



Contributing to the Africa We want.



Annual Report

2022

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NOTE FROM FOUNDER & SENIOR DIRECTOR

Partners

We owe much of our success in 2022 to our partners: the Konrad Adenauer Stiftung (KAS), Stanbic Bank Uganda, the Segal Family Foundation, the European Union, CEED Uganda and CEED Concordia, ABMAK Associates, RKA & Company as well as the Future Generations Trust. With their support, the Institute was able to organize 17 seminars and workshops and improve our programming to influence a new generation of leaders in Uganda, the East African region and continent as a whole.



Book Donation

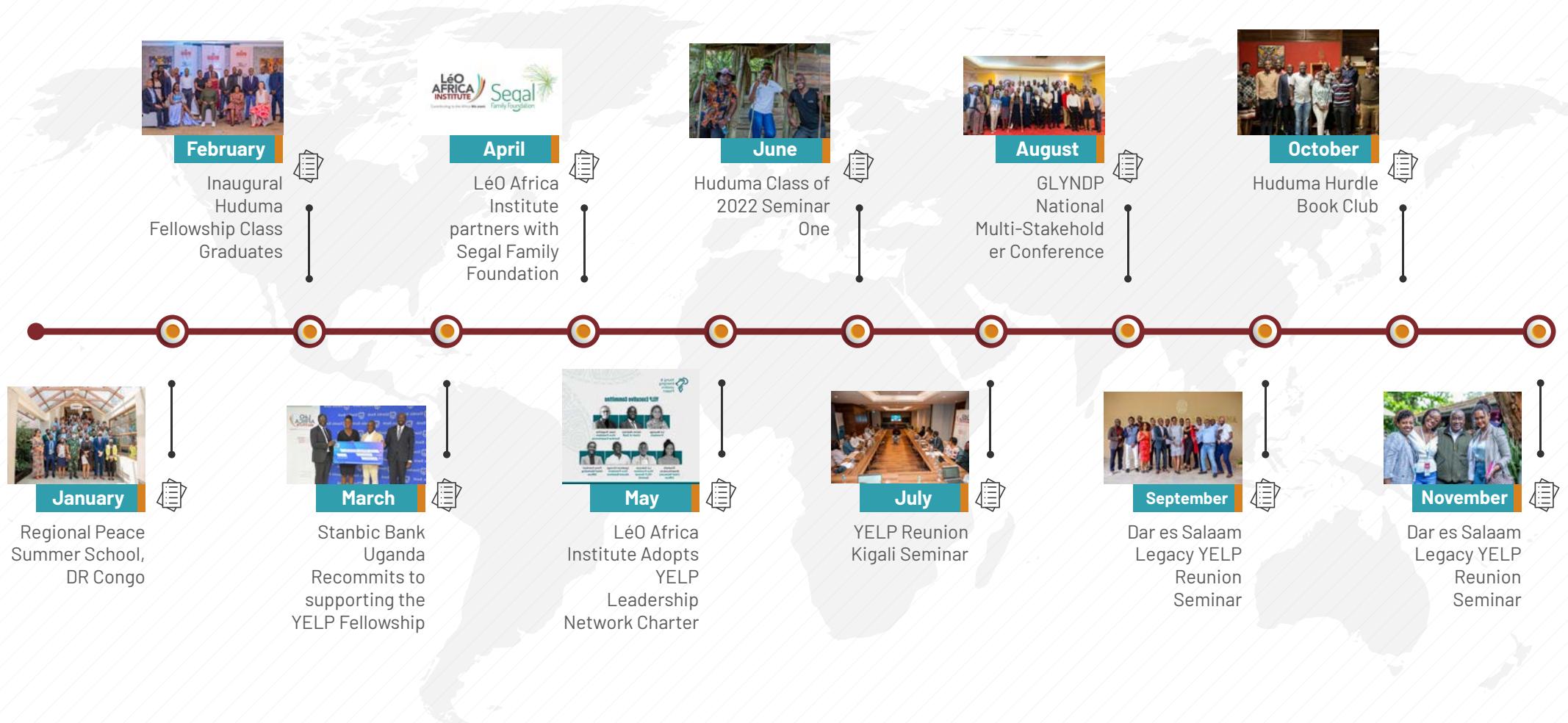
We were touched by the generosity of our graduating fellows of the Huduma Classes of 2021 and 2022 who donated 30 books to the Institute's library. The books are aimed at supporting our growth as a knowledge-based organization and to support our network of fellows who may want to access reading material on various subjects.

New Partnerships

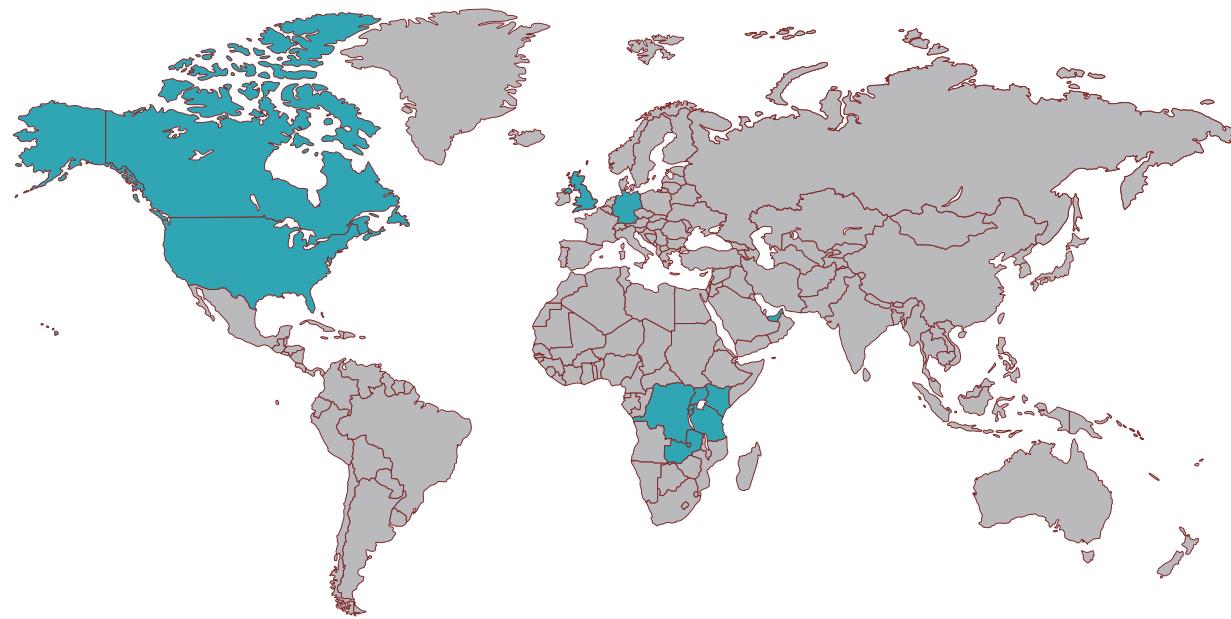
In a bid to expand our reach and forge new relationships, the LéO Africa Institute is actively seeking to establish new partnerships even as we strengthen the existing ones. To this end, the Institute in late 2022 signed a new three-year partnership with Stanbic Bank Uganda that will support our continued investment in training new cohorts of young and emerging leaders project (YELP) fellows. The investment will allow us to increase the number of YELP fellows from 76 to 100 in 2025. Details of this and other important milestones are contained in this report.

Avel Uwihanganye,
Founder & Senior Director,
LéO Africa Institute

OVERVIEW OF OUR WORK IN 2022



LOCATION OF PARTICIPANTS IN OUR 2022 EVENTS



17

Seminars and
workshops

300

physical
participants

1,000+

virtual
participants

35

Speakers

ABOUT OUR WORK

Cultivating thought leadership among Africa's young and emerging leaders

At the LéO Africa Institute, we contribute to the Africa We Want by investing in and cultivating values-based thought leadership in Africa's young generation.

Our commitment toward investing in young leaders is borne out the acknowledgement that there is no better time than today for Africa to use its demographic dividend to inspire new ideas in moving this continent forward.

Our overall goal is to build a socially conscious generation of leaders, who will succeed, drive social change, and build sustainable communities while living high impact lives.



