

LEAP!

Leadership | Effectiveness | Accountability | Professionalism

DECEMBER 2019/VOLUME XXXI



**TODAY'S YOUTH,
TOMORROW'S
WORK**



...Raising leaders, transforming Africa

WHO WE ARE

Leadership Effectiveness Accountability Professionalism (LEAP) Africa is a youth-focused leadership development non-profit organization established in 2002 with its headquarters in Lagos, Nigeria and offices in Akwa Ibom and Abuja. With footprints in over 26 states in Nigeria and recent active programming in six (6) African countries, LEAP is raising leaders to transform Africa through interventions for youth, that bridges the gap in leadership, education, employability, entrepreneurship and is enhancing youth agency for civic participation to demand good governance and active citizenship.

MISSION

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

VISION

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

FOCUS AREAS

Programmes: LEAP develops and implements cutting-edge leadership training programmes for Africans on Leadership and Life Skills, Employability skills, Entrepreneurship, and Civic Participation. These are human capital development programmes targeted at enabling transitions across all levels; increasing youth social mobility and bringing about positive transformation.

Research: LEAP is a thought leader on youth engagement and development issues. It is a resource centre that creates publications, toolkits, curricula and resources in preparing youth and their agency to become innovative and ethical leaders.

Convenings: LEAP is renowned for its flagship programmes and events which attracts impact actors, and key stakeholders from the public, private and social sectors for progressive outcomes. LEAP also convenes learning and dissemination meetings to advocate improved opportunities for Africans. Some of its convenings include SIPA, Educational Engagement Forum, and Youth Focus Groups.

OUR VALUES



R - Respect: We respect the diversity of our society, remain committed to creating inclusive opportunities and working 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, innovative and go the extra mile to deliver the highest standards in our programmes and activities.

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Email your requests and submissions to info@leapafrika.org

Rethinking Education Systems in an era of Post-industrialization - Femi Abraham

While the world is witnessing significant changes in the pace of technological innovation and digital-industrial revolutions, education systems in most developing nations have failed to align fundamental reforms to fit with the changes in labour requirements and the fast pace of innovation in the digital age. Systems of education within these nations still operate with a 19th century model which was created to meet the demands of the early years of industrialization.

This model is marked by a regimented approach to instruction, and learning is restricted within the boundaries of the classroom; with the teacher directing an impersonal learning process. Student's transitioning into successive classes are often based on their performance on an assessment on knowledge of a curriculum. However, in the era of post-industrialization, it is worthy to rethink how this learning design meets the requirements of the innovations happening in a digital society.

In a digital economy, organizations are constantly in search of labour that possess the skills that are less likely to be automated: such as social and emotional intelligence, critical thinking, creativity, collaboration and a range of technical skills required to bring about effectiveness at work. In addition, the advancement of robotics technology, artificial intelligent systems, and IOT-based technologies has ushered in a new wave of demand for certain technical skills. With more companies embracing distributed and remote work teams, the skills needed to work in these kind of business environments come with a new form of socialization.

With these realities in labour and market demands, education methods still remain "industrialized"; marked by standardization, docility and a once-size-fit-all approach to instruction. According to a McKinsey report on the impact of education on employment,¹ majority of students surveyed don't perceive traditional education methods to drive job skills; preferring hands-on learning and on the job training. If education system must properly serve as an input to the engines of development in the post-industrial era, there has to be a constructive alignment between learning outcomes or objectives and the realities of digitalization. This alignment needs to have effect on the teacher-learner interaction.

At the core of the transformation that needs to occur is in the framing of learning objectives in formal education institutions. Our systems of education must ensure learning objectives goes beyond knowledge accumulation or understanding of concepts to applying what is learned in a real life situation.

For example, imagine an undergraduate engineering students going through a course on thermodynamics; if the learning objectives only focuses on understanding the laws of thermodynamics, of what relevance does a knowledge of these laws have to such a student when he eventually start a career in Engineering. Can such student apply these laws on basic thermodynamic engines? The root of the problem is in the framing of the learning outcomes which does not accommodates the application of principles. Imagine if the instructor creates opportunities for students to work on projects that allows the knowledge of these principles to be applied in a real-life setting.

Most importantly, more informal approaches have to be adopted to learning, to prepare students for the digital economy. These approaches might not necessarily occur within the classroom, but



allows learners go through a journey where the margins between what is taught in classroom and the realities of the workplace is significantly reduced. There are no better ways to ensure students learn necessary industry relevant skills than for them to be involved in activities that allows learners work in cross-disciplinary teams, while working on projects throughout the lifetime of their learning journey.

As all aspect of the society is becoming more digitally dependent, digital literacy has to be incorporated across all levels of education. A digital curriculum has to be weaved across curriculum in humanities and social sciences and the physical sciences, not necessarily a stand alone subject. Some countries are beginning to introduce the knowledge of digital economies and societies for early stage learners and creating avenues to reskill adult learners to drive the engines of the digital economy.

Achieving individualization, flexibility and skills-based instruction - which are necessary to attaining effective learning outcomes - requires significant investment in education infrastructure. The investment needs required to build classrooms and instructional resources that facilitates the learning modalities of the post-industrial revolution has to be a shared responsibility of government and organizations in the private sector. If organizations needs ready-made employees from education institutions, they should be part of the process of investing in infrastructures that will drive relevant learning outcomes.

Along with these reformations, it is also the responsibility of learners to see life-long learning as a virtue. The responsibility for life-long learning starts with learners having the mindset to consciously push the boundaries of their knowledge in identified areas of interest. Organizations must also find a way to ensure work and learning coexist within the career journey of people entering into the workforce; creating learning incentive systems and exploring ways to design flexible learning and development strategies for workers within their organizations.

1. <https://www.mckinsey.com/-/media/McKinsey/Industries/Social%20Sector/Our%20Insights/Education%20to%20employment%20Designing%20a%20system%20that%20works/Education%20to%20employment%20designing%20a%20system%20that%20works.ashx>

About the author - Femi Abraham is Programmes Coordinator at LEAP Africa.



Empower, Educate, Engage.

Maximizing Potential in
Secondary Schools in Nigeria

Providing Work-Based Learning Opportunities for Students



an iLEAD Student testing a virtual reality glasses

LEAP Africa, Ford Foundation, Citi and Citi Foundation jointly created a unique opportunity for over 100 (101) public secondary schools students to undergo internships during the long school break in July (summer) in Akwa Ibom and Lagos States.

The internship is one of the programmatic activities in iLEAD that includes work-based learning component for students to gain first-hand experience of the workplace, learn work-readiness skills, and practice the leadership and life skills they are trained on during the academic year.

It is a winning strategy to prepare students for the workplace. The article on Rethinking Education Systems in an era of Post-industrialization by Femi Abraham objectively examines the industrialization and standardization of education in a digital era and fundamentally advocates for early exposure for teenagers to have work competencies. It was highly competitive following a rigorous application for 101 students in Lagos and Akwa Ibom (71 and 33 respectively).

The internship phase ran for two weeks, between the 5th and 20th of August 2019, in collaboration with 20 organizations in Lagos and Akwa Ibom across the health, technology, retail, legal, furniture, logistics, banking, and construction industries.

What Students learnt in the Internship?

During their internships, students were engaged in a wide range of activities including administrative duties, stock keeping, ICT training, app and website development, cinematography, drug production & packaging processes, understanding legal terminologies, observing court proceedings, basics of woodwork, exposure to equipment in hospitals and medical centres, and marketing.

What Students Are Saying?

