

# ANNUAL REPORT

# 2020



Contributing to the Africa **We want.**



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## **Note from our Founder**

A warm welcome to our friends, network, and partners, Nine years later, it is a delight to once again present our most recent report on the continued work of the LÉO Africa Institute and a demonstrated commitment of continued investments in communities, and in young and emerging leaders to drive the agenda of attainment of social equity and building a “good society”.

Every time I seat to write these notes, to accompany our annual reporting on the impact of our work, I am reminded of the privilege to do the work that we do at the LÉO Africa Institute. I am also reminded of the power of ideas, relationships in changing society, and the goodness in our world, that manifests itself when our souls are inspired and challenged to do good. This goodness and generosity of humans to each other sometimes remains beneath the surface, but most times, it reveals itself in extraordinary ways during times of crisis, as we have experienced with the global

COVID-19 pandemic in 2020 and 2021. It is also what underpins the story of the LEO Africa Institute.

As the lead champion for the Institute and the causes we promote, I witness this “unwarranted love”, and generosity in encouragement to keep our work going forward first hand, every day. I have over time, come to strongly believe that we have more well-intentioned people in our midst than we care to know.

As the Institute community continues to grow, with the induction of more fellows and co-opting new members of faculty, and board members, I am more convinced that what we set out to do, deliberately building a community conscious of the collective role of building good and inclusive communities, is the most important thing to be committed to at this point.

To succeed in this pursuit (of building a “good society”), it is imperative to invest more effort and resources in building resilient individuals and society champions, to confront any challenges imagined or not, that will collaborate in identifying and addressing society’s challenges. At the core of this is the insistence on principled & values-based leadership, that is conscious of uplifting the condition of the average citizen to be better.

There is no doubt that if the average citizen’s contribution to the well-being of the larger society remains negligible, it shall be impossible to achieve the “good society” we aspire to. May we use the lessons from the COVID-19 pandemic to strengthen our systems, our resolve, networks and keep the collective conscious mindset for everyone’s well-being to continue guiding us to the next stage of our growth.

Our commitment; “keep empowering young people to succeed, live fulfilled lives, and guiding them to become significant members of a society that reflects their hopes and dreams”.

**Awel Uwihanganye**  
Founder



# ABOUT THE LÉO AFRICA INSTITUTE

The LÉO Africa Institute is an independent non-profit and non-partisan organization with headquarters in Kampala, Uganda. It is registered as a not-for-profit company (limited by guarantee) in Uganda.

The institute designs programs to support and empower young people in leadership from different spheres including politics, business and industry, thought leadership, social impact, and the arts.

At the core of our work is a conviction in the power of ideas to transform societies, and the potential of networks of thinkers and doers in advancing collaborations and partnerships for development.



*Young and Emerging Leaders Project Class of 2018 fellows; Canary Mugume, Acan Innocent, Wanjuhi Njoroge, and Konrad Adenauer Stiftung (KAS)'s Donnas Ojok*

# YELP Class of 2019 Graduation

The Young and Emerging Leaders Project (YELP) is a leadership development program run by the Léo Africa Institute with support from Konrad Adenauer Stiftung and Stanbic Bank. The program attracts young and emerging leaders of different backgrounds from all over Africa.

The YELP Class of 2019 comprised of 24 young and emerging leaders from Uganda, Kenya, Tanzania, Somalia, the Democratic Republic of Congo, Rwanda, and Burundi. The fellows are from diverse

sectors including, civil service, the banking sector, social entrepreneurship, media, arts and film, civil society, legal and medical professions.

The final seminar for the YELP Class of 2019 was held on the weekend of 6-9 February, 2020 at Mestil Hotel and Residences, Kampala under the theme, "Living Your Legacy". The seminar aimed at enabling fellows to reflect on the importance of legacies, working on community causes and how to avoid the



Young and Emerging Leaders Project Class of 2019 valedictorian receives the Magnus Mchunguzi Certificate from Léo Africa Institute founder Awel Uwihanganye, Standard Bank Group for Eastern Africa MD Patrick Mweheire and, Konrad Adenauer Foundation's Mathias Kamp



pitfalls of success. It also included a series of reflective sessions and conversations with key public figures to facilitate fellows' understanding of the challenges leaders face and how to overcome them. The sessions were aimed at stirring bold conversations about legacy, living life beyond self, how enthusiastic characters build nations, and a better appreciation

of life.

Fellows reflected on a variety of readings in relation to living a legacy that encouraged them to face their fears and do it more consciously, well centered and self-aware to go beyond themselves and aim at lasting success for generations to come.