Why We Exist

Core to our philosophy is the idea that Africa must take charge of its destiny and that young people must take center-stage in paving this path. To compete, Africa must consider unleashing its human resource by investing in skills, creating a conducive environment for leadership and innovation, and most importantly shaping the 'software' for this to happen – our young minds.

How we work

We create and host platforms for engagement and conversation, training and coaching, knowledge sharing and networking. Our platforms provide spaces where ideas thrive, and are nurtured to yield the change that young people need to see in their communities.

We also bring to our platforms the support and insights of senior citizens, seasoned leaders and experts from the spheres of policymaking, governance, civil society, academia, as well as business and industry, who make significant contributions with their time and ideas into the content and knowledge resources that shape our conversations and mentorship platforms for emerging leaders.

This intergenerational ensemble, we believe, is critical for young and emerging leaders to appreciate the lessons and progress so far and gain invaluable insights for building a future they want.

KEY OUTCOMES IN 2022

Huduma Fellowship



Public servants play a critical role as the interface between the state and citizens, delivering essential services and representing public institutions. However, Africa is facing a shortage of visionary, service-oriented leaders with a global mindset and a focus on innovation and change.

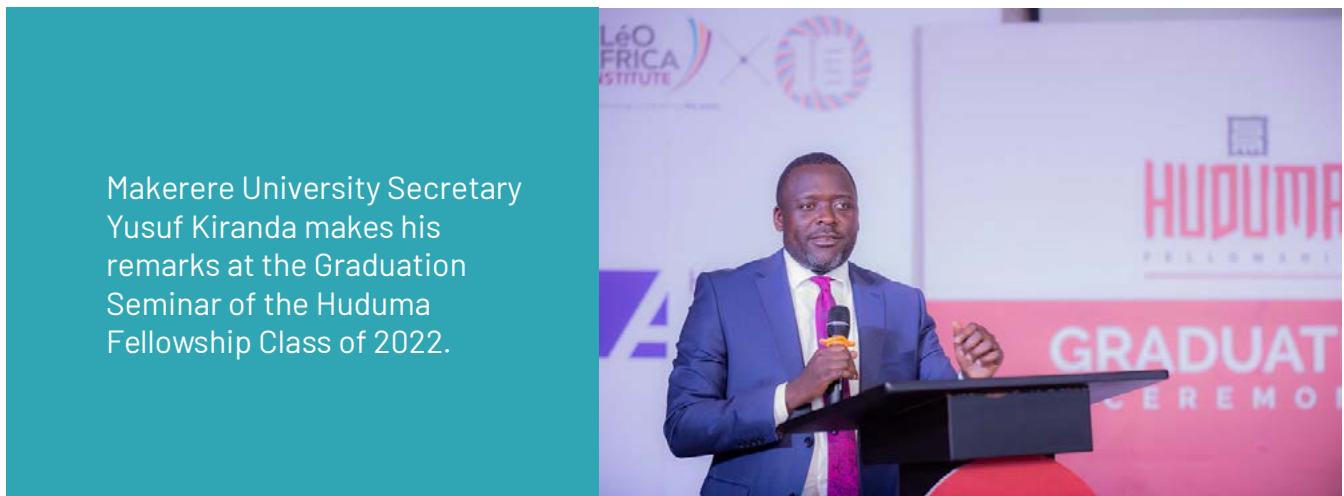
To address this challenge, the Huduma Fellowship program - a partnership between LéO Africa Institute and the Konrad Adenauer Stiftung Uganda & South Sudan - seeks to identify and groom the next generation of public servants who can tackle Africa's unique and promising public sector challenges. The program enrolls 15 outstanding fellows each year who are already working in civic and public service or aspire to do so in Uganda.



LéO Africa Institute Head of Faculty William Babigumira facilitates a Huduma Fellowship session.



LéO Africa Institute Founder &
Senior Director Awel
Uwihanganye facilitates a
Huduma Fellowship session



Makerere University Secretary Yusuf Kiranda makes his remarks at the Graduation Seminar of the Huduma Fellowship Class of 2022.

Throughout the year-long program, fellows with multidisciplinary backgrounds receive training on; leadership, public affairs management, and policymaking. Additionally, the program helps fellows become more self-aware, self-correcting, and self-fulfilling public servants by accessing their own humanity.

In 2022, the Huduma Fellowship enrolled 15 outstanding fellows drawn from various sectors including, Uganda Revenue Authority, Rocket Health, Sunbird AI, Government Citizen Interaction Centre (GCIC), National Enterprises Cooperation, A.F Mpanga Advocates, Ministry of Internal Affairs, Public Health Ambassadors Uganda, National Planning Authority, Uganda National NGO Forum, Innovent Labs Africa, Uganda Industrial Research Institute, Ministry of Gender, Labour and Social Development.

MEET THE HUDUMA CLASS OF 2022



Chark Benson
Muhumuza, Uganda
Revenue Authority



Daniel Mumbere,
Rocket Health



Daphine Nkunda,
Sunbird AI



Desire Amanya,
Government Citizen
Interaction Centre
(GCIC)



Donald Mugisha,
Uganda Revenue
Authority



Emmanuel Joseph
Twinomujuni, Uganda
Revenue Authority



Laban Atukwatse,
Ministry of Internal
Affairs



Lillibet Namakula
Public Health
Ambassadors
Uganda-PHAU



Maria Nakalanda
Regenerate Africa



Mark Mwidu Kabirizi
National Planning
Authority



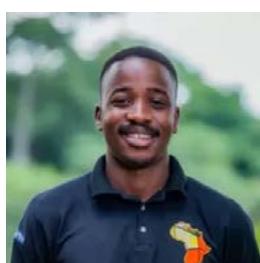
Moses Mulindwa
Uganda National NGO
Forum



**Raymond L.
Natukunda**
Ministry of Science,
Technology and
Innovation



Ronad Angarukamu
Uganda Industrial
Research Institute



Thomas Ibale,
Ministry of Gender,
Labour and Social
Development



**Judith Kagere
Babirye, AF Mpanga
Advocates**

During the fellowship, the Huduma fellows undertook modules on Shaping personal leadership, Situational Leadership and a personal inventory, Strategy formulation and implementation, Achieving and managing success, and International Relations and had conversations with some of the leading public sector leaders in Uganda.

We are grateful to Members of Faculty; William Babigumira, Bright Malere, Kwame Rugunda, Angelo Izama, James Kassaga Arinaitwe, Agnes Igoye, Nicholas Agaba Rugaba, Tonny Bbosa, and Awel Uwihanganye for offering their time to execute the Huduma Fellowship seminars and workshops.

In February 2022 the Institute also held a graduation ceremony for the Huduma Class of 2021 after a series of seminars, workshops, and immersion experiences on the changing demands on the public sector in Uganda and the necessary responsibility of public officials to address these demands.



Huduma Class of 2021
during their graduation
ceremony.

HUDUMA FELLOWSHIP 2022 IN NUMBERS

5 Seminars

30
**Fellows graduated
from 14 Ministries,
Departments &
Agencies**

YELP REUNION SEMINARS



Annually, the LéO Africa Institute hosts three refresher and leadership skilling seminars in Kigali, Nairobi, and Dar-es-Salaam. These regional Young and Emerging Leaders Project (YELP) reunion seminars serve as refresher courses and provide a valuable opportunity for the LéO Africa Institute's extended network across Africa to connect with each other and explore potential leadership opportunities, collaborations, and partnerships for their enterprises.

YELP seminars leverage a unique method of moderated readings-based dialogue that transforms leaders' ability to understand their own values and achieve meaningful leadership growth. Fellows read and reflect on seminar readings ahead of the seminar to guide dialogue with moderators.

In 2022 LéO Africa Institute and Stanbic Bank Uganda convened three YELP reunion seminars; one physically in Kigali, Rwanda, and two virtually.

Nairobi Seminar

Theme: Keeping Sight of the Thread; Managing Life Transitions

Curators:



William Babigumira
Chief Executive Officer,
Pentascope Strategy,
Head of Faculty LéO
Africa Institute



Liz Muange, Innovative
Finance Adviser,
International
Committee, Red Cross,
YELP Fellow

Moderators:



Raymond Mujuni
Head Current Affairs,
Nation Media Group,
YELP Fellow



Shirley Kandabu
Co-Founder & COO,
icreate Project, YELP
Fellow

Distinguished Speaker:



Awel Uwihanganye
Founder & Senior
Director LéO Africa
Institute

LéO Africa Institute and Stanbic Bank Uganda co-hosted the Nairobi YELP Reunion seminar, aiming to empower Fellows in achieving their career goals and fostering the growth of their businesses or organizations.

