



Africa Lead Champions Go Global

Africa Lead trains leaders. Nowhere is the success of this goal more evident than in a recent opportunity for selected Champions for Change and other accomplished agricultural specialists to participate in an international leadership forum. Four Champions from Kenya, Liberia, Tanzania, and Uganda journeyed to San Francisco July 26-27, 2012 representing their peers at the “Leadership Challenge Forum”.

Josephine Akia, Policy and Advocacy Officer at the National Organic Agricultural Movement of Uganda (NOGAMU), noted how firsthand testimony effectively conveyed lessons of leadership. The Africa Lead delegation was not only inspired by the roles and values different people shared, but also they showcased their own stories. She asserts, “Leadership is a journey and every journey has a story.” The Africa Lead participants greatly valued the storytelling technique.

Catherine Harris Karmo, Training Specialist with the Food and Enterprise Development Program (FED), Liberia, reflected on how the skills presented in the Forum revealed how many small, everyday things she and others do are “encouraging the heart”, one of the Five Leadership Skills for which the Leadership Challenge Forum experts, *Barry Posner* and *Jim Kouzes*, are renowned (the other four are: *Model the Way*, *Inspire a Shared Vision*, *Challenge the Process*, and *Enable Others to Act*.) There was also an opportunity to listen and interact directly during breakout sessions with people from different leadership and intellectual backgrounds on how they employed the above five leadership skills within their different organizations and how they succeeded.

Jacqueline Mkindi, Executive Director of the Tanzania Horticultural Association, observed that the delegation had the opportunity to learn about leadership evaluation and assessment tools like the Leadership Practice Inventory (LPI) approach of Kouzes and Posner. While exposed to LPI during the initial training offered by Africa Lead, she said they were of the opinion that leaders in Africa need to be trained more rigorously on such tools so they can more effectively engage them for better impact.

Ancieta Mwiti, Managing Director in Agri and Co-operative Training and Consultancy Services Ltd (ATC), Kenya reflected on the difference between being among a non-African assembly and viewing the skills as “powerful” in and of themselves. She emphasized how these skills reinforce the approach to “inspire a shared vision” that Africa Lead has developed through the symbol of the broken African pot. “By filling the pot we feed our people in Africa in a common vision”, she said.



From left to right: Josphine Akia (Uganda), Catherine Harris Karmo (Liberia); Jacqueline Mkin (Tanzania) and Ancieta Mwiti (Kenya)

The four Leadership Challenge forum participants acted as ambassadors for Africa Lead. They purposefully selected different sessions in order to maximize their exposure to the expertise shared. They then debriefed one another at later points to compare notes. Their participation was recognized by the Forum attendees for having traveled so far to join the event bringing unique perspectives to the mostly US and other developed country participants.

In addition to the sharpened skills and new approaches each is taking back to her home country, the Fellows are eager to share what they have learned with other Champions of Change. The Africa Lead delegation also made a point to meet separately with Messrs. Kouzes and Posner.



During that meeting, they won the support of the two world-renowned leadership gurus who agreed to join them in a potential leadership forum in Africa should such an event be arranged.

Leadership indeed! ■