



UNDP/JNLC Young Women and Youth Leadership Training in Mbale and Gulu **PROGRAM REPORT** **2024**



Julius Nyerere Leadership Centre (JNLC)
Plot 111, Pool Road, Makerere University, Kampala, Uganda.
Telephone : +256393255278 Email : info@thejnlc.org
www.thejnlc.org

Contents

Acknowledgements Extend	4
Executive Summary	5
1. Introduction	6
2. Objectives of the training Program	7
2.1 The specific objectives of the training were to:	7
2.3 Training Methodology and Key speakers	10
2.4 Training outcome	10
3. Day-by-Day Analysis	11
Mbale Program Analysis (September 19th – 21st 2024) at Islamic University In Uganda (IUIU)	11
Presentation 1: Introduction to the concept of Servant Leadership and Self Leadership tools (Practical Demonstrations on self-leadership) – Mr Ronald Ssazi.	12
Presentation 2: Emotional Intelligence & Mental Health and well-being for Effective Leadership and Governance – Dr. Gardner H. Rwakiseta.	13
Presentation 3: Communication: Enhancing public speaking, active listening and feedback (How to create an Elevator Pitch: Techniques for Effective selling of service or product) – Ms Allen Baguma.	14
Presentation 1: Media Literacy- Developing skills to promote and market self, using social media – Mr Ssegawa Ivan Sebastian.	15
Presentation 2: Financial Literacy – Ms Gloria Namata Ddungu.	16
Presentation 3: Strategic Thinking and Strategic Communication: Decision-making & Problem solving: Techniques for effective decision making and creative problem solving – Ms. Allen Baguma.	17
Presentation 4: Leading within the Existing Leadership Structures (Political and economic leadership/fundamentals of democracy) – Mr David Allan Emolot.	18
Presentation 5: Advocacy and Gender Equality: Understanding gender dynamics and women acceptance in leadership - Ms. Teddy Namutebi.	19
Presentation 6: Peace and Conflict: Strategies for peace making and conflict resolution – Mr. Emolot Allan David	20
Presentation 7: Leveraging on Power for community engagement and Resource mobilization – Mr Nyaribi David.	21
Presentation 8: Sustainability and Environmental leadership: Understanding the role of leaders in promoting sustainability – Mr. Henry Kasacca.	22
Gulu Program Analysis (September 23rd -25th , 2024) at Gulu University	23
Women Leaders’ Round-table: A Conversation on Inclusion and Development.	25
4. Conclusion, Actions and Recommendations	27
Specific Actions and Recommendations for Young Women and Youth Leadership Training in Eastern and Northern Uganda	27
Actions:	27
Recommendations	28
Video Links for Young Women & Youth Leadership Training	29



Ms. Nwanne Vwede-Obahor, Resident Representative of the United Nations Development Programme (UNDP) in Uganda, officiated as the chief guest and delivered the closing remarks at the conclusion of the Young Women and Youth Leadership Training at Gulu University.



Ms. Annet Mpabulungi Wakabi, Team Leader for Governance and Peace at the United Nations Development Programme (UNDP), Uganda



Dr. Nansozi K. Muwanga (PhD), Executive Director of Julius Nyerere Leadership Centre (JNLC)

Acknowledgements Extend

JNLC commends the United Nations Development Programme (UNDP) for the support extended to the development and execution of the leadership trainings. Specifically, gratitude is extended to the UNDP Uganda Resident Representative, Ms Nwanne Vwede-Obahor and Ms Annet Mpabulungi Wakabi, the Team Leader Governance and Peace at UNDP. Similarly, JNLC is grateful to the leadership of Gulu University and Islamic University in Uganda (IUIU) for willingly hosting the leadership training sessions at their institutions.

Specific thanks go to Dr Jamil Serwanga, Vice Rector and Dr Halima Wakabi Akbar, the Academic Registrar at IUIU, Dr Keneth Olido, the Dean of the Faculty of Business and Development Management and Prof Openjuru L. George, the Vice Chancellor of Gulu University for creating time to speak to the young leaders.

Special thanks go to Ms. Asumin Nasike, Regional City Commissioner of Mbale, the Mayor of Gulu city, and Mr Komakech Richard Oketayot, the City Councillor of Bardege Layibi North for welcoming and speaking to the trainees at their respective districts.

Final thanks go to members of the Julius Nyerere Leadership Centre (JNLC) Secretariat and Facilitators that created impactful material and shared it with the programme beneficiaries.