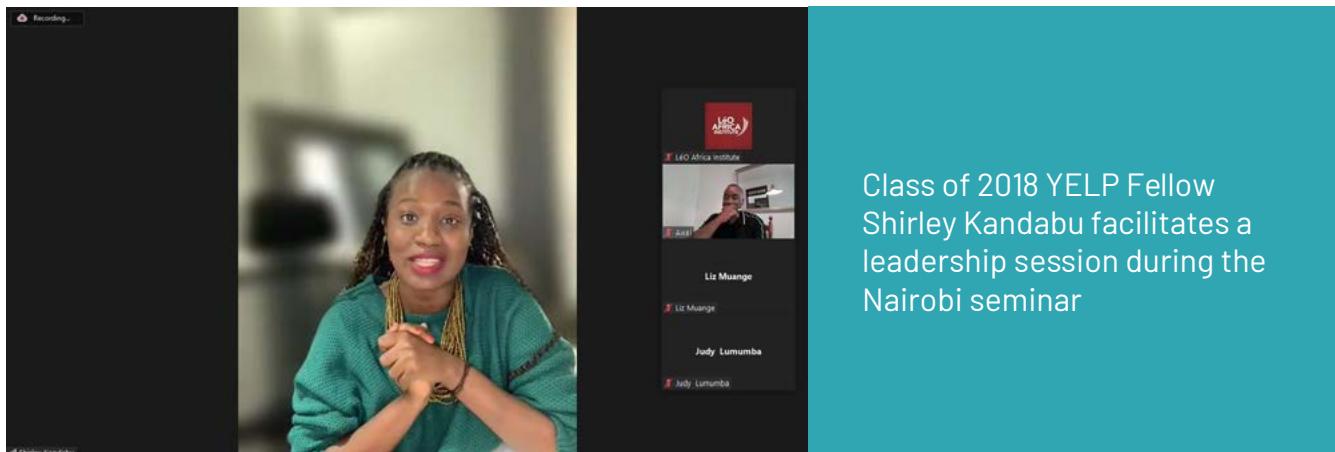
During this virtual seminar, participants delved into the concepts of living a happy and fulfilled life while managing a healthy work-life balance. William Babigumira, the Head of Faculty at LéO Africa Institute, and Liz Muange, the outgoing President of the YELP Fellowship Executive Committee, curated the first of three YELP reunion seminars for 2022.

The Nairobi YELP Reunion seminar kicked off with a welcome session moderated by YELP Fellows Raymond Mujuni and Liz Muange. During this session, Fellows had the opportunity to evaluate their leadership journeys, reflect on their individual roles in shaping their career paths and the communities they serve.

The seminar served as a platform for Fellows to assess whether they still resonate with their authentic selves, the vision they once held for themselves, and, most importantly, if they have rediscovered their purpose.

We express our deepest gratitude to Stanbic Bank Uganda for their unwavering commitment to

the YELP Reunion seminars. Their support enables Fellows to engage in intellectually stimulating discussions that challenge their preconceived notions, inspire action, and foster courage.



A thought-provoking session on leadership promises, facilitated by YELP Fellow Shirley Kandabu and Awel Uwihanganye, encouraged Fellows to transcend mere discussions and reflections, guiding them in shaping their thoughts and actions beyond the seminar. The readings for this session included "The Trough" by Judy Brown and "On Pain, Failure, Stutters, and Perspective" by Solomon King.

Kigali Seminar (Harambe Seminar)

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

Curator:



David F.K Mpanga
Founding Partner, A.F
Mpanga Advocates,
Member of Faculty LéO
Africa Institute

Moderators:



Isaac Rugamba
Manager of Resource
Mobilization & Product
Development –
Development Bank of
Rwanda, and Vice
President Seminar
Experiences - YELP
Executive Committee



Fiona Mbabazi
Communications
Manager, Rwandair Ltd,
YELP Fellow, Board
Member LéO Africa
Institute



Fatma Kauga
Founder & Executive
Director, Doyenne
Organization, YELP
Fellow

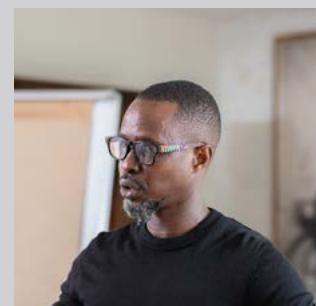
Distinguished Speakers:



Lucy Nshuti Mbabazi
Lead, Africa Policy &
Partnerships Better Than
Cash Alliance and Chair of
the Board of Directors
-Emeritus LéO Africa
Institute



Leonard Mungarulire
International Trade
Advisor, Senior Member
of the LéO Africa
Institute



**Angelo Izama, Board
Member**
Uganda Investment
Authority, and Head of
Faculty – Emeritus LéO
Africa Institute

The Kigali Seminar, curated by David F.K Mpanga, aimed to address the pressing need for a collaborative leadership culture among current and aspiring African leaders in various spheres, such as organizations, institutions, governments, and communities. Inspired by the Rwandan concept of "Agaciro," which emphasizes collective identity and integrity as essential elements of African identity, the seminar underscored the importance of collaboration in addressing society's challenges.



Fellows and the LéO Africa Institute Faculty at the Kigali Seminar

David F.K Mpanga highlighted that collaboration requires effort in recognizing and overcoming personal biases and prejudices while emphasizing the significance of diversity. The seminar focused on the urgency of collective action and collaborative responses in tackling individual and collective challenges, as well as fostering innovation and building effective systems for societal transformation. Participants were encouraged to explore collaboration opportunities in their professional pursuits and develop partnerships that offer solutions to society's needs.

A thought-provoking reflection session led by Angelo Izama, Head of Faculty Emeritus at LéO Africa Institute, set the stage for engaging dialogue during the seminar. Angelo's discussion critically examined the impact of neoliberalism on the challenges faced by society, particularly within the African context.



Angelo Izama, Head of Faculty Emeritus at LéO Africa Institute facilitates a leadership conversation at the Kigali seminar

Leonard Mungarulire, a Rwandan who has achieved personal and professional success and one of the founding members of LéO Africa Institute, shared his leadership journey with the fellows, emphasizing the importance of a "Collaborative Culture" in guiding Africa's prosperity. He highlighted humility, empathy, curiosity, openness, and active listening as fundamental components for building sustainable collaboration that transforms society.



Leonard Mungarulire leads a session at the Kigali seminar

On the final day of the seminar, Nshuti Mbabazi, Chair Emeritus of LéO Africa Institute's Board of Directors, led an in-depth discussion on "Agaciro." The seminar's success was greatly attributed to the guidance provided by the distinguished YELP moderators, Fiona Mbabazi, Fatma Kaugu, and Isaac Rugamba, who facilitated rich and stimulating discussions throughout.

On the sidelines of the Kigali Seminar, Fellows took a tour of the Museum for Campaign Against Genocide which depicts in detail the unilateral decision to stop genocide and rescue the victims.



The key lessons derived from the seminar emphasized the importance of developing capabilities for quick adaptability in a rapidly changing social and economic environment. The increased competitiveness in domestic and global economies necessitates adaptability and collaboration. Africa's collective future relies on the ability to work together effectively, adapting to new models that require different skills, thought processes, and supportive environments. The seminar also explored how networks and a collaborative culture can present opportunities for personal growth, career advancement, and even business ventures.

*** Harambe: A Swahili word borrowed from a long-standing Kenyan tradition, of self-help, that's part and parcel of the country's DNA, simply means "we all pull together". It is an unwritten law of generosity, regardless of class, ethnic group, gender, or religious background.

Dar es Salaam Seminar (Legacy Seminar)

Theme: **Keeping Sight of the Thread**

Curator:



Samuel Fredrick
Mwogeza, Executive
Coach, Business
Leader, and Board
Chairperson LéO Africa
Institute

Moderator:



Beverly Mutindi Chogo
Member of Faculty LéO
Africa Institute, YELP
Fellow

Distinguished Speaker:



Magnus Mchunguzi
Co-Founder LéO Africa

The Dar es Salaam Seminar marked the culmination of our 2022 regional YELP Reunion seminar series, providing a virtual Legacy Seminar experience.

