity to unveil and host this important platform for African ideas,

which will be convened annually in the third week of November.

The Annual Leaders Gathering will look beyond the Institute networks to engage, share and call to action young and emerging leaders across Africa and around the world, to commit to building good, inclusive and progressive societies.

Lastly, I would like to send our deepest gratitude to our 2020 Annual Leaders Gathering speakers, mostly drawn from our extended network of fellows, faculty and board members, and the over 500 participants from across 38 countries who joined us virtually over the three days.

I would also like to appreciate our 2020 event partners, the Konrad Adenauer Stiftung, Stanbic Bank – Uganda, the Innovation Village and the McNulty Foundation. Their support and association with progressive ideas like the ones we are invested in at the LEO Africa Institute is testament that through collaboration we can do things differently, better and in harmony with each other, and with nature that provides for us all.

Awel Uwihanganye
Founder

Africa Beyond the Crisis

The 2020 Annual Leaders Gathering came at a time when Africa, and the world at large, are in deep crisis due to the coronavirus pandemic which has exposed the other underlying crises that humanity continues to grapple with today—climate change, the crisis of leadership at the global level, a surge in identity and race-inspired contestations, and the evolving nature of work, among others.

By bringing together some of the leading voices in Africa's entrepreneurship and innovation space, as well as key decision makers in government and the public sector, the ALG identified and promoted a shared vision for Africa's recovery and adaptation to life

beyond these seemingly disparate but related crises.

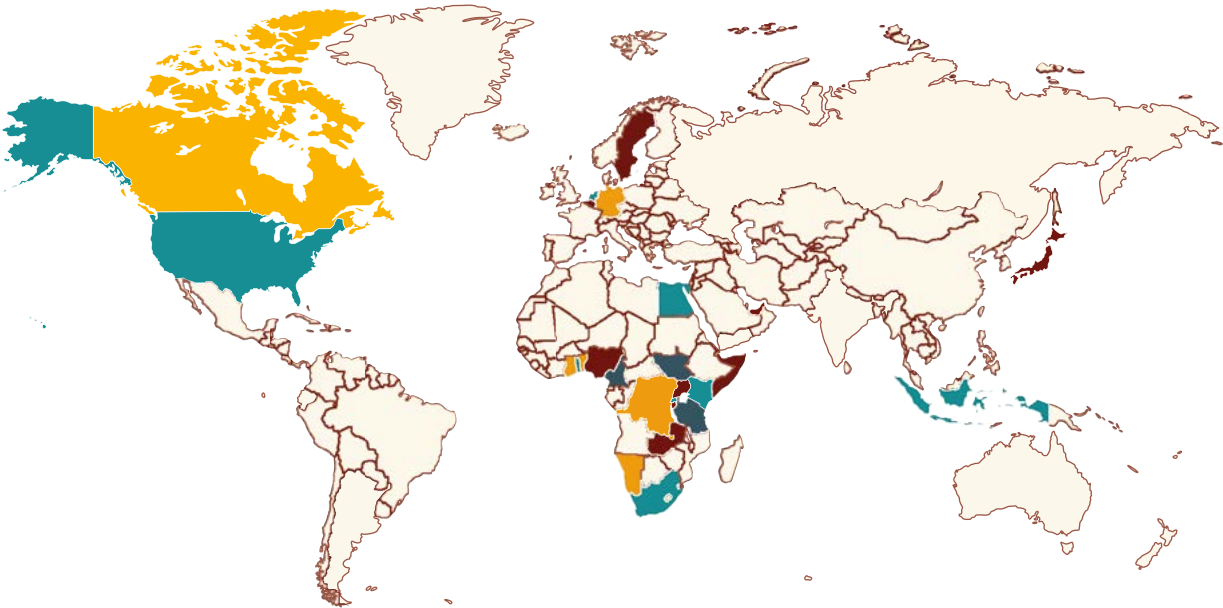
The Gathering attracted participation from young and emerging leaders across 37 countries. The participants from diverse sectors, including: civil service, the banking sector, social entrepreneurship, media, and civil society convened virtually under the theme, "Beyond the Crisis: Leadership at Crossroads" between 19-21 November 2020 and addressed challenges facing society today within the African context.