From their reactions, we gathered it was a thrilling and practical

experience -

"At Boldoz Bookstores, I was made the children's corner champion. I was exposed to the act of marketing, persuading customers to purchase books, when he/she had no intention of getting such books, this encouraged me to read over 15 books on the children shelf in 10 days, in order to help me convince customers better. It was kind of difficult, but it was fun" - **Esther Asa Akpan; GSS, Afaha Eket, Akwa Ibom**

"I was assigned to the ante-natal clinic. I found the place so interesting. In fact, the insults from pregnant women almost sounded like birthday wishes, as I didn't even pay attention to their insults. At the ante-natal clinic, I ran errands like delivering folders to the doctors and pharmacy. This experience inculcated qualities I rarely activated like; patience, tolerance and etiquette" - **Umanah Blessing; CSS, Aka Offot, Uyo**

"It has changed my plans for the future because before I was limiting myself to work with NAFDAC but after the internship, I can work with International Organizations like IMF and World Bank." - **Isuo Glory; Ijeshatedo Senior Grammar School Okota, Lagos**

"The internship has really changed my plans for the future aspirations because all I bargained for was to become a Neurosurgeon but when I worked with DHL for 10 days, I realized that there are many other beautiful and interesting careers." - **Ndubuisi Ruth Ezinne; Ijeshatedo Senior Grammar School, Lagos**

"I decided to make a room studio where I can learn more about sound recording, make beat and sell them because of the internship experience." - **Magbagbeola Daniel Olaoluwa; Lagos City College, Lagos**

Participating organizations:

1. Start Innovation Hub, Uyo
2. Boldoz Bookstores, Akwa Ibom
3. Safety Master Limited, Uyo
4. Sterling Bank, Uyo
5. St. Luke Hospital, Anua Offot, Uyo
6. Hephzibah Eye Care
7. EDC Design and Construction, Uyo
8. The Root Hub Accelerators Systems, Uyo
9. The Real Woodpeckers, Uyo
10. General Hospital Iquta, Oron
11. Kodehaus, Eket, Akwa Ibom
12. Justice Forte Chambers, Eket, Akwa Ibom
13. Crisp Eye Vision, Eket, Akwa Ibom
14. Simmoncoopers Partners, Victoria Island, Lagos
15. Andela, Ilupeju, Lagos

16. Biofem Pharmaceuticals, Ikeja Lagos
17. DHL Head Office, Isolo, Lagos
18. Softcom, Ikeja, Lagos
19. Landmark Africa, Victoria Island, Lagos
20. Afrinolly Creative Hub, Ikeja, Lagos

Join Us to Make More Impact

Only 101 of iLEAD students were able to go on internship out of a total of 900 students, and we would like to do more.

If your organization would like to partner with LEAP Africa to ensure that more young people are better prepared to thrive in life and excel in their academics and in the world of work, we would like to partner with you.

Please contact Daniel Emenahor @ demenahor@leapafrika.org.

Collaborating to Mainstream the Sustainable Development Goals in Secondary Schools in Lagos State

LEAP Africa in collaboration with Citi Foundation hosted a one-day roundtable meeting on the theme “Education for Sustainable Development” on September 18, 2019 in Lagos.

The meeting brought stakeholders from the Ministry of Education, the Private sector and Development actors, who deliberated on how to mainstream the Sustainable Development Goal 4 in secondary schools across Lagos State.

According to the United Nations, “achieving inclusive and quality education for all reaffirms the belief that education is one of the most powerful and proven vehicles for sustainable development”. In addition to improving the quality of life, access to inclusive and quality education can help equip citizens with the tools needed to develop innovative solutions to the world's greatest problems.

This has led to a growing international recognition of UNESCO's Education for Sustainable Development (ESD) as an integral element of inclusive and quality education. ESD addresses key sustainable development issues in teaching and learning. This entails participatory teaching and learning methods that motivate and empower learners to change their behaviour and take action for sustainable development, consequently promoting critical thinking, problem-solving, and leadership in young people. ESD has the potential to equip and empower a nation to see to the achievement of sustainable development. Nigeria is currently working towards the integration of ESD into her educational system. Taking into cognizance the fact that the provision of inclusive and quality education cannot be borne by the government alone, the

private sector is making substantial efforts towards bridging the gap in Nigeria's educational sector. For instance, LEAP, in partnership with Citi Foundation are two organizations contributing their own quota towards the integration of ESD into Nigeria's educational system. This is being done in the following capacities: Teacher Training and Motivation, Curriculum Development (Leadership and Life Skills, Employability, Entrepreneurship, Active Citizenship), Career Guidance, Mentorship, Internship and the execution of change projects by students in their various communities.

An initiative to bring to the limelight is the iLEAD (a programme supported by Citi Foundation's “Pathways to Progress” initiative), which is a multi-dimensional programme through which LEAP engages teachers, school administrators, and graduates to equip underserved youth in public secondary schools with leadership and life skills, employability, and entrepreneurship skills. iLEAD is implemented across public secondary schools in Lagos and Abuja. It is sponsored by Citi Foundation to prepare Nigerian youth to thrive in today's economy. The “Pathways to Progress” initiative by Citi Foundation supports programs like iLEAD that helps young people build an entrepreneurial mindset, acquire leadership, financial and workplace skills, and begin to engage in the formal economy through various internship opportunities.

The recommendations from the meeting are set to drive activities geared at localizing the SDGs realistically and contributing significantly towards the implementation of ESD in Nigeria.



What if?

When teenagers are provided with an atmosphere of fun and self-expression, they have the capacity to champion sustainable impact within their communities. This was reaffirmed at the graduation ceremony of students and teachers in the 2019 iLEAD programme on 3rd of October 2019 at the Afe Babalola Auditorium, University of Lagos. The graduation marked the end of the current cycle of the programme which commenced in September 2018 with five (5) public secondary schools, 14 teachers and 10 youth corps members as facilitators to over 450 students.

LEAP Africa through the United Way Worldwide Grant on behalf of the generosity of Citi Foundation has been at the forefront of changing mindsets and inspiring young people in marginalised communities to realise the possibility of self-actualisation and social transformation in the midst of structural limitations through the iLEAD Programme.

The iLEAD graduation ceremony was packaged to showcase and celebrate the impact of the iLEAD programme on both the students, teachers, their various schools and communities at large. Having gone through classroom training, mentoring sessions, career/pathway fairs, internships and implementation of community change projects, these students together with their teachers and mentors deserved all the accolades for their commitment to both personal and community development.

The graduation ceremony featured a series of fun and educative activities with heavy involvement from the students. A keynote speech was delivered by LEAP's Social Innovators Programme and Awards (SIPA) Alumnae, Isaac Success – Founder, Dreams from the Slum. He shared his social innovation story with the students under the topic 'You and me as agents of transformation'. The students learnt the key lesson of converting their pain to passion, passion to profession, and profession to profit. The event also featured an array of presentations by the students in dance, spoken words, song and rap presentations among others.

The high point of the event was the presentation of awards to the best change project of the year and the outstanding teacher awards. Mrs. Amadi Nneka and Mr. Emida Adesina, iLEAD teachers at Ijeshatedo Senior Secondary School, Okota and Falomo Senior Secondary School, Ikoyi were recipients of the Outstanding Teacher of the Year Awards. Students of Ijeshatedo Senior Secondary School, Okota who renovated their school toilet were recipients of the Best Change Project of the Year Award.

Participants at the event included School administrators, teachers, volunteers, parents, and pressmen. Mr. Olusegun Alimi, Programme Manager at LEAP Africa, after presenting certificates of participation to all the beneficiaries, encouraged the students to dream big. He enjoined them to understand that they can be whatever they want to be, provided they put their hearts to it. He also appreciated the parents and teachers for their support all through the programme cycle.

Transformation is a collective responsibility and young people – including teenagers – should not be left behind in the quest to build a sustainable community. According to United Nations, there is no meaningful development without the participation of young people.



LEAP graduates new talents!

Over the last two years, LEAP Africa has partnered with Ford Foundation to develop the iLEAD fellowship programme which supports the leadership development of students in public secondary schools and youth corps members in Akwa Ibom State.

The iLEAD fellowship in the course of two years inducted 29 fellows who are corps members from the National Youth Service Corps (NYSC) programme in Akwa Ibom. The fellows were trained to facilitate LEAP's leadership, life, employability and entrepreneurship curriculum, and on the fundamental skills with which they can make a significant impact on social development. They were also exposed to mentorship and internship opportunities to further deepen their knowledge of the social sector and practice transferable employability skills. Additionally, these fellows were provided with the tools and resources in the form of training manuals and learning aids, for them to support student beneficiaries in the programme.

