



Africa Venture Impact Report 2023

Africa Venture

The Africa Venture is an annual pan-African leadership programme which assembles exceptional emerging leaders from government, businesses and non-profits across Africa.

The programme enables the transfer of knowledge, know-how and inspiration across generations, involving some of the most inspiring leaders in the world today. It creates a new generation of African leaders who have the Cultural Intelligence to work fluidly and flexibly across the continent, who have the analytical and creative skills to use diversity to spark innovation, and who have extraordinarily broad African networks.

Through a three-phase blended programme, the Africa Venture focuses on applied leadership learning. An important issue for the continent is identified and presented to participants as a Challenge. As they work on this, it encourages the participants to develop practical and innovative approaches to leadership. In the process, they build relationships with an exceptional African peer group. In 2023, the programme looked at the Challenge:

"How can we build citizen engagement to ensure that Africa's natural resources are used sustainably for the long-term benefit of the continent?"

Throughout the programme, we emphasize helping the candidates to learn to apply the leadership concepts which are taught. In the second phase of the programme, participants begin to apply their leadership learning to a challenge which they identify from within their own workplace or community. They are encouraged to share the learning from this as they proceed, and at the final contact module, they report back on progress and learn from each other's experiences.

In the final module of the programme, we do so by presenting the participants with a practical and compelling challenge facing Africa today. They work together, using their leadership learning, to find solutions to the challenge. The challenge is set by a

An Advisory Panel made up of senior leaders from across the continent.





Africa Venture at a glance

7 Years

60% Private Sector

284 participants

20% Non Profit Sector

Representing 25 countries

20% Public Sector

Representing organizations including:

- Accenture
- Africa Improved Foods Rwanda LTD
- African Development Bank
- Africa Finance Corporation
- AISEC
- American University in Cairo
- Africa Reconciled
- Ashoka
- Bank of Tanzania
- Baseline (UK)
- Business and Arts South Africa (BASA)
- Camfed
- CAS LLC
- Congo Peace Network
- Children and Women Hope Organization
- Department of Agriculture, Land Reform and Rural Development -SA

- Discovery Health
- DIB Bank Kenya Limited
- El Roi Rescue Mission NPC
- Equal Education
- Ethio- Wetlands and Natural Resources Association
- First National Bank Zambia
- Hollard Insurance
- Huduma Kenya
- IHS (Nigeria) Limited
- iThemba Lethu
- Kenyan Conferencing Solutions
- Kilimanjaro Blind Trust Africa
- Kilifi County Government
- Land O'Lakes Venture 37
- Lawyers for Human Rights
- Liberty
- Ministry of Public Works – Kenya
- National School of Government—SA

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- Liberty
- Ministry of Public Works
- Ministry of Innovation, ICT and Youth Affairs-Kenya
- Nestoil Limited
- Pan-Africa ILGA
- PriceWaterhouseCoopers
- Sahara Group
- Slum2School
- Stellenbosch University
- TANESCO
- Terra Analytics
- Total Health Trust Limited (Liberty Group)
- WHO
- Word Vision Ethiopia
- Yello Ray Digital Agency
- Youth First Madagascar
- Zambia Young and Emerging Farmers Association
- ZA Advisory
- Zambia IDC

With contributors from:

- Accenture
- Africa Finance Corporation
- Afrinolly
- Alfamar
- Britam
- Botswana Diamonds PLC
- Dandora Dumpsite
- Dangote Cement

- eLimu
- First Consultant Hospital
- Ghana Chamber of telecommunications
- Kenya Wildlife Services
- IMISI 3D
- M- Kopa
- MTN
- Nailab
- Nairobi Garage

- Nigerian Stock Exchange
- Nike Art Gallery
- Novartis
- Private Sector Health Alliance of Nigeria
- Safaricom
- Standard Chartered Bank
- SouthBridge Investment
- Toyota
- WHO

Africa Venture Supporters

1. Advisory Panel

The programme is supported by an Advisory Panel whose responsibilities are:

- raise the profile of Common Purpose and of the Africa Venture Leadership Programme
- serve as the custodians of the local integrity of Common Purpose
- knit Common Purpose activities and graduates into local opportunities and initiatives
- advise the programme staff on issues in the area that may inform our curriculum
- review all applications and decide each programme's group of participants.