As a token of commitment to climate action, each participant was given a young tree to plant. The #JNLCTraining2024 initiative not only aimed to empower future leaders but also reinforced the importance of environmental stewardship.

Executive Summary

UNDP, in partnership with Julius Nyerere Leadership Centre (JNLC) and Makerere University, supported two leadership training programs for young women and youth, covering Eastern Uganda (Mbale, 19–21 September) and Northern Uganda (Gulu, 23–25 September). The trainings were hosted by the Islamic University in Uganda (IUIU) and Gulu University, reaching 48 participants (20 females and 28 males) in Eastern Uganda, and 48 participants (21 females and 27 males) in Northern Uganda.

The overall objective of the targeted leadership training was to empower the youth especially emerging women leaders with effective leadership skills, including communication/ media literacy, negotiation skills, decision-making, conflict resolution and an understanding of leadership structures within the multiparty systems in Uganda.

The training format combined lectures with practical exercises led by fourteen (14) expert resource persons. Participants were addressed by key Speakers including; the UNDP Resident Representative Ms. Nwanne Vwede-Obahor, the Executive Director JNLC, Dr. Nansozi K. Muwanga and the Team Leader Governance and Peace UNDP, Ms. Annette Mpabulungi. The University Leadership of IUIU and Gulu University actively participated in the training sessions and the Mayors RCC of Mbale of Mbale and Gulu City respectively also attended and were able to deliver important messages to the participants.

Young leaders from the training were equipped with the requisite skills, confidence, and support needed to overcome barriers, seize opportunities, and thrive in leadership roles, ultimately contributing to positive change and progress in organizations, communities, and society at large. A key feature of the training specifically developed for Mbale and Gulu was the Women's Roundtable discussions at the end of each training. The roundtable engagement provided young women leaders a platform to discuss the challenges they face and propose solutions, particularly within restrictive cultural and university environments. To start participants off on their environmental conservation journey, each participant was given a tree to take away and plant.



A participant receives a young tree to plant. Our goal is not only to empower future leaders but also to emphasize the critical importance of environmental stewardship.

1. Introduction

Uganda, with a population of 45.74 million, is dedicated to empowering its youth, who constitute a significant portion of the population. More than three quarters (78 per cent) of Uganda's citizens are below the age of 35, and this youthful population is projected to double in the next 25 years.

Over several decades, the country has aligned its efforts with the UNDP Sustainable Development Goals (SDGs), prioritizing inclusivity and youth empowerment. UNDP Uganda, part of the broader UNDP initiatives, actively supports Uganda and its endeavors in advancing these goals and addressing challenges hindering youth participation in leadership. The Julius Nyerere Leadership Centre (JNLCC) in partnership with the United Nations Development Programme (UNDP) organised the Young Women and Youth Leadership Youth Training to prepare young leaders for effective, transformative roles in their communities. The leadership training aligns with several UN SDGs and Uganda's National Development Plan III (NDP III), addressing key aspects related to youth empowerment, economic empowerment, education, and community development.



Participants at Gulu University proudly hold young trees, radiating joy and enthusiasm on the final day of the training.

2. Objectives of the training Program

The overall objective of the targeted leadership training was to empower the youth especially emerging women leaders with effective leadership skills, including communication/ media literacy, negotiation skills, decision-making, conflict resolution and an understanding of leadership structures within the multiparty systems in Uganda.



Dr. Jamil Serwanga, Vice Rector of IUIU (center), Ms. Asumin Nasike, Resident City Commissioner (RCC) of Mbale, and Ms. Annet Mpabulungi Wakabi, Team Leader for Governance and Peace at UNDP Uganda, pose together after officially opening the leadership training at the IUIU campus in Mbale.

2.1 The specific objectives of the training were to:

1. Equip young emerging leaders with advanced communication techniques and media literacy skills to effectively engage with diverse audiences and advocate for their initiatives and their ability to advocate for gender equality, women's rights and inclusion in different leadership contexts.
2. Provide training on negotiation strategies and decision-making processes to enable young leaders to navigate complex situations and make informed, strategic choices including environmental sustainability.
3. Educate young leaders on the dynamics and structures of leadership within Uganda's multiparty political system, enhancing their ability as youth to participate constructively and effectively in political and governance processes.
4. To equip participants with skills to integrate gender-sensitive approaches and environmental sustainability into their leadership practices, promoting sustainable development and gender equality within their communities and beyond.