*Young and Emerging Leaders Project Class of 2019 fellows Darius Turyahikayo happily walks away with his certificate of completion at the graduation ceremony of the Class of 2019*

# The “Covid-19 Reset” Project

Through the “Covid-19 Reset” project, the LEO Africa Institute sought to push more forward-looking interventions that go beyond containment of the pandemic, to discussions about a post-Covid future and how our communities can best prepare for a fast recovery. The focus of the project was to galvanize leadership action within and beyond the Institute network, and redirect it to imagine a new, progressive post-covid world for our respective communities

and countries.

The Institute’s “Great Reset” response was two-pronged:

## 1. Build the capacity of our fellows in 8 East African countries to effectively respond

Leveraging the Institute’s network of 67 fellows in Uganda, Kenya, Tanzania, Rwanda, Burundi, Somalia, Zambia and D.R. Congo (especially frontline healthworkers), to respond more effectively to the crisis in their respective

countries by availing them the necessary knowledge resources and tools within our network that can be utilized to promote public awareness.

This was done through curated virtual conversations over platforms like Zoom and Facebook that allowed fellows to share information with both the network and wider public.

## 2. Facilitate conversations around mental health awareness during the pandemic



As more people were forced to stay home, out of work and unsure of their economic prospects beyond the Covid-19 pandemic, we saw increasing stress and other mental health-related illnesses.

The Institute curated an online seminar for its fellows to create a safe space for them to share and discuss different experiences accumulated during the covid-19 pandemic.

