

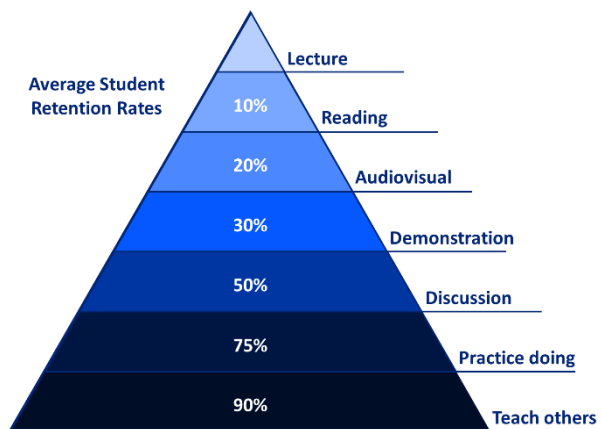


# YALI REGIONAL LEADERSHIP CENTER EAST AFRICA • NAIROBI

## *The YALI Regional Leadership Center East Africa - Curriculum Overview*

### *Instructional Approach*

To empower and train the leaders of the future, the YALI Regional Leadership Center East Africa team has developed a high-tech, hands-on learning environment that includes both static and virtual instruction, involvement, exploration, and self-reflection. Curriculum is designed to stretch the boundaries of current leadership paradigms to create new opportunities for dialogue and capacity building. In order to promote a collaborative learning environment, the Center focuses on the bottom part of the pedagogy pyramid.



Both local and international instructors facilitate a blended learning environment that builds both knowledge and expertise. This approach augments the Center's overall instructional framework which focuses on:

- **Collaborative Learning:** Through group projects, discussions, public speaking, and events; and
- **Immersive Learning:** Through mentorships, internships, and hands-on application.
- **Static Instruction:** Facilitator led sessions in a classroom setting
- **U-Learn:** A diverse and dynamic on-line learning environment designed to provide educational, informational and media resources that enable, empower and enhance the knowledge and skills of young leaders who will be the change-makers in the region.

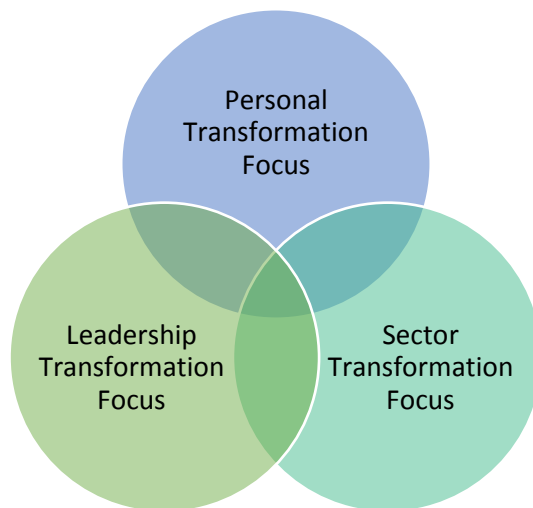
These four areas of core instruction lay the foundation for Center participants to utilize their skills in the marketplace, in civil society, or in the public sector, by providing both knowledge and opportunity.



## Overall Instructional Philosophy

The YALI Regional Leadership Center East Africa’s purpose is to train and empower a new breed of leaders that will transform the East and Central Africa region and beyond. In order to do this, the Center’s curriculum must create the kind of immersive learning environment described above. As such, we are drawing from the expertise of some of the leading institutions from around the world in order to create a cutting edge, transformational learning experience. The curriculum is geared to bring about transformation on four levels:

- **Level 1 (Personal)** – The curriculum will promote a different perspective from the participants about themselves as individuals. This focus on personal transformation will provide participants the tools to build the right leadership skills within themselves.
- **Level 2 (Ideological/Leadership)** – The curriculum will promote understanding of the perspectives and philosophy behind leadership, allowing participants to critically analyze their role as leaders, regardless of their sector of focus. This will result in the development of skilled, innovative, and solution-oriented Leaders.
- **Level 3 (Professional)** – The curriculum will also provide the participants with perspective about the sectors on which they are focusing, whether business and entrepreneurship, public management, or civic leadership. This entails building in them the necessary skills, knowledge, and tools to be successful within their sector of focus.
- **Level 4 (Community/Country)** – Ultimately, the three other levels of transformation will lay the foundation for the fourth and most important, which is empowering participants to transform their communities and countries, which will ultimately impact all of East and Central Africa.



