



Martine Nkor

nkormartine043@gmail.com

Aspire Institute

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PRIMARY CHOICE:

2025 Aspire Leaders Program Cohort 3: May-July, 2025

APPLICATION STATE:

Started

Started on Friday Jul 25, 2025

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PERSONAL

FIRST NAME

Martine

LAST NAME

Nkor

EMAIL

nkormartine043@gmail.com

PROGRAM CHOICE

COHORT SELECTED

2025 ASPIRE LEADERS PROGRAM, COHORT 3: MAY-JULY, 2025

WEEK 1: PROFESSOR TSEDAL NEELEY

YOU NEED TO HAVE A POSITION OF AUTHORITY TO BE A LEADER

False

STUDIES OF TWINS FOUND LEADERSHIP WAS MORE INFLUENCED BY ____ FACTORS.

Genetic

WHICH IS NOT ONE OF THE LEADERSHIP DOMAINS DISCUSSED BY PROFESSOR TSEDAL NEELEY?

Cooperative Leadership

WEEK 2: PROFESSOR TARUN KHANNA

WHICH OF THE FOLLOWING BEST DEFINES CONTEXTUAL INTELLIGENCE?

The ability to adapt to various situations by considering its specific circumstances.

INSTITUTIONAL VOIDS CAN ONLY BE CHARACTERIZED AS IMPEDIMENTS, AS THEY CAN NEVER BE CHANGED.

False

MICROFINANCE MODELS, LIKE THE ONE USED AT BANCO COMPARTAMOS, ARE FOUNDED UPON THE CENTRAL IDEA OF:

Trust

WEEK 3: PROFESSOR KARIM LAKHANI

WHICH OF THE FOLLOWING IS NOT ONE OF THE FIVE PROPERTIES OF DIGITAL SIGNALS?

Error Free

THE AMOUNT OF AVAILABLE DIGITIZED INFORMATION HAS INCREASED SIGNIFICANTLY OVER THE YEARS, OPENING THE DOOR TO NEW OPPORTUNITIES.

True

____ LEARN AND FUNCTION WITH MINIMAL SUPERVISION, AND MASSIVELY AUGMENT HUMAN INTELLIGENCE.

Generative Systems

ORIGINALITY AND INTEGRITY CONFIRMATION

Before beginning your end-of-module assessment, we want to remind you of the importance of submitting original work that reflects your own thoughts, ideas, and effort. The purpose of this assessment and the overall program is to encourage individual reflection, problem-solving, and leadership development. While it's perfectly fine to seek help in structuring your ideas or improving your understanding, we ask that you do not copy other participants' work. This assessment is meant to be completed individually. Additionally, we ask that you refrain from using AI tools to generate your responses entirely as this is considered plagiarism and violates our Good Behavior Expectations.

I CONFIRM THAT THE WORK I AM SUBMITTING FOR THIS ASSESSMENT IS ENTIRELY AN INDIVIDUAL EFFORT AND NOT COPIED FROM ANY OTHER PARTICIPANT.

Please confirm that you agree to the following statements before you start submitting your work:

Yes

I CONFIRM THAT I HAVE NOT USED AI TOOLS TO FULLY GENERATE MY ANSWERS, AND THE CONTENT I AM SUBMITTING REPRESENTS MY OWN THOUGHTS AND IDEAS

Please confirm that you agree to the following statements before you start submitting your work:

Yes

PROBLEM STATEMENT (MINIMUM OF 300 WORDS)

PROBLEM STATEMENT

Please define your problem statement in a **minimum of 300 words**. This should be what you wrote as a response to Reflection Prompt #1 during Week 4. You should answer these questions:

- What is the problem?
- What is the root cause of this problem?
- Who or what is affected?
- Why should the problem be solved?
- Why has the problem not been solved yet?