*The applications are reviewed on the basis of two different types of criteria: the individual applicant's merit, and the contribution of the applicant to the diversity of the group.

Our 2023 Africa Venture Advisory Panel members were:

- Barbara Kokonya, Managing Director, Very Chic Limited, Kenya
- Elias Mpondela, President, Zambian Amateur Athletics Association, Zambia

Kenneth Ashigbey, Chief Executive Officer, Chamber of Telecommunications, Ghana

- Mabel Mungomba, Chief Executive, Belcomm Limited, Zambia
- Rosemary Iphie Ugonabo, Senior Consultant, Nextier Advisory, Nigeria
- Shenouda Bissada, Country Director, Alfanar, Egypt
- Vanessa Naicker, Head of Early Talent, Anglo American, South Africa

2. Consortium members:

Large organizations have the option of sending a minimum of five candidates and becoming a Consortium Member of the Africa Venture. The Consortium Members enjoy a range of additional benefits: brand exposure, and various collaborations to maximize the value for the organization.

Our 2023 Consortium Member was:

- Africa Finance Corporation

Prior Consortium Members have included:

- Accenture
- Discovery Limited
- Liberty
- Nestoil
- Rand Merchant Bank



Oluwaseun's Impact Story

"The programme challenged me to look beyond the challenges; but rather focus on seeking solutions. I also learnt a building block approach to problem solving." Oluwaseun Folasade Olurin, Associate Vice President, Operations and Settlement (Finance Division) , Africa Finance Corporation, Nigeria



I attended the Africa Venture 2020 cohort. While I have always known that life should be lived with and for a purpose, the Africa Venture 2020 program spurred me to take actions towards living a more intentional and purposeful life. I set out on the Africa Venture course with a mindset to garner skills to enhance my work; however, I came out of the course not just with skills that are beneficial to my work but much more with skills and resources to impact my larger community.

One concept from the program that has proved quite impactful and of immense benefit to me is the Leading Beyond Authority ("LBA") Concept. I was able to draw on the LBA concept to co-champion a cause that has benefited 10 women in my local church assembly, in Lagos, Nigeria.

In January 2021, the leadership of the local church I worship at, noticed a surge in the number of people (including parishioners) requiring financial assistance from the church's welfare unit.

This wasn't unconnected with the post-pandemic loss of jobs and businesses that has further plunged many into penury. This was a cause for concern for me because I saw these issues firsthand in my role as the volunteer Church Accountant.

To ameliorate the plight of the people, considering the limited resources which the church had; I suggested introduction of a micro lending initiative for women with petty businesses which required capital injections. This initiative was to support the current charity work being done by the welfare unit; whereas the welfare unit gave food, clothing and cash, the micro lending initiative was to give zero interest rate loans to women with petty businesses.

I was tasked with drafting the implementation procedures for the micro lending initiative. This saw me and a few like-minded leaders in the Church, with experience in banking and insurance, forming a committee to oversee the initiative. The funds for the micro lending initiative were raised from few individuals in the Church while, the Committee was responsible for credit approvals, disbursements, risk management, monitoring and reporting of the micro lending activities.

Given, this initiative was church led; the possibility of the loan beneficiaries taking the loan as a grant rather than a loan was a major concern that the Committee needed to navigate and proffer solutions to. Although, this was a pertinent concern, we weren't deterred by this; rather we drew on our collective experiences in development finance, investment banking and insurance, to tackle the problem at

hand. We figured that if we formalized the loan process and made people sign formal agreements, the risk will be somewhat mitigated. Since I was the development finance expert, I was tasked with drafting the simple loan agreements. I also suggested the use of Guarantors to securitize the loan. The guarantors were to be known parishioners with good standing records.

We launched the initiative in February 2020 and granted the first set of loans in March 2020. In the two (2) years of the initiative's existence, we've disbursed loans totaling equivalent of USD 3,000 (Three Thousand US Dollars) across ten borrowers (9 women, 1 man), while turning over our fund of USD 1,500 (One Thousand, Five hundred US Dollars) once. Although the initiative started out to support women, we extended the facility to a man in Sep 2022. There had some success stories from this initiative which continue to propel us in our quest to bridge the funding gap which we have identified. Worthy of note are the stories of two women who were able to scale up their business through this facility and paid back the loans before the stipulated maturity dates.