Building on the initial student leaders training that took place at Protea Hotel between 24th July and 4th August, 2024, JNLC and UNDP recognised the necessity of taking these timely leadership training programmes to the regional level. Pursuant thereof, two leadership trainings were conducted in Eastern Uganda (Mbale) and Northern Uganda (Gulu). These programmes aimed to broaden impact across regions and bring more young leaders together to address challenges unique to their communities. The programme focused on positioning Youth to contribute to the 2030 Agenda and SDGs and below were the areas of focus;

- Leadership Fundamentals: Ideologies (Mwalimu Nyerere Servant Leadership), qualities, and effective principles;
- Self- Leadership and Servant Leadership
- Emotional Intelligence for Effective Leadership and Accountable Governance;
- Strategic thinking and Strategic Communication: Developing vision, mission, and strategies;
- Decision Making & Problem Solving: Creative solutions for leadership;
- Financial Literacy;
- Leadership in Political, Economic and Democratic Structures;
- Advocacy & Gender Equality: Empowering women in leadership;
- Power & Community Engagement: Mobilizing resources;
- Environmental Leadership: Promoting sustainability; and
- Mental Health & Well-being: The Importance of Self-care



The final activity of Day 3 featured a roundtable conversation with female student leaders and youth leaders, held as part of the Young Women and Youth Leadership Training at Gulu University.

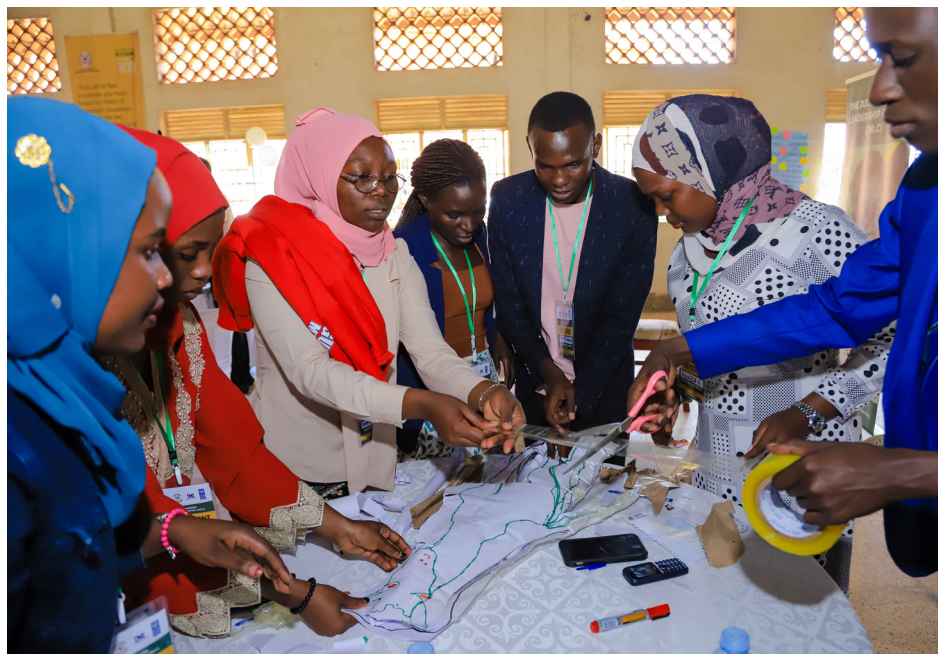


Dr. Jamil Serwanga, UIIU Vice Rector, emphasized the importance of youth leadership, highlighting how the training empowers young women to lead confidently and overcome barriers.



Dr. Jamil Serwanga, UIIU Vice Rector, emphasized the importance of youth leadership, highlighting how the training empowers young women to lead confidently and overcome barriers.

Participants engage in dynamic group activities, designed to foster teamwork and enhance problem-solving skills, as part of the training sessions focused on building collaborative and leadership competencies.



2.3 Training Methodology and Key speakers

The training format combined lectures with practical exercises led by fourteen (14) expert resource persons. Participants were addressed by key Speakers including; the UNDP Resident Representative Ms. Nwanne Vwede-Obahor, the Executive Director JNLC, Dr. Nansozi K. Muwanga and the Team Leader Governance and Peace UNDP, Ms. Annette Mpabulungi. The University Leadership of IUIU and Gulu University actively participated in the training sessions and RCC of Mbale and the Mayor Gulu City respectively attended and were able to deliver important messages to the participants.



