



17-21 MARCH 2025

*Think Global, Act Local!*

# RISE UP

# LEADERSHIP

# PROGRAM

**EMPOWERING NEXT GENERATION OF  
TANZANIAN LEADERS**

AN INITIATIVE OF



**KENZ FOUNDATION**

# RISE UP LEADERSHIP PROGRAM (PHASE II)

## 1. Context and Rationale:

This project is the result of the collaboration between the KENZ Foundation and IEI, designed to empower university leaders through a multi-phase training program. The first phase provided a strong theoretical foundation, equipping students with essential leadership concepts. Now, in this second phase, we are integrating theory with practical application, offering a more interactive and hands-on learning experience. The third phase will take this further with an intensive bootcamp focused on real-world challenges, allowing participants to put their knowledge into action. Additionally, follow-up initiatives will be implemented to track the progress of participants' projects, laying the groundwork for a fourth phase dedicated to further development and impact measurement.

## 2. Project Objectives:

- Strengthen the leadership skills of a select group of university leaders.
- Provide training in key areas such as career mapping, goal setting, communication, marketing, emotional intelligence, gender equality, and leadership.
- Create a group of ambassadors who can extend the learning to their universities, communities, and lead initiatives within the RiseUp Leadership platform.
- Encourage youth to become innovators of solutions rather than bystanders by thinking globally and acting locally.
- Provide participants with a Certificate of Attendance.

## 3. The next generation leaders:

The program will initially target a group of 29 young leaders—both men and women—from IEI's partner universities. While the group includes participants of both genders, the majority are women and girls, reflecting the program's focus on empowering female leadership.

This educational program brings together IEI and the KENZ Foundation, combining their expertise to contribute to the success of the RISE UP Leadership Program. Through this collaboration, KENZ Foundation provides additional knowledge and resources to these young Tanzanian leaders, ensuring they are equipped with the best tools to successfully tackle the challenges they have been assigned.

### What is the RISE UP Leadership Program?

The RISE UP Leadership Program is a comprehensive initiative focused on developing youth leadership across 10 universities in Tanzania. IEI has established youth platforms in these institutions, each led by 3-4 trained leaders who actively manage these platforms with IEI's guidance and support.

These leaders receive specialized training in leadership, innovation, and digital skills, equipping them to develop solutions that create positive impacts within their communities.

In addition, IEI places these youth in volunteering roles within its own initiatives and across other sectors, such as health, to help bridge the skills gap and provide valuable real-world experience.



# 1ST WEEK

<b>Speakers</b>	<b>Date &amp; Time</b>	<b>Topic</b>
<b>KENZ Speakers</b>	<b>17/03 -16:20 CET</b>	<b>Program Opening Ceremony</b>
<b>Waltraud Glaeser</b>	<b>17/03 -17:00 CET</b>	<b>Vuka Framework</b>
<b>Dr. Pauline Crawford</b>	<b>18/03 - 12:00 CET</b>	<b>Joint Custody world: Requires collective effort!</b>
<b>Hamza Jabrane</b>	<b>19/03 at 16:00 CET</b>	<b>Public Speaking</b>
<b>Susana Jiménez</b>	<b>19/03 at 14:00 CET</b>	<b>Emotions to Reach Your Goals</b>
<b>Yvonne</b>	<b>20/03 15:00 CET</b>	<b>Sustainability</b>
<b>Lucia Dorn</b>	<b>20/03 17:00 CET</b>	<b>Personal Brand</b>
<b>Kim Piquet</b>	<b>21/03 at 14:00 CET</b>	<b>Multiculturalism</b>
<b>Marc Flo</b>	<b>21/03 at 12:00 CET</b>	<b>Mentoring and Networking</b>
<b>Joyce Christopher</b>	<b>18/03 at 20:00 EAT</b>	<b>Tanzania Now: The status quo on employment for new graduates.</b>
<b>Neema</b>	<b>18/03 at 20:00 EAT</b>	<b>Goal Setting</b>
<b>Meshak</b>	<b>TBC</b>	

# Would you like to attend?

Just click on this link, and you'll join the scheduled lecture for that day!