The Gathering was held over three days and featured six plenary sessions as well as three seminars.

Who was in Attendance at #ALG2020

Date	Session	Audience			Total
		Zoom	Youtube	Website	
Nov19, 2020	Opening Ceremony	193	185	36	414
Nov20, 2020	Plenary: Beyond the Crisis	133	318	30	481
	Plenary: Redefining Values	134	104	24	262
	Africa Calling	81	58	32	171
Nov21, 2020	Founders Circle	82	107	23	212
	Closing Ceremony	98	45	34	177
		721	817	179	1717

Our Global reach



The 2020 Annual Leaders Gathering Opening Ceremony

“The unique reset moment the world is currently going through provides emerging leadership voices in Africa a unique opportunity to reignite discussion on these important subjects.”

KWEZI TABARO





SAID AT #ALG2020

It is not enough to just empower young people. Many young people are already bright, empowered, and have amazing skills but they don't have the space where they can prove them. It is up to us to open spaces to interlink young talented people with those already in power.

Anna Reismann

Country Representative Konrad Adenauer Stiftung Uganda & S.Sudan

Panelists



Kwezi Tabaro



Angella Kasekende



Japheth Kawanguzi



Anna Reismann



Carl Manlan

Young people need to re-imagine their future. Kwezi Tabaro, the Deputy Director of the LÉO Africa Institute made introduction remarks to the 2020 Annual Leaders Gathering. Kwezi stressed the urgency of the COVID-19 crisis and why the world needs to reframe the context of action and leadership in the new normal. In her keynote address, YELP fellow Angella Kasekende applauded the new commitment of young emerging leaders to eternal hope, to personal and community growth, and to common prosperity with a shared future in mind.

Making her remarks during the opening ceremony, Konrad Adenauer Stiftung Country Director Anna Reisman expressed the need for communication and transparency from top leadership and stakeholders when dealing with a crisis; further acknowledging that gatherings such as the Annual Leaders Gathering enable us not just to learn from one another, but also help us build synergies to achieve our own and mutual goals. On the youth bulge in Africa, Anna believes it is not enough to just empower young people; it is important to create

“A generation without hope is also a lost generation. The good news is that we are not that generation.”

**ANGELLA KASEKENDE,
YELP FELLOW**

spaces where the youth can prove their amazing skills.

Innovation will power Africa's post COVID-19 transformation. Japheth Kawanguzi, Founder of The Innovation urged entrepreneurs to have self-belief and not seek validation from anyone to do amazing things. "You don't need anyone's permission to dream." The message is clear; the youths form a major constituency that can't be ignored in Africa. Unique policies tailored to include them in planning and development will be needed to enable them to thrive with their innovative ideas since there is enough evidence that innovators and entrepreneurs can solve Africa's existing problems, create jobs and unlock new opportunities but most importantly, lead the drive for Africa 4.0 agenda. Innovators and startups need to overcome

barriers by collaborating and creating extensive partnerships to access capital and skills. Trust the process because no one can defeat the person who refuses to give up.

The Léo Africa Institute Board of Directors chairperson Carl Manlan also encouraged young Africans on the continent and in the diaspora to continue using creativity as a currency for change on the continent, predicting that the AfCFTA will open markets for young people and therefore we need to equip young people to take advantage of the arising opportunities.

The question of Climate change should not be ignored and 2020 has proven to us that governments can take the climate crisis seriously. We, therefore, need to get governments to focus on climate adaption and building resilience mechanisms.



Anna Reismann, Country Representative Konrad Adenauer Stiftung Uganda & S.Sudan

Beyond the Crisis



SAID AT #ALG2020

We all need to get out of our small circles and create relationships with someone and anyone if we seek to create and build sustainable communities on the African continent

Okash Mohamed

IITE Institute, YELP Fellow

Panelists



Raymond Mujuni



Anne Juuko



Mohammed Okash



Lucy Mbabazi



Fiona Mbabazi



Ralph Akorabirungi



Lynda Mwaura

Lead with empathy. The session was hosted by Raymond Mujuni, a Class of 2017 YELP fellow. Anne Juuko, Chief Executive of Stanbic Bank Uganda focused her keynote address on the importance of leading with empathy and collaboration both in the public and private sector. She also emphasized the need for young leaders to seek out platforms where they can be mentored to improve their understanding of values-based leadership in transforming their communities.

