



Young &
Emerging
Leaders
Project

YELP REUNION SEMINAR

Nairobi, 25-26 June 2021

Content

Note from founder	3
Keeping Sight of the Thread: Managing Life Transitions	5
Opening session	6
Reclaiming Purpose and Passion	12
For a New Beginning	13
How to Build Necessary Skills to Navigate Life Transitions	14
YELP Reunion seminar in numbers	15

Note from our founder



Ahead of the launch of the expanded YELP 2.0 fellowship in 2022, the LÉO Africa Institute is convening Fellows from the Classes of 2017, 2018, and 2019 to revisit some of the insightful sessions from the YELP experience with support from Stanbic Bank Uganda.

The three seminars will feature leadership coaching sessions, a combination of text-based readings to facilitate inspiration, reference to critical thought, facilitate dialogue and debate on challenges and the promise of

leadership for the fellowship's alumni network that now spans 8 African countries.

The Young and Emerging Leaders Project, YELP in short, is an initiative of the LÉO Africa Institute, implemented with financial support from Konrad Adenauer Stiftung and Stanbic Bank Uganda.

Due to the prevailing pandemic, the structure of the seminars will be hybrid (a mix of in-person and virtual sessions). The insights from the sessions will serve a secondary purpose of informing the YELP 2.0 curriculum design process currently underway led by the Institute faculty.


The seminars are divided into three broad themes on leadership: Shaping Personal Leadership, Achieving and Managing Success, and Living One's Legacy. In expanding the YELP leadership experience, the Institute is opening up participation to non-Fellows at the 2021 reunion seminars. Non-Fellows are either spouses of fellows or individuals invited by the Fellows themselves, who

would have otherwise been a natural selection for a YELP class.

The first of three Seminars under the theme Keeping Sight of the Thread; Managing Life Transitions was held in Nairobi, Kenya over the weekend of 25 – 26 June, 2021. The seminar was the first organized by the Institute outside Uganda and benefitted immensely from the support of our YELP alumni network in Kenya.

The second reunion Seminar themed The Urgency of Harambee ("Pulling together"): Leadership for the Times will take place in Kigali, Rwanda in August 2021.

The Kigali Seminar will focus on the different forms of success, help participants define their standards and definitions of success, keep focus on their personal goals, and appreciate values that underpin successful leaders with significant presence in society. The third Alumni Seminar Shaping Personal Legacies; Guiding Leaders Towards Significance will focus on moving beyond the "self"—from achieving and managing personal success to achieving significance in



society. The Kampala Seminar, to be held from 8-10 October, will also coincide with the unveiling of the newly designed YELP 2.0 Curriculum.

From the seminars, Fellows are expected refresh their leadership commitment towards building a good society, and rediscover the sort of legacy they want to live towards, and gain new skills to help them navigate the pitfalls that come with fearless leadership, create ownership of the decisions, and sacrifices, that they have to make at different points in time.

Speaking at the Institute's Annual Leaders Gathering in November 2020, The Stanbic Uganda Chief Executive Ms. Anne Juuko affirmed the bank's support for mentorship programmes like YELP in growing a network of values-based leaders in Uganda and across the region.

"Young leaders need to seek out platforms where they can be mentored to improve their understanding of

value-based leadership in transforming, to appreciate the current challenges they face today, as well as network and learn from the best minds in leadership on how to maneuver these challenges," said Ms. Anne Juuko.

Who are the YELP fellows? These are a network of some of the most outstanding young entrepreneurs and leaders in Africa, who are driving change in their communities and achieving success in their careers. Fellows are selected on the basis of the potential of their work, business, organizations to impact positively thousands in their communities and beyond. Upon graduation, the fellows form the core of what constitutes the LEO Africa Institute leadership network.

Awel Uwihanganye
Founder



Keeping Sight of the Thread: Managing Life Transitions

The first YELP reunion seminar focused on building the capacity and resilience of YELP fellows to effectively respond to challenges brought about by the COVID-19 pandemic and strengthen fellows' skills to manage life transitions. For the first time, LÉO Africa Institute convened a seminar outside

Uganda where the institute's secretariate sits. This was also the first time that guests were invited to join fellows and faculty members to YELP fellowship's intimate safe space where we have deeper conversations about what is going on around us but also the high ideals and communities, we are

trying to build for the leadership the Institute is training its network for.

The seminar was convened between 25 – 26 June, 2021 both virtually and physically at Serena Hotel in Nairobi, Kenya bringing together our diverse network of YELP fellows who are some of the most outstanding young entrepreneurs and leaders in Africa, who are driving change in their communities and achieving success in their careers.

The seminar was organized by fellows from Kenya, Tanzania, Somalia, and Zambia led by 2017 YELP Fellow & member of the LÉO Africa Institute Board of Directors Liz Muange.