The student beneficiaries were 450 Senior Secondary School students in Uyo, Oron and Eket communities in Akwa Ibom state

(73% female and 27% male) who are from disadvantaged backgrounds, lacking opportunities for leadership development, and role models who can inspire them and raise their aspirations. They were enrolled in the programme in the Senior Secondary Class One (SS 1) and are currently in SS 2 as they graduate from the programme.

Recently in a graduation ceremony designed to celebrate outstanding fellows in the programme, Aramide Bakare; a Political Scientist, Fellow at The Bridge Program, and an active member of the Young Africa Leadership Initiative (YALI), won the Most Outstanding Fellow Award in the programme. Aramide who is in her early 20s, before joining the programme had a myriad of volunteering experience right from her university (Obafemi Awolowo University, Ile-Ife) days with CSOs like AIESEC (Ife), and Computer Health and Right Initiative (CHRI).

Within the fellowship cycle, Aramide mobilized her students towards renovating the school health facility and the school furniture in Mary Hanney Secondary School, Oron, Akwa-Ibom State. Today, both day and boarding students now have easier access to basic health care.



1



2



3



4

1) Aramide Bakare, Outstanding Fellow Awards winner 2) iLEAD Fellow, Violet Isek and her mentor 3) L-R : Dr. David Umoh, Min. of Youth & Sport, Akwa Ibom State; Segun Alimi, Programme Manager, LEAP Africa; Daniel Oshoke, iLEAD Fellow and Emem Bassey, iLEAD Mentor. 4) 2018/2019 iLEAD fellowship graduating fellows.

Strengthening the Quality of Public Secondary Education in the FCT, Abuja



In October, LEAP Africa expanded the reach of its Leadership and Life-skills programme, iLEAD to the Federal Capital Territory (FCT), Abuja.

The iLEAD programme is designed to help young people develop leadership, life, employability, and entrepreneurship skills. Through the iLEAD programme, LEAP will be teaching life skills for personal success, giving young people a sense of purpose and direction, and providing young people an opportunity to contribute and add value. LEAP will be giving young people in Nigeria an equal opportunity at success, helping them know their rights and responsibilities to their communities and nation at large, and also helping them transition to further education, paid employment, and/or entrepreneurship.

With support from the FCT's Secondary Education Board, five (5) government secondary schools across five (5) Area Councils in Abuja have been signed up to participate in the Programme for the 2019/2020 academic year. They are:

- **Army Day Secondary School, Asokoro**
- **Government Day Secondary School, Karu**
- **Government Secondary School, Karshi**
- **Government Secondary School, Kuje**
- **Government Day Secondary School, Gwagwalada**

Among the series of activities lined up to engage these schools during the one-year period is the Training of Trainers (ToT). The ToT was an intensive 5-day residential training of 20 Fellows, 5 Teachers and 5 Guidance Counsellors. The training exposed fellows and teachers to LEAP Africa's Leadership and life-skills curriculum.

"I am not mixing words by saying that this is the most impacting training I have attended in 20 years".

"This training has awakened the leadership traits in me and I know the learning will improve my relationship with my students".

The ToT is aimed at developing the capacity of the teachers and fellows who will be mentoring students in the aforementioned schools, and also widening the participants' awareness of self-leadership and how this translates to leading others.

The modules were facilitated by LEAP Staff, and to ensure the trainees were fully equipped and prepared for their cascading sessions with students, 2 external facilitators were invited to train them on "Psychosocial Support" and "Sexual Reproductive Health".

The need for these two facilitators was borne out of a needs assessment that was conducted in the five schools by LEAP's MERL team. Some of the findings from the assessment were around menstruation, menstrual cycle and hygiene, and the challenges underserved youth in the selected schools face.

The Psychosocial support session was facilitated by media expert, Eugenia Abu, who is certified in Guidance and Counselling, and the Sexual and Reproductive Health session was facilitated by Joyce Atti, a programmes team member from Education as a Vaccine.

The training left the participants feeling very inspired and confident in taking up their new roles and responsibilities. It challenged the new iLEAD teachers to always find the most innovative ways of consciously infusing the learnings from the ToT into their regular teaching engagements. They attested to the fact that the additions to the standard iLEAD – which was done based on the needs assessment – will give the students a more robust experience.

Some of the participants shared their experiences:

"It is indeed a training of trainers because i have been equipped and empowered to empower others, most especially my students".

"I can't contain my emotions hearing some things and knowing that I was actually limiting myself all the while on certain issues".

With the United Way Worldwide grant on behalf of the generosity of Citi Foundation, LEAP will provide 15 youth corps members and 450 youth in 5 Government Secondary Schools in the F.C.T. with the leadership and life skills learnings through the iLEAD Programme



Partnering to Enable Quality Education in Ethiopia

Between 2nd to 5th September 2019, LEAP's team met with key education stakeholders and trained 18 Teacher Mentors in the MasterCard Scholars Program in Ethiopia which is the first phase of engagements in the LEAP Africa's Transformative Leadership Program (TLP). The team shared the TLP model and how it can benefit the Teacher Mentors (TMs) in Ethiopia.

A total of 12 education stakeholders were at the meeting to discuss education in Ethiopia, the Scholars program, and the Transformative Leadership Program for Teacher Mentors. Stakeholders included the Acting Gender Director at the Federal Ministry of Education, Ethiopia, Mr. Berhanu Arega; the Executive Director, FAWE Ethiopia, Ms. Roman Degefa; principals and directors from secondary schools in four regions in Ethiopia, a Teacher Mentor, and other FAWE Ethiopia staff.

Stakeholders shared their reasons for being a part of efforts to support Scholars (i.e. what drives them), discussed the challenges faced by Scholars in Ethiopia, shared their feedback on the Transformative Leadership Program, and even engaged in a fun energizer with the LEAP staff. It was a time of learning and sharing.

FAWE (Forum for African Women Educationalists) Ethiopia is a non-profit supporting 800 Scholars (600 females and 200 males) in Ethiopia to excel in school and develop as leaders. To achieve this, FAWE Ethiopia works with Teacher Mentors, who in turn support the Scholars.

"With the correct information, good mentorship, and resources, I believe students will be citizens that bring change to the community and country at large, and this inspires me." - Seblewengel Solomon (FAWE Project Officer)

FAWE Ethiopia is doing a lot of work in collaboration with the Federal Ministry of Education to bring about gender parity in education. LEAP in partnership with the Mastercard Foundation is excited to be joining FAWE and the Federal Ministry of Education, Ethiopia to support the progress of the scholars.

"I'm a different teacher as a result of this training. I'm sure that my teaching style will change going forward. "I've been to many training, but I've never experienced this kind of training as I've learnt many concepts that I'll practise when I get back to school." These are some of the feedback received from teachers after the Training of Trainers which held in Ethiopia.

We cannot overemphasize the need to continuously train teachers. It has various implications, especially on society. Education is the key to a better society.