Young and Emerging Leaders Project (YELP) Class of 2019

valedictorian Okash Mohamed called for the need to get out of small circles and create relationships with someone and everyone if we seek to create and build sustainable communities on the African continent.

Ellis Ralph Akorabirungi from the YELP Class of 2018 pointed out that the role of Public-Private partnerships in our different countries on the continent is one of the most prominent acts that has come out of this pandemic. We, therefore, need to see governments enable more collaborations, especially in the finance and service sectors to

“The role of Public Private Partnerships in our different countries on the continent is one of the most prominent acts that has come out of this pandemic. We therefore need to see governments enable more collaborations especially in the finance and services sectors to achieve sustainable development.”

ELLIS RALPH, BANK OF UGANDA, YELP FELLOW



YELP fellow Raymond Mujuni and Anne Juuko, Chief Executive of Stanbic Bank Uganda

achieve sustainable development.

This discussion was concluded by a poetry recital by Nze Nsubuga. In a poem titled “Agali’awamu” (a Luganda word loosely translated into people

coming together to do something) Nze talks about how we, humans have decided to destroy our beautiful world and suggests how we can maintain our still beautiful environment.



L-R: YELP fellow Ignatious Kirunga, Corporate Social Investments Manager Stanbic Bank Uganda – Barbara Kasekende, YELP fellow Catherine Asayo, Chief Executive of Stanbic Bank Uganda – Anne Juuko, LÉO Africa Institute founder Awel Uwhanganye, and YELP fellow Aaron Akampa



Nze Nsubuga during his poetry recital at the #ALG2020

**SAID AT #ALG2020**

It is very important for all of us to have the value of empathy & understanding of the pain and endurance of other people

David F.K. Mpanga

Board member LÉO Africa Institute

Panelists



Elizabeth Mwambulukutu



Dr. James Magara



David F. Mpanga



Wanjuihi Njoroge



Ignatius Kirunga



Dr. Claire Akwongo

Leaders must prioritize youth development in the continent.

To birth a new patriotic generation, YELP Class of 2018 valedictorian Wanjuihi Njoroge emphasized the need to celebrate young people who stay true to themselves and to their countries. When it comes to values based leadership, intentionality has to be the word. We need to birth leaders who genuinely care about the continent. Crisis brings out the best and worst in leaders. She pointed out categorically that young people are defeated by a big challenge of unemployment and it looks like our leaders have designed it that way. Wanjuihi proposed that we need to build back better, by auditing our actions and finding out where we

went wrong so that we can learn and grow.

As we move forward to rebuilding Africa post COVID-19, Wanjuihi rallied that we must put people at the heart of everything we do. She also cautioned the youth to stay grounded and focused on their dreams and not to get swayed by trappings of power or betrayal of their nations for financial gains. She added that there are alternative ways of getting money and getting where we need to be.

David F.K. Mpanga a board member of LÉO Africa Institute also called for the need to learn to be self-sufficient, collaborative and building scenarios of how we shall deal with crises when they come up. He talked about

“If leaders are mono-cultural in their minds, they will not be able to lead in the increasingly global world.”

DR. JAMES MAGARA



CEED Executive Director Hawa Mariam Keita (C) shares a light moment with fellows Rodney Kiggundu Rodney and Judy Lumumba during a YELP seminar

the importance of empathy and understanding of pain and endurance of other people. He added that there are universally accepted values for leaders and in our part of our world, they fall under Ubuntu. As a young leader, knowledge is very important. It's should be a basic value because it will deter you from dehumanizing other people, added Mpanga.