## RISEUP LEADERSHIP PROGRAM

December 17 – 21, 2024

Time zone: Africa/Nairobi

Google Meet joining info

Video call link: <https://meet.google.com/wsy-pqvd-pfz>



### Reminder!

Participants who attend 95% of the sessions will receive a certificate of attendance issued by IEI and Kenz Foundation, along with exclusive access to the third phase of the program: the Bootcamp.



Integrated Empowerment Initiative

**KENZ**  
FOUNDATION

# KENZ FOUNDATION'S NETWORK LECTURES

## Mentorship & Networking: Building Meaningful Connections for Leadership Growth



**Marc Flo**



In today's interconnected world, success is not just about knowledge but also about the ability to build and nurture meaningful relationships. This session will explore the role of mentorship and networking as fundamental pillars of leadership development. It will examine how having the right mentor can accelerate both personal and professional growth, while also providing strategies for creating and maintaining valuable professional connections. The discussion will highlight how networks can be leveraged for collaboration, learning, and career advancement, as well as the importance of transitioning from mentee to mentor as part of a continuous leadership journey. Through real-world examples and interactive discussions, participants will gain practical insights into navigating mentorship relationships and expanding their professional networks, ensuring they are well-equipped to lead in an evolving global landscape.

## Luckily it's only VUCA! – "How to navigate, manage and lead in times of increasing volatility, uncertainty, complexity and ambiguity"



**Waltraud Glaser**



Neither an organization's leadership nor its strategies are spared in today's VUCA world. An acronym, coming from the leadership theories of Warren Bennis and Burt Nanus in 1987, with its phenomena of Volatility, Uncertainty, Complexity, and Ambiguity puts long term experiences, dogmas and paradigms under scrutiny.

Managers and leaders facing these VUCA challenges need to guide by purpose to generate alignment and commitment. It takes a brief understanding of the psycho-logic of human behaviour and the willingness to develop empathy to create true collaboration and empower innovation. Conditions of a VUCA world require to anticipate the future and think backwards. The aim is to catalyse resources into meaningful activities and value-adding approaches and solutions.

Main topics of the impulses:

- Insights – What is VUCA?
- Analysis – What does VUCA mean for your organization and leadership?
- Solutions - How to substitute the phenomena of Volatility, Uncertainty, Complexity and Ambiguity with Vision, Understanding, Clarity, Agility and Adaptability to navigate a way to survive and thrive in the VUCA world
- Conclusions – first answers for a roadmap/action plan to cope with the chaos and turbulence under VUCA conditions

Main topics of the workshop:

- Deep dive into solutions – Using the VUCA Positive Prime by Bob Johansen (Vision, Understanding, Clarity, Agility and Adaptability) to discuss appropriate approaches and models

# KENZ FOUNDATION'S NETWORK LECTURES

## Mastering Public Speaking: Communicating with Impact and Confidence



**Hamza Jabrane**



Effective communication is a key leadership skill, and the ability to speak confidently in public can set individuals apart in both their academic and professional journeys. This interactive session will provide participants with the tools and strategies needed to communicate with clarity, engage audiences, and present their ideas with confidence. Unlike traditional lectures, this session will be highly participatory, encouraging students to actively engage, practice techniques, and receive feedback to enhance their public speaking abilities.

The session will cover:

- Overcoming stage fright: Practical exercises to build confidence and manage nerves when speaking in front of an audience.
- Structuring a compelling message: Techniques for crafting clear, engaging, and persuasive presentations.
- Adapting to different audiences: Strategies for tailoring speech and delivery to connect effectively with various groups.
- Interview and professional communication skills: Real-world applications, including preparing for interviews and articulating ideas effectively in academic and professional settings.

Through interactive exercises, role-playing, and real-time feedback, participants will gain hands-on experience in public speaking, ensuring they leave with practical tools to refine their communication skills and boost their leadership potential.

## Intercultural Competence & Sensitivity



**Kim Piquet**



In an increasingly interconnected world, the ability to navigate cultural differences is a key leadership skill. This session will explore how cultural awareness enhances communication, learning, and career opportunities in global contexts. Participants will gain insights into balancing local identity with international engagement while developing practical strategies to foster inclusivity and adaptability in diverse environments. Through interactive exercises, they will learn to recognize and overcome cultural barriers, strengthening their capacity to lead with empathy and understanding across borders.