“

“The success of the YELP program can only depend on us having a transition that sees fellows graduate into alumni and become part of the institute's faculty that delivers some of these important seminars.”

Kwezi Tabaro, Deputy Director,
LÉO Africa Institute



YELP Fellows and LÉO Africa Institute Deputy Director Kwezi Tabaro pose for a photo.

Opening session

Speakers



Nkatya Kabwe



Awel Uwihanganye



Barbara Kasekende



Carl Manlan



Mohammed Okash



Tumaini John
George

Diversity of the YELP Fellowship

In his welcome remarks to the seminar, Director of Ceremonies Nkatya Nkabwe from the YELP class of 2018 showed appreciation for the diversity of the network of fellows who come from various backgrounds that include professionals, politicians, creatives, entrepreneurs, thought leaders and policy makers.

“


Leadership is also about reconciliation and rebuilding burnt bridges that require rebuilding.”

Kiggundu Rodney, 2019 YELP Fellow

Keeping Sight of the Thread
LÉO Africa Institute founder Awel Uwihanganye thanked the organizing team of fellows from Kenya, Tanzania, Somalia, and Zambia for collaborating to put together the first YELP seminar outside Kampala, Uganda.
He also expressed his gratitude to partners Stanbic Bank for being loyal and supportive to the Young and Emerging Leaders Project and other initiatives of LÉO Africa Institute. Awel went on to appreciate moderators for lending their time and willingness to share their stories, knowledge, experience, and thoughts during the seminar.



LéO Africa Institute founder Awel Uwhanganye makes his remarks during the reunion seminar



Awel added that the theme Thread: Managing Life Transitions theme digs deeper into things happening today, like; the pandemic fellows are dealing with and their struggles and also noted that the “thread” is one thing that fellows can always hold onto when everything else around them is getting out of hand. It is the one thing that defines you and gives you purpose, and grounds you.



“Pursuing a life of purpose and meaning requires risk and courage, and we must be able to take some of these risks to live our true potential.”

Awel Uwihanganye

Own your narrative

Stanbic Bank Uganda CSI Manager Barbara Kasekende credited the LEO Africa Institute team for the outstanding work of empowering its community of leaders even through a

pandemic. “I am very excited to work for an institution (Stanbic Bank) that understands what it means to have young people own their narrative. If we don’t have young people own their narrative and own it, then as a bank, we aren’t doing our job.”

Barbara believes that as leaders, we have to learn something new every day, teach someone something new every day, and positively impact someone. If embraced, this will without a doubt enhance and elevate people’s leadership skills for a better and sustainable future. She advised fellows to change their narratives, either from the social or economic perspective, to show the world that Africans are strong and determined to transform with a positive mindset.

A singularly original and beautiful poetry recital by 12-year-old Tanzanian poet Tumaini John George set the right tone for the first YELP reunion seminar. Her poem called for nurturing African youths to create, innovate, and scale for human development.





How to Build Necessary Skills to Navigate Life Transitions

In his keynote speech, Léo Africa Institute Board Chair Carl Manlan denoted endurance, integrity, direction, listening, and interpretation as tools that help him navigate the world in which he evolves. Carl encouraged our fellows to focus on these five essential components to

get better at transitions; Pacing and Planning, leaving gracefully, letting the inside out, letting the outside in, and leaping. He also encouraged fellows to take care of their mental health without necessarily using substances to relieve the pain or pressure. He challenged



them to take walks, get involved in sports, or whatever it is that will help them keep their mental health in balance.

Carl encouraged fellows to concentrate on issues that matter to the majority, and that majority of the young people are in rural areas. We need to find ways that ensure many young people in rural areas are finding a way to make it work.

“

“The future is often the ability to create space for future generations”

Carl Manlan

Volunteerism

2019 YELP fellow Judy Lumumba talked about how the principle of volunteerism taught during the YELP fellowship has enabled her to scale her leadership to change her organization and stir it in the right direction.



YELP Fellows and invited guests during a break at the reunion seminar in Nairobi

“

“The interconnectedness of the readings with every discussion we had during the seminar was beautiful.”

Wanjuhi Njoroge, 2018 YELP Fellow

Reclaiming Purpose and Passion

Speakers



Fatma Kauga



William
Babigumira

2019 YELP fellow Fama Kauga and William Babigumira, a member of the LÉO Africa Institute faculty, led an exciting and forward-looking reflection session that looked into reclaiming purpose and passion. The session was accompanied with two readings: *The Way it is*, by William Stafford and “Wide Open”: *Reclaiming Purpose and Passion*, by Dawna Markova. The session was concluded by a poem by 2018 YELP fellow Gabriel Karsan.