The first success story is the case of a woman who makes and sells 'chin-chin', a local Nigerian pastry snack. She supplies the snacks to small retail outlet in her neighbourhood; however, her inability to buy a machine that could help with cutting of the snack limited her and she was unable to meet the demand for her products, since she resorted to manual cutting. With the loan given to her, she was able to buy the machine she needed for her business, and this helped her to scale up.



The other success is that of a woman who re-sells eggs. When she approached the Committee for the loan, she was only able to buy 50 crates of eggs to re-sell per week. With the funding availed her, she was able to buy 200 crates of eggs to re-sell per week, hence scaling her business.

The initiative has not been without its challenges. Some of the challenges we've faced include Risk of losing members on account of the Committee turning down their loan requests. Some people whose requests are turned down struggle to understand the reasons they were denied access to church fund, since they are church members. Defaults and ways of minimizing default risks continue to be a challenge.

We've had two defaults – one outright default and another partial; where the guarantor stepped in to make us whole.

Managing the loan administration, monitoring of the facility, and dedicating time to provide mentorship for the borrowers have also been a challenge since the Committee members are all volunteers, and we combine the volunteering with our day jobs.

I'm glad about the progress and the impact which has been made so far with the initiative, and I look forward to deepening our reach and impact in the coming years.

Assessment Results

We measure our impact through an online assessment system that looks at participants' leadership competencies in three areas: becoming more inclusive, enabling them to lead innovative and resilient teams; broadening their horizons, which helps them to make better decisions, and becoming more collaborative, enabling them to accelerate complex change. The impact assessment results for the 2023 Africa Venture participants are listed below.

More
inclusive



Lead innovative
resilient teams

89% are better prepared to lead or operate within a diverse team.

93% are better prepared to work with people who are different from them.

96% are better prepared to create conditions required for innovation.

Broader
horizons



Make better
decisions

89% are better prepared to adjust their behaviour in culturally diverse situations.

96% are better prepared to build stronger working relationships.

81% are better prepared to work through blind spots and minimise their effects.

More
collaborative



Accelerate
complex change

89% are better prepared to solve complex problems

96% are better prepared to influence beyond their circle of authority.

96% are better prepared to have a greater impact in their organization and / or wider community

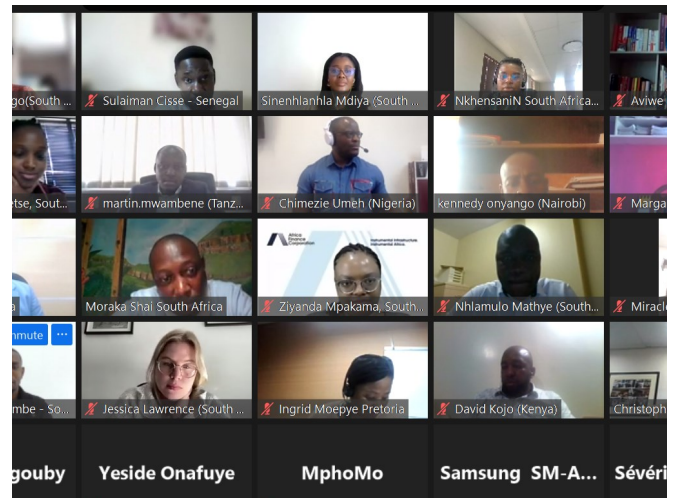
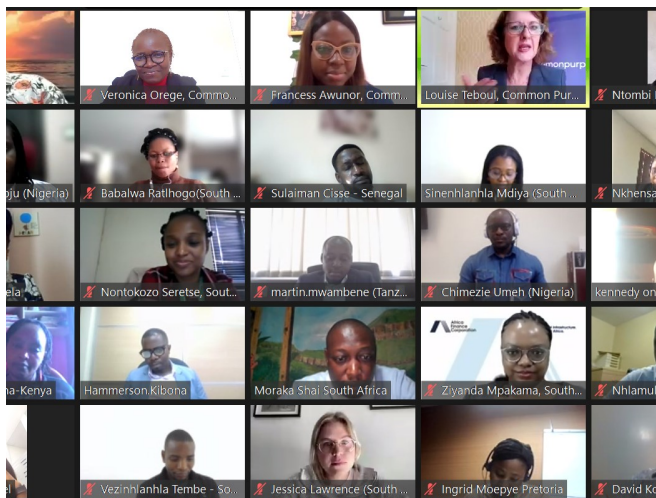
"The programme has opened my eyes and mind. I see things in a different perspective. Just listening to someone educates you. You don't always have to have the right answers, listening and asking questions goes a long way. I will listen more, ask more questions and also add ideas where I believe I can make a contribution. I will not take offense before I have an understanding of why that statement or remark was made. Listen, reflect, feedback and learn!"