The Dar es Salaam Seminar, expertly curated by Samuel Fredrick Mwogeza, a distinguished Board Member of LéO Africa Institute, aimed to take fellows on a profound journey of introspection. This transformative experience encouraged participants to engage in deep reflection, igniting a desire to challenge and expand their preconceived notions of legacy, including their personal legacies.

The seminar urged us to consider the significance of legacy and why it should be a matter of concern. It prompted us to ponder the contributions we make to our communities, nations, and the future generations that will build upon the foundations we lay today.



“

“As you read and reflect through “The Letter from the Cathedral of Milan”, allow your imagination to see the story from the eyes of those that lived it and reflect on the thread they carried. Ask yourself what this story means to you and what makes it important as we think about legacy. A life lived without observable and lasting impact wasn’t truly lived.”

Samuel Fredrick Mwogeza.

At the heart of the Legacy Seminar was a tribute to the late Ali Mufuruki, a revered figure in Africa’s development. Ali’s remarkable leadership and commitment to the “values in leadership” model aligned perfectly with our seminar’s focus.

A standout moment during the Legacy Seminar was the privilege of hosting Magnus Mchunguzi, co-founder of LéO Africa Institute, for a captivating leadership conversation. Magnus explored the significance of living a purposeful life and how it lays the groundwork for leaving a lasting and impactful legacy for the world to inherit.

Magnus Mchunguzi shared profound insights, emphasizing the need to strike a balance and find harmony between creating external and internal legacies. He reminded us of the importance of not only influencing the world at large but also uplifting those closest to us, including our families.



“

“Find balance and harmony in creating an external and internal legacy. Sometimes we influence the world and forget to lift those closest to us; family.”

Magnus Mchunguzi .



Class of 2018 YELP Fellow
Bevery Mutindi Chogo
moderates a session
during the Legacy Seminar

Additionally, we were fortunate to have Beverly Mutindi Chogo, a YELP Fellow and moderator from LéO Africa Institute, lead a session at the Legacy Seminar. Beverly's session delved into the legacy of Kwame Nkrumah, highlighting his brilliance as a strategic thinker and political genius, while also acknowledging his personal and leadership shortcomings.

Diana Ondoga, the Corporate Social Investment Manager at Stanbic Bank Uganda, further enriched the seminar by discussing the delicate balance between internal and external legacies.



“One's legacy is never about what they are taking out, rather about what they are putting in, giving out; the time, the finances, the way they make others feel, the sacrifices, and sometimes long nights. It can be a positive legacy or a negative one depending on one's actions or input.”

Stanbic Bank Uganda Corporate Social Investment Manager Diana Ondoga.

The Legacy Seminar provided an invaluable opportunity for YELP fellows and the broader LéO Africa Institute community to explore the concept of balancing external and internal legacies harmoniously. It also highlighted the importance of building strong networks as a fundamental pillar for creating a lasting impact. We extend our heartfelt gratitude to Samuel Fredrick Mwogeza, Magnus Mchunguzi and Beverly Mutindi Chogo for their exceptional moderation and contributions to the seminar.

YELP Executive Committee



When the Young and Emerging Leaders Project (YELP) Fellows met at the Annual Leaders Gathering in Kampala in 2021, a charter allowing Fellows and their staff to manage affairs of the network was adopted.

The charter provides guidelines on how the YELP Fellowship conducts its business, shapes programming, and defines the relationship with the Institute.

Subsequently, an Executive Committee was selected to provide management, operational, and strategic leadership in running affairs of the network. The LéO Africa Institute is represented by the Deputy Director and Networks Coordinator on the committee as ex-officios.

YLEPx

As the LéO Africa Institute marks 10 years, our focus going forward will be on re-investing in our extensive network of fellows and associates created over the past decade.

The YELP Fellowship to date has 76 fellows and the target is to increase the number of fellows to at least 100—by annually inducting 15 new fellows over the next three years.



YLEPx Fellows Inshuti Zirimwabagabo, Karen Nankwanga, and Christelle Mukendi Nyota pose for a photo with LéO Africa Institute Founder & Senior Director Awel Uwihanganye at the 2022 Annual Leaders Gathering

The newly inducted YELPx fellows undertake a series of hybrid seminars on personal leadership, defining and achieving success, and how one can shape a life of significance as they grow in age and responsibility.

Upon completion of the year-long training, the new fellows are inducted into the YELP alumni community and continue to receive leadership capacity development.

In 2022, the LéO Africa Institute inducted five fellows into YELPx based on recommendations from the YELP Executive Committee:



Abraham Kabral,
Regional Project
Assistant - Konrad
Adenauer Stiftung
(D.R Congo)



Christelle Mukendi
Nyota
Relationship
Manager of Financial
Institutions and
EMDOs - UBA RDC
(D.R Congo)



Inshuti
Zirimwabagabo
Program
Administrator,
Embassy of Sweden
to Uganda (Uganda)



Martin Karungi
CERT Analyst,
National Information
Technology Authority
- Uganda (Uganda)



Karen Nankwanga
Energy and
Sustainability
Practitioner (Uganda)

YELP FELLOWSHIP 2022 IN NUMBERS

3 
Reunion Seminars

5 **New Fellows
inducted**

Annual Leaders Gathering



Over the last 10 years, the LéO Africa Institute network of fellows and associates committed to championing public causes—including, a commitment to values-based leadership, public sector reform and inclusive economic growth—have met annually in various fora organized by the Institute. As our network of champions has grown over the years, so has the need to be more deliberate about the interventions the network should undertake for the benefit of society.

As a convening platform, the Annual Leaders Gathering provides a unique collaborative environment for the Institute’s network and associates to freely exchange ideas on changing society for the better, and how networks of emerging leaders within Uganda, the region and beyond can be harnessed to create vibrant and prosperous societies.



YELP Class of 2018
valedictorian Wanjuhi
Njoroge speaking at the
2022 Annual Leaders
Gathering

The 2022 Annual Leaders Gathering coincided with the 10-year anniversary of the LéO Africa Institute, highlighting the impact of the Institute in the last decade. The two-day gathering brought together members of the LéO Africa Institute network, partners, and friends of the Institute in both public and private sectors across Africa to reflect on what it takes to achieve good leadership and ideas that will transform society.



Class of 2022 Huduma Fellows at the Annual Leaders Gathering

Other activities that took place during the Gathering include a YELP Summit for alumni of the YELP fellowship, a global conversation with the African diaspora hosted in partnership with CEED Concordia; performances by creatives within our network, as well as enriching discussions with key members of the LéO Africa Institute network.



Konrad Adenauer Stiftung Uganda & South Sudan Country Director Anna Reismann has a conversation with YELP Fellows Donald Byamugisha and Allan Manzi at the 2022 Annual Leaders Gathering

YELP Fellows Karen Nankwanga and Aaron Akampa share a light moment at the 2022 Annual Leaders Gathering



Diana Ondoga,
Manager, Corporate Social Investment at Stanbic Bank Uganda has a chat with writer David Kangye at the 2022 Annual Leaders Gathering



“

"Next is going to be the Institute emerging as a knowledge organization. So far, we have done a great job being a convening organization,"

said LéO Africa Institute Deputy Director Emmanuel Kwezi Tabaro as he reflected on what the next decade looks like for the Institute.

One of the outcomes of this year's Annual Leaders Gathering event is an enhanced collaboration culture within the LéO Africa Institute network (fellows of the YELP and Huduma programs) that will see fellows commit to championing the Institute's approach to values-based leadership.

ALG 2022 IN NUMBERS

12

Panel
Discussions



33

Speakers

150

Physical
Participants



758

Virtual
Participants

Great Lakes Youth Network for Dialogue and Peace



Regional Peace
Summer School, DR
Congo

LéO Africa Institute and Cornerstone Development Africa hosted the “Great Lakes Youth Network for Dialogue and Peace”(GLYNDP) Regional Peace Summer School in Entebbe, Uganda. The Peace Summer School brought together more than 100 young people, leaders of organizations working for peace and dialogue in the Great Lakes Region, and stakeholders from the political, academic, humanitarian, and media spheres from Uganda, the Democratic Republic of Congo, Rwanda, and Tanzania.

Discussions at the Peace Summer School focused on promoting peace and security in the Great Lakes Region, the resurgence of armed conflicts, the youth economy or employment, the role of the media in the peacebuilding process, the link between environmental protection, peace and security, the protection of refugees, asylum seekers and forced migrants.