Young women and student leaders pose for a group photo with Dr. Jamil Serwanga, Vice Rector of IUIU; Ms. Asumin Nasike, Resident City Commissioner (RCC) of Mbale; Ms. Annet Mpabulungi Wakabi, Team Leader for Governance and Peace at UNDP Uganda; and Dr. Gardner R.H., following the official opening of the leadership training at the IUIU campus in Mbale.

2.4 Training outcome

The training program equipped young women and youth with the requisite skills, confidence, and support needed to overcome barriers, seize opportunities, and thrive in leadership roles, ultimately contributing to positive change and progress in organizations, communities, and society. A key feature of the training specifically developed for Mbale and Gulu was the Women's Roundtable discussions at the end of each training. The roundtable engagement provided young women leaders a platform to discuss the challenges they face and propose solutions, particularly within restrictive cultural and university environments. To start participants off on their environment journey, each participant was given a tree to take away and plant.

3. Day-by-Day Analysis

Mbale Program Analysis (September 19th – 21st 2024) at Islamic University In Uganda (IUIU)



Ms. Asumin Nasike, Resident City Commissioner (RCC) of Mbale, officially inaugurated the training in Mbale, IUIU campus in Mbale.



Ms. Annet Mpabulungi Wakabi, delivering her opening remarks during the official launch of the leadership training at the IUIU campus in Mbale.

The Executive Director of the Julius Nyerere Leadership Centre (JNLC) Dr. Nansozi K. Muwanga welcomed the participants, and explained to them the advent of JNLC and its core role of undertaking policy-leading research, facilitating cross-generational conversations and undertaking leadership training at all levels. This was followed by welcome remarks from the Vice Rector of the host University, Islamic University in Uganda Main Campus - Mbale, Dr Jamil Serwanga. In his remarks, Dr Serwanga welcomed all participants to the institution, and shared a brief history of the 35-year institution and the role political will played in its establishment. He invited the participants to take keen attention to the training and be ambassadors to the broader group of leaders that were not admitted to the training.

The Academic Registrar Dr Halima Wakabi Akbar in her remarks emphasised the necessity for young leaders to embrace leadership values and integrity to become active contributors to national social transformation. On behalf of UNDP, the Team Leader Governance and Peace, Ms Annet Mpabulungi Wakabi, shared with the participants her inspirational journey growing up as a young leader in the Mbale region. She emphasised the need for the young leaders to prioritise the principles enshrined in Sustainable Development Goals framework. She further discussed the role of youth in building resilient communities. She invited the participants to engage with UNDP programmes and opportunities, specifically highlighting the Annual Democracy Day every 15th September, the Annual Elgon run every 2nd November, as well as the Annual Youth Connect Summit hosted by the Government of Rwanda and supported by UNDP.

The training was then officially opened by Ms. Asumin Nasike, Resident City Commissioner - Mbale City, who set a motivational tone by emphasising the importance of youth leadership in societal transformation and also provided a synopsis of the government programmes and opportunities intended for the youth such as the resources earmarked under the Parish Development Model (PDM) and how the youth leaders could engage with her office to benefit from these programmes.

Day 1 focused on leadership foundations, with sessions on servant leadership and emotional intelligence. Highlights included:

Presentation 1: Introduction to the concept of Servant Leadership and Self Leadership tools (Practical Demonstrations on self-leadership) – Mr Ronald Ssazi.



The presentation emphasised servant leadership as a transformational leadership model focused on serving others rather than being served by others. The presentation spotlighted key attributes of servant leadership, including character, relationships, knowledge, intuition, experience, victories and abilities guided by the ideals of Mwalimu Julius Nyerere. It also emphasised self-leadership predicated on the principles of self-awareness, self-regulation, self-discipline and self-reflection.



Presentation 2: Emotional Intelligence & Mental Health and well-being for Effective Leadership and Governance – Dr. Gardner H. Rwakiseta.

Dr. Gardner H. Rwakiseta's presentation on Emotional Intelligence & Mental Health and Well-being for Effective Leadership and Governance underscored the vital role of self-awareness and empathy in leadership. He highlighted how emotional intelligence can empower leaders to manage stress, foster strong relationships, and make informed decisions under pressure. Dr. Gardner also addressed the link between mental health and productivity, urging leaders to cultivate supportive environments that prioritize mental wellness. Practical strategies, such as active listening and mindful communication, were discussed to promote resilience in both leaders and their teams. His insights were met with positive engagement from participants, who recognized the relevance of emotional intelligence in today's leadership landscape



Presentation 3: Communication: Enhancing public speaking, active listening and feedback (How to create an Elevator Pitch: Techniques for Effective selling of service or product) – Ms Allen Baguma.