Nontokozo Xoliswa Seretse,
Assistant Director: Executive Support, National School of Government, South Africa

"One of the important lessons from the programme was that different people will always have different opinions, and for a person to be able to move forward it is important at times to understand other people's point of view whether you agree with them or not, and be willing to adapt in the event that their point of view is acceptable by many in settings such as group work. With this mindset I feel confident that I can always work with people who are different from me."

Happiness Naumanga,
Economist, Bank of Tanzania, Tanzania

2023 highlights



What happened in Phases 1 and 2?

In the first phase, participants began their leadership journey by introducing themselves and beginning to build a rich array of relationships. In these largely asynchronous phases, the participants were provided with regular input on Leading Beyond Authority and Cultural Intelligence. Whilst some candidates used these materials to the fullest advantage, we continued to learn how to entice the more reluctant into this mode of learning. In addition to the asynchronous content, two real-time engagements took place during this Phase of programme. These engagements offered extraordinary insights from African leaders, while providing a platform for participants to discuss their ongoing experience of applying their leadership learnings to tackle their current workplace challenges. During Phase 2 of the programme, and as part of the "African Economy Series", participants

got a chance to engage with key leaders on topics such as entrepreneurship, public sector and private sector

Inspirational African leaders who engaged with the 2023 cohort in Phase 1 and 2:

- Kenneth Ashigbey—CEO, Ghana Chamber of Telecommunications, Ghana
- Mabel Mungomba—CEO, Belcomm, Zambia
- Jessica Chivinge—Vice President, Vitality Health International Africa, South Africa
- Rosemary Iphie Ugonabo—Senior Consultant, Nextier Advisory, Nigeria
- Praveen Naidoo—Director(rtd), National Prosecuting Authority, South Africa
- Abimbola Osunkunle—Founder & Creative Director, Cornucopia
- Musi Skosana—Co-founder & Portfolio Manager, MSM Property Fund, South Africa

2023 highlights



What happened in Phase 3

This final module was delivered in-person in Nairobi, Kenya, from 4–7 September 2023. The module focused on applied leadership learning, starting with feedback from the candidates on their progress in applying the principles of Leading Beyond Authority and Cultural Intelligence to their own leadership challenges. Guided by Common Purpose facilitators using our Human Centred Design Process, participants had an opportunity to work alongside each other on the 2023 Challenge: *“How can we build citizen engagement to ensure that Africa’s natural resources are used sustainably for the long-term benefit of the continent?”*

Participants visited a number of organizations to experience the Challenge from different perspectives. A number of contributors engaged both formally and informally with the participants, sharing a wealth of experience in leadership. This was followed by an intensive period of idea generation and refinement in response to the Challenge.

Participants had the opportunity to pitch their ideas to a panel of senior leaders and get feedback.

Thereafter reflected on what they learnt from the process.

Contributors included:

- Racey Muchilwa, President & Head, Novartis Sub-Saharan Africa
- Simon Gitau Ngugi, Deputy Director-Partnership and Enterprise, Kenya Wildlife Service
- Simon Mumuli, Consultant – Natural Resources Management
- Edwin Kimani, Regional Director, The Duke of Edinburgh’s International Award
- Brian Gicheru, Founder, The Maritime Executive
- Brian Gisore, Chairman, Slums Going Green and Clean
- Lawrence Ochieng, Founder, Mtaa Safi Youth Group Kibra
- Joseph Masinde, Senior Environmental and Education Officer, National Environment Management Authority
- Ken Kasera, User Engagement Lead, RCMRD
- Alex Mugambi, Chairman, Environment Institute of Kenya
- Stanley Didi, Coordinator, Nairobi Recyclers
- Barbara Kokonya, Founder, KoKo by Khakasa
- Florence Suji, Head of Learning & Development, Toyota Kenya