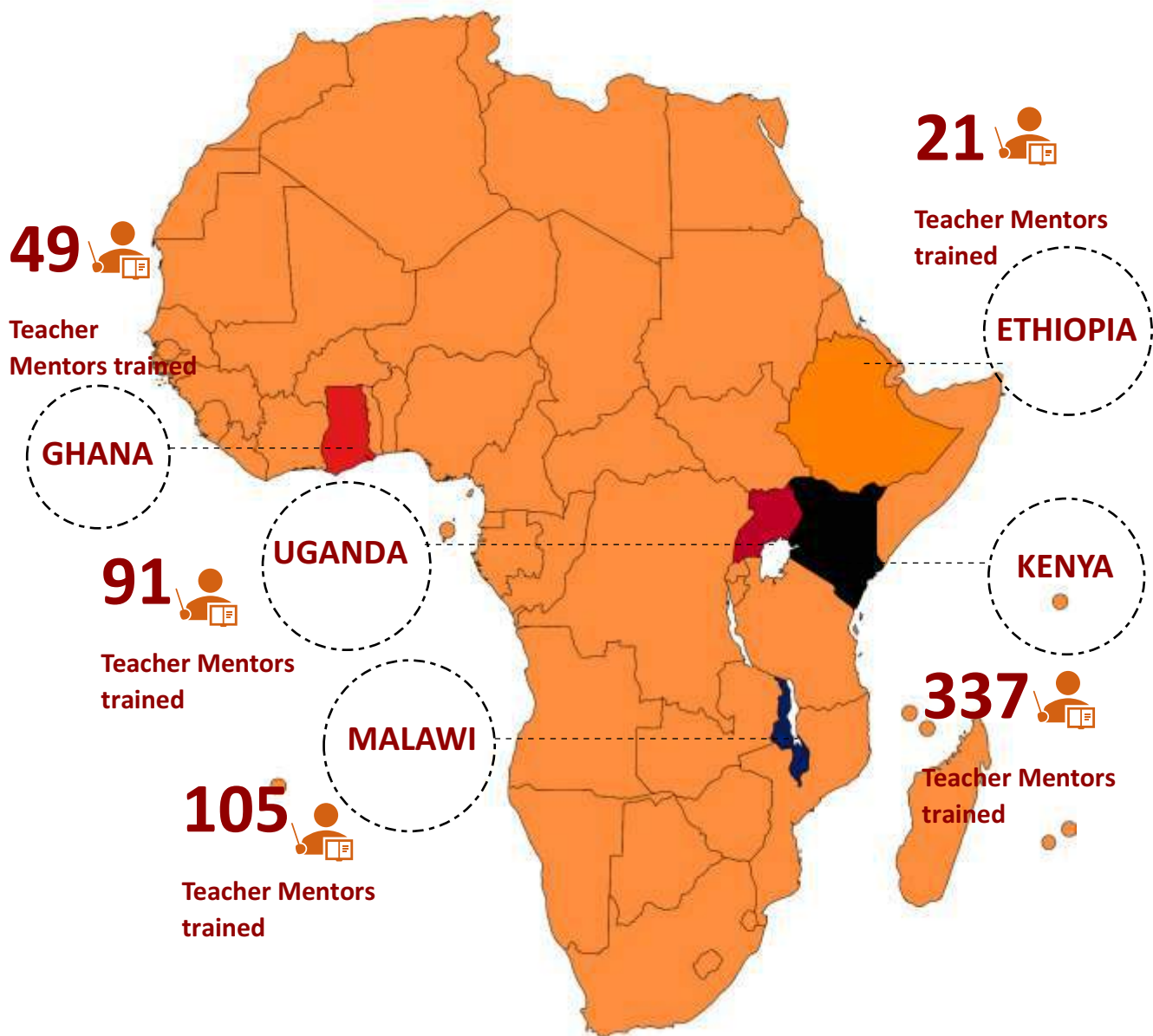
The teachers have been inspired to be transformative leaders and to impact the lives of their scholars positively.

To know more about the Transformative Leadership Program, please reach out to Yewande at yapatira@leapafrika.org



Stakeholders and Teacher Mentors with LEAP Staff at the Training of Trainers in Ethiopia.

Transformative Leadership Program Overview



Programme Components





Investing in Teenagers for All-Round Leadership

Watching LEAD The Way teenagers present some amazing business ideas at the summer holiday programme in July was refreshing.

Youth are capable of transforming any economy reminds us that the change we seek in the continent is going to be pioneered by young people. The big question, however, is 'how are young people discovered and nurtured early on to become leaders in whatever they choose to do?' Until we realize this and nurture the potentials in them, we will keep running in circles as a continent. We must invest in young people for the transformation of Africa!

Through LTW, we trained and coached 28 Nigerian teenagers from home and the diaspora. We had interesting times bonding, training and interacting with them. It was a 2-way learning journey. Teenagers can become change agents if nurtured accordingly. We are certain of a better world with them.

Some of the teenagers shared their experiences:

"It gave me new insight on achieving my goals and turning my dreams to reality".

"The vision and mission statement opened my mind up because it made me really think about myself; what my mission on earth is, how to achieve my vision and making a brand for myself".

"My best session was the "self-awareness" part because I discovered myself and found a way to identify and define myself".

"The training had much impact on me because I got to see the other side of life and it taught me that I should always be grateful and give back to the less privileged with the gift of time or money".

"LEAD The Way inspired me because it brought me out of my comfort zone and exposed me to the world".

"The community site visit made me see the good things God has done for me and I should learn to give back to community".

"The training helped me see leadership was an act".



Using Waste to Solve Waste: Adapting Sustainable ways to Recycle Plastic - 'Femi Balogun



Wastebin designed and produced by iLEAD students

Globally, plastic waste has become one of the biggest threats to the environment because of its implications for ocean life, sanitation and human health. Unfortunately, the rate at which the world is responding to this menace is not as fast as plastic waste is being generated. There is a seeming global concern demonstrated by dedicating days such as the 'earth day' and the 'world environment day' to increasing awareness and calling the world to action. However, plastic waste will continue to grow as urbanisation rates increase.

Perhaps, the tendency is that plastic waste is more likely to cause problems in societies where population increase exists side by side with the limited capacity to recycle waste. Lagos, for instance, generates an estimated 821,250 tons of plastic waste annually – the largest in Nigeria – and while this volume is estimated to triple in the coming years, existing regulation and consciousness to take responsibility across sectors is selectively efficient. Nevertheless, emerging evidence from LEAP Africa's leadership and life skills intervention in Lagos – the iLEAD programme – shows that students are exercising leadership by thinking about these issues and are adapting methods to recycle plastic waste.

As part of their community change project, iLEAD students from the 2017/18 cohort in Gbaja Boys Senior High School were keen on addressing the issue of sanitation within their school and immediate community. Their initial idea was to conduct a sanitation exercise and purchase waste bins to be placed in key locations within their school and the community. But after considering a few other ideas, their conversations pointed them in a direction to make considerations around 'using waste to solve waste'. This meant modifying their idea to ensure that the solution they were introducing would have lasting impact on the community. From their research, they realised that PET plastic bottles were responsible for the blockage of the drainage and sewage systems within their community, leading to sanitation issues and health challenges. In the attempt to tackle these locally, people within the community often resort to burning plastic waste, but from their analysis this had implications for air quality (air pollution). In order to develop a better strategy, the students were taken through a process that challenged them to think about their change project idea in a way that will encourage people to act responsibly; one that is shaped by an understanding that the actions of today have implications for people's lives and the planet more broadly.

Consequently, the iLEAD students resorted to the internet to glean ideas on how other societies were thinking about the issue of plastic waste. From these, they saw how recycled plastic waste was used to produce building and construction materials. The students then adapted these ideas and settled to turn plastic waste into waste bins.

The students began by conducting a sanitation exercise within the community and then used the opportunity to bring together waste plastic bottles. Afterwards, they washed the bottles and structured them into waste bin shapes of different sizes. This activity attracted the interest of students and teachers whose encouragement was a significant motivation for these students. Upon completion, the students alongside their teachers presented the 'plastic bottle bins' to the principals in their school as well as neighbouring schools which was well received. Principals in the schools they presented the bins to were intrigued at how the students were able to come up with the idea and endorsed the use of these bins within the school community. Since that time, the 'plastic bottle bins' have remained a fascinating concept to its users with neighbouring schools adopting similar methods to manage plastic waste within their own schools. The extent to which this gesture has improved sanitation within schools or impacted the culture of waste disposal is unclear. However, what is clear is that these students have demonstrated leadership, having introduced an idea that has been accepted by their colleagues and teachers, indicating a solution to a need that was dimly sensed.

An important lesson here is that leadership and life skills training provides a useful entry point in mainstreaming Education for Sustainable Development (ESD) as a means to helping young people develop the knowledge, skills, values, and behaviours imperative for a sustainable planet. The gesture of the iLEAD students is a pointer to this fact and draws our attention to the imperative that schools will need to adopt participatory teaching and learning methods that motivates and empower learners to think and act on the SDGs, which will in turn promote the development of skills – such as creativity, critical thinking, problem solving and entrepreneurship – relevant for the next phase of their lives.