GLYNDP Youth
Initiatives at the Peace
Summer School in
Entebbe Uganda

Delegates at the Peace Summer School celebrated the World Day of Peace uniquely through a peaceful march in the streets of Entebbe, accompanied by HW Fabrice Rulinda, the Mayor of Entebbe City, who flagged off the demonstration. Youth leaders launched messages of peace, social cohesion, a call for peaceful cohabitation between the populations of the region, sincere cooperation, and cessation of conflicts. It was thrilling for delegates from across the great lakes region to commune with the people of Entebbe on this symbolic day.



Entebbe Municipality
Mayor Fabrice Rulinda
joins GLYNDP youth
initiatives in
celebration of the
International Peace
Day

Youth initiatives pitched project ideas covering youth entrepreneurship, the fight against gender-based violence, the promotion of peace, dialogue, and the fight against fake news in the media. Sixteen of these project ideas qualified for sub-grants.

LéO Africa Institute and Cornerstone Development Africa also hosted the GLYNDP National Multi-stakeholders' conference. The conference bridged communication gaps, created contact, and fostered closer cooperation between youth initiatives, government, the private sector, and international organizations for stability and peace.

GLYNDP IMPACT IN NUMBERS

Capacity building of
 **100+**
Youth Initiatives
across 5 countries

52
million targeted
beneficiaries

'Huduma Hurdle Book Club

The Huduma Hurdle book club was established by the graduates of the Huduma Fellowship Class of 2022, and we are thrilled to see how its members utilize this platform to further their intellectual growth and contribute to the betterment of our community.



Members of the Huduma Hurdle book club at their first meeting with EACOP Limited Deputy Managing Director John Bosco Habumugisha

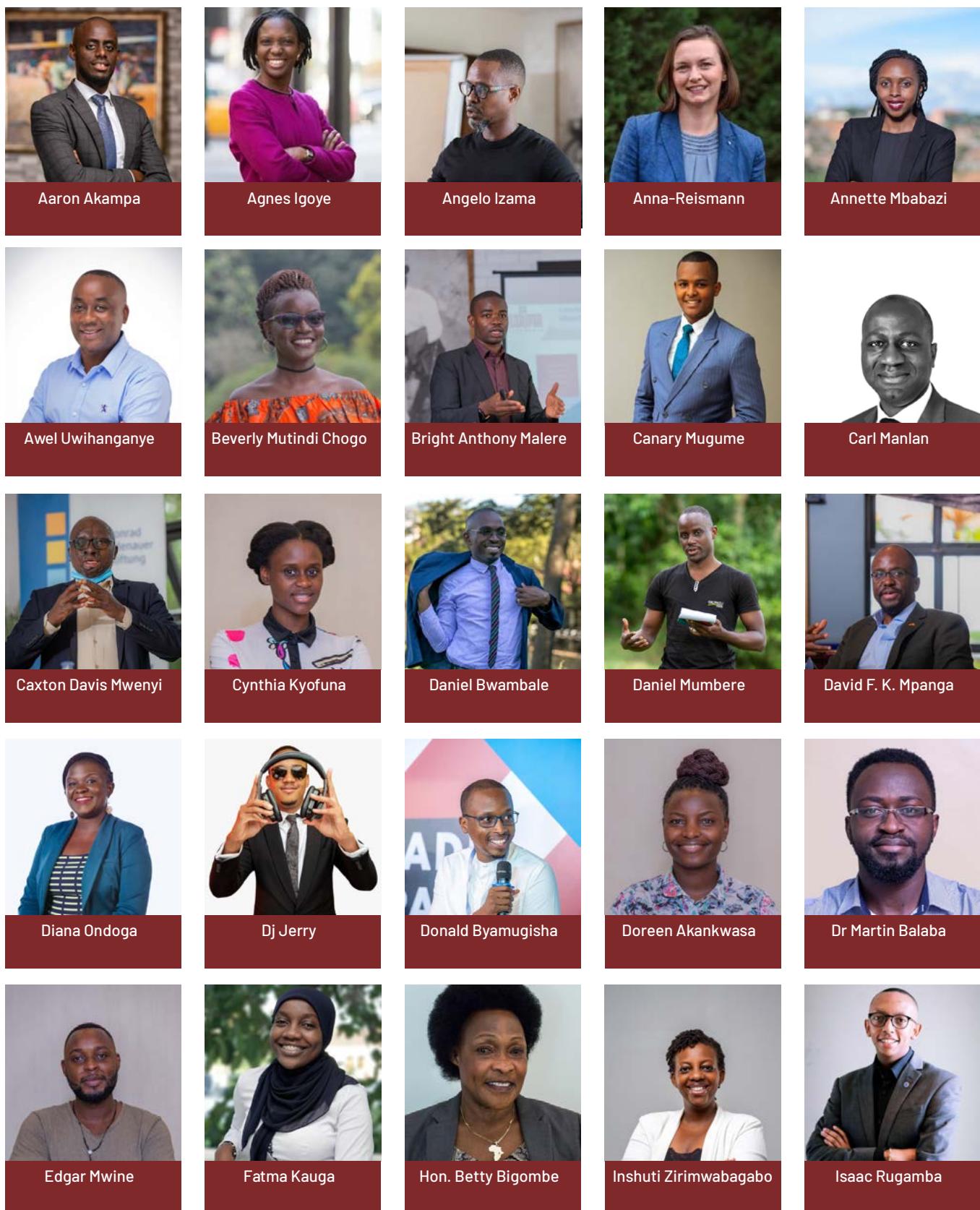
The Huduma Hurdle book club had its inaugural meeting on Friday, October 28th, where an engaging discussion took place regarding the East African Crude Oil Pipeline Project (EACOP). Notably, the club was honored by the presence of a team from EACOP Limited, led by Deputy Managing Director John Bosco Habumugisha. It is truly inspiring to witness the power of dialogue as a catalyst for driving meaningful societal change.



Graduating Huduma Fellows of 2022 donate books to the Institute's library

Our 2022 Facilitators and Speakers

The LéO Africa Institute had the wonderful privilege of working with various subject matter experts across different fields. These seasoned and talented individuals enriched our events with excellent thought-provoking cutting edge ideas that informed and inspired our network of fellows and associates. We are grateful to all our 2022 speakers, moderators, and facilitators for the in-kind contribution of their time and expertise.





Conclusion

The year 2022 saw the Institute host an impressive 17 events. Over 300 participants ranging from our fellows, faculty and board members, key government representatives and members of civil society. The impact of our programmes continues to be felt across the youth leadership space on the continent.

These programmes were made possible by the collaboration of our partners, our Institute network of fellows, and our Institute board. We are honoured by their collective dedication and commitment towards this worthy cause.

As the Institute heads into its 11th year, we will continue to count on the dedication and support of these and other committed believers in home-grown and authentic African knowledge platforms.

PARTNERSHIPS

Stanbic Bank Uganda



LéO Africa Institute Board Members David F.K Mpanga (L) and Samuel Mwogeza (R) and LéO Africa Institute Founder & Senior Director Awel Uwhanganye receive a cheque from Stanbic Bank Uganda's Head of Sustainability Cathy Adengo.

Understanding the value of partnerships in creating community impact, Stanbic bank has contributed **UGX 300,000,000** (three hundred million shillings) to the LéO Africa Institute over the last six years in support of the Young and Emerging Leaders Project and the Annual Leaders Gathering.

LéO Africa Institute and Stanbic Bank Uganda reaffirmed their partnership at an event held in Kampala on 30th March 2022. The bank's financial contribution of UGX 70,000,000 went towards convening the regional YELP reunion seminars in Kigali, Nairobi, and Dar es Salaam.



"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

We remain immensely grateful to Stanbic Bank Uganda for their unwavering support as we provide a platform to support young leaders who are committed to shaping society and contributing to the Africa we want.

STANBIC BANK UGANDA'S IMPACT IN NUMBERS

**UGX
300,000,000**
over 6 years of
partnership

15
Thought
Leadership
Seminars

76
Fellows Across 8
African Countries

3
Annual Leaders
Gathering
conventions

Konrad Adenauer Stiftung Uganda & South Sudan

For the past eight years, LéO Africa Institute and Konrad Adenauer Stiftung Uganda & South Sudan have cultivated a productive partnership that has brought forth a network of more than 106 socially conscious young leaders who are driving positive change within their communities. This collaboration holds a special place in our hearts and it all began with the *LéO Africa Oil Conference*, which was held on August 27, 2014, at the Kampala Serena Hotel, as the first public event hosted by the Institute (then known as the LéO Africa Forum) in partnership with Konrad-Adenauer-Stiftung Uganda & South Sudan.



