



Young &
Emerging
Leaders
Project

YELP REUNION SEMINAR

Dar es Salaam, 10 – 11 September 2021

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Shaping personal legacies: guiding leaders towards significance

The second YELP Alumni seminar was convened between 10 – 11 September 2021 at Dar es Salaam Serena Hotel, Tanzania, and brought together our diverse network of YELP fellows who constitute a growing network of emerging leadership voices in Africa driving change in their communities and achieving success in their careers.

The hybrid seminar combined different experiences from the traditional three

seminars YELP fellows go through in their one year of training. The sessions include taking fellows through deep reflections on moving beyond the “self” in the journeys from success to living a life of significance.

Participants were exposed to practical lessons to learn from, on achieving and managing personal success, practicing self-care and living fulfilled lives, and in turn, moving on to making significant contributions in society.

From the seminar, Fellows and guests reflected on the sort of legacy they want to leave, and how to navigate the pitfalls that come with bold leadership decisions, sacrifices, that each of these leaders has had to make at different points in time.

The seminar was organized by fellows from Tanzania and Uganda led by Elizabeth Mwambulukutu (YELP Class of 2019), Fatma Kauga (YELP Class of 2019), and Gabriel Karsan (YELP Class of 2018).

Opening session



Gabriel Karsan,
YELP Fellow Class of 2018,
Board Member LÉO Africa
Institute



Kwezi Tabaro
Deputy Director LÉO Africa
Institute



*Class of 2018 YELP Fellow Kennedy Odokonyero
during a session at the seminar*

In his opening monologue, Class of 2018 YELP Fellow Gabriel Karsan expressed gratitude for being part of LÉO Africa institute's legacy through the YELP program.

"YELP instilled values in me as a young leader, to take ownership of my narrative and, to live a meaningful life," said Karsan. He went on to add, "I know what it means to understand yourself as a person and the meaningful relationships that are needed today, especially in these challenging times."

LÉO Africa Institute Deputy Director Kwezi Tabaro pointed out how these reunion seminars are one way for the YELP network to recommit to the ideals that underpin the LÉO Africa Institute.

"It is great to see our alumni leverage their resources and networks to make sure that these conversations happen and that the idea of YELP grows into something big," said Kwezi.

He firmly believes the reunion seminars are the only way the fellowship will grow and sustain itself because fellows constitute the knowledge base that will keep informing the curriculum of the YELP program.

Kwezi went on to add that the Institute will relaunch the YELP program as a pan-African fellowship that trains leaders beyond the East African region, and these reunion seminars will inform the YELP 2.0 Fellowship.

Insight: What it means to live a life of significance



Angelo Izama
Head of Faculty, LEO
Africa Institute



Léo Africa Institute Deputy Director Kwezi Tabaro makes his remarks at the YELP Reunion seminar in Dar es Salaam, Tanzania

To live a life of significance, Angelo believes one must have clarity, the ability to clear the ground from misconception and get down to the grit of problems. He went on to say that one must generate new knowledge to rely on the context in which one possesses the most information.

Thirdly, empathy is crucial because, in this imperfect

world, one must respond positively to challenges. Lastly, one must take on volunteerism because it reinforces our spirit of empathy and altruism.

Angelo went on to say that as a global community, we are dealing with the reality that there is no perfect community. Leaders of today and leaders of tomorrow must grant themselves the

right to be bold in shaping their legacies and history.

"Servant leadership lets us respond to our moral obligation to give ourselves to the community and contribute to institutions that shape the proper fabric of society even though it is imperfect." Gabriel Karsan, YELP Fellow Class of 2018, Board Member LEO Africa Institute

Leadership Conversation

Shaping Personal Legacies: Guiding Leaders Towards Significance



Zuhura Muro
Managing Director
Lindam Group Limited

Legacy is a gradual step-by-step process built on a solid foundation on which you stand. Zuhura Muro believes that to live a life of significance, we must nurture sustainability leadership values and be keen on building institutions, systems, and processes that outlive us.

Building a foundation starts with defining your “WHY?”. It engages you to lead from the inside out and looks into what appeals to your values.

There must be a series of attempts, a series of advice that you take in

and build on to better yourself. Your legacy is built consciously and purposefully through these series that translates into a better version of you.

An optimistic outlook makes one better placed in building legacy because they can see the silver lining that many don't get to see. Self-awareness, the ability to empower others, flexibility, and empathy are significant in building a legacy because they give one a gateway to mindful and conscious leadership.



Elizabeth Mwambulukutu
YELP Fellow Class of 2019

Class of 2018 YELP Fellow Gabriel Karsan during a session at the seminar



Class of 2019 YELP Fellow Elizabeth Mwambulukutu shares her thoughts during a session at the YELP Reunion seminar

Shaping Character



Aaron Akampa

YELP Fellow Class of 2019

Aaron Akampa encouraged his colleagues to be more self-aware and understand the moral and mental qualities that are distinctive to them and define the core fabric of who they are.