# KENZ FOUNDATION'S NETWORK LECTURES

## New Business Development & Creating Identity Aligned with ESG Principles



**Yvonne Kirchhoff**



In today's rapidly evolving business landscape, creating a purpose-driven identity is essential for long-term success. This session will delve into how new business models can be developed with a strong alignment to Environmental, Social, and Governance (ESG) principles, ensuring both impact and sustainable growth. Participants will learn strategies to integrate purpose with profitability, explore the importance of local thinking with global reach, and understand how collaboration is key to the future of business development. Through real-world insights, attendees will discover how businesses can stay ahead by embedding ESG values into their core identity and operations.

## Emotional Management & Leadership: Mastering Your Mind for Success



**Susana Jimenez**



Emotions shape our decisions, relationships, and leadership style. But do we truly know how to manage them effectively? In this interactive session, we will explore the fundamental pillars of Emotional Intelligence—self-awareness, self-regulation, motivation, empathy, and social skills—and how developing these skills enhances both personal well-being and leadership impact.

We will also delve into the neuroscience behind emotional management, understanding how key hormones like cortisol, adrenaline, oxytocin, serotonin, and endorphins influence our reactions. By recognizing these biological responses, we can shift from automatic emotional reactions to intentional, constructive responses.

Through real-life examples and practical strategies, you will learn how to turn emotional triggers—such as stress or criticism—into opportunities for growth, resilience, and stronger connections. The session will include a 30-minute talk followed by an interactive Q&A to address personal challenges.

# IEI'S NETWORK LECTURES

## Goal Setting Workbook



**Neema Mleli**



Neema Mleli is set to dive deep into the Goal Setting Workbook, providing precise strategies and practical tools to help our youth in Phase II of the RiseUp Leadership Program turn their visions into reality.

With a focus on clear direction, accountability, and community-driven action, this step will empower them to make meaningful progress in their careers, businesses, and social impact initiatives.

## Joint Custody world: Requires collective effort!



**Dra. Pauline  
Crawford**



Dr. Pauline Crawford, PhD in Entreprenology, highlights the importance of Perception, Perspective, and Preference (3Ps) in shaping the future of our relationships, communities, and nations.

As we step into Phase II of the RiseUp Leadership Program, we are empowering the same youth from Phase I with practical tools and strategies to apply what they've learned directly within their communities. This phase focuses on real-world application in their careers, businesses, and social impact initiatives, while fostering collaboration between boys and girls, men and women, to create lasting harmony and positive change.



# EMPOWERED IN ACTION: RISE UP LEADERSHIP PROGRAM INTERNS

## From CVs to communication – Build Your Brand & Stand Out



**Lucia Dorn**



In an increasingly globalised world, building a strong professional identity is essential for career success. This session will equip participants with the tools and strategies to enhance their employability and stand out in local and international job markets.

### Key topics include

- **Creating an effective CV and professional portfolio:** best practices for showcasing skills, experience and achievements.
- **Building a personal brand:** Strategies for leveraging networks and creating a meaningful professional presence.

Through interactive exercises and real-time feedback, participants will gain hands-on experience in presenting themselves with confidence and clarity. More than just skills and strategies, this session embraces the idea that every contact is a gift - an opportunity to learn, grow, and expand professional possibilities.

Participants will leave with actionable insights and practical tools to refine their communication skills, strengthen their professional identity and unlock new career opportunities.

## Tanzania Now: The status quo on employment for new graduates.



**Joyce Christopher**



The rising number of graduates that are still unemployed is very alarming and calls for attention.

In this part session on goal setting, We will explore the contemporary issue on employment and get a snap shot of what is happening outside the campus after graduation and what it takes to find yourself amidst the noise.

## WITH THE COLLABORATION OF



## AND THE INVALUABLE SUPPORT OF ALL THE SPEAKERS

Each and every presentation and knowledge-sharing session within this program has been generously donated.

Let's keep building a better understanding  
across the world!

*THANK YOU!*