Konrad Adenauer Stiftung Uganda & South Sudan Country Director Anna Reismann delivers remarks at the 2022 Annual Leaders Gathering



Konrad Adenauer Stiftung Uganda & South Sudan Program Officer Nicholas Opolot L'akwang interacts with guests at the 2022 Annual Leaders Gathering



Since then, KAS and the Institute have teamed up on various initiatives, including the LéO Africa Review, the Young and Emerging Leaders Project (YELP), the Huduma Fellowship, the Annual Leaders Gathering, the LéO Africa Economic Forum, and many more. We express our gratitude to KAS for their unwavering support throughout our partnership.

KONRAD-ADENAUER-STIFTUNG UGANDA & SOUTH SUDAN'S IMPACT IN NUMBERS

30
Huduma Fellows

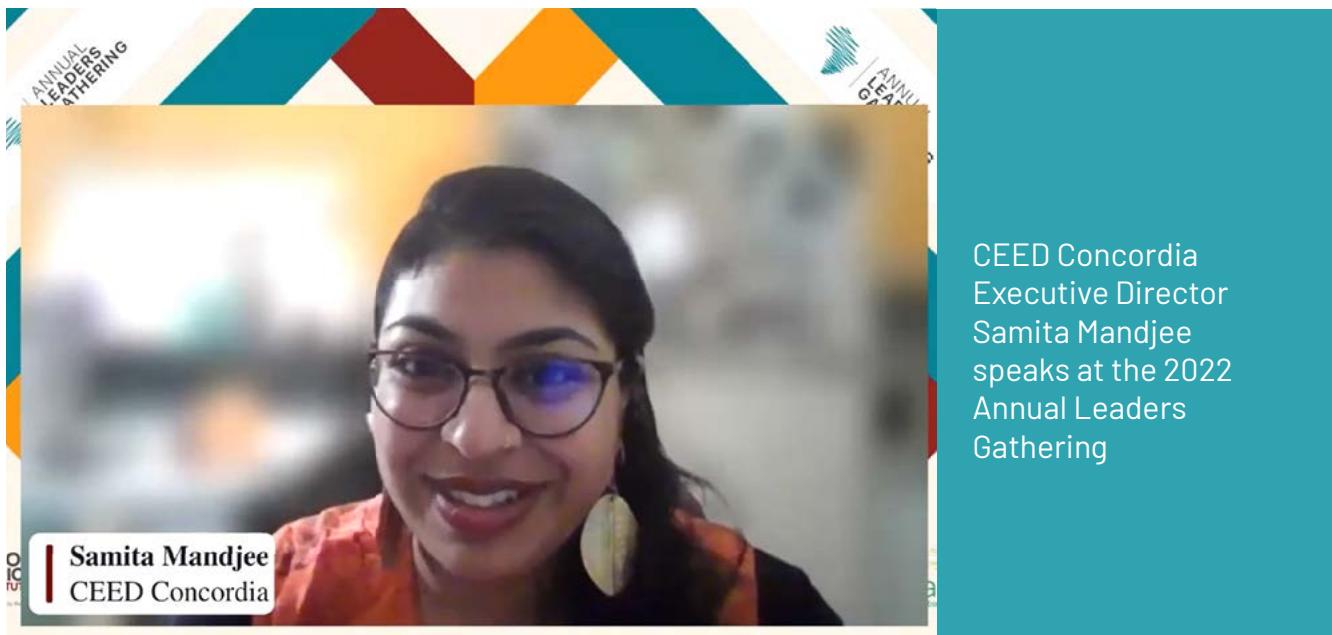
3
Annual Leaders Gathering conventions

2
LéO Africa Review magazines

3
LéO Africa Economic Forums

76
Young and Emerging Leaders Fellows across 8 African countries

CEED Concordia



CEED Concordia
Executive Director
Samita Mandjee
speaks at the 2022
Annual Leaders
Gathering

LéO Africa Institute has had the pleasure of working with Community Empowerment Education Development (CEED) Concordia as a valuable partner in driving tangible community impact for the past six years and can confidently attest to its exceptional ability to collaborate with like-minded organizations in achieving sustainable development goals.

Since 2021, CEED Concordia and the LéO Africa Institute annually host the Annual Leaders Gathering, which has quickly become a signature public convening for emerging leaders in the public and private sectors across Africa and the diaspora. This three-day event provides an essential platform for significant conversations on ideas and issues impacting society, enabling innovators, entrepreneurs, and decision-makers to collaborate on sustainable solutions that address current challenges in the African context.





CEED Concordia
 Deputy Director Luke Ofungi interacts with Konrad Adenauer Stiftung Uganda & South Sudan Country Director Anna Reismann on the side-lines of a Huduma Fellowship seminar

CEED Concordia
 Executive Director Samita Mandjee attends a Huduma Fellowship workshop during her visit to Uganda



Ceed Concordia and the LéO Africa Institute organized the Gulu Go Green Marathon in 2017. The marathon, which attracted 360 runners and 40 schools, was aimed at restoring the vegetation cover that has been destroyed as a result of human activities in Gulu District, Uganda. Ceed and the LéO Africa Institute distributed tree seedlings to participants as a commitment to restoring the environment in the district.

CEED CONCORDIA'S IMPACT IN NUMBERS

2 

Annual Leaders Gathering convenings that have attracted participation of over **3,735** participants across 20 countries

1 

Gulu Go Green Marathon with over **20,000** trees were pledged by partners and other stakeholders

Segal Family Foundation



On April 13, 2022 LéO Africa Institute announced a strategic partnership with Segal Family Foundation (SFF) that will allow both organizations to strengthen their shared core values, including a commitment to nurturing and supporting young African leaders to reach their full potential and create innovative ideas that address different societal challenges.

Segal Family Foundation provides funding and integrated capacity-building support to strengthen governance and administrative systems and expand the fundraising capacity of the Institute.

This partnership is an exciting opportunity for Segal Family Foundation and LéO Africa Institute to scale up intergenerational spaces for leadership conversations, where young and emerging leaders meet to form a consensus on action towards addressing prevailing challenges in their countries and the region today.



The partnership brings together the collective expertise of LéO Africa Institute and Segal Family Foundation networks, creating a community of passionate, supportive, like-minded leaders and visionaries.



“

"We are keen on this partnership with Segal Family Foundation because it best places us to build stronger systems and networks to create the impact we want to see."

LéO Africa Institute Deputy Director Kwezi Tabaro.

SEGAL FAMILY FOUNDATION'S IMPACT IN NUMBERS

\$62,500

over two years to strengthen governance and administrative systems

Africa Leadership Initiative – East Africa Foundation (ALI-EA)



A Memorandum of Understanding (MOU) was signed between Africa Leadership Initiative - East Africa Foundation (ALI-EA) and LéO Africa Institute in Nairobi to establish and formalize an operational framework for strengthening a five-year strategic partnership between both organizations.

This partnership includes programming collaboration to jointly implement annual programs for young and emerging leaders such as fellowships, skill trainings, workshops, and seminars.

The partnership will enable ALI-EA and LéO Africa Institute to jointly mobilize resources (financial and technical) to support the programs for emerging young leaders and in addition forge other collaborative leadership programs in pursuit of shared commitment to the growth of values-based leadership in East Africa.



Dr. Laila Macharia,
Chairperson, Board of
Directors at ALI – East
Africa Foundation and
LéO Africa Institute
Founder & Senior
Partner Awel
Uwihanganye sign an
MOU in Nairobi.



"I am excited about the outcomes from our signed partnership with ALI-EA because of the opportunities it will open up for our Fellows,"

"Together, we have created an exciting opportunity to consider having a side forum for young leaders during the bi-annual Africa Impact Forum."

said LéO Africa Institute Founder & Senior Director Awel Uwihanganye.

Another exciting activity that will be jointly implemented under this partnership is the convening of the annual Ali Mufuruki Distinguished Lecture Series. The series will celebrate the laudable legacy and exceptional life of the late ALI-EA Founder Ali Mufuruki who championed values-based leadership and lived a life of significance.