The presentation gave focus to the process of communication and the mechanisms that the young leaders could pursue to make it more effective. It aimed to, among other things, guide the participants on how to navigate and improve their public speaking confidence, become conversant with active listening for effective leadership and learn to sell ideas and win support.

Participants were introduced to the barriers to effective communication and reminded that it is about inspiring and moving others as opposed to being in-charge. A practical session was included to allow the participants showcase their public speaking skills and further educated on how to actively listen, give and receive feedback. Confidence, audience relation and clarity were emphasised as cross-cutting pre-requisites for effective communication.

Days 2 and 3 further built upon these foundations with session on media literacy, financial literacy, strategic thinking, and peacebuilding. Highlights included:



- **Presentation 1: Media Literacy- Developing skills to promote and market self, using social media – Mr Ssegawa Ivan Sebastian.**

The presentation focused on building skills among the participants to access, analyse, evaluate and create media. It highlighted previous successful media campaigns regionally and globally. Young leaders were trained on mechanisms to strengthen their advocacy online, curate their online personas, content creation and building online communities and how to engage with Artificial Intelligence. Participants were also provided cautionary training on misinformation online, online privacy and security and maintaining a responsible digital footprint.



- **Presentation 2: Financial Literacy – Ms Gloria Namata Ddungu.**

Ms. Gloria Namata Ddungu's presentation on Financial Literacy emphasized the importance of managing personal finances and understanding basic financial principles for sustainable success. She discussed key topics such as budgeting, saving, investment, and debt management, providing practical steps for making informed financial decisions. Ms. Gloria also highlighted how financial literacy can empower individuals to plan for long-term financial security and handle economic challenges confidently. By connecting financial skills with broader life goals, she underscored the role of financial literacy in achieving personal and professional growth. Her interactive approach engaged the audience, inspiring them to take proactive steps toward financial independence.





- **Presentation 3: Strategic Thinking and Strategic Communication: Decision-making & Problem solving: Techniques for effective decision making and creative problem solving – Ms. Allen Baguma.**



The facilitation focused on equipping the young leaders to master how to think strategically, make sharp decisions, and solve problems. Participants were encouraged to think ahead and plan for long-term outcomes while weighing options and anticipating consequences. The facilitator further introduced the participants to creative problem solving through leveraging innovation. An interactive and practical session was incorporated that tasked the participants to come up with creative ideas to address unemployment in their communities.

- **Presentation 4: Leading within the Existing Leadership Structures (Political and economic leadership/fundamentals of democracy) – Mr David Allan Emolot.**



Mr. David Allan Emolot's presentation, *Leading within the Existing Leadership Structures: Political and Economic Leadership/Fundamentals of Democracy*, focused on navigating leadership roles within established political and economic frameworks. He emphasized the importance of understanding democratic principles, such as accountability, transparency, and inclusivity, to drive effective governance. Mr. Emolot discussed strategies for balancing personal leadership vision with existing structures, advocating for leaders to work within these frameworks to create impactful change. He also addressed the role of economic literacy in leadership, stressing that informed economic decisions can foster sustainable development. His session encouraged participants to lead with integrity and align their efforts with democratic values to effect meaningful transformation.



- **Presentation 5: Advocacy and Gender Equality: Understanding gender dynamics and women acceptance in leadership - Ms. Teddy Namutebi.**



The presentation focused on providing an understanding to the trainees on gender, its existing misconceptions, overcoming barriers, and learning lessons from renowned women leaders. Learners were taught about the influences to gender, including societal norms, personal identity and cultural context. The facilitator further broke down popular myths that misrepresent women's leadership capacities and the nature of the fight for gender equality.

Focusing on local context, trainees were exposed to the journeys of prominent women, including Hon Rebecca Kadaga, Winnie Byanyima, Hon Cecillia Ogwal, Maggie Kigozi, and Amb Betty Oyella Bigombe, among other prominent women that broke glass barriers. Trainees explored how these figures navigated the challenges encountered along their journeys and relating to their roles/positions.