About the author - 'Femi Balogun is the Monitoring, Evaluation, Research and Learning Manager at LEAP Africa

Live, Learn, Laugh - Tamunotonye Setima-Benebo



In the voice of DJ Khalid, Learning is a major key to our existence. As much as we need fuel to run our cars, batteries to power our phones, and food to nourish our bodies, we need continuous learning to nourish our minds.

In a world that is always changing, it is unthinkable to live without learning constantly. Anyone who stopped learning within the last few years is already missing out on the latest technology. We have to learn to keep up with everything that's happening around us.

There's no one size fits all when it comes to learning. It can be going back to school for a degree, taking some training courses, learning a new language, a new culture, a new skill, sport, or hobby. The options are limitless but the bottom line is to constantly improve your skills, knowledge, and expertise, and to ultimately improve yourself both personally and professionally.

All the things we know and do today is because we learnt it, and so for us to know more, do more and become more, we need to keep learning. Let's begin to see learning as a lifelong mission, not just as a preparation for a job or business, it's a journey, and not a destination.

In this day and age, information is now at everyone's fingertips and anyone not milking this opportunity is seriously sleeping on a bicycle and will soon be left behind on all things fresh and modern.

The benefits of continuous learning are boundless. Hopefully, the few listed below will give a wakeup call to someone on this table.

If you don't do it, someone else will. Learning helps you stay ahead of the competition. If you're not constantly learning new skills, someone else is and that person already has your next promotion

stamped on their forehead. Slowly but surely, you will get left behind in present realities if you don't keep seeking for more knowledge.

Become a game-changer. Doing the same thing the same way will get the same results. When you learn, you find new concepts and information to fuel innovation. The only constant thing in life is change. Learning makes you remain constantly relevant in this ever-changing and evolving world.

Hello Money Maker. For all those lovers of money like myself, this one is for us. Attaining certain degrees and skills sets you up for a higher pay grade. Getting ahead of new trends and business models also spell big bucks for entrepreneurs. Learning gives you all the 411 you need to start a side hustle. Think Learning...Think Money

Learning helps you help others. Just like a relay race, learning fuels your energy to run the race of life and that knowledge has to be passed on to others. Continuous learning isn't just about you, it's about teaching the next person to be better.

Learning makes you happy. Learning something new can be exciting. I know what some of you are thinking- this only applies to geeks and bookworms, well no it doesn't. According to LinkedIn, the rate of depression is lower for adults who are actively involved in learning activities. Learning can be fun, especially with the creative and engaging teaching methodologies being adopted. Remember, it's not all academic training, learning a hobby or sport is definitely thrilling.

In the meantime, pimp up your learning with our [LEAP Books](#).

About the Author: Tamunotonye is a virtual volunteer with LEAP who loves to use communication to bring about social change.

Supporting Youth for Sustainable Social Innovation in Africa

On Thursday 14th November 2019, at the Shell Hall, MUSON Centre, Lagos, LEAP Africa hosted dignitaries at the 7th edition of the Social Innovators Programme and Awards (SIPA) 2019.

The Social Innovators Programme and Awards (SIPA) is an annual event which seeks to identify, develop and support young Nigerians who are creating social change in different communities with their social ventures or enterprises. Since the launch of the event in 2013, SIPA has directly impacted over 120 young social entrepreneurs with funding, mentorship and a support system in addition to indirectly impacting the lives of over 55, 000 people through the social ventures of the Fellows.

This year the theme which focused on People, Profit, Planet: The Tripartite Win – brought together outgoing/incoming Fellows of the programme as well as social entrepreneurs, tri-sector industry leaders, members of the diplomatic corps, corporate private sector players, investors, young professionals, students, members of Civil society groups and young professionals to discuss ways by which collaboratively, business operations can benefit humans and the planet we live in.

In his opening remark, Femi Taiwo, Executive Director, LEAP Africa highlighted the impact of the organization on the social entrepreneurship ecosystem in Nigeria. Having supported over 7600 entrepreneurs working to provide education, employment, health, social mobility and citizenship, among others, Femi noted that “young people are the future of this country (Nigeria) and continent”. Delivering the keynote, Reeta Roy; President and CEO, Mastercard Foundation dedicated her speech to celebrating African youth and shared a lot about the Foundation's work globally. Reeta sees youth as ocean of heroes, who can drive social economic development. She said, “we must help our young people recognize and capitalize on the opportunities around them”. Reeta called for all to stand for something, stand for others and stand up for bold ideas because “Nothing is sustainable unless it is owned, led and created by the people who have the most stake and are closest to it”. Below some excerpts from her speech:

This SIPA also featured a plenary session which had Clare Omatseye, Founder/MD, JNC International Limited; Solape Hammond, Senior Special Adviser to Lagos State Governor on Sustainable Development Goals; Achenyo Obaro, Founder, Mitimeth; Victor Amusan, Founder Vicfold Recyclers/SIP Fellow and Alero Ogholi, Founder RUDERF/SIP Fellow as panelists. They discussed the need to scale social innovation in Nigeria and the consequential effect for Africa's development.

Here are some points they highlighted:

- “As a private firm, be intentional in institutionalizing the social development goals. Remember, it is not always about the profit alone, but the impact” - **Clare Omatseye**
- “Innovative solutions should be brought to the doorstep of people who face the challenge” - **Achenyo-Idachaba Obaro**
- “Young people can begin to contribute to the SDGs by picturing the world they love to see and creating solutions around problems. Stop complaining” - **Amusa Temitope Victor**

- “Take a chance, believe in yourself, believe in your business” - **Solape Hammond**

- “NGOs should take a break and build the right structures to help position their organization in the global space” - **Alero Ogholi**

The Awards ceremony saw three fellows; Idehai Rita Oluwakemi (MD, Ecobater) , Udebuana Oscar Obiora (Co-founder, EduPoint) , and Adereni Abiodun (Founder, HelpMum) win a cash prize of #1 million (One-million naira) each as Outstanding Fellow for demonstrating the most significant growth in their enterprise in the period of the one year fellowship. Dr. Emmanuel Owobu (co-founder, MOBiCure) also won the Dr. Pamela Hartigan Awards for Social Innovation created by Mrs. Ndidi Nwuneli in 2017. The award recognizes an outstanding SIP Alumni who has translated the learning and professional insights acquired from the fellowship into channelling innovative solutions to address critical social problems in society.

Speaking about Union Bank's partnership with LEAP Africa, Mrs. Ogochukwu Ekezie-Ekaidem – Head of Corporate Communication and Marketing said “Union Bank's partnership with LEAP Africa helps amplify the bank's efforts to create social impact and enable success for the majority of Nigerians”

The 20 graduating fellows will be inducted into the pool of 180 SIP Alumni Network while the 20 new Fellows were inducted to participate in the 2019/2020 Social Innovators Programme and Awards fellowship year.

2019/2020 SIP Fellows Unveiled!

- 1) Adaora Momodu - Oncopadi
- 2) Adetunwase Adenle – Slum Art
- 3) Aliu Olawale Rasheed – Arleegreen Renewables
- 4) Babajide Oluwase - RenewDrive
- 5) Emmanuel Egbroko – Community Bases Participatory Immunization Foundation (CBPI)
- 6) Fela Akinse - SALUBATA
- 7) Funke Adeoye – Hope Behind Bars Africa
- 8) Iyeh Andeshi – Awe Farms and Consult
- 9) Lucky Akizen – Vision Care Giver International Health Systems Ltd
- 10) Maduka Emmanue – LifePro Food Mills
- 11) Mariam Balogun – LifeFund Foundation
- 12) Martins Udekwe – Lightsup Energy Solutions
- 13) Obianuju Egbuna – The Mushroom Schools Foundation
- 14) Odunayo Aliu - Bramble
- 15) Ogunwande Oluwole - SmartTeller
- 16) Onothoja Ogheneruona – Focus and Rebirth Initiative (FARi Africa)
- 17) Timi Edwin – CrimsonBow Sickle Cell Initiative
- 18) Uche Kenneth – Natal Cares
- 19) Udo-inyang Michael – Pan African Centre for Autism (PACA)
- 20) Umar Sanni – The Smart Walking Stick for Blind People (X-CMED)

Dr. Pamela Hartigan Award Winner!

