

# LEAP!

▶ DECEMBER 2022 / VOLUME XXXV

LEADERSHIP | EFFECTIVENESS | ACCOUNTABILITY | PROFESSIONALISM



SPECIAL EDITION:  
LEAP AFRICA IS 20!







## About LEAP Africa

**LEAP Africa is a youth-focused leadership development organisation committed to raising leaders that will transform Africa; through interventions for young people that bridge the gap in leadership, education, employability and entrepreneurship.**

Our cutting-edge programmatic thrusts inspire and equip young people, changing their mindset to lead ethically and motivating them to deliver positive change in their communities. We also support social entrepreneurs in building systems and structures crucial for business sustainability, contributing to livelihoods and social and national development.

As a foremost youth-focused non-profit in Nigeria, we focus on two big pillars; making secondary education work for young people and raising talents to actualise the Sustainable Development Goals (S.D.G.s). LEAP Africa actively contributes to the Youth leadership body of knowledge, leveraging our strategic direction of **ecosystem building, thought leadership and advocacy**. Our extensive research forms the basis for our books, articles, research papers and reports.

With millions of direct and indirect beneficiaries, footprints in about 26 states in Nigeria and 8 African countries, our 11 published books are action-oriented guides to creating positive change in individuals, organisations and communities. LEAP Africa is committed to our mission of raising leaders and empowering youth agencies across the continent to transform the Africa of our dreams.

### **Mission:**

To inspire, empower and equip a new cadre of African leaders by providing the skills and tools for personal, organisational, and community transformation.

### **Vision:**

To be recognised as the premier resource centre for developing dynamic, innovative and principled leaders who will drive Africa's realisation of its full potential.



## Our Values



### **R – RESPECT:**

We respect the diversity of our society, remain committed to creating inclusive opportunities and work at the highest level of professionalism in all our interactions with different stakeholders.



### **I – INTEGRITY:**

We consistently demonstrate transparency and truthfulness in all our dealings.



### **S – SYNERGY:**

We build communities and ecosystems for our beneficiaries through strategic partnerships.



### **E – EXCELLENCE:**

We are result-oriented, and innovative, and go the extra mile to deliver the highest standards in our programmes and activities.

# Our Board Members



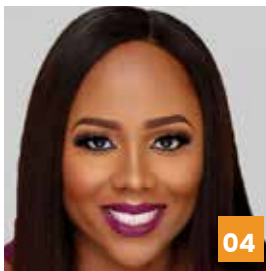
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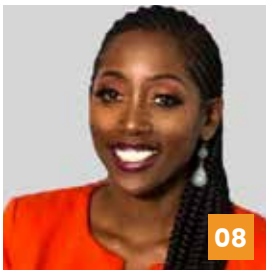
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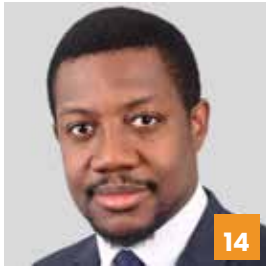
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**1. Mrs Clare Omatseye**

Board Chair, LEAP Africa; Managing Director, J.N.C. International Nigeria Ltd.

**2. Mr Larry Ettah**

Vice Chair, LEAP Africa Board; Executive Chairman, Barracuda Capital Partners Limited

**3. Mrs Ndid Okonkwo Nwuneli (MFR)**

Founder, LEAP Africa, Co-founder, AACE Foods, Director, Sahel Capital.

**4. Mrs Uche Pedro**

Founder, Bellanaija

**5. Mr Chike**

**Maduegbuna**  
C.E.O., Afrinolly Limited

**6. Mrs Amal Hassan**

C.E.O., Outsource Global.

**7. Mrs Adesola Sotande-Peters**

CFO, Africa, USA & Middle East, Godrej Consumer Products Limited

**8. Ms Micheline Ntiru**

Senior Adviser, Convergence Finance

**9. Mr David Lanre Messan**

President, LEAP Africa Alumni Network (L.A.A.N.).

**10. Mr Tola Adeyemi**

Senior Partner and Chief Executive, KPMG Nigeria and West Africa

**11. Mr Waziri Adio**

Former Executive Secretary, NEITI

**12. Mr Sadiq Usman**

Head of Strategy, Flour Mills Nigeria

**13. Dr Joe Abah**

Country Director, DAI

**14. Mr Abass Idaresit**

CEO, Wild Fusion

**15. Ms Kehinde Ayeni**

Ag Executive Director, LEAP Africa





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Mrs Clare Omatseye, Mr Udeme Ufot (MFR) and some LEAPers at the LEAP Africa's 20th Anniversary Gala and Awards Night



# Kehinde Ayeni

Ag Executive Director, LEAP Africa



## 20 Years & Counting: Celebrating Impact, Redefining the Future

**The future is interlinked with the past. There is an old African saying that you cannot move forward without looking back. This is saying that your past experiences are necessary to predict the future.**

Reflective thinkers periodically measure how well and how far they hit their goals. As an organization, LEAP Africa hit the two-decade milestone this year, and while we are in a celebratory mood, we have also spent months reflecting on our organization's work and impact over these 20 years.

20 years ago, LEAP Africa's goals were to see its alumni recognized as dynamic, principled and innovative leaders in the private, public, and nonprofit sectors spearheading Africa's ascent into the international arena by 2025; and for their businesses to be thriving in the second and third generations by 2052. This vision was borne out of a strong desire to change the mindset of young people that they are future leaders, that they cannot influence or contribute to nation building, or build thriving businesses. It was borne of a desire to see Nigeria governed by ethical leaders at every level.

At this inflection point, we are immensely proud of the successes of our initiatives, programmes and research publications, proud to have added in meaningful ways to lives, communities and businesses directly and indirectly. We are proud of the partnerships that have

brought us this far, the thousands of ecosystem partners and local actors who have contributed to our work.