He further urged participants to spend less time on "résumé virtues" – racking up impressive accomplishments – and deliberately cultivate "eulogy virtues" the character strengths for which they would like society to remember them.



Class of 2018 YELP Fellow Beverly Mutindi added that most of the time (if not all the time), eulogies always sound good even for those who did not try as much. Perhaps it is because of this that we do not pay much attention to these virtues. Because we know eventually even our minute

good deeds will be magnified in our eulogies as it is the norm.

On the sidelines of the seminar, celebrated poet and advocate of the High Court of Tanzania, Aisha Saidi Kingu, presented Léo Africa Institute with an original and thoughtful poem.



"Legacy shaping is every small thing that we do every day that adds up to our greater self. It is a whole set about how you live your life cumulatively."

Awel Uwihanganye,
Founder, Léo Africa Institute



Léo Africa Institute Founder Awel Uwhanganye and Board Member Gabriel Karsan receive an original poem from Aisha Saidi Kingu on behalf of the Institute



Readings & Discussion



Rodrigues Osinde
YELP Fellow Class of 2018



Ignatious Kirunga
YELP Fellow Class of 2019

With Maya Angelou's poem "Continue" and William Stafford's "The Way It Is" setting the tone for the conversation, Ignatious Kirunga, and Rodrigues Osinde described legacy as the people one can build during their lifetime.

Class of 2018 YELP Fellow Rodrigues Osinde rallied his colleagues to use patience as comparative advantage and refine their focus to build a lasting legacy. "By being kind, you loan your strength to those who are weak. Investing in people guarantees your

legacy. Your assignment here has a shelf life. Start reproducing people that are greater than you," he went on to say.

Talking in the context of legacy, Awel Uwihanganye believes that we must keep on doing so that our work can live on eternally; don't let it end with you. He firmly considers legacy as what individuals bequeath to society; it is what you give to the young generation and the impact you made on others.



Class of 2018 YELP Fellow Rodrigues Osinde moderates a conversation on building a legacy

Reflections; lessons on “living” our personal legacies, every day



Benjamin Rukwengye
YELP Fellow Class of 2017

Benjamin Rukwengye holds that history and its interpretation are constantly shifting – which means that those who are seen as heroes today could turn into the villains tomorrow; villains of today might be extolled as heroes tomorrow, depending on who is in charge.

He also wondered if it is possible to achieve greatness without being divisive. And if that be the case, shouldn't we agree that because the life of greatness is littered

with contradictions, it should be okay for us to disagree on the legacies of those who shape our lives and destinies – depending on which side of their decisions we subjectively sit.



“I believe legacy is quite fragile in itself. To make a legacy is to achieve daily what is truest to ourselves while we are good and accountable to others.”

*Kiggundu Rodney,
Class of 2019 YELP Fellow*



Class of 2019 YELP Fellow Jonan Twinamasiko shares his reflections on personal legacy

Leadership Conversation



Sam Mwogeza

Board Member, LÉO Africa Institute, & Head Consumer and High Net Worth, Stanbic Bank–Uganda

Sam started the conversation by sharing three values that he has carried with him since childhood, the first being the principle of discipline; he insists that one must be rigorous in how one thinks and plan around their life.

Secondly, one ought to be consistent; your word has got to mean something. Once you commit to something, there must be a pattern of consistency between what you say you will do and what you do. Lastly, treat people well. The value of a person isn't dependent on what they do.

Speaking on what success means to him, Sam advised fellows and guests to think about legacy and impact beyond the physical assets accumulated. He encouraged them to set the stage for those who are going to come after us to develop value beyond what we had in our point in time. To Sam, the measurement of success is how many people you impact and help release into a life of purpose and creating an environment for people to bounce off you and become better at what they want to do.



Shirley Kandabu

YELP Fellow Class of 2018

Growth in your Life Journey

On what it takes to register a shift in growth in your life journey, Sam insists it's not enough to work hard and get results, one needs to create more value for yourself as an individual. He went on to share five learnings he has developed over the years to help improve this value story:

Be part of solving what's important for your community or organization, and don't rush to set boundaries for your contribution.

Focus on what gives you leverage; identify the fewest things that will give you the most leverage for growth, uncover your key learning gap(s), build diverse enabling networks, and avoid "interesting" distractions.

Learning insights; keep hungry/curious, make it diverse and combine learnings, leverage your most preferred learning style, and stay humble.