"It's easy to use nationalism to cut out others. Love for country, continent and race shouldn't just stop at country. Especially in times of political crisis, we should be careful not to cross the line from pride in country, into chauvinism," said David F.K. Mpanga.

A new context for global leadership. To cope with COVID, Ignatius Kirunga suggested that we must look beyond the borders

and empower the people as a priority for our leaders. Dr. James Magara added his voice to re-defining the context of global leadership during the pandemic. He emphasized that this will require the cultivation of key competencies such as flexibility, rationality, empathy and a global mindset tuned to a multi-cultural context.

Dr. Magara rallied that we need to get beyond comparing leadership to position. Leadership is all about influence. In this context, a position helps you facilitate influence required to create impact and lead others. Dr. Magara also shared the attributes of global leadership. One of the universal values of leadership is effectiveness, being a team player, coordinator and communicator. All these attributes constitute a leader.

Dr. Magara closed the discussion by urging leaders to adopt a multi-cultural state of mind if they are to bring about impact in the increasingly global world.



"Collaboration is key to building back from better.

If we join together and collaborate. We can build from the strengths of each other and make our countries better. We need to adopt the human centered model of solving crises."

DR CLAIRE AKWONGO,
VETERINAIRES SANS
FRONTIERES, YELP FELLOW

Africa Calling: Reconnecting Africa and the Black Diaspora



SAID AT #ALG2020

One thing about my black identity is being aware that I was born into a system whose future was already determined by people who are not interested in its prosperity

Rebecca Kabejja

Pan African Feminist & Lawyer, YELP Fellow

Panelists



Angelo Izama



Fiona Kamikazi



Jean-Luc Agboyibo



Hawa Mariam Keita



Rebecca Kabejja



Twasiima Bigirwa



Leonard Mungarullire

A shared activism between Africa and the Black diaspora

Often, there is a tendency to think that the struggle for equality, in all forms, for the Black community in the diaspora is far removed from that in Africa and elsewhere, but the reality is it isn't. LÉO Africa Institute Head of Faculty, Angelo Izama called for establishment of a shared activism between Africa and the Black diaspora to end inequality in its various manifestations: racial and economic.

Guided by the Institute's core values of authentic African leadership, such as clarity, empathy, knowledge, and volunteerism, Angelo Izama also encouraged emerging leaders to have empathy; a self-initiative that helps them not to judge themselves by unfair standards.

Young and Emerging Leaders Project Class of 2018 fellow Fiona Kamikazi urged Africans on the continent and the diaspora to work towards bringing back the dignity we owe ourselves and build a continent that uses its



“Being Black in itself is a political evocation. Being African is worse because that is a political stance whether you want it or not. The world inherently forces you to be fighting and demanding for your rights every now and then.”

TWASIIMA BIGIRWA

full potential. Leonard Mungarulire called for relaxation of visa restrictions in the East African region, African Union Passport, and the African Continental Free Trade Area will go a long way in dismantling trade barriers and increasing intra-African trade.

One way we can make black authentic leadership work is through entrepreneurship. African livelihoods and dignity are all tagged to (un) employment and the heroes of our time are those who face our challenges with some degree of innovation.



Class of 2019 YELP fellow Angella Kasekende

Founders Circle: The Joys and Pains of Entrepreneurship and Championing Community Causes



SAID AT #ALG2020

As a founder, the hardest part isn't when people doubt you. It is when you doubt yourself

Japheth Kawanguzi

The Innovation Village

Panelists



Awel Uwhanganye



Japheth Kawanguzi



Shirley Kandabu



Solomon King Benghe



John Kyagulanyi



Benjamin Rukwengye



Maria Kyamulabye



Patricia Kahill



Abbas Mpindi



Seyi Olufade



James Kassaga Arinaitwe

The Founders Circle brought together a host of different entrepreneurs who delved not only into the highs and lows of entrepreneurship but also the solutions that could help mitigate the everyday challenges faced by entrepreneurs.

Japheth Kawanguzi reechoed his belief that the Innovation Village brings the ecosystem together to be a catalyst for job creation throughout Africa by breaking down the barriers and creating a path for entrepreneurs to grow their businesses. There is enough evidence that entrepreneurs can solve existing problems, create jobs, and unlock new opportunities but more importantly, lead the drive for industry 4.0.