I celebrate our founder, Ndidi Okonkwo Nwuneli, a dynamic, visionary leader with undeniable love for Africa. I celebrate all the board members who bought into this vision from the beginning and throughout the years; without their leadership and massive support we couldn't have come this far. We have begun to see the rise of young Nigerians spearheading transformational change across sectors and markets within Africa. In spite of these triumphs, the reality of today's macroeconomic and external factors and consequential indicators across Africa challenge the assumptions that

we have made significant progress. With 70% being the youth population in Africa today and daunting statistics of the state of young people in Africa, there is still a long way to go in actualizing our vision. Our vision for Africa is one where every young African sees themselves as a change agent and is using their full potential (talent, creativity, resources, drive) and is leading transformation efforts at every sphere of influence – local government/districts, state, and nations. We desire more behavioural changes in individuals and more resourcing available for youth development and their agency.

LEAP Africa remains committed to closing transitional gaps, contributing to ecosystems, democratizing its resources through innovative means and advocating for youth development in Africa. I invite your support because together, we can raise ethical leaders for Africa.

Finally, LEAP Africa remains committed to closing transitional gaps, contributing to ecosystems, democratizing its resources through innovative means and advocating for youth development in Africa. I invite your support because together, we can raise ethical leaders for Africa.

## BUILDING A CULTURE OF ETHICS

A practical guide for leaders in the Africa Public, Private and Non-profit sectors. The book meets the challenge of deepening the culture of ethics in Africa institutions by deploying some of the most persuasive arguments drawn from local surveys, examples and international experiences, to make the case that especially.

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## GET ON BOARD

The board of directors is the principal organ for the governance of any enterprise. Its effective functioning is often the only safeguard against failure and the best guarantee for corporate endurance. Yet far too few organizations in Nigeria pay any serious attention to the need to have an effective board. Get on Board is a must-read for all entrepreneurs, SMEs and even publicly quoted companies in Nigeria.

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## CORPORATE CULTURE: THE ESSENCE OF WINNING COMPANIES

A critical factor in the success of any winning company is a strong and positive organisational culture. However, the power of a strong corporate culture has not been fully recognised nor utilised by the many SMEs struggling to differentiate themselves in the marketplace. This publication seeks to address this by introducing business owners and managers of enterprise to the concept of corporate culture and its relevance as a tool for building a high-performance organisation.

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Nkemdilim Uwaje Begho, CEO, FutureSoft Limited and  
Mrs Ndidi Okonkwo Nwuneli (MFR) Founder, LEAP Africa at  
the 20th Anniversary Gala and Awards in Lagos



## Celebrating Innovators Across Africa: Social Innovators Programme and Awards (SIPA) 2022

**The 10th edition of the annual Social Innovators Programme and Awards was held on the 8th of September virtually and physically in Lagos.**

Exploring the central theme of **Reawaken, Redesign and Re-emerge: Africa Beyond Potential**, the 2022 edition of the summit convened over 500 participants and stakeholders from across Nigeria, Africa and Europe.

**From the keynote address by Henry Kestner to Speed talks by Efosa Ojomo, Sangu Delle and Vanessa Garrison to the all SIP alumni panel, the conversation at the summit centred around 5 Key takeaways:**

- Providing solutions to problems should be personal and local before it gets to public consumption.
- Businesses will thrive and survive if we get the right people on board. In getting the right people, the leader should be able to articulate the “WHY” of the organisation’s mission and vision.
- There’s absolutely nothing that cannot be solved with the right intention and people.
- Self-care is a revolutionary act. Innovators and

entrepreneurs should ensure to take care of themselves even as they provide care and solutions to others.

- Entrepreneurs have the job of stewarding and resourcing the vision and mission of their organizations.

The highlight of the conference featured the presentation of awards to fellows who have demonstrated commitment and dedication throughout the fellowship year. The **Outstanding Fellows Awards** were presented to **Akorfa Dawson** and **Idris Ola**; The **Seyi Bickersteth Award for Financial Accountability** – **Evelyn Ode**, and The **Innocent Chukwuma Social Entrepreneurship Award for Youth and Gender Empowerment in South Eastern Nigeria** was presented to **Amanda Obidike**.





L-R: Femi Taiwo – LEAP Africa, Ogochukwu Ekezie-Ekaidem – Union Bank of Nigeria and Rep Idris Ola – 2021/2022 SIP Outstanding Fellow



Henry Kaester, Co-Founder and Partner at Sovereign's Capital



L-R: Micheline Nturu, Senior Adviser, Convergence Finance and Board Member, LEAP Africa; Isaac Damian, Founder – Level-up STEM Lab & CoWorking Spaces; Akorfa Dawson, Founder – NadeLI; Saeed Jumah, Founder – The Smile Shop Limited and Damilola Asaeye, Co-Founder – Ashdam Solar Co.Ltd during the all alumni panel session at SIPA 2022



Cross section of some LEAPers at SIPA 2022



Dance Performance at the conference



A cross section of Sahara Impart Fund Fellows at SIPA 2022



## Supporting Social Innovators Across Africa: **Five Adaptable Lessons**

By Rasheed Ajao, Terhemem Agabo, Pamela Uzoma and Evi Etemire

**Social innovators play a key role in providing products and services vital for improving the lives of Africa's poor and vulnerable population and the quality of the environment.**

Since social enterprises focus on impact above profit sharing, they face a narrower set of support opportunities than conventional for-profit enterprises. Following LEAP Africa's Social Innovation Programme (SIP)—a programme that has trained and impacted more than 200 social innovators across eight African countries, this article shares some of the significant lessons that are key to providing much-needed support for a thriving social enterprise ecosystem in Africa.

### **Adaptable Key Lessons**

**Mentorship:** Mentorship is vital to the development of early-stage social innovators. The tutelage of successful social innovators helps upcoming social innovators to navigate the world of entrepreneurship by exposing them to the opportunities and challenges that surround the sector. Moreover, mentors help to position early-stage social innovators for funding and other growth-propelling opportunities for onset development in the sector. However, mentorship is more effective when social innovators are matched with mentors with whom they share similar or related interests. This was evident as about

89% of the SIP fellows mentioned that they were satisfied with their mentor's choice.

**Leveraging a Community of Practice for Collaborative Learning:** When social innovators are connected, they learn from their peers' unique experiences. In addition, a learning community for innovators helps them share relevant resources and viable ideas, enabling growth and risk mitigation of their enterprises, information on funding opportunities, and training opportunities.