Dr. Laila Macharia, the Chairperson of the Board of Directors at Africa Leadership Initiative - East Africa Foundation, is confident this partnership is in line with the common mission of ALI-EA and LéO Africa Institute to create a critical mass of next-generation leaders who are values-driven, effective, and enlightened.

LéO Africa Institute's Journey Over the Last Decade



2012

LéO Africa Forum is Born (2012)



LéO
AFRICA FORUM

Ten years ago, at a café in Johannesburg, South Africa, the seed that is the LéO Africa Institute today was planted.

It was a meeting of minds between Awel Uwihanganye and Magnus Mchunguzi, another fellow of the Africa Leadership Initiative, who listened to Awel's vision then of an authentic African platform for building and nurturing networks of values-based leaders with a can-do attitude, and inspire them to contribute conversations and narratives about Africa that gave birth to the LéO Africa Forum.



LéO Africa Forum co-founder and Chairman Magnus Mchunguzi meets President of Rwanda H.E Paul Kagame. In the meeting which was part of the meet and greet session with the Fellows of the Aspen Institute and African Leadership Initiative who were visiting Rwanda, Mr. Mchunguzi and the CEO Awel Uwihanganye, both Fellows, briefed President Kagame on the progress of establishing a permanent Forum, and plans of hosting the 1st Summit for Emerging leaders in Africa to be held in Rwanda.

2014

First Executive Board Meeting (January 31, 2014)

Board members Richard Mugisha, Amos Wekesa, Awel Uwihanganye, and then staff member Eshban Kwesiga attend the first Executive Board meeting hosted by Chairman Magnus Mchunguzi from his Johannesburg Office



Launching of the LéO Africa Forum - Kigali, Rwanda (July 2, 2014)

The LéO Africa Forum was launched on 2nd July 2014, on the sidelines of the Pan-African Youth Conference in Kigali, Rwanda. Conceived by three fellows of the Aspen Global Leadership Network and Africa Leadership Initiative, Awel Uwihanganye, Magnus Mchunguzi, and Richard Mugisha, LéO Africa was started as a leadership project to identify, support and nurture young and emerging leaders across Africa.

The LéO Africa Oil Conference (August 27, 2014)

The LéO Africa Oil Conference held at the Kampala Serena Hotel on August 27, 2014 was the first public event hosted by the Forum in partnership with Konrad-Adenauer-Shiftung. The event was held under the theme "How Can Oil Work For Africa?"

The conference brought together experts in the oil and gas sector, officials in the Ministry of Energy, journalists and members of civil society to engage on how Uganda's new-found oil wealth, together with that of her neighbours, can be managed effectively to avoid the mistakes of her peers on the continent.

2015

2015 Global Students Dialogue (4 July 2015)

The 2015 Global Students Dialogue, held at Makerere University, Kampala, attracted over 100 young and emerging leaders from universities in Uganda, Rwanda and Canada.

At the event, these young and emerging leaders engaged in dialogue and discussions on important development issues that influence the future outlook of the continent. Theme of the 2015 GSD was "Fighting Inequality and Poverty Through Student Action."



LéO Africa Economic Forum 2015 (September 15, 2015)

The conference focused on exploring opportunities around the emerging extractives industry in East Africa, with a focus on key sectors including oil and gas, mining, and infrastructure investment necessary in facilitating a production economy around the industry.

The main aspects discussed were how extractive industries have to be regulated so that other sectors, such as tourism and agriculture, are not endangered by them, as well as what opportunities extractive industries offer for other sectors to develop.



LéO Africa Emerging Leaders Forum 2015 (October 8, 2015)

The theme for the forum was “Defining a Post-2015 Development Agenda that Works for Africa” motivated by the adoption of a new global development agenda—the Sustainable Development Goals (SDGs).



2016

LéO Africa Review Launch (June 16, 2016)

The LéO Africa Review is the Institute’s magazine for ideas, politics and culture. It was conceived with the desire to inform ideas that influence the perceptions of key policy makers and stakeholders in the economic-socio-political space across Africa.

The magazine’s launch in June 2016 was preceded by a discussion on “What Constitutes Transformational Leadership”, drawing upon the inspiring stories of the 20 Young and Emerging Leaders featured in the magazine.



LéO Africa Economic Forum (July 12, 2016)

The 2016 forum was held under the theme “Leave No One Behind” and focused on what economies in the East African region should do to stem the growing income inequality that is threatening regional security and stability.



Pilot: Young and Emerging Leaders Project (November 12, 2016)

The pilot seminar for what eventually became the Young and Emerging Leaders Project (YELP) fellowship was held in Kampala.

An initiative of the Institute and KAS, the fellowship annually inducts outstanding thought leaders into intense immersive program designed to train and orient values of self-advancement, integrity, social responsibility, and socioeconomic transformation.



2017

Inaugural Young and Emerging Leaders Project (YELP) Class Inducted

The inaugural Class of the Young and Emerging Leaders Project comprising nineteen young and emerging leaders from Uganda, Kenya, and Rwanda was selected and upon finishing three seminars were inducted into the LéO Africa Institute network of outstanding leaders across East Africa.



LéO Africa Economic Forum (July 7, 2017)

The Forum, held under the theme "Assessing the Impact of Disruptive Innovations on Growth and Development" brought together over 200 innovators, entrepreneurs and thought leaders from both the public and private sectors to explore opportunities for harnessing innovative technologies to create more inclusive and job-creating economies.



2018

LéO Africa Institute and Stanbic Announce Partnership On Young And Emerging Leaders Project

LéO Africa Institute and Stanbic Bank Uganda embarked on a three-year partnership to support the Young and Emerging Leaders Project.



"Young people being equipped with things that are not taught in class, like leadership, is a valuable cause, and initiatives like YELP that encourage that are important. With a huge percentage of the population being under 30, it is our responsibility to support these initiatives and empower the youth of today,"

then Stanbic Bank CEO Patrick Mweheire.

Second Young and Emerging Leaders Project

Young and Emerging Leaders Project Class of 2018

The second cohort of the Young and Emerging Leaders project consisting of twenty-nine innovators, entrepreneurs, and thought leaders from both the public and private sectors from Uganda, Rwanda, Kenya, Tanzania, DR Congo, Zambia, and Burundi to be equipped with skills to achieve success, living high-impact and fulfilled lives.



2019

Annual Gala Dinner (January 25, 2019)



Young and Emerging Leaders Project Class of 2019

The Institute welcomed the Young and Emerging Leaders Project (YELP) class of 2019 which featured a fellow from Somalia for the first time, expanding the initiative's footprint across the region.

The YELP fellows were trained and oriented to values of self-advancement, integrity, social responsibility, and socioeconomic transformation.

2020

Inaugural Annual Leaders Gathering (November 19 - 20, 2020)

The 2020 Annual Leaders Gathering was the first such meeting of emerging leaders within the LéO Africa Institute network across East Africa. The 2020 ALG was convened under the theme "Beyond the Crisis: Leadership At Crossroads," which aimed to create a unique, collaborative environment to freely exchange ideas on changing society for the better.



2021

YELP Alumni Reunion Seminars

The regional YELP Alumni Reunion Seminars convene Fellows from the Classes of 2017, 2018, and 2019 to revisit some of the insightful sessions from the YELP experience.

The three seminars hosted in Nairobi, Dar es Salaam, and Kigali are divided into three broad themes on leadership: Shaping Personal Leadership, Achieving and Managing Success, and Living One's Legacy.



Huduma Fellowship is conceived

LéO Africa Institute and Konrad Adenauer Stiftung launched the Huduma Fellowship to provide thought leadership training for emerging civic & public sector champions in Uganda.

Every year, the programme enrolls 15 outstanding champions who already work in civic & public service or aspire to do so.