Project Statement: Baragoi Peace Circles – Youth Empowerment for Sustainable Peace

Baragoi, in northern Kenya's Samburu County, has seen decades of ongoing intercommunal violence, especially amongst the Turkana, Rendille, and Samburu populations. Competition for limited resources, like as water, livestock, and grazing land, which are essential to the pastoral livelihoods of the people, is at the heart of the conflict. Poverty, cultural divides, historical grievances, and inadequate local governance systems all exacerbate these tensions. The area has consequently experienced retaliatory attacks, frequent cattle raids, displacement, school dropouts, and economic collapse. A disproportionate number of young people between the ages of 15 and 30 are impacted. Peer pressure, unemployment, and a lack of other options all contribute to the recruitment of people into conflicts. To survive, others form raiding groups. These young people both commit acts of violence and are victims of it. The cycle persists because the majority of regional peacebuilding projects are top-down, short-lived, and infrequently youth-focused. The underlying causes of young people's vulnerability—poverty, exclusion, and hopelessness—are not adequately addressed, nor are they empowered as peacemakers.

The Baragoi Peace Circles initiative offers a daring, youth-focused remedy. The project will select and teach 100 youth from the three villages community service, entrepreneurship, dialogue facilitation, and peace leadership. These young people will establish ten Peace Circles, which are peer-led organizations that hold frequent talks, work to mediate disputes locally, and organize intercommunal events. An entrepreneurship bootcamp, a digital storytelling campaign to promote peace narratives, a peace and unity football competition, and three interethnic peace conferences are important project components. To offer long-term revenue alternatives to cattle rustling, ten youth-led enterprises will be given startup funds.

By the end of the six-month program, the project hopes to develop a robust network of skilled peace advocates advocating for economic independence, tolerance, and reconciliation. It will show that young people in their communities can take the lead in bringing about change. In contrast to previous initiatives, this paradigm is inclusive, locally owned, and long-lasting. One of Kenya's most unstable regions will see a peaceful, prosperous future thanks to Baragoi Peace Circles' empowerment, creativity, and teamwork.

PROJECT PLAN (MINIMUM OF 300 WORDS)

PROJECT PLAN

Please define your project plan in a **minimum of 300 words**. This should be what you wrote as a response to Reflection Prompt #2 during Week 4. You should answer these questions:

- What is a potential solution to help with the problem identified? What is unique about your idea?
- Who all would you need on your team? Why?
- What other resources or support would you need?
- How much would this project cost? Give estimates and reasoning
- What would the timeline be for implementation?

Project Plan: Baragoi Peace Circles – Youth Empowerment for Sustainable Peace
A revolutionary response to the persistent ethnic violence in Baragoi, Samburu County, is provided by the Baragoi Peace Circles project. This project's main goal is to empower 100 young people, evenly selected from the Samburu, Turkana, and Rendille communities, via mentorship, organized dialogue, entrepreneurship, and peace leadership. Ten Peace Circles, peer-led groups aimed at promoting cooperation, lowering tribal hostility, and promoting profitable alternatives to cattle rustling, will be formed from these young people. This program stands out due to its distinctive youth-centered, grassroots approach that blends economic development with peacebuilding. This project is locally owned, sustainable, and participatory, in contrast to numerous previous reactive and top-down interventions. Using storytelling campaigns, sports-for-peace competitions, and entrepreneurship helps to address the root causes of violence and gives young people the skills they need to be stable in the long run. The project will need a diverse team to achieve success. Local chiefs, instructors, volunteers, reformed warriors, young mentors, and community-based facilitators are all included. While technical trainers will provide modules on digital storytelling, company development, and conflict resolution, Peace Circles will be led by alumni of the Equity Leaders Program. Local organizations' volunteers will help with outreach, logistics, and paperwork. Meals, transportation, digital media kits, athletic gear, audio-visual equipment, training and forum spaces, and money to encourage young entrepreneurs are all examples of essential resources. Legitimacy and execution will be improved through institutional collaborations with regional NGOs, the county government, religious authorities, and peace networks. KES 3.5 million will be used as seed funding for 30 young businesses; KES 1 million will be used for media, storytelling, and branding; KES 1.5 million will be used for meals and transportation; KES 1 million will be used for sporting events; KES 800,000 will be used for forums; KES 700,000 will be used for an entrepreneurship bootcamp; KES 2 million will be used for training and facilitation; KES 500,000 will be used for administration and monitoring. The project will be completed in six months:
First Month: Planning and Hiring
Months 2–3: Formation of Peace Circles and Training
Month 4: Media campaigns and sports for peace initiatives
Business boot camp and pitching in month five
Month 6: Distribution of seeds, observation, and assessment
By giving young people leadership, opportunity, and a sense of purpose, the Baragoi Peace Circles will foster lasting peace from the inside out.