**Partnership is Key:** Providing support to the social enterprise ecosystem is a task that cannot be done by one organization. Forming strategic partnerships help scale the reach of support programmes for social innovators and strengthen the quality and effectiveness of these programmes. Partnerships can be sourced from other non-profit



organisations, private sector organisations and the government.

**Financial support for Social Innovators:** a major obstacle constraining the growth of social enterprises in Africa is the lack of funding. Owing to the absence of finance, some high-impact ideas may not get into the market. On the other hand, with some financial support, early-stage social enterprises will thrive and eventually become sustainable after a few years.

**Training curriculum:** Upcoming Social innovators need the training to build the requisite technical and leadership skills needed to run successful enterprises. Some important modules to be covered include but are not limited to; Social Innovation Models, Fundraising and Partnership

building, Measuring and Communicating Impact, and Ethics and Values for Business.

### Conclusion

Social innovators can initiate systemic change, thus contributing to sustainable development in Africa. Therefore, social innovators must be given the requisite support to enable them to thrive, optimize growth and manage risk. Country governments can support the social innovation ecosystem by providing tax breaks and grants. The private sector is encouraged to invest in social enterprises to drive impact at scale within communities. International development organisations can also support the growth of social enterprises by providing sustainable interventions that will equip social innovators with the requisite skills needed to manage their organisations.

## ESSENTIAL STEPS FOR CREATING AN ETHICAL ORGANISATION

Corruption is cited as a major impediment to the growth of businesses in Nigeria. Companies often lose significant business opportunity as a result of corruption risks. Therefore, this publication explores the definition of success in ethical business, different forms of unethical behavior in an organisation and structures that can be established to guard against unethical behaviour.

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## PASSING THE BATON

Passing the Baton is an incredibly timely publication. The book serves as a reminder to confront the reality of stepping out of our comfort zones and gives it entrepreneurs the courage to be strong and "Step Out" into more enormous territories, which beckon us Passing the Baton has all the ingredients of a valuable resource material that will serve as a practical guide for current and potential small and medium scale entrepreneurs.

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## LEAP Leadership Institute (LLI) Accelerator Programme for Young African Women

**There is a dearth of women’s leadership in Africa (Mckinsey, 2020). The lack of representation and participation of young women in Leadership positions is based on the assumed lack of leadership capacity for young women to lead (African Development Bank).**

The positioning of women is a factor that symbolizes the patriarchal nature of most African societies, and this misconception denies women many opportunities to take on leadership roles both in the private and public sectors. Women’s desire for leadership positions is hampered by numerous obstacles, including pervasive and often subtle attitudes and beliefs that women are unequal to men at home, at work and in government.

Despite the systemic challenges, societal and cultural norms, occupational culture, sex stereotypes etc, that women face, organizational research suggests that female leaders may bring a unique constellation of leadership-related traits, attributes, and behaviours to the workplace that may provide advantages to their organizations (Is There a Female Leadership Advantage?). To contribute to the gradually closing gender gap in leadership, LEAP Institute and Women

In Leadership Advancement Network (WILAN) co-created the Leadership Accelerator Programme for Young African Women to strengthen the capacity of highly-motivated young professional women aspiring for leadership positions and to create a strong pipeline of African Women Leaders.

The Leadership Accelerator Programme for Young African Women is an eight weeks hybrid Programme that equips African women between the ages of 21-35 with the knowledge and skills to reach leadership positions in their various organizations/ career fields. Female industry experts led sessions on “Identity and Self Leadership”, “Financial Literacy and Salary Negotiation”, “Effective Communication and Leadership”, “Women’s right, Office Politics and Conflict Management in workplace” and “Building Leadership



Influence and Network". The program highlight is the physical mentorship/ closing ceremony featuring a mentoring session and a panel discussion. The panel session had top female leaders like Kehinde Ayeni - Ag Executive Director, LEAP Africa; Abosede George-Ogan - CEO WILAN Global; Molade Adeniyi - CEO, WAVE; Hansatu Adegbite - Executive Director, WIMBIZ, and Amabelle Nwakanma - Director of Programmes, LEAP Africa lead conversations on bridging the gender gap in leadership through capacity building programmes. Participants of the accelerator programme also had an exclusive one-on-one mentorship session with some phenomenal female leaders.

Accelerator Programme for Young African Women in Pictures







Omolade Banjoko, Union Bank and Ogochukwu Ekezie-Ekaidem, Union Bank at the 20th Anniversary Gala and Awards in Lagos





## Flambuoyantly African: 20th Anniversary Gala And Awards Night

**Thursday, September 8th, 2022, witnessed the grand celebration of LEAP Africa's milestone year of 20 at the Anniversary Gala and Awards Night.**

The event, which took place at the Eko Hotel and Suites, brought together critical stakeholders within the youth ecosystem and LEAP Africa's support network for the past two decades. It was an evening to appreciate, celebrate our supporters and biggest cheerleaders and to showcase the incredible army of change agents we have worked with - through the anniversary documentary in the last two decades.

Present at the event include but are not limited to Dr Joe Abah, Nigeria Country Director - DAI and Board Member - LEAP Africa; Mr Sadiq Usman, Head of Strategy - Flour Mills Nigeria and Board Member - LEAP Africa; Mrs Ibukun Awosika, Founder/CEO - The Chair

Centre Group; Mrs Ndidi Okonkwo Nwuneli (MFR), Founder - LEAP Africa, Dr Kole Shettima, Country Director - MacArthur Foundation; Ms Rabi Isma, Non-Executive Director, Stanbic IBTC Plc; Former Director, Leadership And Organisation Development 9 Mobile Nigeria, Tonye Cole, Co-founder and former Group Executive Director - Sahara Group, Pastor Godman Akinlabi, Lead Pastor -The Elevation Church and other dignitaries.

**To partner with us** to inspire, empower and equip 10 million African youth with critical leadership, employability, and entrepreneurship skills to drive the sustainable transformation of the continent by 2030, kindly reach out to Ellen via [eukpi@leapafrika.org](mailto:eukpi@leapafrika.org) to pledge your commitment.





