

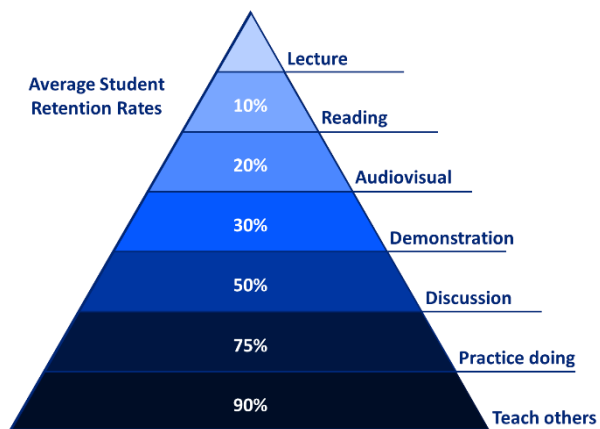


YALI REGIONAL LEADERSHIP CENTER EAST AFRICA • NAIROBI

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

- **Virtual Instruction:** On-line instruction in the participant's country of residence;
- **Collaborative Learning:** Through group projects, discussions, public speaking, and events; and
- **Immersive Learning:** Through mentorships, internships, and hands-on application.
- **Static Instruction:** Lecture-based instruction in a classroom setting;

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.

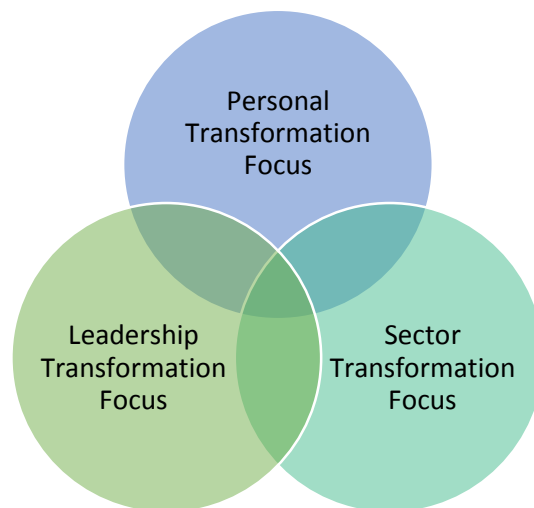
Overall Instructional Philosophy

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 some Mandela Washington Fellows evaluate the curriculum proposals.



The evaluation was centered on the following criteria:

1. **Pedagogy (various aspects of learning & instruction)** – interactiveness of the content, 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 twelve-week program. The first three weeks are residential, the next eight are virtual and the final week is residential. 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 and interpersonal relationships.

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.

Week 3 - 11

These weeks will see the participants engage in courses that are specifically designed for the three tracks.

Final Residential Week (Week 12...All Participants)

This is the final week of the program and is geared towards consolidating the learning from the preceding eleven weeks. The leaders are challenged to come up with strategies on how they can put into practice the skills and knowledge they have gained. The leaders are 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 participant also have the opportunity to make presentations on their individual & group projects. The courses scheduled for this week are:

- Train the Trainer
- Individual & Group Project Report



Other Activities

The Center hosts special events on several evenings during the residential portion of the program. These events include networking events with mentors and advisors, town hall meetings on special topics of relevance to the region, special guest speakers and lastly, an afternoon of community service. Every aspect of the twelve-week program is designed to add value to the entire learning experience.

Curriculum for Future Cohorts and E-Learning Platform

The Center will continually solicit, evaluate, and update curriculum based on participants needs. This will ensure a fresh approach to each cohort and the enhancement of the overall learning experience. The eight-week virtual learning environment will be provided by mElimu's (an international company with a presence in Nairobi) e-learning platform. This platform is designed to provide experiential learning opportunities to all participants, even those from remote areas with minimal internet access. For those participants who do not have the hardware capabilities to fully participate in the virtual learning program, the Center (with support from the MasterCard Foundation) is providing e-learning tablets that they can check out in week three and return in week twelve.