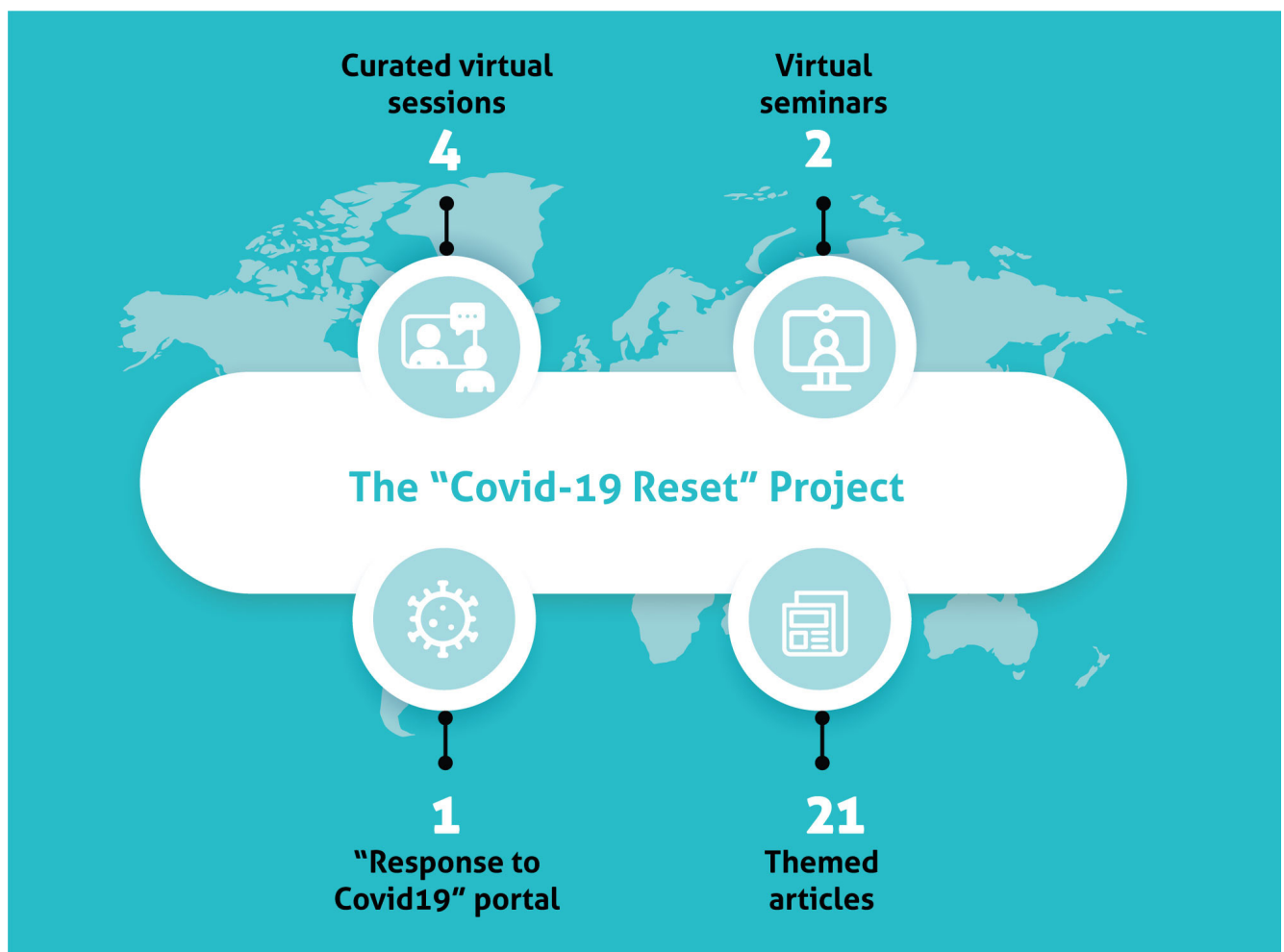


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“The ‘mental health during covid’ session conducted by Liz Kakooza in July 2020 was my outstanding moment. YELPees were vulnerable and the space was safe!”

**Canary Mugume**  
YELP Fellow

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## The 2020 Annual Leaders Gathering



### Our Founder's message at #ALG2020

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.

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.

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 LÉO 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.



*LéO Africa Institute Founder Awel Uwihanganye, Stanbic Bank Uganda Chief Executive Anne Juuko, & Young and Emerging Leaders Project fellow Raymond Mujuni during the 2020 Annual Leaders Gathering*

## 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: public 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.





*Carl Manlan, Chairperson of the Léo Africa Institute Board of Directors during the 2020 Annual Leaders Gathering*

## Heard at #ALG2020



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“The future of the continent depends on the proactiveness of the young people. It is therefore important that we invest in young African leaders through platforms such as the Annual Leaders Gathering.”

**Anna Reismann**  
Country Representative, Konrad Adenauer Stiftung

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“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”

**Anne Juuko**

Chief Executive, Stanbic Bank Uganda

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

**David F.K. Mpanga**

Board member  
LEO Africa Institute

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

**Kemiyondo Coutinho**

Founder Kemistry Klass,  
YELP Fellow

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“Collaboration is key to building back for better. If we join together and collaborate, we can build from the strengths to 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

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## #ALG2020 BY THE NUMBERS





## 2020 THROUGH THE LENS OF OUR FELLOWS



**2020 was a challenging year for many, but our network showed incredible leadership in addressing the challenges brought by the pandemic. Some of our fellows shared with us their 2020 highlights and what the pandemic meant to them.**

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**Fiona Mbabazi, YELP class of 2017**

Almost everyone across globe grappled with the pandemic. In Rwanda, due to COVID-19, many people lost their jobs, loved ones, and there was a rise of fake news. An economic recovery fund was set up to revive the economy and the ministry of health set up a dedicated portal and leveraged social media as well to deal with fake news.

At the Annual Leaders Gathering, it was good to see our young leaders leading the way during a time of crisis and doing so with empathy and team work.



### **Angella Kasekende, YELP class of 2019**

When the COVID-19 pandemic hit Uganda, there was loss of jobs and an increase in unemployment rate most especially amongst the youth. Early marriages and teen pregnancies also increased during lockdown and these have limited a future for the young girls/women. Government and some civil society organisations are investing in the future of the youth through skilling opportunities to prepare them for economic recovery. The most impressive thing was seeing youth become innovative and create jobs during the pandemic.

My keynote speech at the 2020 Annual Leaders Gathering lends itself to the belief that young people everywhere are not just surviving today's crisis, they are innovating and adapting. They are stepping up to lead the way.

When I decided to take a step into politics, the support I had from the YELP community made me realize how powerful this network can be when we stand together to lift each other up.

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### **Canary Mugume, YELP class of 2018**

Uganda saw an increase in gender-based violence during covid-19 lockdown. According to the Ministry of Gender, Labour and Social Development, between March 30 and April 28, a total of 3,280 cases of GBV were reported to police. This is in addition to 283 cases of Violence Against Children.

In response to rising cases of violence, the Police established a dedicated a toll-free hotline for reporting and responding to cases of violence against women and girls. The hotline was crucial in providing a criminal justice response and access to services for survivors during the lockdown.

At the 2020 Annual Leaders Gathering, I was able to share my personal experiences especially in handling COVID-19 as a journalist. The 'mental health during covid' session conducted by Liz Kakooza in July 2020 was my outstanding moment. YELP fellows were vulnerable and the space was safe!

**Fatma Kauga, YELP class of 2019**

As a country, Tanzania faced a lot of challenges dealing with the pandemic. It's the new global pandemic and no one was prepared on how to act to overcome the challenges. About 13 million children and youth were out of school in our country due to the pandemic. Families lost their loved ones unexpectedly and painfully. Initially, some couldn't even give their last respects to their loved ones as part of health protocols for the pandemic.