Photos : 20th Anniversary Gala And Awards Night





## The Imaginative Futures Working Group For #TheNigeriaWeWant

**Given the significant population of young people in Nigeria, it is evident that the future growth of Nigeria is linked to having an educated, skilled, and politically active youthful population involved in developing long-term policy strategies.**

As a key pillar of the Nigeria Youth Futures Fund (NYFF) Project by LEAP Africa, The Imaginative Futures Working Group (IFWG) comprises of young leaders across the 36 states including the FCT - Abuja, in the country who are reimagining #TheNigeriaWeWant.

Through the regional working group retreat in Kano, Gombe, Oyo, Enugu, Akwa Ibom and Abuja, LEAP Africa empowered and supported over 100 young people in Nigeria for an outcome driven policy engagements - achieved by mainstreaming their voices into the development of short, medium and long term Agenda, and into the implementation of the African Union Agenda 2063, Africa-EU Partnership, AfCFTA and the UN SDGs. While assigned thematic area(s) of focus: Real Economy, Socio-Political sector, Innovation & ICT, the regional working group members put into context the Nigeria National

Development Plan (2021 - 2025) and mainstreamed into the development of the Nigeria 2050 Agenda.

Guided by a faculty and subject matter experts/consultants, the Imaginative Futures Working Group also addressed identified gaps within Nigeria youth ecosystem in the areas of negotiation and policy advocacy, consensus-building, inter-generational stakeholder management, and improve capacity for long-term engagement with governance and political structures. At the conclusion of each regional retreat, the working group elected members who represented the six regions at the National Visioning Workshop in Abuja.

The outcome of the 2022 National and Regional Working Groups is conceptualized to be pivotal to Nigeria's 2023 democratic transition period as a



youth advocacy and negotiation instrument towards a pact between Nigeria's youth and the emerging government. It saw a rebirth of passion, unwavering commitment and drive to make Nigeria work again. Remembering the 20th of October, 2022; the Lekki toll gate massacre, participants at the working group engaged in brainstorming sessions to identify more ways to engage for the change they desire.







## African Youth in Action: Youth Day of Service 2022

**As part of its commitment to supporting and nurturing the agency of young people across the continent with skills and tools to enable them to become transformative leaders in their sphere of influence.**

LEAP Africa, in partnership with Dow and other technical partners, recently concluded the third edition of the Pan African youth-led social impact campaign – Youth Day of Service (YDoS) 2022- across various African communities.

The week-long campaign with the theme – **Youthful and Useful** – kicked off with a pre-event press conference in Lagos and was activated between Friday, 12th – Saturday, 18th August 2022. During its activation, youth across the continent came out in large numbers to accentuate the strength and possibilities of their agency in actualising a sustainable future through volunteerism and community service. With much confidence and unity of purpose, every young person who participated in the initiative had one sentence to convey their message – “We are Youthful and Useful”.

Through the partnership with Dow Africa – as a headline sponsor – **LEAP Africa was able to mobilise over 5,000 young people across 34 African countries to champion and implement projects**, including tree planting, school painting, food drives, beach cleaning, digital sensitisation, medical outreach, prison outreach, etc. The projects led by individuals, corporations, and public and social sector organisations were aligned with the seventeen United Nations Sustainable Development Goals (SDGs).





More from Less Project, Ikorodu, Lagos



Agro Allied Project, Karu, Nasarawa State



Agro Allied Project, Karu, Nasarawa State



Waste to Green Project, Ilupeju Senior Grammar School, Lagos State



Project End Waste, Odo-Ona, Ibadan







## Leadership Debates Competition: LEAP Africa Maiden Edition

**Tertiary institutions are widely known spaces for intellectual debates and youth expression. Following an intriguing debate competition, Undergraduates from the University of Benin emerged as the winners of the Maiden edition of the Nigeria Youth Futures Fund (NYFF) Youth Leadership Debate Competition.**

The announcement was made at the Debate's Grand Finale on October 1st, 2022, at The Platform Nigeria. The Inter-University debate was initiated as a platform for holistic support to harness the voices of young people toward national development and provide capacity building to selected young people across tertiary institutions in Nigeria. It serves as a medium to bring young people together through constructive dialogue and mainstream their voices for the realizations of the #NigeriaWeWant. The Debate competition which kicked off in July had entries from 40 tertiary institutions across the six geo-political zones in Nigeria. Six teams - University of Ibadan, Kaduna State University, University of Benin, University of Ilorin, Ahmadu Bello University, Gregory University, successfully scaled to the semi-finals out of 341 initial entries and, only two teams - Ahmadu Bello University and the University of Benin competed in the grand finale at the Platform Nigeria.

While speaking at the Finale, the winning team - Omuera

Victory Ochuwa, Fayeun Michelle Oluwaseyi, and Okoh Emmanuel from the University of Benin expressed their utmost gratitude for the opportunity to participate in the competition and how the pre-finale residential training has helped shaped their policy analysis, research, public speaking and leadership skills. The first runner-up - Ahmadu Bello University, and the second runner-up - the University of Ilorin took home one million naira and six hundred thousand naira respectively.

The Youth Leadership Debate is supported by the Nigeria Youth Futures Fund (NYFF), a collaborative project of the MacArthur Foundation, Ford Foundation which is implemented by LEAP Africa. For more information please visit <https://nigeriayouthfund.org/debates-and-campus-roadshows/>





2nd Place Winners - Team Ahmadu Bello University (ABU) at the Debates Grand Finale at the Platform 2022



3rd Place Winners - Team UNILORIN at the Platform



Amabelle Nwakanma, Director of Programmes and Joy Amanabo, Senior Programme Coordinator with Semi-Finalists in Lagos



L-R; Dr. Joe Abah-LEAP Africa's Board member; Kehinde Ayeni- Acting Executive Director; Okoh Emmanuel, Omuera Victory Ochuwa and Fayeun Michelle Oluwaseyi - Team UNIBEN, Winners of the NYFF Youth Leadership Debates Competition; Opeyemi Orinowo - Project Lead, NYFF; Onyinye Onyemobi - Ford Foundation, Yemi Adamolekun - ED, Enough is Enough; Samson Itodo - ED, YIAGA and Amabelle Nwakanma-Director of Programmes, LEAP Africa





# Capturing Youth Voices in National Development: **Key Learnings from LEAP Africa's Maiden National Youth Debate Competition**

By Rasheed Ajao, Evi Michael, Pamela Uzoma and Terhemem Agabo

**A word that can be used to describe African youth in the present day is RESILIENT. This is because the African youth has continued to thrive as well as demand for better governance in the midst of high youth unemployment rates, lack of basic amenities and a host of other challenges staring them in the face.**

Young people on the continent are utilizing their energy, driven by their sense of responsibility to propagate and effect positive social change across board. This article aims to showcase how a National Youth Debate programme in Nigeria -The Youth Leadership Debates (YLD)- helped young people speak out on the pressing issues surrounding them.

