



Impact Report To Stanbic Bank - Uganda

LéO Africa Institute – Stanbic Bank Uganda Partnership in Numbers



Who are we?

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, politicians, creatives, entrepreneurs, thought leaders, and policymakers.

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 collaboration and development partnerships.

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 its unique challenges of a more integrated, promising, but still poor and young population. There is a need for deliberate and intentional efforts into grooming the next generation of artists, entrepreneurs, activists, public servants, and leaders in the public sector who will be bold enough to tackle these challenges.



YELP Class of 2019 Fellows Jonan Twinamatsiko and Fatma Kauga. Jonan is a Petroleum Engineer and Entrepreneur, while Fatma is the Founder and Executive Director at Doyenne Organization, an NGO creating a generation of female leaders in Tanzania

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 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



YELP Fellows at the Kigali Seminar in 2021. Léo Africa Institute and Stanbic Bank Uganda host YELP Reunion Seminars to facilitate dialogue and debate on challenges and the promise of leadership for the fellowship's alumni network that now spans 8 African countries

opportunities and challenges of an increasingly integrated Africa.

We have developed a thriving and growing community of **over 72 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.

Stanbic Bank Uganda's Chief Executive Anne Juuko on the Bank's partnership with LÉO Africa Institute

We, as Stanbic Bank, choose purposefully to partner with LÉO Africa Institute because our ethos and purpose of focusing on the youth resonate and align with what the Institute is doing. The very objective that LÉO Africa Institute seeks to answer is a very clear one; What do we need to do to create an environment where our (African) youth not only survive but thrive and meet their full potential?

We are keen to commit to partnering with LÉO Africa Institute because of the singular mentality that there is no calvary coming; only we, as Africans, can solve our problems. Only we, the youth who will inherit this continent, can start working towards solving those problems not just for ourselves but for our children and future generations. Our partnership with the Institute can only grow from strength to strength, and we will continue working together to drive real tangible change on the continent.



LÉO Africa Institute Founder & Senior Director Awel Uwhanganye, Stanbic Bank Uganda Chief Executive Anne Juuko, and Class of 2017 YELP Fellow Raymond Mujuni at the 2020 Annual Leaders Gathering

How the Bank's support has made a Difference

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

The Léo Africa Institute has convened **six regional YELP reunion seminars** where Fellows from the Classes of 2017, 2018, and 2019 revisit some of the insightful sessions from the YELP experience with support from Stanbic Bank Uganda.

The seminars feature leadership coaching sessions, a combination of text-based readings to facilitate inspiration, critical thought reference, dialogue and debate on challenges, and the promise of leadership for the fellowship's alumni network that now spans 8 African countries.

The structure of the seminars is 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.

