



Contributing to the Africa We want.

Impact Report To

Stanbic Bank - Uganda

January 2022

Who we are

Started in 2013 the Léo Africa Institute is an independent pan-African leadership development organization based in Kampala, Uganda. It is registered as a not-for-profit company (limited by guarantee) in Uganda.

The Institute designs unique, compelling, and impactful programs to support and empower young people in leadership who include professionals, creatives, entrepreneurs, thought leaders and policy makers.

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.

What is the problem we are trying to solve?

There is a shortage of bold African-oriented visionary leaders with a global mindset. This comes at a time when Africa is tackling the unique challenges of a more integrated, promising, but still poor and young population. There is need for deliberate and intentional efforts to groom the next generation of artists, entrepreneurs, activists, public servants and leaders in the public sector who will be bold enough to tackle these challenges.

What do we do to solve it?

The Young and Emerging Leaders Project (YELP) fellowship imparts critical skills needed in **leadership that transforms the individual and society** around them. Throughout the year-long programme, we build the capacity of young and emerging leaders who are already entrepreneurs and champions of different causes. With additional training we are able to **scale**



Young and Emerging Leaders Project fellows Judy Lumumba, Liz Muange, and Fatma Kauga at a YELP Alumni Reunion seminar in Nairobi, Kenya

their impact and allow them to be **more effective drivers of change and job creators** in their communities.

This is done through a series of seminars, workshops and critical thinking sessions in which our Fellows immerse themselves during the fellowship. They also get to not only learn from today's most outstanding values-centred leaders in the private and public sectors, but also interact within themselves, reflecting on the diversities within their own countries.

Our Fellows are also exposed to networking opportunities in Uganda and across the region through events that bring together other young leaders from across Africa. Such events enable them to broaden their networks and gain exposure to the opportunities and challenges that an increasingly integrated Africa presents.

What have we achieved so far?

Over the last six years, we have developed a thriving and growing community of **over 68 YELP fellows from Uganda, Kenya, Rwanda, Tanzania, Burundi, DR Congo, Zambia, and Somalia**. The fellows are dedicated to learning, personal growth and development, and social impact.



YELP Fellows Malath Ochieng (L) and Wanjui Njoroge (R) pose for a photo with Rosie Lore at the YELP Reunion seminar in Nairobi, Kenya

How the Bank's support made a Difference in 2021

Understanding the value of partnerships in creating community impact, Stanbic bank has over the last five years offered both **financial and professional support** to the Young and Emerging Leaders Project.

Ahead of the launch of the expanded YELP 2.0 fellowship in 2022, the Léo Africa Institute convened 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 featured 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.

Due to the prevailing pandemic, the structure of the seminars was hybrid (a mix of in-person and virtual sessions) and 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: Managing Life Transitions, Shaping Personal Leadership, and The Urgency of "Harambee" - Pulling Together.

Nairobi Seminar – June 25-26, 2021 Keeping Sight of the Thread: Managing Life Transitions

Key Speakers;



**Awel
Uwhanganye**



**William
Babigumira**



**Barbara
Kasekende**



**Rosie
Lore**



**Carl
Manlan**

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, LEO Africa Institute convened a seminar outside Uganda where the institute's secretariat sits.

This was also the first time that non-fellows 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.





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"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 - YELP Class of 2018

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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 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.

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

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. Watch highlights from the seminar [here](#) or read the [report](#).



Rosie Lore, Ph.D during her leadership conversation

Dar es Salaam Seminar – September 10-11, 2021

Shaping Personal Legacies: Guiding Leaders Towards Significance.

Key Speakers;



**Zuhura
Muro**



**Angelo
Izama**



**Sam
Mwogeza**

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



Fellows and guests take a group photo after the YELP Reunion Seminar in Dar es Salaam, Tanzania

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.



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“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 – YELP Class of 2019

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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.

Zuhura Muro encouraged fellows to take an optimistic outlook; it 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.

YELP fellows from Stanbic Bank led some of the sessions during the seminar. 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.

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

Speaking on what success means to him, Stanbic Bank Uganda's Head Consumer and High Net Worth, Sam Mwogeza 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.