## **The Voice of the Nigerian Youth**

Speaking directly to the African context and what is obtainable, many young people are unable to engage in civic participation but when enabled and given access to opportunities, they are inspired to become change agents. Advocacy manifests in different forms and with its underlining concepts evolving over the years, alternative and subtle forms are gaining preference in recent times. LEAP Africa,

in conjunction with the Nigerian Youth Future Fund, implemented the Youth Leadership Debate (YLD) which served as a platform to harness the voice of young people in the bid to bring about transformation in Nigeria. In the same vein, the programme aimed at empowering young persons across tertiary institutions by building their capacities to become active citizens and speak from a knowledgeable standpoint when lending their voices to social and political issues. The maiden debates competition provided some useful lessons which contributes to evidence-based knowledge on youth advocacy and participation at Local and National levels;

**A Useful Platform for Youth Expression:** The debates provided a platform for young people to speak on critical issues centered on challenges young people are faced with in the economy. Through their personal experiences as well as the training received prior to the debates, participants were able to dive into the thematic discourse with immense passion, speaking knowledgeably while lending their voices.

**Young People are Solution Providers:** There is no doubt that young people are resourceful and intelligent. This apparently accounts for why there has been increased clamor for the inclusion of young people in processes that lead to national development. The need for adopting this participatory approach and including young people has never been more needful. Furthermore, the debaters vibrantly proffered inimitable and strategic plans to solve a myriad of existing societal issues plaguing the country. In the same vein, participants not only proffered short term solutions but long term and sustainable solutions towards moving the country forward.

**Leadership and Active Citizenship Trainings Help Youth Project their Voices:** The debate invariably provided an opportunity to educate both the audience and the participants themselves. The art of debating typically requires the tenacity to speak as well as the capacity to research deeply to amass critical information to speak from knowledge-based standpoints and perspectives. The programme involved key components like coaching, mentorship, access to online courses and involvement in a virtual community of practice. The debaters were copiously exposed to a wide range of knowledge and skills which has aided their respective personal development and inspired active citizenship in general.

### **The Way Forward**

There is a high level of potential residence in young people seeking to be harnessed in diverse ways. Suffice to say that inclusion of the youth in decision

making processes effaces existing barriers to youth participation in political activities. Hence, it is pertinent to ensure that the voice of the youth is not muffled or muzzled in any way, to avoid precariously disastrous and tragic outcomes typically occasioned by youth restiveness. The following are the ways through which youth voice can be supported and amplified.

Government should create an enabling environment where young people feel safe and comfortable enough to air their substantially insightful opinions on diverse issues. This will engender a platform for open and honest dialogues on issues that ordinarily would have been ignored. Consequently, more young people will be motivated and inspired to engage in using their voices to stir up meaningful discussions which could potentially promote national development. Leveraging on platforms that project the voices of young people cannot be overemphasized. Advocacy groups, unions, local forums are viable opportunities where young people can engage and be engaged in putting concerted efforts towards collective youth voice projection. More importantly, these platforms ensure that young people have the right access to adequate information on governance structures and political processes.

### **Conclusion**

It is not only important for young people to reside with the knowledge of the power they wield as a collective force, but they must also utilize their energy to reconcile the ideas regarding social change with actionable steps. With the population of young people having a higher stake in the larger population, synergy between political actors and youth must be achieved through seamless collaboration and inter-generational dialogue. That way, social development and national change would go beyond just an idea, to become a reality.





A Tree Planting Activity During the Youth Day of Service (YDOS) 2022

Announcing Our  
NEW BOARD  
CHAIR

▪ **MRS. CLARE OMATSEYE**  
Founder and Managing Director,  
JNC International Limited (JNCI)



Announcing Our  
NEW BOARD  
VICE CHAIR

▪ **MR. LARRY E. ETTAH**  
Executive Chairman,  
Barracuda Capital Partners Limited



## Board Transitioning: Mrs Clare Omatseye and Larry Ettah, Now Co-Chairs of the LEAP Africa Board

**As we embark on the journey to the next 20 years of impact, we are pleased to announce the appointment of Mrs Clare Omatseye and Mr Larry E Ettah as the new Board Chair and Vice Chair (respectively) of the LEAP Africa Board of Directors.**