Ideas developed in response to the Challenge—Phase 3



1. Citizen Engagement

Problem Statement: Collaboration between government, private sector and communities

Proposed Solution:

Connecting all stakeholders to effectively come together to solve the problem, and taking responsibility for society challenges and finding meaning solutions to intergeneration problems

Proposed Design:

- Policy Making—Government to involve the communities and the private sector in policy making with regards to sustainable natural resources management
- Develop a curriculum in early childhood education that educates children on preservation and management of natural resources (civic education)
- Resource mobilization through public private partnerships, technology, expertise, human resources, and funds.
- Government, Private sector, and communities can carry out research and data/information sharing on natural resources.

2. Education and Awareness

Problem Statement: Harnessing the power of Arts and Culture

Proposed Solution:

- Music—Local artists can be encouraged to compose music to create awareness on sustainable use.
- Movies & theatre—Movies can be used to bring the issues to life and make it top of mind with innovative funding sourced to sponsor the production of movies.
- Photography— Photography can be used to highlight the effects of unsustainable use of resources
- Cultural events— Festivals at local community level can be used as a platform to create awareness. And community heads can be engaged to include activities that could drive citizen engagement.

Proposed Design: Leverage the various art forms to increase awareness on sustainable use of our natural resources.

3. Tackling Natural Resource Governance Through Participation of Affected Communities

Problem Statement: There is poor natural resource governance due to the limited involvement of affected communities.

Proposed Solution:

- Improved awareness—educate stakeholders in communities, involve media to enhance policy awareness and improved stakeholder activism.
- Improved corporate transparency—improving access to information and transparency of corporate activities that negatively affect the environment.

Proposed Design:

- Establish framework for involvement that allows for genuine and adequate public participation process in policy development.
- Improving access to information and transparency of corporate activity that negatively affect the environment.

4. Corporate Monitoring and Accountability

Problem Statement: Predatory corporate activity in natural resources have a harmful impact on the environment and society.

Proposed Solution: A successful model of corporate governance dynamics positively impacting communities in the natural resource space incorporates community objectives, values and interests into sustainable and tangible outcomes.

Proposed Design: :

- Community participation in economic

activities linked to those natural resources

- Boosting the environment through initiatives like reforestation, irrigation, habitat management and training
- Empowering civil society organisations to train and educate communities
- Corporate financial support
- Awareness programmes

5. Attaining Food Security Through Empowering Communities

Problem Statement: At least one in five Africans goes to bed hungry and an estimated 140 million people face acute food insecurity

Proposed Solution: If CBOs/NGOs/NPCs are empowered (resource support, training and information) then they can build their capacity to continue to implement and improve current programmes as well develop new initiatives. this is something that should not be worked on in isolation. the government, private sector and other non-state actors should be involved in engagements with citizens/community members so that policies align with the needs of the community.

Proposed Design:

- Engage the public and private sectors to empower CBOs and community members
- Identify and train CBOs on smart agricultural practices
- Train CBOs on good governance practices
- build business capacity

"Having walked through the suburbs and slums of Nairobi. I learned that there is so much that we don't know or take for granted. Waiting to have money to make an impact in the society is a "middle class" excuse. I was challenged by the "Mtaa Safi Initiative" project in Kibera where with minimal resources the founder has managed to create a huge impact in the area by also coming up with WASH project. I am really challenged to also manage my household waster properly and also mobilize the youth in my church to think about a community project on Waste Management."

***Nancy Mwali, Finance & Administration Manager,
Kilimanjaro Blind Trust Africa,
Kenya***

"I will never be the same person again. My approach to work will be different given the new perspectives of how my behavior can affect/influence others and the overall goals of my organization or community."

Abdulrahman Sowe, Associate-Financial Services , Africa Finance Corporation, Sierra Leone

"I'm challenged to be more active in the development of Africa, through dialogues and active participation."

Miracle Samuel, ISAP Management, Nigeria