As a founder, one needs to know when they are standing in their way. In the sixth year of his business, Seyi Olufade began to realize that he was better at the governance role than the daily

operations. He had to painfully relinquish that role because he was increasingly having less time to be as effective at it.



“You will have people who will leave because the reason you started is no longer the reason the organization is existing. The larger you grow, the more structured you become and appear to be less passionate.”

SOLOMON KING BENGE, FUNDI BOTS



Japheth Kawanguzi, Founder, The Innovation Village



A Ka Dope band performing at the #ALG2020 Closing Session

Closing session: ReFlections on the Annual Leaders Gathering



SAID AT #ALG2020

Part of the action is finding opportunity, even when you are in a crisis,

Kemiyondo Coutinho

Founder Kemistry Klass, YELP Fellow

Panelists



Nkatya Kabwe



Kemiyondo Coutinho



Pierre Ndayisenga



Aaron Akampa



Rayner Mugyezi



Fatma Kauga



Dr. Innocent Acan



Dr. Martin Balaba



Canary Mugume

Finding opportunity during crisis. COVID-19 has dramatically redefined what a normal life means. At such times, it is easy to overlook “danger” and “opportunity.” The truth is that every crisis, while deeply unsettling, also contains the seeds of opportunity.

Kemiyondo Coutinho insisted on re-igniting action as a core of finding opportunity during a crisis. The COVID-19 pandemic has made work borderless, digital, and remote, slowly eliminating the question of immigration as more people re-align themselves to benefit from the global digital revolution.

We must focus on sustainability over profits.

Dr. Innocent Acan reiterated that we will need to change our ways in doing business to a more sustainable model in order to manage our resources well and ensure that wealth, opportunity and access to social welfare is

equitably distributed to all. In so doing, we must also lead with empathy, recognize the suffering of people during the pandemic and find ways to improve their wellbeing or social welfare. Acan called upon leaders to find synergies for collaboration since the pandemic is borderless and requires a collective response.

Canary Mugume also weighed in his thoughts and said that the acts of kindness that have been demonstrated and amplified by the pandemic shouldn't stop. We must sustain them and continue to embody these values post COVID.

Technology will lead the way to a faster COVID recovery Dr. Martin Balaba shared his view on making use of redundant technology solutions which should be re-modelled to fight COVID.

“Most times innovators waste resources in re-inventing the wheel and yet we can leverage existing platforms to build back better. We



Class of 2018 YELP Fellows Ralph Akorabirungi, Acan Innocent, Fiona Kamikazi Rutagengwa, and Nkatya Kabwe smile for the camera

also need to understand the interests and challenges of those we're innovating for. Technology must be inclusive in its core so it can serve its purpose during the COVID. We mustn't leave people behind. Technology design must also be simple and precise with an easy user interface," said Dr. Martin Balaba. He went on to say that we must put agile thinking into this process.

Every generation must stand up to its challenges and find meaning through every crisis.

Rayner Mugyezi called upon the youth to stand up to the crisis and innovate their way through it. As young leaders, we must look for ways to lead when faced with adversity.

"One of the issues that came up for discussion is climate change, which remains the biggest threat to our generation (and future generations) as it impacts the deterioration of the environment. Since this issue affects everyone, there must be more urgency in our communities to help the environment."

"This is an enormous problem for one person to change, so working in community is essential. Our generation must help educate and involve our communities in environmental issues like pollution and climate change. To address other development challenges faced in this 21st century, we need to have a paradigm

shift in the way we are solving these problems. Actions must be immediate, deliberate, inclusive and need to have maximum impact," said Rayner Mugyezi.

Nkatya Kabwe, the co-host summed this discussion with an open plea to the youth not to resign to their fate and find meaningful ways to contribute to building their nations. He also urged governments across Africa to address the youth urgency and create opportunities for the youth to thrive and be the generation that leads Africa's future. The inaugural Annual Leaders Gathering was closed with a musical performance by the A Ka Dope Band.