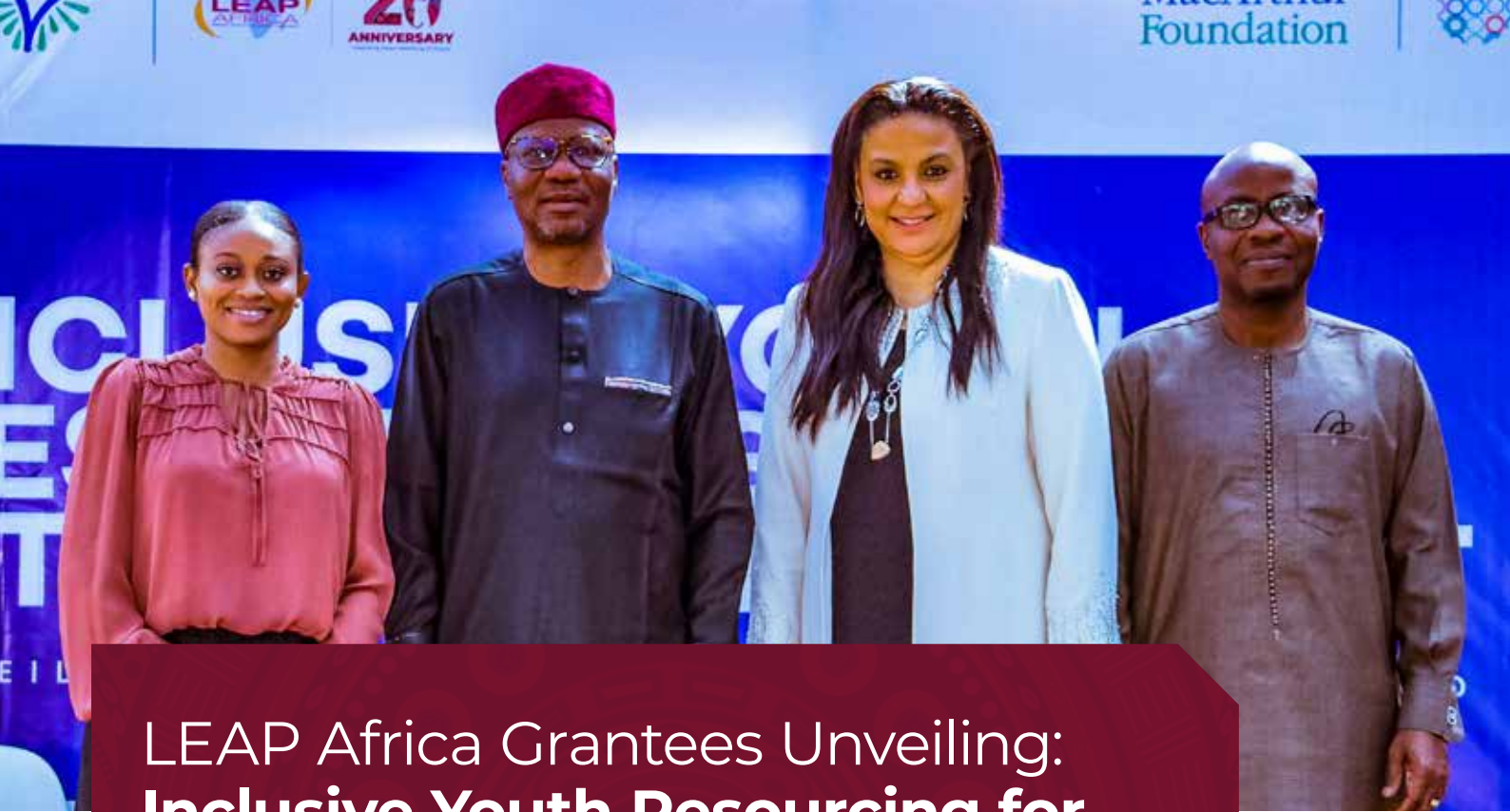
Mrs. Clare Omatseye is the Managing Director/ Founder of JNC International Ltd. (JNCI), a leading Turnkey Medical Equipment Solutions Company, an organisation she founded in 2003. She is a seasoned Healthcare Entrepreneur with an exciting pharmaceutical and Medical Technology career, spanning over three decades. She has served in various companies, including, May & Baker Nig. Plc, Aventis Pasteur Nigeria and Huntleigh Healthcare Limited. She is an Independent Non-Executive Director of the Development Bank of Nigeria (DBN) and Beta Glass Plc; and the Chairman of Vaccipharm Ltd. (a company she also founded in 1999). She is the President of the West African Private Healthcare Federation (WAPHF) and Vice President of the African Healthcare Federation (AHF). Mrs. Omatseye also serves on several other NGO boards, including the Governing Council of the

Pan Atlantic University (with its graduate business school being the prestigious Lagos Business School -LBS), the Society of Corporate Governance Nigeria (SCGN), the Healthcare Federation of Nigeria (HFN) and the Aspire Coronation Trust (ACT) Foundation.

Mr. Larry Ettah is the Executive Chairman of Barracuda Capital Partners Limited, an organisation he founded in 2018 after his retirement as the Group Managing Director (GMD)/Chief Executive Officer (CEO) of UAC of Nigeria Plc (UACN). Before his retirement, Mr Ettah chaired the Board of UAC Property Development Company Plc (UPDC), Chemical & Allied Products Plc (CAP), Portland Paints & Products Nigeria Plc, among others. Mr. Ettah currently serves on the Board of Coronation Merchant Bank Ltd.

Both Mrs. Omatseye and Mr. Ettah will be supported by a refreshed board of distinguished industry experts including Dr. Joe Abah (Country Director at DAI Global, LLC), Tola Adeyemi (Managing Partner at KPMG), Uche Pedro (Founder of BellaNaija) and Sadiq Usman (Head, Corporate Business Development at Flour Mills Nig. Plc.).





## LEAP Africa Grantees Unveiling: Inclusive Youth Resourcing for the #NigeriaWeWant

**In November 2022, LEAP Africa, through the Nigeria Youth Futures Fund (NYFF), a collaborative project funded by MacArthur Foundation and Ford Foundation announced its partnership with over 50 organizations and individuals and officially unveiled the maiden NYFF Grantees to catalyse impact across different communities in Nigeria.**

The grant-making component of the NYFF is pivotal towards bridging the gap for underfunded youth activists and youth-focused organizations to strengthen the effectiveness and impact of their work. In its first grant cycle, the NYFF provided small, medium and large grants to individuals and organizations serving different youth-focused communities or causes.

Recipients of the NYFF Grants include but are not limited to Barr. Sam Otoboeze Foundation (BSOF), Ogadagidi Global Empowerment Initiative, Aspilos Charity and Development Foundation, Lugard Youth Development And Empowerment Initiative, Asido Foundation, Future Builders Initiative, Junior Chambers International (Jci) Abuja Unity, Strong Enough Girls'

Empowerment Initiative (Segei), West Africa Vocational Education, People-Oriented Policy And Good Governance Initiative, Nigeria National Association Of The Deaf Youth Section, Wellness Africa Foundation, Greater Tomorrow Initiative, Centre Legal Orientation And Humanitarian Aid, Cedar Seed Foundation, Elether Development Initiative, Carrington Youth Fellowship Alumni Network, Civic Hive, Brain Builders Youth Development Initiative, Golden Star Development Initiative, The Bridge Leadership Foundation, Youthhubafrica, Shiktra Maternal, Newborn And Child Healthcare (Smanch) Foundation, Nkafamiya Rescue Mission, Foundation For Community Empowerment Initiative (Focei), Federation Of Muslim Women's Association In Nigeria, Community Rights Initiative Of Nigeria [Corin], Slum And Rural Health Initiative, Lurex Health