Annual Leaders Gathering (November 26 - 28, 2022)

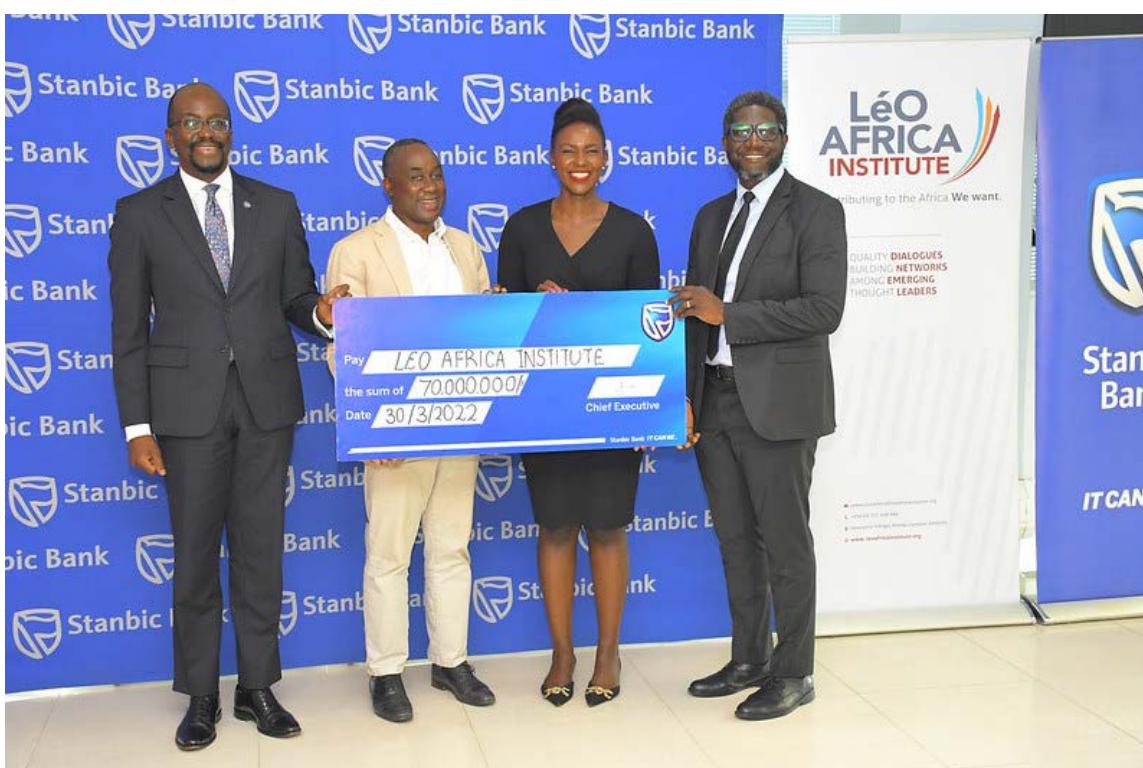
The hybrid virtual and in-person event was held under the theme “Building Resilient Lives and Imagined Communities” as an essential platform for significant conversations on ideas and issues impacting society.



2022

LéO Africa Institute and Stanbic Bank Reaffirm Partnership (March 30, 2022)

LéO Africa Institute and Stanbic Bank Uganda reaffirmed their partnership at an event held in Kampala on 30th March 2022. The bank's financial contribution of UGX 70,000,000 will go towards the convening of the Young and Emerging Leaders Project Fellowship regional alumni seminars.



Huduma Fellowship Class of 2022

The LéO Africa Institute and the Konrad Adenauer Stiftung (KAS) on Friday, 27th May, announced a new cohort of 15 emerging civic and public sector champions joining the Huduma Fellowship for training on thought leadership, public affairs management, and policy making.



OUR INITIATIVES

YELP
Fellowship

Huduma
Fellowship

LéO Africa
Review

Annual
Leaders
Gathering



Young &
Emerging
Leaders
Project



106



fellows recruited in
the last 10 years
with a direct
impact on

11,400

individuals annually

OUR REACH ACROSS AFRICA



OUR TEAM

Board of Directors

The Board of Directors consists of high-level individuals from the public and private sectors who help set strategy, support senior management in pursuit of this strategy, and ensure the LéO Africa Institute has adequate, well-managed resources at its disposal.

The board meets four times per year to establish broad policies and set out strategic objectives for the Institute.



**Samuel Fredrick
Mwogeza**
**Executive Coach and
Business Leader**



Rosie Lorie,
Leadership Coach



William Babigumira
**Chief Executive
Officer, Pentascope
Strategy**



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



Awel Uwhanganye
**Fouder & Senior
Director, LéO Africa
Institute**



Kevin Langley
**Head Of Marketing,
Visa CEMEA**



Conrad Mugisha
Entrepreneur



Fiona Mbabazi
**Communications
Manager, Rwandair
Ltd**

Advisory Board

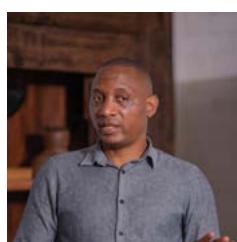
Members of the Advisory Board are appointed by the LéO Africa Institute for their knowledge and direct experience to problem solve, explore concepts, and strategic direction.

Their value-driven insights and advice help the Institute gain new insights to solve problems and explore new opportunities by stimulating robust, high-quality conversations.



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.



William Babigumira
(Head of Faculty)
Chief Executive
Officer, Pentascope
Strategy



Awel Uwhanganye
Founder & Senior
Director, LéO Africa
Institute



Kwame Rugunda
Chairman, Savannah
Group Africa



Angelo Izama
Journalist and
Consultant



Mbabazi Annet Ntezi
Governance &
Development



Ivan Kyambadde,
Consultant



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 Kasagga
Arinaitwe, Founder,
Teach for Uganda



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



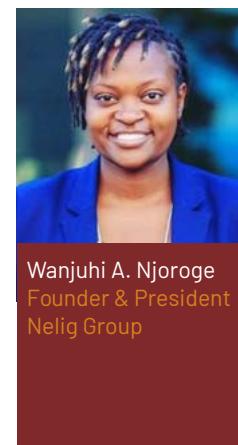
David F.K Mpanga
Founding Partner,
A.F Mpanga
Advocates



Fiona Mbabazi
Communications
Manager, Rwandair
Ltd



Mohamed Okash,
Founding Director
Institute of Climate
Change and
Environment



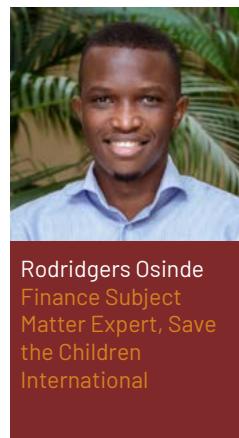
Wanjuhi A. Njoroge
Founder & President
Nelig Group



Emmanuel S. Kirunda
COO & Commercial
Director, Olsights
LTD



Donald Byamugisha
Consultant, Growth
Africa



Rodridgers Osinde
Finance Subject
Matter Expert, Save
the Children
International



Beverly Mutindi Chogo
Country Lead,
Empowering
Entrepreneurship
Initiative (EEI) at
enpact



Nkatya Kabwe,
Manager, Strategic
Communications,
Central Bank of
Zambia



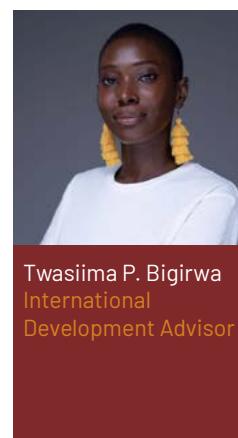
Leonard Mungarulire
Associate Partner,
Dalberg



Tonny Bbosa
Manager,
Government
Systems, NITA
Uganda



Loyola Rwanabose
Karobwa
Mining Lawyer,
Ministry of Energy
and Mineral
Development



Twasiima P. Bigirwa
International
Development Advisor



Hashim Wasswa
Mulangwa
Chief Development
Strategy Officer,
Global Innovation
Fund

Secretariat

The secretariat fulfills the administrative duties of the LéO Africa Institute. Our team of professionals comes from a diverse range of backgrounds and has made it their mission to advance the ideals of the LéO Institute.



Awel Uwihanganye
Founder & Senior Director



Kwezi Tabaro
Deputy Director



Brian Taremwa
Finance &
Administration
Coordinator



John Ivan Busulwa
Programmes
Associate



Amr Ainebyoona
Communications
Coordinator

Our Partners

We work with other actors from government, the private sector, civil society, and the 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.

Over the last decade, we have built a network of socially conscious thought leaders across eight African countries and the diaspora thanks to the unwavering support of our partners like Konrad Adenauer Stiftung Uganda & South Sudan, Stanbic Bank Uganda, CEED Concordia, RKA & Company, ABMAK Associates, European Union, Africa Leadership Initiative – East Africa Foundation, and Segal Family Foundation.





Contributing to the Africa We want.

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