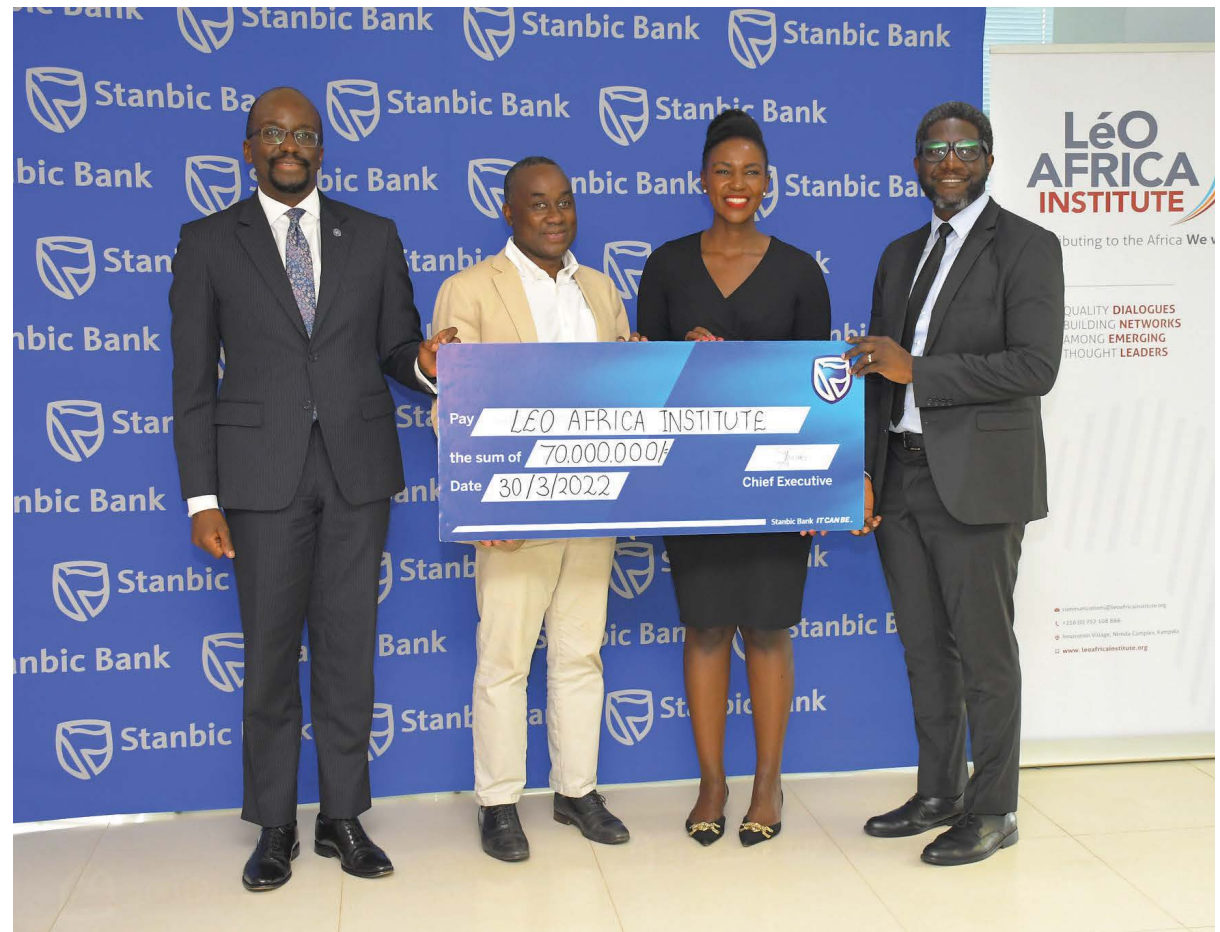
The seminars are divided into three broad themes on leadership: Managing Life Transitions, Shaping Personal Leadership, and The Urgency of "Harambee" Pulling Together.



“As a continent, this is the one time we are going to have a lot of young people growing up at the same time. We are investing in them to create real value out of them,”

Diana Ondoga – Corporate Social Investments Manager, Stanbic Bank Uganda

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Léo Africa Institute Directors David F.K Mpanga, Awel Uwhanganye, and Samuel Mwogeza receive a financial contribution of UGX 70,000,000 from Stanbic Bank Uganda's Head of Sustainability Cathy Adengo towards the convening of the Young and Emerging Leaders Project Fellowship regional alumni seminars

Nairobi Seminar

Keeping Sight of the Thread: Managing Life Transitions

The Seminar starts off with an evaluation of a Fellow's leadership journey since they graduated from the YELP Fellowship and asks them to critically assess their individual roles in shaping their career growth path as well as that of their communities.

The Seminar uses examples of different visionary leaders who have used power of the individual brand to build powerful companies, organizations, and campaigns to cause change and build lasting legacies.



“The essence of having this session is to help us reflect on if at all we are still connected to who we thought we were 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,”

Fatma Kauga, 2019 YELP Fellow

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Kigali Seminar

The Urgency of Harambe ("Pulling together"): Shaping a Collaborative Leadership Culture

The Seminar is built on the premise of the "urgency" to strengthen a collaborative leadership culture for leaders in Africa, or those who aspire to lead, within organizations, institutions, governments, and communities.

The Harambe Seminar is inspired by the Rwandan concept of "Agaciro," which implores us as individuals to find strength in collective identity as Africans, and places integrity (self-worthiness of the African), at the center of African identity, and among other principles, prescribes collaborative leadership, as essential for Africa in confronting challenges that face society.



“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 starts with us, and I hope ten years from now, we will see the impact and results of having started pulling together,”
Lucy Mbabazi, Chair Emeritus – Board of Directors, Leo Africa Institute

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The Seminar centers on the need for urgent action and collective responses when confronting individual and collective challenges or in pursuit of innovating and building effective systems to transform society. Individuals participating in the Seminar are expected to explore different opportunities for collaboration in their professional pursuits and how to build partnerships that offer opportunities and solutions to society.

The lessons from the Seminar encourage participants to build capabilities that can facilitate quick adaptability and keep thriving in a constantly changing environment (socially & economically).



Léo Africa Institute Head of Faculty Angelo Izama having a leadership conversation with Fellows at the 2022 Kigali Seminar

The increased competitiveness in economies at home and around the world demands adaptability and collaboration. For Africa, our collective future will depend on how quickly we can collectively work together to adapt to new models that require different skills, thought processes, and a supportive environment. The Seminar also explores how networks and collaborative culture can provide an opportunity for personal, career growth, and even business opportunities.