And Education Foundation, Women And Youths Awake For Positive Response And Future Initiative, Wayafri Community Health Initiative For Youth In Nigeria, Partners For Peace In The Niger Delta, Heir Women Hub, Youthcare Development And Empowerment Initiative, Empowered Sapiens Mulier Initiative (Esmi), Good Women Association Ajeromi Railway Line (GWA), Servelead Humanitarian Initiative, Centre For

Family Health Initiative, Initiative For The Development Of The Next Generation (Nextgen), Echoes Of Eboh Unyogba Women's Foundation, Sauzar Health Foundation, Hope Alive Care (Hac), Securecycle Environmental And Climate Change Initiative, Truebeauty Foundation, Orchid Developmental Foundation, Raising New Voices Initiative, Giddy2school Education Initiative, Hyelansinta Women Children And Youth Initiative, Queenette Initiative For Health And Education, Dr Opara Healthcare Foundation, Webfala Digital Skills For All Initiative, Disability Support And Rehabilitation Centre, Startup Kano Ltd, Blue Sapphire Hub Foundation, 360aaf@gmail.Com



LEAP Africa Grantees Unveiling in pictures



# Appreciating Past Board Executives

## Here is a special appreciation to all our immediate past Board Executives

**Mr Udeme Ufot (MFR)**, who has retired from the Board after serving two tenures as the Board Chair. Thank you to Mr Udeme Ufot (MFR) for your service to LEAP Africa.

**Femi Taiwo**, our immediate Executive Director. We appreciate his tenacity and for steering the team to raise leaders and transform Africa.

**Ms Rabi Isma**, Past Board Member. We appreciate her commitment, passion and conviction in the LEAP Africa vision. This inspired and motivated us to keep daring and achieving great feats.

**Mr Simon Kolawole**, Past Board Member. We appreciate his service in various capacities during his term as a member of the board, Thank you for your relentless support.



**Mr Udeme Ufot (MFR)**



**Ms Rabi Isma**



**Femi Taiwo**



**Mr Simon Kolawole**



## Building a Vibrant Community of Changemakers: LEAP Africa Alumni Network (LAAN)

**Over the past 20 years, LEAP Africa has impacted thousands of young people across Africa through our different programmes.**

It became imperative that we build an ecosystem where we can equip these change makers to build sustainable communities, cities and companies across Africa. In pursuance of the objective to build an ecosystem of change makers who have passed through our programmes, the LEAP Africa Alumni Network (LAAN) elected regional leads across four regions in Nigeria to facilitate the reach and coordination of our constituents in those regions. After the completion of the regional leads elections, where the following people emerged as winners, Ahmed Abdulkareem Onimisi (Regional Lead North), Oluwaseyi Grace Adeyara (Regional Lead West), Kubiast Sylvester Akpan (Regional Lead South), Adaobi Ugwu (Regional Lead East), they were fully inducted into LAAN.

As part of our 20th anniversary celebrations, aligning with our objective to equip our constituents to be change makers and social innovators, we had three Touch Them Again (TTA) programmes in Akwa Ibom, Abuja and a virtual national

edition. At the National edition, some members of the LEAP Africa Alumni community, including, Loyola Jesuit College, Greensprings Schools, Eunice David Effiom, Ubani Vivian Adaeze were awarded for the outstanding work they do.







# LEAP Books

## CRITICAL STRATEGIES FOR BUILDING A SUSTAINABLE ORGANISATION

Business sustainability highly depends on the processes and operations put in place to manage innovation and changes in the business environment. This publication highlights the importance of establishing and implementing strong systems and structures to enable businesses to function efficiently and survive generations.

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visit <https://leapafrika.org/leap-books/>

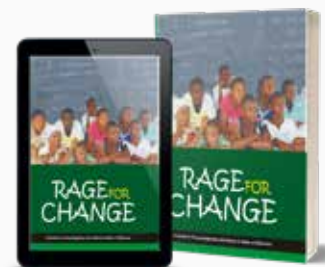


## RAGE FOR CHANGE

This timely user-friendly guide- book very clearly highlights the leadership and heroism of several young Nigerians, all of whom are LEAP alumni, working for positive change in their larger environment despite bearing as a group, a hugely disproportionate burden of poverty, ill-health, and other consequences of the country's extended crises of economic underperformance and social instability. Interactions and engagement with them and their issues.

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## THE ART OF MANAGING RISK

"The Art of Managing Risk" introduces entrepreneurs and business managers to risk Management as it applies within our local context. It encourages business owners to explore opportunities with boldness by taking practical steps to identify, analyse and mitigate risks. The books also offer strategies for creating

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## HOW TO GET A JOB

A practical guide to overcoming typical hurdles in the job search for Nigerian youth, "How to Get a Job" provides tips on how to identify job opportunities and decide which openings to apply for, what to do about a lack of experience in your job search, what skills employers seek in candidates and how to cultivate these skills, how to progress in a career when you finally bag that job.

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# Appreciation

## Key Donors



## Organizations

- Acakoro Kenya
- Access Bank
- African Youth SDGs Summit
- Ashake Foundation
- Atunlo Recycling Project
- Avalon Daily
- Beer Sectoral Group
- Bellanaija
- Beyond the Classroom Foundation
- British Council
- BudgIT Foundation
- Buzz WorX Media
- CheckoutJoy
- Center for Development & Peace
- ChildFund
- 21st Century Entrepreneurs Hub
- Clean Earth Gambia
- Climate Restoration Initiative
- Connected Development
- DA Company
- Development Programmes
- Distinct Writers
- DOW
- Emerging Leaders Africa
- Enough is Enough Nigeria
- Ford Foundation
- Give Hope
- Global Waste Cleaning Network
- Green Futures Initiative
- iCentra Abuja
- Hill+Knowlton Strategies
- I'm Human Org
- Initiatives on Women & Youth Empowerment
- Ish Tolaram
- Jobberman
- Joint National Association of Persons-With-Disabilities
- (JONAPWD)
- Lagos Food Bank
- MacArthur Foundation
- MEDIC/Kids Beach Garden
- Metread Mi6 Volunteers
- Mimshach King
- Let's Go Green to Get our Zongo Clean
- Nigerian Youth SDGs Network
- Pathways Policy CBO
- Paystack
- Planet ER
- Project Enable Africa
- REVAMP Africa
- Recycle Points
- RUDERF
- Sahara Foundation
- Sahel
- SPDCTP-TPA Shell Nigeria Plc
- Street Mentors
- The International Youth Summit Sierra Leone (IYSSL)
- The MC Company
- The Rainmaker Enterprise
- The Sunshine Series-Mind Wellness Ltd
- Topfaith International Secondary School
- Transformative Women's Initiative
- Ugwumba Leadership Center
- Untum Recycling
- UK Foreign Commonwealth and Development Office
- Union Bank
- Upfield
- Uwezo Project
- UVisuals
- WILAN Global
- Yiaga Africa
- Youth With A Mission
- Zambesi Girl Child