Dr. Emmanuel Owobu founded co-founded MOBiCure. MObicure has developed OMOMI and myPaddi apps reaching over 60,000 young people in the last 5 years.

Outstanding Fellows Award Winners!

Idehai Rita Oluwakemi is the MD, Ecobarter, Her initiative has raised \$11,306 in funds, employed over 60 waste workers, reached over 3,500 direct beneficiaries within Abuja, Nigeria.

Udebuana Oscar Obiora co-founded Edupoint. Having employed 7000 tutors, Edupoint has footprints of impact in 100 schools across 5 cities in Nigeria. With thriving partnerships with public and private

investors, Edupoint has raised \$30,000 in revenue.

Adereni Abiodun founded HelpMum to reduce maternal mortality rate in Nigeria. Having trained 20,000 registered nurses and 700 traditional birth attendants, HelpMum has reached women across 50 remote communities in 5 states in Nigeria. HelpMum has raised \$225,000 in revenue till date.

Read more on this year's finalist on www.leapafrika.org/sipa



1) Femi Taiwo, LEAP's ED presenting the state of LEAP report. 2) Mr Ufot Udeme(MFR), GM SO&U, Reeta Roy, Pres/CEO MCF, Mr Nwuneli(MFR), founder of LEAP Africa and Femi Taiwo LEAP ED presenting Reeta Roy with the Impact Awards serving as the Keynote Speaker. 3) Reeta Roy, President/CEO MCF delivering the keynote. 4) A cross-section of the incoming 2019/2020 SIP fellows 5) Mr Chike Maduegbuna, MD Afrinolly delivering the welcome address. 6) Mrs Clare Omatseye, Founder/MD of JNCI and Bankole Williams during the panel session. 7) Dr Emmanuel Owobo; Pamela Hartigan Award Winner 8) A cross-section of VIPs at SIPA. 9) Mrs Ogochukwu Ekezie-Ekaidem - Head of corporate comms, Union Bank delivering an address 10) Participant asking a question 11) Outstanding fellows presented with their awards by partners and board members 12) Participants at the event 13) ILEAD student beneficiaries at the awards.

LEAP Launches Alumni Network



LEAP Africa brought together its Alumni across the globe, at the first ever LEAP Alumni Conference 2019; which held the 14th of November 2019; at Shell Hall, MUSON Centre, Lagos, Nigeria.

The conference witnessed the relaunch of LEAP's Alumni as LEAP Africa Alumni Network "LAAN" and reconnect Alumnus/Alumnae who have passed through some of our programmes. LEAP Africa recognizes the existing relationship between the organization and its alumni network and aims to foster strong engagement and also promote its mission (To inspire, empower and equip a new cadre of African leaders by providing the skills and tools for personal, organizational and community transformation).

The Keynote was delivered by the founder of LEAP Africa, Ndidi Okonkwo Nwuneli on the theme: "The Power of One, the Strength of Many". It highlighted the strength of the Alumni Network and elaborated on the reasons we need each other. Her speech touched on legacy, giving, integrity, enabling and empowering others, using strong platforms and sharing your stories and journey.

Here are some Excerpts of her speech:

"I didn't wait until I was ready, I didn't wait for the government to act, I didn't get to perfect my idea, I didn't wait to have media, millions and impressive impact before sharing about my work. Most people are afraid to share, they live in fear that their idea would be hijacked!"

"Do something with your youth. It is the best time to exert yourself, give with all passionately and take risks. Learn from them and move on!"

"Live your life with open hands. position yourself to give and receive, be preordered to give your time, your knowledge, insights, and resources. giving opens your heart to the needs of the world and also take your eyes off your own back!"

As part of the event, outgoing excos were recognised with an award. They are; **Chinedu Ifechelobi** (president), **Mapple Dappa** (Vice-President communication), **Abdul-Ganiyu Fashola** (Vice-President Administration), **Oluwatoyin Gloria Omange** (Financial Secretary), **Charles Umeh** (Coordinator), Eastern Region, **Abdullahi Idris** (Coordinator), Northern Region, **Chimezie Judemary Udechukwu** (Vice President Mobilization)



SAVE THE DATE

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In the News!

LEAP Africa Unveils New 5-year Strategic Direction

Given the issues affecting young people LEAP Africa is set to become a high-performing youth-focused organisation that serves as a centre of excellence in key areas of youth leadership development. On Thursday, November 14 2019, LEAP gathered key players in public, private and social sector at Shell Hall, Muson Centre, Lagos to unveil a 5-year strategic direction. This strategy seeks to invest in:

- Making secondary education work for young people: driving systems-level change and ecosystem level support to enable youth transitions. This is because only 1-in-4 secondary school students transition to higher education in many parts of Africa.
- Developing young talents (change agents) for the actualization of the SDGs. We are a decade away from the deadline set for the actualization of Global Goals (SDGs).



At the base of the new strategic direction is the development of a leadership institute to drive ecosystem building, thought leadership and advocacy for 'everything youth'. Our goal is to launch the institute in year 2022 and the cost is \$7 million. This will be demonstrated by LEAP Africa's positioning as an ecosystem builder, a thought leader, and a strong advocate on issues that border around youth leadership and youth development.

As an Ecosystem Builder, LEAP Africa's role will be to enlist, equip and empower other youth-led, youth focused organisations (across Africa) by offering programmes (physical and virtual) and support that fosters capacity building in critical areas, connection and collaboration, as well as access to capital and funding.

LEAP Africa will further serve as a thought leader that generates knowledge products (curriculum, research, e-learning resources and learning tool kits) and evidence-based models that will have an impact on policy and development programmes. Evidence from programmatic efforts will be mainstreamed to provide new knowledge and useful insights to inform policy and programming.

Furthermore, LEAP Africa will serve as an advocate that projects the voice of the young people across the continent by building and strengthening communities of researchers and policy actors working together to mainstream the issues that affect young people as well as solutions from which LEAP Africa's research has provided evidence.

Key Beneficiaries



1. Secondary School and tertiary youth between ages 15 – 35. We appreciate the youth age definition of Nigeria (18 – 29 years), African Union (15- 35 years) and the United Nations (15 – 24 years) and locate our definition based on these framing.
2. Teachers, Counsellors, Lecturers and Principals working and supporting in Secondary and Tertiary Education Space.
3. Young change agents and social entrepreneurs.

Key Locations



LEAP Africa is currently working in Six African Countries including Nigeria, Kenya, Malawi, Uganda, Ethiopia and Ghana. We are seeking to deepen our efforts in all these countries and are looking to opportunities to expand our work and impact regionally.

LEAP Africa recognises that transforming the lot of young people on the continent is a task that requires everybody everywhere; and while the organisation is well positioned in terms of its strategic objectives, there is very little that can be achieved without partnerships, an active alumni and resources. We therefore call on you to join us in this ambitious journey.

To partner with us, reach us today @ 13, Omorinre Johnson Street, Off Admiralty Way, Lekki Phase 1, Lagos Nigeria

Email: info@leapafrika.org | **Web:** www.leapafrika.org | **Tel:** call 01-4537120

LEAP Africa opens Offices in FCT and Akwa Ibom State

In an attempt to deepen its work through collaboration with private, public and development sectors in Northern and Southern Nigeria, LEAP Africa has opened regional offices in the two geopolitical zones. LEAP (Leadership, Effectiveness, Accountability, Professionalism) Africa is a youth-focused leadership development nonprofit organization raising African leaders through the creation and deployment of customized programmes to equip youth with soft and life skills for leadership, entrepreneurship, employability and active citizenship.

The organization is expanding its operations further into Northern Nigeria with the opening of a regional office in FCT, Abuja and extending its work in the Southern region through an office in Akwa Ibom, Uyo.

The Journey has Begun: The LEAP Institute

The ground-breaking ceremony of The LEAP Institute held on Wednesday 13th November 2019 at Abijo GRA, Ibeju Lekki, Lagos Nigeria and was championed by President & CEO of Mastercard Foundation, Reeta Roy.