The key lesson from this Seminar is how we can learn new ways of addressing the structural and personal challenges in building integrated and good societies and ensuring inclusive social systems.

Dar es Salaam Seminar

Shaping Personal Legacies: Guiding Leaders Towards Significance

The Legacy Seminar is one of the three core Seminars that evolved from the Young & Emerging Leaders Project, the Institute's flagship fellowship network.

The Seminar is designed to guide leaders who have achieved certain levels of success to move beyond the "self"- from achieving and managing personal success to achieving significance in society. The objective of the last Seminar is to guide fellows on how to build on a leader's personal success and achieve significance in society and a lasting contribution.

The Seminar uses examples of different visionary leaders who have used power of the individual brand to build powerful companies, organizations, and campaigns to cause change and build lasting legacies.



“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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How are we learning and improving? (YELP EXCO 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. The new YELP 2.0 will see a number of changes in the structure of the initial programme.

Most of the changes reflect 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.

Starting 2022, fellows and their staff manage affairs of the Young and Emerging Leaders Project Fellowship network.

Meet the YELP Executive



Liz Muange
President
(Kenya)



Isaac Rugamba
Vice President
Seminar Experiences
(Rwanda)



Liz Kakooza
Vice President YELP
Annual Summit
(Uganda)



Aaron Akampa
Chief of Staff
(Uganda)



Elizabeth
Mwambulukutu –
Chief Networks
Officer (Tanzania)



Igantious Kirunga
Vice President
Alumni Relations
(Uganda)



Fiona Kamikazi
Rutagengwa, 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! 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 to gain



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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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professional experience, fight youth unemployment, and develop a community service culture in the youth.

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. The hub will produce multi-skilled and socially conscious journalists through the Media Challenge Academy and other journalism training programs.

Due to the COVID-19 pandemic, most people, especially the youth, struggle 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 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 important topics for our societies and comes up with solution projects addressing these problems,"

Benefique Magadju – YELP Class of 2018

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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 in Rwanda to train youth on job-ready skills and give them space and resources to apply for jobs."

Nancy Sibo – YELP Class of 2018

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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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Meet the Young and Emerging Leaders' Project Moderating Corps

The YELP Moderators Corps are distinguished Fellows within the network that have taken on the eminent challenge of curating the unique YELP seminar experience. They work closely with the LÉO Africa Institute Faculty to guide seminar discussions and inform the Fellowship's rich and stimulating curriculum.



Wanjuhi Njoroge –
Kenya



Nkatya Kabwe –
Zambia



Rayner Mugezi –
Uganda



Rodrigers Osinde –
Uganda



Fatma Kauga –
Tanzania



Fiona Mbabazi –
Rwanda



Shirley Kandabu –
Uganda



Beverly Muchogo –
Kenya

Our Faculty

Members of Faculty are a valued component of the Institute structure. They constitute a pool of key resource persons who make significant contribution with their time to shape content and ideas under the Institute.



Angelo Izama
(Head of Faculty),
Journalist and
Consultant



Annet Mbabazi Ntezi,
Governance Specialist



Awel Uwihanganye,
Founder & Senior
Director, Léo Africa
Institute



Catherinerose Barretto,
Human Capital,
Innovation,
Entrepreneurship &
Gender Consultant



Kwame Rugunda,
Chief Executive
Officer, Crypto
Savannah



William Babigumira,
Chief Executive Officer,
Pentascop Strategy



Twasiima P. Bigirwa,
Program Officer, Segal
Family Foundation



Nicholas Agaba Rugaba,
Project Manager,
Uganda Electricity
Generation Company
Ltd



Bright Anthony Malere,
Programmes Officer,
British High Commission
Kampala



Agnes Igoye,
National Coordinator,
Prevention of Trafficking
in Persons, Directorate
of Citizenship and
Immigration, Uganda
Ministry of Internal Affairs



James Kassaga Arinaitwe,
Founder, Teach
for Uganda

Our Growing Network



Thank You

We are immensely grateful to Stanbic Bank Uganda for the ongoing financial and technical support to the Institute as we provide a platform to support young leaders who are committed to shaping society and contributing to the Africa we want.



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"We are enhancing our partnership with the Léo Africa Institute because of their potential to transform young people. As a bank, we are behind the Young and Emerging Leaders Project fellowship because we cannot continue to ignore young people's need to become the next leaders,"

Cathy Adengo, Head of Sustainability, Stanbic Bank Uganda

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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 their communities, 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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Contributing to the Africa **We want.**

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