## Individuals

- Dr. Joe Abah
- Ms Blessing Abeng
- Ms AnuOluwapo Adelakun
- Ms Tamara Adeyemi
- Mr Adeshola Afariogu
- Mr Abdulmalik Bankanu



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# LIVE LEARN LEAD

In order to better prepare young Africans for the future, LEAP Africa is reevaluating interventions and growing programs. Our objectives through the organisation's online learning platform:

- Learners can study at their own pace, making it easier to understand and better grasp the material.
- Provide resources to selected youth to implement innovative community-based social change initiatives aligned with the SDGs.
- Create an ecosystem for youth to engage in peer learning, network, share resources, and collaborate by creating a virtual community of practice and mentorship platform.

Why wait any longer to begin learning?  
 Visit <https://learn.leapafrica.org> or scan the QR code below to get started



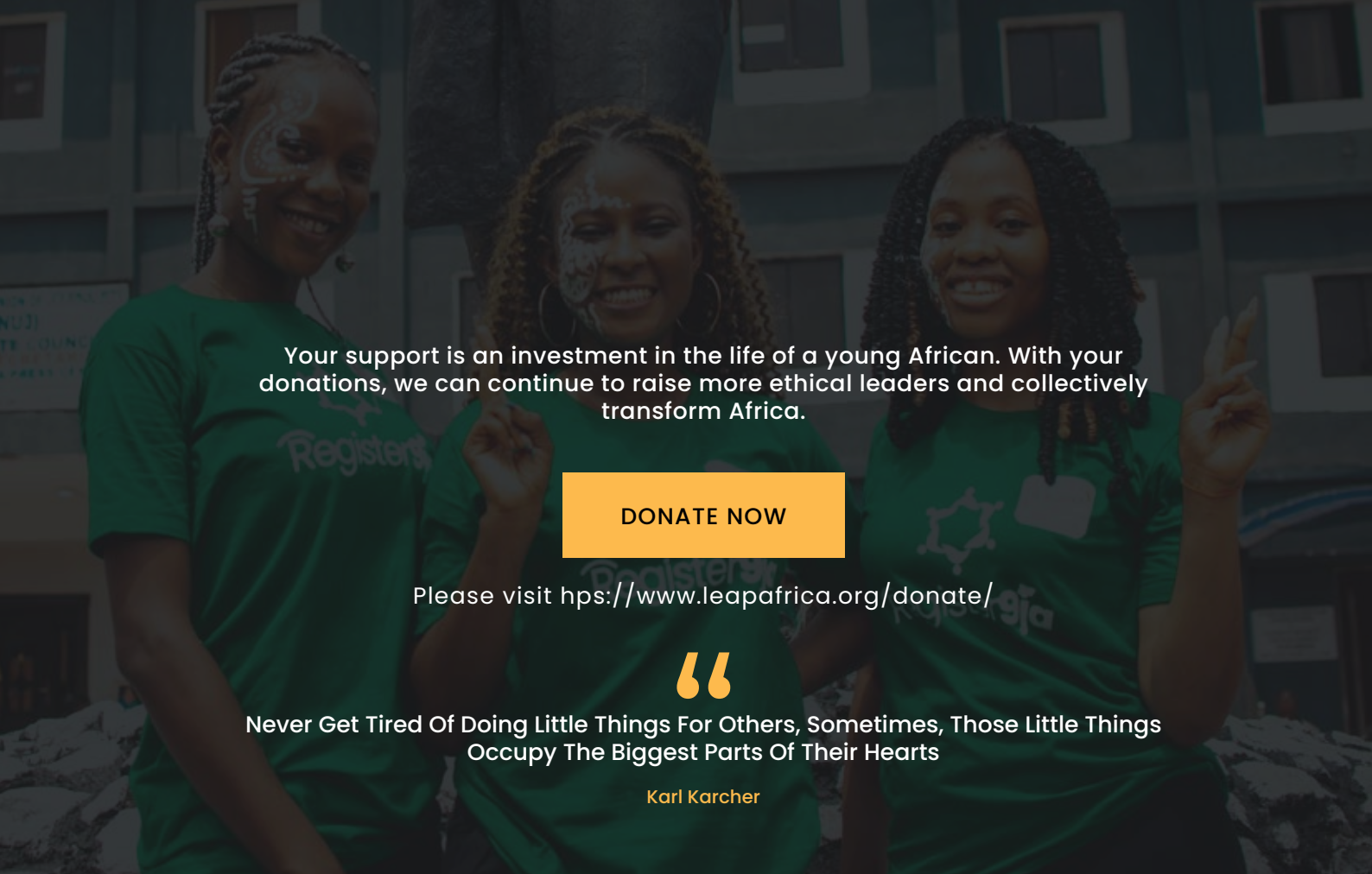
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Never Get Tired Of Doing Little Things For Others, Sometimes, Those Little Things Occupy The Biggest Parts Of Their Hearts

Karl Karcher



**PUBLISHER:**

LEAP is a bi-annual publication of Leadership, Effectiveness, Accountability and Professionalism (LEAP) Africa

**ADDRESS:**

13, Omorinre Johnson Street, Off Admiralty Way, Lekki Phase 1, Lagos, Nigeria. Enquiries

Cover: LEAP Africa | Graphics: LEAP Africa

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