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. Watch highlights from the seminar [here](#) or read the [report](#).



Class of 2018 YELP Fellow Aaron Akampa during his session on Shaping Character

Kigali Seminar – October 8-9, 2021

The Urgency of Harambee

Key Speakers; Richard Mugisha, Lucy Mbabazi, William Babigumira, Twasiima P. Bigirwa, Awel Uwihanganye

With the effects from the pandemic guaranteed to affect how we live and work, recovery will depend on how quickly we collectively work together in addressing the structural and personal challenges in the process of rebuilding our economies to ensure inclusive social systems, Young and Emerging Leaders Project Fellowship alumni in Rwanda hosted the third and final 2021 YELP reunion seminars focused on strengthening a collaborative leadership culture within the Institute network and beyond at Park Inn by Radisson Kigali from 8th – 9th October 2021.

“If we pull together as family or community, we can push forward and overcome the challenges of the day and build a better future for generations to come. The power of Harambee



“The practice of collective response is crucial when confronting individual and collective challenges or pursuing innovative and effective systems to transform society.”

Fiona Kamikazi - YELP Class of 2018

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starts with us, and I hope ten years from now, we will be seeing the impact and results of having started pulling together.” Lucy Mbabazi, Chair Emeritus - Board of Directors, LÉO Africa Institute.

According to Richard Mugisha’s remarks to fellows, when we are dissatisfied with our leaders at the national level, the tendency is for many of us, especially young people, to get engaged in a blame game where we see everyone doing wrong apart from ourselves. That is a dangerous place to be because each

of us has got a role to play. The responsibility to lead is one that we all cannot avoid in making a difference. We need to identify problems in society so that we can not only gain from them financially but also make a difference.

Blaming those in political leadership and thinking that all problems will be addressed by them doesn’t help much. Much as most of us may not have a say in how political developments happen, we do have spheres of influence that



Lucy Mbabazi, Chair Emeritus - Board of Directors, LÉO Africa Institute during the seminar



we can begin from. The aggregate of this will address the leadership crisis on the African continent.

From this seminar, Fellows explored different opportunities for collaboration in their professional pursuits, and how to build partnerships that offer opportunities and solutions to wider society.

Watch highlights from the seminar [here](#) or read the [report](#).

How are we learning and improving?

Institute announces YELP Executive Committee Building off the success and impact of the first three years of the YELP programme, the Institute will launch a revamped second three-year fellowship programme starting in 2022. The new **YELP 2.0** will see a number of changes in the structure of the initial programme.

Most of the changes are a reflection of fellows' experiences and the leadership challenges they encounter daily in their careers and workplaces, which has always enabled us to have a continuously evolving curriculum.

Among the key changes will be the creation of a YELP Executive Committee constituted by fellows to oversee the growth of the programme. Starting 2022, affairs of the Young and Emerging Leaders Project Fellowship network will be managed by fellows and their staff.



YELP Class of 2017 Fellow Isaac Rugamba moderates a leadership conversation on achieving collective actions on growing opportunities in Africa

The inaugural YELP Executive Committee for 2022-2024



Liz Muange
President (Kenya)



Aaron Akampa
Chief of Staff (Uganda)



Isaac Rugamba
Vice President Seminar Experiences (Rwanda)



Elizabeth Mwambulukutu
Chief Networks Officer (Tanzania)



Liz Kakooza
Vice President YELP Annual Summit (Uganda)



Igantious Kirunga
Vice President Alumni Relations (Uganda)



Fiona Kamikazi
Chief Marketing Officer (Rwanda)

Our Fellows are making a Difference

Guided by our strong belief in the youth and the power of leadership to unlock opportunities for Africa, the YELP Fellowship has equipped fellows with skills and networks which have helped them thrive at a **personal level, professionally, and in business, all while creating social impact** in their communities and countries.

2019 YELP Fellow Fatma Kauga noticed the need for leadership programs to empower adolescents and young girls in high schools and universities in Tanzania. This inspired her to start Doyenne, a non-government organization established in Tanzania "to help young girls test their potential and realize themselves as the next generation of leaders because leadership has no gender!"