The Government collaborated with private initiatives which are providing e-learning services to ensure more than 13 million children and youth get access to education during the shutdown. TV and radio programs were designed and showcased on all local channels. Mobile Network Operators zero-rated all digital educational platforms in the country such that students can access them without using or charged the internet data.

Meeting the new Chairperson Board of Directors at LEO Africa Institute Carl Manlan, our YELP graduation weekend, speaking at the Annual Leaders Gathering and the fellows' mental health seminar were some of my key highlights of 2020.

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*LEO Africa Institute Deputy Director Kwezi Tabaro during the 2020 Annual Leaders Gathering*



# Our HIGHLIGHTS in 2020











## Impact of our work

Leadership is critical to any society's development because it not only shapes its culture, but also determines the allocation of scarce resources that in the end has serious implications on the collective fortunes of a people.

Through the Young and Emerging leaders Project, the LEO Africa Institute identifies young and emerging leaders from various backgrounds who are already driving change within their communities. By bringing them together into a year-long fellowship programme, the Institute shapes their ideas about leadership and management of public affairs by reflecting on various leaders across the world.

The network of fellows built over time through YELP has continually kept in touch to hold each other to account and agree on shared values about leadership in their communities.

Our fellow Angella Kasekende ran for National Female Youth member of parliament in Uganda. Her campaign promised a million real and resilient jobs as a solution to Uganda's high unemployment rates especially among the youth. She advocated for universal vocational education to achieve this ambitious plan.



*Young and Emerging Leaders Project Class of 2019 Fellow Angella Kasekende*

At the peak for the COVID-19 pandemic, our fellows were at the frontline serving their communities in health, media, activism, and so much more. In a letter dated 4th September 2020, H.E Yoweri Kaguta Museveni applauded our fellow Dr. Prosper Ahimbisibwe for his efforts serving at the medical frontline of Uganda during COVID19. Dr. Ahimbisibwe served at Jinja Regional Referral Hospital – the largest hospital in Eastern Uganda – as part of the COVID19 medical response team.

“Young people everywhere are not just surviving today’s crisis, they are innovating and adapting. They are stepping up to lead the way.”

**Angella Kasekende**  
YELP Fellow









# Developments at the Institute

## Welcoming our new Board of Directors

The outgoing LÉO Africa Institute Board of Directors (2016-2020) led by Ms. Lucy Mbabazi Nshuti along with the Institute's secretariat welcomed the Institute's new Board of Directors (2020-2022) during a virtual board meeting convened on July 30, 2020.



Angelo Izama



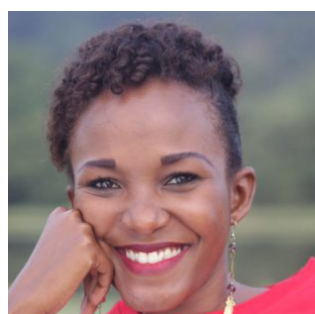
Carl Manlan



Conrad Mugisha



David F.K. Mpanga



Fiona Mbabazi



Gabriel Karsan



Liz Muange



Magnus Mchunguzi



Sam Fredrick  
Mwogeza

The new Institute board will be chaired by Carl Manlan, the Chief Operating Officer of The Ecobank Foundation. Mr. Manlan, who is an economist with over ten years of experience in health, finance and project implementation, had previously served as a member of the Institute board since 2018.

Other members of the board include David F.K. Mpanga, partner at Bowmans, Sam Mwogeza, CFO Stanbic Bank Uganda, and four fellows of the Institute; Liz Muange (Kenya), Fiona Mbabazi (Rwanda), Gabriel Karsan (Tanzania) and Conrad Mugisha (Uganda).

Congratulations to our new board members, all the best in guiding the Institute towards achieving its objectives under the five-year (2017-2022) strategic plan.



“We are building a platform of African problem solving with a fraternity of African problem solvers focused on practical interventions (via leadership) intended to support the dignity and welfare of African people and their contribution to global peace and prosperity.”

**Carl Manlan**  
Board Chair - LEO Africa Institute





## **Partner WITH US**

The LÉO Africa institute is working directly with young and emerging leaders to build their individual and collective capacity to have impact in their communities and society as a whole.

We want to work with other actors from government, the private sector, civil society and media in providing platforms to support young leaders who are committed to shaping society and contributing to the Africa we want.

If you believe in shaping society positively by investing in innovative, passionate and entrepreneurial individuals, we invite you to join us; to support our efforts or collaborate on exciting projects building change agents in our communities and countries.





Contributing to the Africa **We want.**

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