At the base of the new strategic direction is the development of a leadership institute to drive ecosystem building, thought leadership and advocacy for Africans. Our goal is to launch the institute in year 2025.

The LEAP Institute is LEAP Africa's proposed leadership centre for developing the next generation of Pan-African change agents across all sectors to champion the course of a new Africa. Further more, the project is part of LEAP's step in its 5-years strategic focus towards driving ecosystem building, thought leadership, and advocacy.

The Institute will be a fully equipped academic platform for developing highly-skilled professionals who will lead cutting-edge research in the state of the youth affairs, social entrepreneurship, nation-building, advocacy and policy development and act as resource persons for government, the social and the private sector. It will also strengthen ecosystems in leadership, business sustainability, youth and social development in Africa by serving as a hub bringing key industry stakeholders to discuss and proffer innovative solutions to pertinent issues across Africa. The project is a five-year plan which is expected to be completed by 2025.



Join us today in our efforts to build a leadership centre for Africans! info@leapafrika.org

LEAP Africa Hosts a Forum in New York

In the spirit of United Nations General Assembly, LEAP hosted a side event in New York on September 30, 2019 in partnership with King Baudoin Foundation United States. Led by the Executive Director, Femi Taiwo, the event brought together development partners and organizations working in Africa with professionals from organizations such as AIAASC, African American Institute, CNN Africa, Chat Desk, Chocolate City, Echoing Green, KAI Group, United Nations and World Connect.

Femi Taiwo facilitated conversations around interventions for young Africans by youth focused organizations spotlighting LEAP's work in the arena. He was joined by LEAP Board Member, Rabi Isma former Director of Leadership and Organizational development 9Mobile Nigeria and Alumni: Tobore Edema, Esther Agbarakwe, Isaac Damian and Mohammed Sabo.



Leadership Research: LEAP Partners with PASGR on New Utafiti Sera Research for Women in Leadership in Nigeria

PASGR in partnership with LEAP Africa hosted a stakeholders meeting to kick-start a research on 'Gendered Contentions in Fragile, Conflict and Violence Affected Settings: Unpacking Women's Leadership, Empowerment and Accountability'.

This research is being carried out in two metropolitan settings - Pakistan and Nigeria. Issues surrounding women's participation in politics, empowerment and accountability were addressed by relevant stakeholders from the public sector, media, security agencies and academic community.

The study which launched in Lagos explores in specific terms the women empowerment and enablers of their political agency. It also probes the emergence of women in Leadership and other intersectional factors influencing women's ability to navigate gender norms at home, work and the society. The output of the meeting will form part of the research uptake as several underlining issues were uncovered. It was interesting and insightful as thoughts on gender gap in Nigerian politics and how to achieve SDG 5 were addressed.



Read more at <https://www.pasgr.org/what-we-do/research/>

Interning at LEAP Africa Improved My Love for Design - Daniella Almona



Known for her vibrant use of colour in portrait and fashion photography, Daniella draws inspiration from her travels to different sub-Saharan African and North American regions while exploring the numerous cultural influences on lifestyle and fashion.

Born and raised in Nigeria, having completed high school in South Africa and currently studying at the Savannah College of Art and Design in the United States of America, Daniella Chidumebi Almona is a talented self-taught Freelance Photographer. After picking up a camera in 2017, she believes everywhere she looks has a “masterpiece potential”.

Daniella speaks of her experience as a communications intern at LEAP Africa.

LEAP Africa: How did your Internship Programme with LEAP give you an insight into LEAP as an organization, the culture, projects, and type of work?

Daniella: Although I had heard of LEAP Africa as an organization, I was not familiar with what they did or what went on behind closed doors. This internship made me understand that they are more than the programs or trainings they offer. They are a community, a family. The culture at LEAP is very different from most places I have worked at. There is so much love and support as well as dedication, and the work they do is phenomenal.

LEAP Africa: What did your work cover during your internship?

Daniella: I was a Communications and Media intern for the two months I worked at LEAP Africa. I went on-site with some of the Programme Coordinators to take pictures of the ongoing projects such as iLEAD and Lead The Way. I worked with the team in charge of social media to design content. I also helped design the Reflection Journals for teachers, promotion material for the Social Innovators Programme as well as the organization's 2018 Annual Report.

LEAP Africa: What was the best part of your stay, and how do you think you will use what you learned?

Daniella: The best part of my stay was definitely the conversations I had with people in the different rooms at the office. From gender,

politics to recycling and even colonization and the single-story mentality. The enlightening discussions gave me a better perspective of huge issues we face but no one wants to talk about.

LEAP Africa: Did you have any “failures” during your work, which later proved to be something you have learned from?

Daniella: Some of the ideas I had were not always the most favoured option and learning to take and apply feedback was something I learned.

LEAP Africa: How has your internship prepared you for your career growth?

Daniella: Interning at LEAP Africa (has) improved my love for design and given me a better idea of the kind of projects I want to take up in the future.

LEAP Africa: Why should young people consider internships from an early stage of their career?

Daniella: Interning at an early stage helps you decide what kind of career path you want before it is too late. If you are interested in medicine, try interning at a hospital and see if that excites you. You may not be certain what you want but an internship is a space to test run your goals in life.

Registration is now open!

LEAD The Way

A holiday programme for Teenagers between 13-18 yrs

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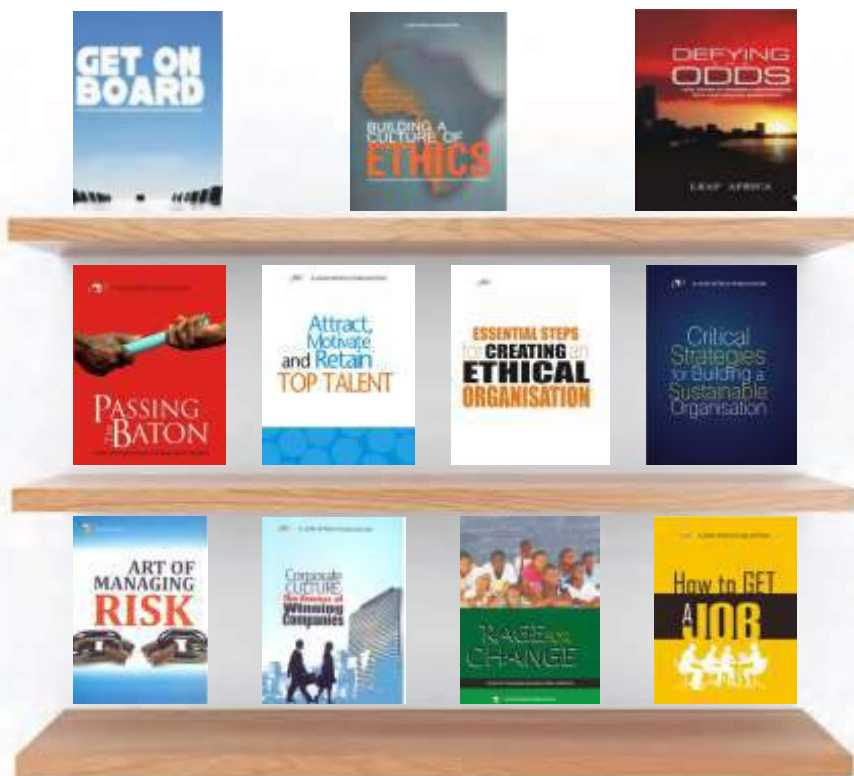
LEAP Books

We tailor our research findings to the programme and activities we run. From case studies on business sustainability in the Nigerian landscape to inspiring content

on community development and leadership, our publications provide a step-by-step guide on entrepreneurship and social impact initiatives. Have you considered adding

LEAP's resource materials to your 2017 book reading challenge? We have 11 interesting titles available at several bookstores in Nigeria and four of these books have e-versions. Get them today!