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"The lack of leadership skills, low confidence and self-esteem, and uneven access to formal education and opportunities make the idea of leadership parity hard to achieve. These factors are mainly due to society's gender beliefs (stereotype) and how women's roles are perceived"

Fatma Kauga – YELP Class of 2019

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YELP Class of 2018 Fellow Benefique Magadju from D.R. Congo and Madita Schulte (from Germany) met during the YELP class of 2018 graduation seminar and later co-founded the Europe Africa Youth Network, an initiative of young people from different European and African countries.

Europe Africa Youth Network offers volunteering opportunities for young people to join their initiative, to serve and learn in order to gain professional experience and fight youth unemployment, and to develop a community service culture in the youth.



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"We aim at going beyond stereotypes and prejudices about different countries and societies which are often based on what we see in the media. The network organizes discussions about several topics that are important for our societies and come up with solution projects addressing these problems."

Benefique Magadju – YELP Class of 2018

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With the vision of building a community of media innovators transforming the industry for a better world, our YELP fellow Mpindi Abaas launched the MCI Media Hub - a collaborative space to shape the future of journalism in Uganda and East Africa.

The MCI Media Hub has both radio and TV studios. These studios provide a

friendly working environment to media innovators, mainstream newsrooms, small and medium media houses, international correspondents, and freelancers. Through the Media Challenge Academy and other journalism training programs, the hub will produce multi-skilled and socially conscious journalists.



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"We are helping media innovators have viable and sustainable business models. Hopefully, this will translate into us preparing East Africa's journalism industry for the 4th Industrial Revolution."

Abaas Mpindi – YELP Class of 2017

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MENTOR ME

LEVERAGE YOUR POTENTIAL TO ADVANCE PERSONALLY AND PROFESSIONALLY

Due to the COVID-19 pandemic, most people especially the youth are struggling to get employment. Young and Emerging Leaders Project fellow Nancy Sibo plans to coach 500 young people aged 21-30 in Rwanda to be job-ready by the end of 2022 through her initiative Mentor Me which provides sustainable coaching and mentorship to young people in Rwanda.



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"We hope to build a Mobile career van equipped with computers and the internet. The van will travel to different locations of Rwanda to train youth on job-ready skills, and also give them space and resources so they can apply to jobs."

Nancy Sibo – YELP Class of 2018

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Our 2022 YELP Calendar

ACTIVITY	TARGET GROUP	EXPECTED OUTCOMES	EXPECTED OUTCOMES
Young and Emerging Leaders Project (YELP) Fellowship	Young & Emerging leaders in Uganda and the East African region	<p>Build a network of 150 influential leaders in various sectors across East Africa in the next five years</p> <p>Fellows given skills to advance personal leadership goals, and empowered to be effective agents of social change in their communities</p>	<p>February/March 2022</p> <ul style="list-style-type: none"> • YELP 2.0 Curriculum Design <p>April/July/October 2022</p> <ul style="list-style-type: none"> • YELP Alumni Seminars <p>November 2022</p> <ul style="list-style-type: none"> • Launch of YELP 2.0 <p>December 2022</p> <ul style="list-style-type: none"> • Call for Applications for YELP Class of 2023

Meet the Young and Emerging Leaders' Project Moderating Corps



Wanjuhi Njoroge
Kenya



Nkatya Kabwe
Zambia



Fatma Kauga
Tanzania



Beverly Muchogo
Kenya



Rodrigers Osinde
Uganda



Rayner Mugyezi
Uganda



Fiona Mbabazi
Rwanda



Shirley Kandabu
Uganda

Our Faculty



Angelo Izama
Journalist and Consultant (Head of Faculty)



Awel Uwihanganye
Founder, LEO Africa Institute



William Babigumira
Chief Executive Officer Pentascope Strategy



Kwame Rugunda
Chief Executive Officer, Crypto Savannah



Annette Mbabazi
Governance Specialist



Catherinerose Barretto
Human Capital, Innovation, Entrepreneurship, and Gender consultant





Contributing to the Africa **We want.**

5 Mulwana Rd, Kampala,
Uganda

✉ communications@leoafricainstitute.org

🌐 www.leoafricainstitute.org

☎ +256-752-108886

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