The facilitator further explored jointly with the trainees the existing barriers to women's leadership, including the cultural norms that dictate leadership as a male role, limitations in access to education that limit leadership participation, and violence and harassment that deter women from seeking leadership roles. To bridge these gaps and address these challenges to promote women in leadership, mechanisms such as training and mentorship, community awareness and creation of inclusive policies, among others, were spotlighted to the trainees as ways they could make meaningful contributions.

Trainees were introduced to advocacy for gender equality and equity. They received actionable steps, including, among others, community-based advocacy with local leaders and influencers, engaging men as allies, advocating for fair and positive portrayals of women in leadership roles in the media. The facilitator encouraged trainees to raise their voices, support one another, and further the education of gender equality and its benefits. The trainees were challenged on what their role in advocating for gender equality and equity in their communities would be.

- **Presentation 6: Peace and Conflict: Strategies for peace making and conflict resolution – Mr. Emolot Allan David**

In a significant stride towards fostering peace and security in our communities, Mr. Allan David Emolot delivered an impactful presentation focused on creating actionable plans for local peace projects, aiming at equipping participants with essential skills in proposal writing, resource mobilization, and collaboration, gathered diverse voices united in the quest for peace.

Mr. Emolot Allan David underscored the importance of avoiding polarizing language in peace campaigns, stressing that such rhetoric can escalate tensions. He advised participants to remain sensitive to conflicts and gender issues, advocating for a careful balance between simplicity in communication and an accurate representation of complex realities. The session emphasized the necessity of including key stakeholders in discussions and avoiding cultural insensitivities.

Particularly when advocating for peace. By promoting sensitivity and responsiveness, Emolot Allan David emphasized the need to foster constructive dialogue rather than conflict at all levels.