- ~ **Get on Board:** A Practical Guide to Building High- Impact Boards of Directors in Nigeria – **N2,500**
- ~ **Building a Culture of Ethics:** A Practical Guide for African leaders in the public, private and nonprofit sectors – **N2,500**
- ~ **Defying the Odds:** Case Studies of Nigerian Companies that have Survived Generations is the first of its kind in Nigeria. – **N1,000**
- ~ **Passing the Baton:** A Guide to Building Sustainable Businesses – **N1,500**
- ~ **Attract, Motivate and Retain Top Talent – N1000**
- ~ **Essential Steps for Creating an Ethical Organisation – N1000**
- ~ **Critical Strategies for Building a Sustainable Organisation - N1000**
- ~ **Art of Managing Risk – N1000**
- ~ **Corporate Culture: The Essence of Winning Companies – N1000**
- ~ **Rage for Change: A Guide for Young Nigerians who Desires to Make a Difference. – N1000**
- ~ **How to Get A Job – N1000**



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Available at these Locations:

- ~ **Debonair Bookstore:** 294, Herbert Macaulay Street, Sabo Yaba.
- ~ **B & B Bookshops:** 107a, Adeniyi Jones Avenue, Ikeja.
- ~ **L'aterna Ventures:** 13, Oke-Awo Street, Victoria Island, Lagos.
- ~ **CIBN Bookshops:** Plc, 19, Adeola Hopewell, Lagos.
- ~ **NIIA Bookshops:** 13/15, Kofo Abayomi Street, Victoria Island, Lagos.
- ~ **Terra Kulture:** Plot 1376, Savage, Off Ahmadu Bello Way, Victoria Island, Lagos.
- ~ **CSS Bookshop:** Bookshop House, 50/52, Broad Street, Lagos Island.
- ~ **Florence & Lambard Bookshop:** 202/204, Ikorodu Road, Palmgroove, Lagos.
- ~ **Veritas Books:** 16, Oluwole Fadojutimi Street, Apples Estate, Amuwo Odon, Lagos.
- ~ **Options Book House:** 142, Oyo Road, Ojo, Ibadan North, Oyo State.

LEAP Speaks!



The Nonprofit Leadership and Management Programme - GT Classroom, Lagos Business School. Tuesday 25th June 2019 | **Topic:** "Positioning your Nonprofit for Impact and Scale"

On Nigeria Grantee Meeting - MacArthur Foundation Transcorp, Abuja, Thursday, June 27th 2019 | **Topic:** "Scaling Up"

AACE Foods' Half Year Retreat - Lekki, Lagos. | Thursday 11th & Friday 12th of July, 2019 | **Topic** - "Communication Skills"

TFN Leadership Institute at Teach For Nigeria (Leadership Institute, Green Springs), Lagos, Nigeria | Tuesday 16th July 2019. **Theme:** TFN: Igniting the leadership within you "

ANDE West Africa Regional Conference 2019 - Lagos, Nigeria Tuesday 23rd and Wednesday 24th July 2019 | **Topic** - "Inclusive Capitalism: Redefining the Value of Work"

Mastercard Scholars Program Boabab Summit - Kigali Rwanda | Thursday 1st & Saturday 3rd August 2019 | **Topic:** "Ethical Leadership"

Discovering Me (My Essence) Bloom Leadership Week - Access Bank HQ, Lagos, Nigeria | Monday 26th August | **Theme** - "Leadership"

Apostles in Market Place (AiMP), Lekki Lagos. | Saturday, 5th October, 2019 | **Topic:** Crafting your mission statement.

TEDxAbakaliki - Abakaliki, Ebonyi State, Nigeria Saturday, 5th October 2019 | **Topic:** "Do We have Leaders for Our Tomorrow?"

CBAN 6th National Credit Reporting Conference - Oriental Hotel, Friday, 1st November 2019, | **Topic** - "Deepening Financial Inclusion: Creating Awareness of Credit Opportunities for MSMEs and Consumers"

African Economic Congress 2019 - Sheu Musa YarÁdua Centre, Abuja, Nigeria. Monday, 4th November 2019, | **Topic** - "Building a New Knowledge Economy for prosperity in Africa; Challenges and prospects"

NGO Network - Ajegunle, Lagos | Saturday, 16th of November 2019 | **Topic** - "Non-profit Structure and Management"

The Hubert H. Humphrey Annual Seminar - University of Lagos, Akoka, Lagos. Thursday, November 21, 2019. | **Topic** - "Youth Development in Nigeria: African Agenda 2063."

Ministry of Youth and Sport - Africa Youth Day; Edmund multipurpose centre, Wuse II. Tuesday 12th November 2019 **Topic:** "1 Million by 2021: Count Me In"

Techcabal Townhall Operator Sessions - Lagos, Nigeria. Friday, 29th November | **Topic** - "Education Technology (Edtech) and the Future of Work"

Ford Foundation Leadership Development workshop - Peduase, Aburi Ghana | Monday 2nd to Wednesday 4th December 2019

Appreciation



Citi Foundation



Organizations

Amstel Malta
Andela
Afrinolly Creative Hub
BellaNaija
Biofem Pharmaceuticals
Boldoz Bookstores
BRAC Uganda
Business Day
Camfed Ghana
Camfed Malawi
CCHub
Crisp Eye Vision
Channels Television
Citi Bank
Citi Foundation
Coca Cola
Connect Nigeria
Dexterous Dance Troop
DHL
Dotts Media House
DUGO Limited
EDC Design and Construction
Equity Group Foundation

FAWE Rwanda
FAWE Ethiopia
Ford Foundation
Global Accelerator Learning Initiative (GALI)
General Hospital Iquta, Oron
Google Nigeria
Hephzibah Eye Care
Ibidunni Oladayo Films
Institute for Industrial Technology
International Youth Foundation
Justice Forte Chambers
Kentucker Photography
Kodehaus
Landmark Africa
Mapemond Resources
Mastercard Foundation
Ministry of Education - Akwa-Ibom
Ministry of Education - Ghana
Ministry of Education - Lagos
Ministry of Education - Uganda
Ministry of Education - Kenya
National Youth Service Corps
Nestle Nigeria Plc.

Rabyx Design
Safety Master Limited
SERLEK Printing Press
Simmonscoopers Partners
Softcom
SO&U
Start Innovation Hub
Sterling Bank
Strachan Partners
St. Luke Hospital
Teelonis Gifting company
Teens can Code
The Cable News
The Nigerian Child foundation
The Root Hub Accelerators Systems
The Real Woodpeckers
THIS DAY Newspaper
TREP Labs
Union Bank
WAVE
Wilson's Lemonade
Youth Alive Foundation

Individuals

Mr. Alayande Abdulwaheed
Mr. Damilola Adekale
Ms. Fatimah Adeyekun
Mr. Ferdinand Adimefe
Mr. Samuel Adu
Ms. Esther Agbarakwe
Mr. Ayoola Ajobeku
Ms. Temitola Akadiriri
Ms. Osarume Akenzua
Mr Ntefon Moses Akpan
Ms. Annie Akpe
Ms. Oluwadamilola Alokani
Mr. Charles Anudu
Mr. Kingsley Atang
Ms. Faridah Bakare
Mr. Joseph Bassey
Ms. Tamunotonnye Setima-Benebo
Mr. Seyi Bickertsteth
Ms. Stephanie Busari
Ms. Iyiola Charlotte
Mrs. Nneka Chijioke
Ms. Nneoma Chikeka
Mr. Maple Dappa
Dr. Nadu Denloye

Ms. Emem Dominic
Ms. Tobore Edema
Mrs. Chiazor Ehimuan
Mr. Michael Ejeh
Mrs Adaku Ekpo
Mr. Osagie Enohonfoh
Mr. Kelvin Enumah
Mr. George Essien
Mrs. Enobong Etuk
Mr. Soji Fagade
Mrs. Iniobong Frank
Mr. Damien Isaac
Ms. Rabi Isma
Mr. Bassey Hogan Itam
Ms. Peace Itimi
Mr. Hanson Johnson
Mr. Simon Kolawole
Mr. Hamzat B. Lawal
Ms. Nissi Madu
Mr. Chike Maduegbuna
Mr. Humble Mkpa
Mrs. Helen Nwaba
Ms. Nkechi Nwachukwu
Mrs. Ndidi Okonkwo Nwuneli (MFR)

Ms. Mary Oiza
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