Building trust; be human first (empathy strengthens relationships) improve listening skills (seek first to understand), look for shared value, and be consistent. Get some help; Mentorship. "I urge all of us to do the brave thing. For us to be influential and to tilt the scales of our legacy towards the positive, it will take for us to be brave, questioning assumptions, taking on hard systems, and finding new paths forward." Shirley Kandabu, YELP Fellow Class of 2018

The Future of the Young and Emerging Leaders Project Fellowship



Class of 2018 YELP Fellow Wanjuhi Njoroge joins participants in Dar es Salaam virtually at the YELP Reunion Seminar

LÉO Africa Institute Founder & Senior Director Awel Uwhanganye confirmed that at the Annual Leaders Gathering (26th – 28th November 2021), a charter making the Young and Emerging Leaders Project Fellowship an independent network within the Institute will be adopted

He further hinted at the Institute becoming an affiliate of the Africa Leadership Initiative. The move will make the Institute part of Aspen Institute's Aspen Global Leadership Network. Awel also announced Catherineroose Barretto as an incoming member of the Associate Faculty at LÉO Africa Institute.



Incoming member of Léo Africa Institute's Associate Faculty Catherinerose Barretto engages with Class of 2018 YELP Fellow Akampa Aaron in a conversation.

LéO Runners Club

The LéO Africa Network comprises a sizeable number of profound and notable runners. At the second YELP reunion seminar, some of them shared with us why they take occasional runs.



Kennedy Odokonyero
Class of 2019 YELP
Fellow

Running helps you to push your body to the limit and clear your mind. You become a more daring risk-taker.



Benjamin Rukwenje
Class of 2017 YELP
Fellow

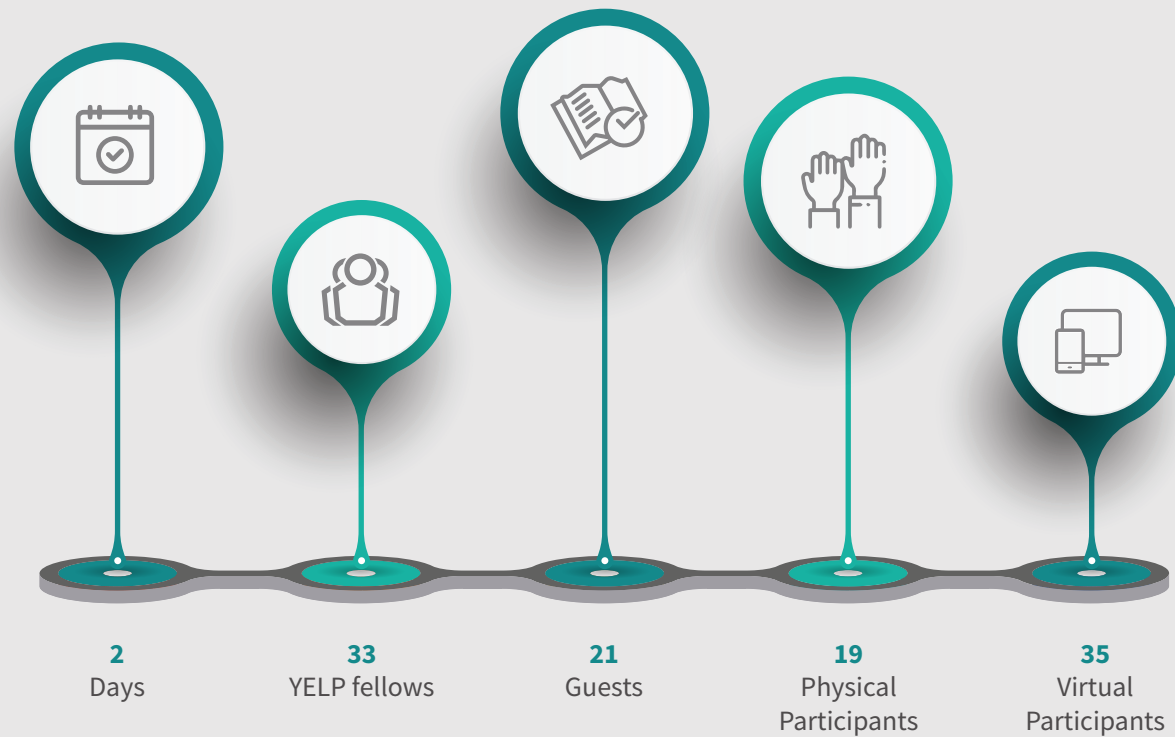
Running is the only time when I can free my mind from everything and then come back to all the demands of my life with a clearer mind. Running has also built my mental and emotional resilience, which I can transfer to my other work.



Kwezi Tabaro
Deputy Director, LéO Africa Institute

The most important thing is the mental health aspect and the idea that running helps you fix a lot in your life. You become more aware of your limits, not just the physical exertion but also how much work you can put into whatever you are doing. It also builds your patience because, for many runners, results don't come in the first weeks or months, so you have to wait a little longer. Running also brings a sense of community.

YELP Reunion seminar in numbers



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