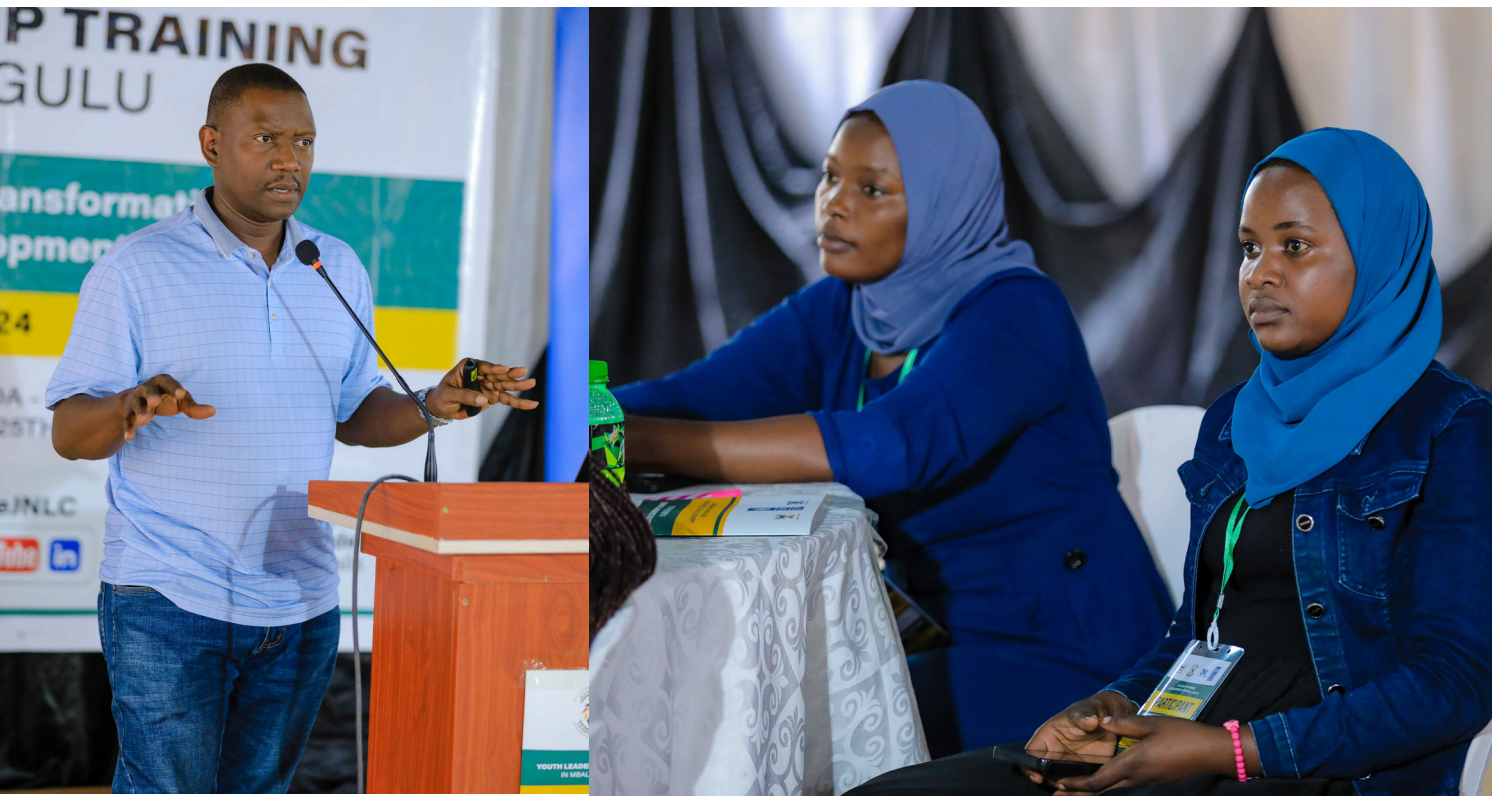


- **Presentation 7: Leveraging on Power for community engagement and Resource mobilization – Mr Nyaribi David.**

Mr. Nyaribi David's presentation, Leveraging Power for Community Engagement and Resource Mobilization, highlighted effective strategies for using influence to benefit communities and gather necessary resources. He discussed the importance of building trust and partnerships, emphasizing that leaders who engage authentically with communities can foster stronger support and participation. Mr. David outlined techniques for mobilizing resources, including networking, identifying local assets, and utilizing social capital to address community needs. He also explored the ethical use of power, advocating for transparency and accountability in resource management. His insights encouraged leaders to harness their positions responsibly to drive positive community impact and sustainable growth.



- **Presentation 8: Sustainability and Environmental leadership: Understanding the role of leaders in promoting sustainability – Mr. Henry Kasacca.**



The presentation introduced the participants to the global goals for sustainable development and their objective to create a better and fairer world by 2030. It highlighted the necessity to protect the environment and how existing legal frameworks provide for this under the National Environment Act. It further introduced participants to the core principles upon which sustainable development is predicated, including, among others the precautionary principle, the polluter pays principle and the participatory principle, including transparency, public participation and access to information and remedies.

The young leaders were further introduced the role they have to play in sustainable development and environmental protection, including, among others policy formulation and implementation, community engagement, forging partnerships and collaborations, and raising awareness. At the local level to drive environmental protection and sustainable development, young leaders were introduced to the role leaders can play including, organising clean-up initiatives, promoting sustainable agriculture practices, implementing waste management systems, supporting renewable energy projects and inspiring and mobilising their communities to take action and make a significant positive impact on the environment.

In the closing of the training in Mbale, participants were awarded certificates of completion of the training, and as part of the commitment of JNLC to climate action, each participant was awarded a tree to plant in their communities and Top teams that participated in the group sessions were also awarded. This activity was led by Ms. Nakazibwe Winfred. Additionally, Dr. Jamil Serwanga committed to enabling the beneficiaries of the training to replicate the training and its lessons to their colleagues that did not have the opportunity to take part in the same.

Gulu Program Analysis (September 23rd -25th , 2024) at Gulu University



Opening remarks were delivered by Dr Susan Nansozi, who welcomed the participants in Gulu to the leadership training. She gave the leaders a background to the Julius Nyerere Leadership Centre and its objectives, as well as the objectives of the leadership training. She invited the participants to engage with JNL resources. In her remarks, Ms Annet Mpabulungi Wakabi, the Team Leader Governance and Peace at UNDP also welcomed participants to the training and invited participants to engage with UNDP. She specifically encouraged them to embrace good governance and be peace ambassadors in their communities, to ensure that the region never returns to the periods of insecurity that it endured for a long time.

Finally, Dr Keneth Olido, the Dean of the Faculty of Business and Development Management at Gulu University welcomed JNL, UNDP and the visiting participants to Gulu University and appreciated their choice to conduct the training at the institutions. He also shared that Gulu University hosts an institute for peace and strategic studies, and advised that in the future, the University resources also be engaged to facilitate knowledge transfer in the area of peace and security.