Seminars

This year's Annual Leaders Gathering event also featured seminars for the Institute fellows and select participants from the Institute's wider network. The seminars focused on various

aspects of leadership capacity development and were delivered by members of the LÉO Africa Institute faculty.



Living your Legacy: From Success to Significance

Laila Macharia

This seminar focused on what sort of legacy emerging leaders want to live, and how they can navigate the pitfalls that come with bold leadership decisions, and sacrifices, that each of these leaders has had to make at different points in life. Laila Macharia facilitated the seminar was facilitated.



Wellness and Mindfulness: Health For the Mind, and Spirit

Dr. Paul Kasenene

Already driving significant change in their communities, emerging leaders needed to invest in their mental health and physical wellbeing, as much as they are invested in the wellbeing of others and their enterprises. LÉO Africa Institute Associate Faculty member Dr. Paul Kasenene moderated this seminar.



Leadership in the midst of Crisis

Hashim Wasswa
Mulangwa

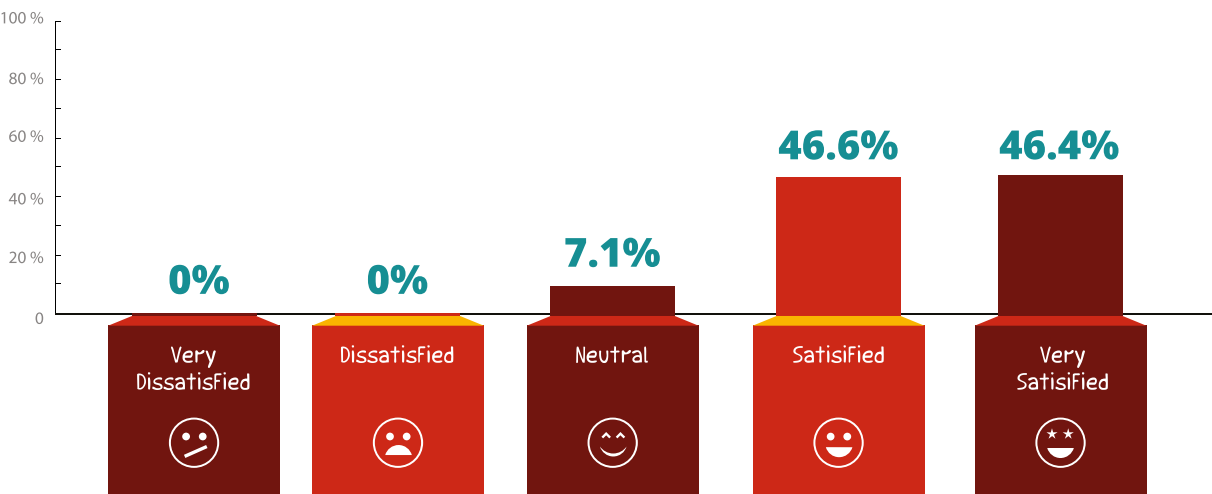
This seminar helped emerging leaders to harness this unique reset moment in the world to shape a more progressive leadership, who will build resilient and thriving communities. LÉO Africa Institute founding member Hashim Wasswa Mulangwa facilitated the seminar.