INTENDED OUTCOMES (MINIMUM OF 300 WORDS)

INTENDED OUTCOMES

Please define the intended outcomes of your project plan in a **minimum of 300 words**. This should be what you wrote as a response to Reflection Prompt #3 during Week 5. You should answer these questions:

- What are the desired results of your proposed project plan?
- How will you track the project's progress?
- What would be the quantifiable output? This could be activities such as workshops, events, prototypes, etc.
- Who do you think can support your project after it is launched?
- Identify one challenge you might face and how you would overcome it?

Intended Outcomes: Baragoi Peace Circles – Youth Empowerment for Sustainable Peace

In order to promote sustainable development and long-lasting peace in Baragoi, the Baragoi Peace Circles project aims to turn at-risk kids into entrepreneurs, community leaders, and peacebuilders. The main goal is to decrease youth engagement in intercommunal violence by providing them with leadership opportunities, peacebuilding skills, and alternative sources of income. By the end of six months, the project hopes to see young people from the Turkana, Samburu, and Rendille communities collaborating to advance understanding and peace.

To monitor its success, the initiative will use both quantitative and qualitative methods. These consist of monthly Peace Circle journals, baseline and endline surveys, and participant feedback forms. Attendance records will be used to monitor participation in trainings, forums, and competitions.

Each Peace Circle's outreach initiatives, mediation attempts, and discourse activities will be chronicled in regular reports. The accomplishments, difficulties, and individual success stories will be compiled in a final impact report, which will serve as a basis for future scale-up.

Outcomes that can be measured will include:

100 kids received training in entrepreneurship, leadership, and peacebuilding.

There were ten Peace Circles, each with ten trained participants.

Three intercommunal peace forums were organized in key places.

Six mixed-community teams participated in one sports-for-peace tournament.

10 youth-led firms started with seed money; 1 entrepreneurship bootcamp with practical training

More than 300 community members participated in forums and storytelling initiatives.

These goals are to reduce retaliatory raids, foster visible leadership among youth, and improve interethnic cooperation.

Young people will become role models who can promote peace, mediate disputes, and open up employment opportunities in their neighborhoods.

Partnerships with local government agencies, peace organizations such as the Kenya Red Cross, religious leaders, and establishments such as the National Cohesion and Integration Commission (NCIC) will be used to support post-project sustainability. Community trust and continuous mentoring will be mostly provided by local chiefs, elders, and educators.

Opposition from elder community members who could see youth-led initiatives as intimidating or illegitimate could be a problem. In order to counteract this, the project will include elders as advisors from the start, urging them to support Peace Circles and co-lead discussion forums. Their leadership will safeguard youth-led projects and foster solidarity. Under their direction, youth-led projects will be safeguarded and unity will be fostered.

In the end, Baragoi Peace Circles aims to change the area by fostering a culture of opportunity, dignity, and peace—led by strong, independent youngsters from all walks of life.

POST-PROGRAM QUESTIONS (NOT GRADED)

All questions in the readiness questionnaire are on a scale, asking you to rate your responses from Strongly Agree to Strongly Disagree. Be sure to scroll through the options in the dropdown menu to view all available choices.

I UNDERSTAND MY STRENGTHS AND WEAKNESSES CLEARLY.

Strongly Agree

I FEEL CONFIDENT EXPRESSING MY IDEAS CLEARLY IN WRITING.

Agree

I MAKE AN EFFORT TO UNDERSTAND PERSPECTIVES THAT ARE DIFFERENT FROM MINE.

Strongly Agree

I BREAK MY LONG-TERM GOALS INTO SHORT-TERM STEPS

Strongly Agree

WHEN FACING CHALLENGES, I FEEL CONFIDENT IN MY ABILITY TO FIND SOLUTIONS

Agree

I KNOW HOW TO REACH OUT TO PEOPLE WHO CAN HELP ME IN MY CAREER

Neutral

I LIKE TO LEARN NEW THINGS

Strongly Agree

I THINK ABOUT MY PERSONAL GROWTH AND AREAS WHERE I CAN IMPROVE.

Strongly Agree

I FEEL CONFIDENT EXPRESSING MY IDEAS CLEARLY WHEN SPEAKING.