### *The Curriculum Selection Process*

In order to procure curriculum that will promote transformation on all four levels, the YALI Regional Leadership Center East Africa team sends out a request for curriculum. A committee comprised of specialists from the Center's partner institutions and alumnus evaluate the curriculum proposals.

The evaluation was centered on the following criteria:

1. **Pedagogy (various aspects of learning & instruction)** –level of interaction, instructional methodology used, whether it meets objectives, various learning styles covered and localization of the content.
2. **Content Efficacy (how effective the proposed curriculum will be in meeting our needs)** - relevance, innovativeness and assessment methods
3. **Content Provider (institution & instructor)** – expertise and track record

### *Curriculum Schedule*

The curriculum is spread over the Center's four-week program. The following is a breakdown of curriculum based on the instructional schedule:

#### **Week 1**

This week is geared towards developing a firm foundation of personal development & interpersonal relationships. The courses scheduled for this week are:

- **Leadership Foundations** – This program is designed to enable the participants build interpersonal relationships, get out of their comfort zones and build bonds with participants from the different countries while laying a foundation for the 4 weeks ahead.
- **Diversity and Social Inclusion** – This is a program focused on facilitated discussions around the issue of appreciating diversity & enhancing inclusivity.
- **Design Challenge Presentation** - Participants are presented with a problem statement by a third party organization that they then start to work on in smaller groups. We call this a Design Challenge because it solves the challenge(s) that the organization is experiencing in order to adequately meet their stakeholders', clients' or customers' needs. Our participants are provided with the tools and knowledge on how to approach this Challenge during a two-day program on Design Thinking which is a Human Centered approach to innovation. The Design Thinking program collaboratively engages program participants using the following steps: Empathize, Define, Ideate, Prototype and Test.

#### **Week 2**

This week is geared towards exploring fundamental leadership issues. The courses selected are unique in that they do not deal with basic leadership topics such as definitions of leadership, but rather, skills and tools that young leaders require.

The courses scheduled include:



- **Design Thinking** – this program is designed based on IDEO.org concepts of human centered design and is facilitated by a local company.
- **7 Habits of Highly Effective People Signature Edition** – This is the popular program from Franklin Covey and is geared towards building in the participants’ habits that will give them a great foundation for leadership
- **This is Africa** – This is a program designed and facilitated by the curriculum team at the RLC. It is run as a series of facilitated conversations around the challenges Africa is facing, what the participants would like to see Africa become and what their specific role(s) would be in making that happen.

### **Week 3**

During this week, the participants engage in courses that are specifically designed for the three tracks. The participants also focus on their small group project.

#### ***Business and Entrepreneurship Track***

This track caters to the range of emerging or aspiring entrepreneurs who hope to take on leadership roles within the private sector or build their own business ventures on the continent. This course explains Design Driven Entrepreneurship, a planning process that involves identifying, creating, testing, and implementing marketable solutions for challenges facing people and communities. This course covers the origins of human-centered design theory, the process and tools needed to design and maintain a human-centered business, and best practices for developing and testing products.

#### ***Public Management Track***

Public leadership is a method for empowering people to participate in transformational social change. Public leadership comprises organizing, educating, and developing the capacity of others to take meaningful action to participate in the decision-making systems that affect their quality of life and social well-being. Participants learn how to understand and analyze the theoretical basis for social transformation, varied leadership styles and strategies, the role and importance of ethical considerations in public management leadership, human rights and explore how to evaluate projects/ programs through a human rights lens, how to define the concept of power and understand the role of knowledge and societal structure in the process of empowerment.

#### ***Civic Leadership Track***

Focused on those who are or aspire to be civically engaged and serve the public through non-governmental organizations, community based organizations, or volunteerism of their time, skills, knowledge and enthusiasm to improve life in their communities by positively impacting individuals, organizations and issues and contribute to the common good of a community. The program focuses on Social Innovation for Changemaking.



#### **Week 4**

This is the final week of the program and is geared towards consolidating the learning from the preceding three weeks. The young leaders will be challenged to come up with strategies on how they can put into practice the skills and knowledge they have gained. The leaders will also be primed on how to build their presentation skills so as to be able to engage with stakeholders when they return to their home countries.

The participants will also have the opportunity to make presentations on their solution for the design challenge. The courses scheduled for this week are:

- Leadership Communications
- Pitch Preparation & Public Speaking
- Group Project (Design Challenge) Presentations

During this week, the participants also have conversations about possible alumni engagement once they graduate.

#### ***Other Activities***

The Center also hosts special events on several evenings during the residential portion of the program. These include networking events, community service, special guest speakers, cultural events and lastly, participant initiated events. Every aspect of the four-week program is designed to add value to the entire learning experience.