The 2020 ALG in Numbers

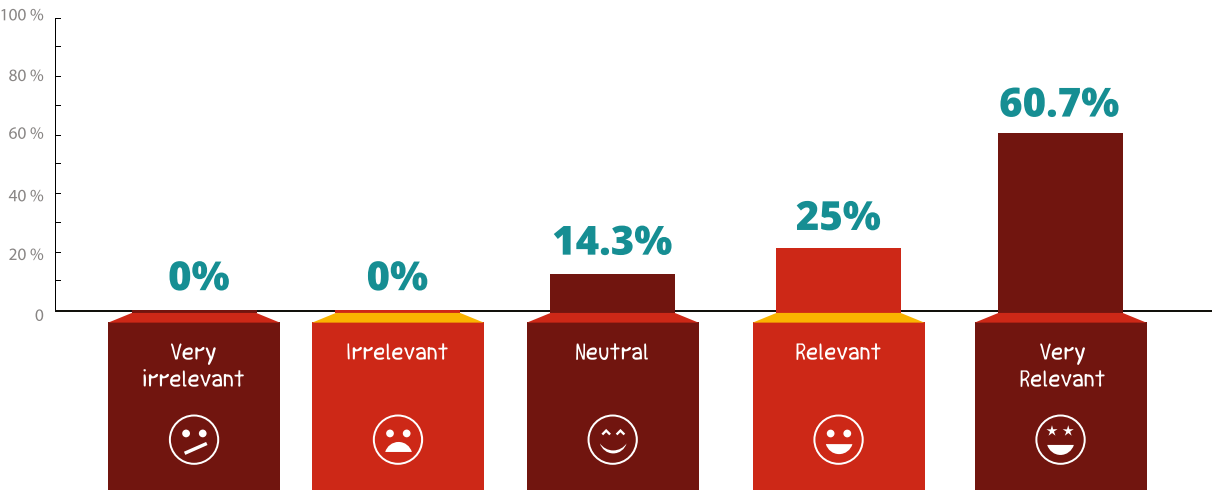
51% of the participants who submitted feedback were very satisfied with the 2020 ALG event organization. 59% of the respondents were found the topics discussed at the Annual Leaders Gathering very relevant, and 48% of the respondents were satisfied with the session content.

Overall, the 2020 Annual Leaders Gathering Event was a success. The virtual convening format also allowed the LÉO Africa Institute to reach a much bigger network of leaders voices in Africa and beyond.

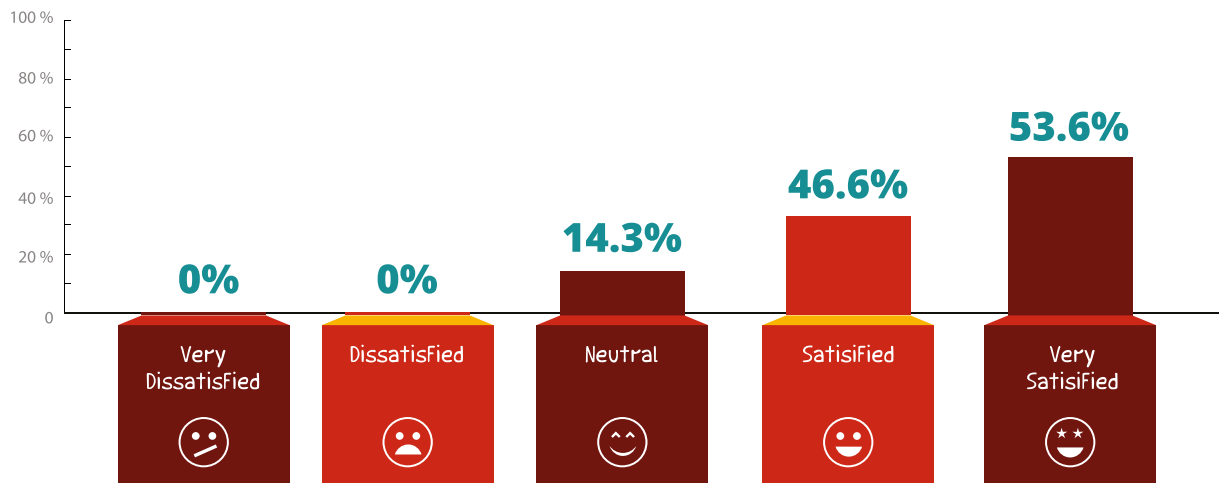
How Satisfied were you with the Annual Leaders Gathering?



How relevant were the topics discussed at Annual Leaders Gathering?



How satisfied were you with the session content?



Asante! Daalu!

Je vous remercie!

Murakoze! Blagodaryu vas!

THANK YOU!

Dankeschön!

Dank je!

Arigatōgozaimashita!

Mahadsanid!

Dhanyavaad!

Gracias! shukraan lak!

Hatur nuhun!