“

“The essence of having this session is to help us reflect on if at all we are still connected to who we thought we are and who we wanted to be. Now is the time to evaluate if going through the fellowship has helped us transcend into something different; if we have rediscovered our purpose.”

Fama Kauga, 2019 YELP Fellow



2019 YELP Fellow Fatma Kauga during the Reunion seminar

For a New Beginning

Speakers



Beverly Mutindi



Awel Uwhanganye

2018 YELP fellow Beverly Mutindi and Awel Uwhanganye lead a conversation on transitions guided by the readings; *For a New Beginning*, By John O'Donohue and *Not Here*, By Jalal al-Din Rumi

Talking about new beginnings, Awel Uwhanganye said that the YELP fellowship is starting to see an emergence of thought leadership moderators among alumni of the program. While Kwezi Tabaro added that hope and courage also help us transition through different life stages.

“

"You have to create your path, pick yourself up, learn new skills, and effect changes. We should change our mindset and approach to life because those old and frozen thoughts are no longer helpful."

Beverly Mutindi, 2018 YELP Fellow



LéO Africa Institute Deputy Director Kwezi Tabaro

How to Build Necessary Skills to Navigate Life Transitions

Speakers



Rosie Lore, Ph.D



Wanjuhi Njoroge

Guest Speaker Rosie Lore, Ph.D., and 2018 YELP Fellow Wanjuhi Njoroge led a leadership conversation on courage and why fear impedes leadership. Rosie Lore encouraged fellows to switch the mindset of playing not to lose and replace it with playing to win irrespective of the price you have to pay.

In sharing her life story, Rosie Lore left fellows with her three Ps (purpose, people, and promises) as a key takeaway that will enable them to anchor and propel themselves during times of transition.

Your purpose is the philosophy that gets you out of bed every day. In times



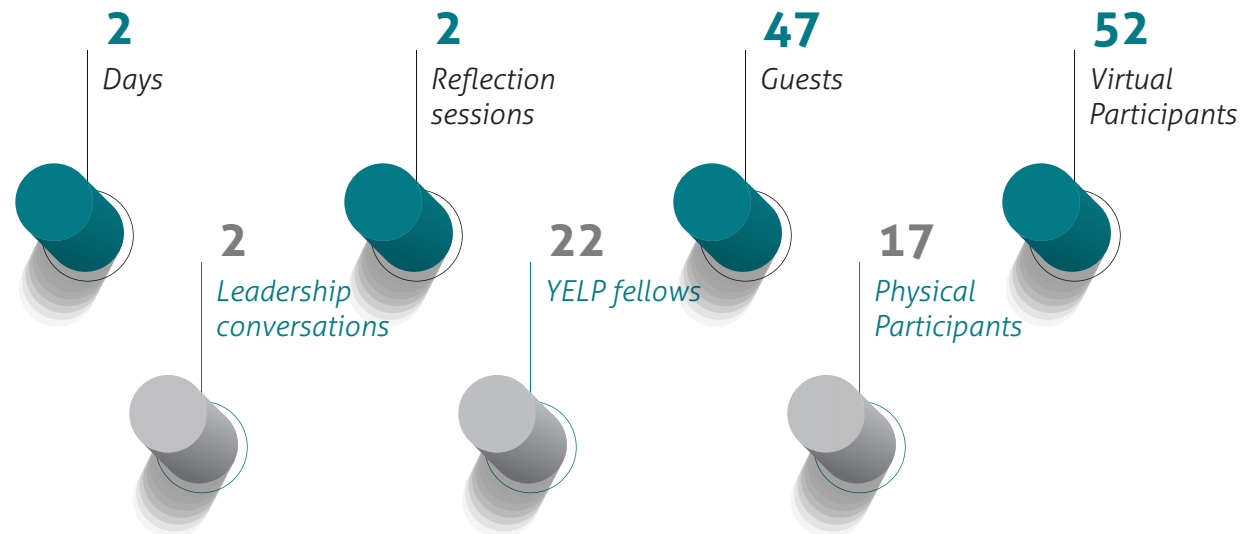
Rosie Lore, Ph.D during her leadership conversation

of volatile, uncertain, complex, and ambiguous seasons as we have seen with the coronavirus, it is vital to be anchored and propelled by your purpose.

The element of people shows us that we can't do much in this world alone. You need to find the right people that will hold the mirror up for you and tell you the things you need to hear. Sometimes you need to be told who you are as a way to encourage you. Promises anchor and propel you during your darkest times.

Rosie Lore also encouraged fellows to find formal mentors, coaches, and sponsors within their orbits to anchor and propel themselves forward. "The session on new beginnings was important because it validated the journey of transition and showed that it takes time for one to understand what their new path to growth will be." Liz Muange, 2017 YELP Fellow

YELP Reunion seminar in numbers



supported by