Neutral

I CONSIDER DIFFERENT IDEAS AND POSSIBILITIES BEFORE MAKING DECISIONS.

Somewhat Agree

I CONSISTENTLY TRACK AND REVIEW MY PROGRESS TOWARD MY GOALS.

Somewhat Agree

I AM COMFORTABLE SHARING MY IDEAS WITH OTHERS WITHOUT FEAR OF BEING JUDGED.

Agree

I ACTIVELY SEEK OPPORTUNITIES TO MEET NEW PEOPLE WHO CAN HELP ME IN MY CAREER.

Agree

I HAVE AN IDEA OF THE KIND OF JOB I WANT TO HAVE NEXT

Neutral

PRE-PROGRAM QUESTIONS (NOT GRADED)

These questions are NOT graded

All questions in the readiness questionnaire are on a scale, asking you to rate your responses from Strongly Agree to Strongly Disagree. Be sure to scroll through the options in the dropdown menu to view all available choices.

I STAY CONNECTED WITH PEOPLE I KNOW PROFESSIONALLY.

Strongly Agree

WHEN SOMEONE DISAGREES WITH ME, I TRY TO UNDERSTAND THEIR POINT OF VIEW.

Neutral

I USE EFFECTIVE METHODS TO TRACK MY PERSONAL AND PROFESSIONAL DEVELOPMENT.

Somewhat Agree

I CAN ADJUST MY COMMUNICATION STYLE DEPENDING ON THE PERSON I'M TALKING TO.

Strongly Agree

I LIKE MAKING PLANS TO REACH MY GOALS, BUT I LOSE INTEREST IN DOING THE EVERYDAY TASKS TO COMPLETE THEM.

Agree

I BELIEVE MY COLLEAGUES AND PEERS CAN RELY ON ME.

Strongly Agree

I DO NOT ENJOY HEARING FEEDBACK THAT TELLS ME WHAT I DID WRONG

Neutral

I FEEL COMFORTABLE SPEAKING IN FRONT OF GROUPS.

Strongly Agree

I TRY TO CHECK IF IDEAS ARE TRUE AND LOOK FOR PROOF BEFORE DECIDING WHAT TO THINK.

Neutral

I GIVE UP ON MY GOALS WHEN THEY BECOME HARD TO COMPLETE.

Neutral

IT IS EASY FOR ME TO TALK TO NEW PEOPLE

Agree

I TRY TO CONNECT WITH PEOPLE WHO SHARE SIMILAR CAREER INTERESTS OR GOALS.

Agree

I FOCUS ON LEARNING SKILLS THAT ALIGN WITH MY CAREER GOALS.

Agree

I KNOW THE SKILLS I NEED TO GET THE JOB I WANT

Somewhat Agree

SURVEY QUESTIONS (NOT GRADED)

These questions are NOT graded.

The questions are designed to help us improve our support for you and enhance the program. Your responses will guide us in making meaningful improvements for the future.

WHICH OF THE FOLLOWING BEST DESCRIBES YOUR CURRENT STATUS? (SELECT ALL THAT APPLY)

I am currently an undergraduate student

WHICH INDUSTRY DO YOU CURRENTLY WORK IN/WANT TO WORK IN?

Engineering & Manufacturing

WHICH AREAS DO YOU FEEL YOU NEED THE MOST SUPPORT IN TO THRIVE ACADEMICALLY AND PROFESSIONALLY? (SELECT ALL THAT APPLY)

Upon successfully completing the Aspire Leaders Program, you'll gain access to the Extended Leadership Program, designed to support your growth in academics, career, and leadership. To help us better assist you, please select the area where you feel you need the most support

Access to grants & scholarships

DO YOU CONSENT TO YOUR EMAIL ADDRESS BEING SHARED WITH OUR ALUMNI LEADERS FOR EVENT MARKETING PURPOSES?

Our Alumni Leaders often organize in-country alumni events (city meet-ups, virtual sessions etc.) We are currently supporting this in the following countries- India, Nigeria, Brazil, Nepal, Turkey, the US, Bangladesh, Mexico, Egypt, Ghana, Kenya, and Peru

If you are from this country, Do you consent to your email address being shared with our Alumni Leaders for event marketing purposes?

Yes