At the technical level, the Gulu programme mirrored the schedule in Mbale, adapting to the local context and participant needs. Day-by-day highlights included servant leadership and a closing roundtable with a focus on inclusion.



In the closing of the training session, Ms Nwanne Vwede-Obahor, the UNDP Uganda Resident Representative, Prof Openjuru L. George, the Vice Chancellor of Gulu University, and Mr Komakech Richard Oketayot, the City Councillor of Bardege Layibi North representing the Mayor of Gulu City joined the awarding of the trained young leaders. Ms Nwanne encouraged the trained leaders to focus on gathering momentum to address issues, rather than the mere occupation of spaces. She further encouraged the trained leaders to focus on a leadership that engenders dignified lives for the members of their communities. In conclusion, she congratulate the young women leaders for taking the initiative to join leadership positions and invited all the participants and university and Gulu City leadership to prioritise supporting the efforts towards girl-Child empowerment.

Prof Openjuru appreciated JNLC for organising the leadership training and emphasised that higher institutions of learning have a role to play in supporting youth leadership, while encouraging the trained leaders to adopt accountable leadership based on results rather than reasons. Mr Komakech welcomed all the participants to Gulu City and thanked JNLC for choosing Gulu as a destination for the training. He noted that Gulu had become a model city that had hosted benchmarking sessions for other city and council leaderships. He encouraged the young leaders to visit the council in Gulu to benchmark as well to carry the lessons to their communities and enable continuity of the progress Gulu had made thus far. Mr Francis Okot, President of the Uganda National Students Association (UNSA), an alumnus of the JNLC Training in 2023 also joined in shared his leadership journey and commended JNLC for adopting the recommendation to make the trainings regional.



Women Leaders' Round-table: A Conversation on Inclusion and Development.

A closed session for the female participants and facilitators was organised in both Mbale and Gulu intended to enable experience sharing around the unique challenges facing women and their participation in leadership and suggest strategies on how they may overcome the limitations to their participation.

Topics for a meaningful roundtable conversation for young women leaders to encourage a blend of personal development, leadership strategies, and actionable insights for young women leaders across political, business and enterprise sectors:



- Discussion on common obstacles faced by young women in leadership and strategies to overcome them.
- Breaking Barriers and how to overcome Challenges in Leadership roles
- Balancing Personal and Professional Life. What strategies for maintaining a healthy work-life balance, especially for women in leadership positions.
- How mentorship and sponsorship can enhance career growth and leadership potential, and how to find or become a mentor.
- Navigating Gender Bias in Leadership Spaces.
- Insights into dealing with gender biases in male-dominated industries or leadership spaces, and ways to build resilience and assertiveness.
- Fostering inclusivity and diversity in leadership spaces. How women leaders can advocate for representation across sectors.
- Empowering Young Women to Lead in Politics and Public Service.
- Discussing pathways to political leadership and public service, and
- The role of young women in shaping policies and governance.
- How young women leaders can harness digital tools and platforms to enhance their leadership, visibility, and influence.
- The unique challenges and opportunities for women leading businesses, and how young women can grow as entrepreneurial leaders.



The round table conversation with Dr. Nansozi K. Muwanga, Ms. Nakazibwe Winfred, Ms. Gloria Namata and Ms. Allen Baguma in both regions spotted out key challenges that limit young women's participation in leadership at all levels. The challenges include; despising women leading to the suppression of their opinions, inferiority complex, stereotypes that women are not capable leaders, lack of finances, sexualisation of leadership positions, imbalances in the roles of men and women, lack of mentorship/ guidance, lack of support from fellow women, tribalism and judging female leaders by their physical appearance are some of the challenges young women face in Mbale and Gulu.

Young women were encouraged to strategically position themselves, build confidence, be proactive, and have an agenda to seize the opportunities and engage in the spaces available. Young women were encouraged to invest in themselves in the three areas; Self-awareness- to know their spaces, potential, strength and limitations and frequently improve on them to be able to exert influence; Self-regulation – to build their ability to respond to emotions from people, circumstances or situations; and self-reflection- to nurture self to grow in willingness to learn, unlearn and re-learn. Young women were also encouraged to seek for mentors in line with their potentials so that they can build relationships that are sustainable.

4. Conclusion, Actions and Recommendations

Specific Actions and Recommendations for Young Women and Youth Leadership Training in Eastern and Northern Uganda

Actions:

- **Enhance Leadership Skills in Grassroots Communities:** Focus future training sessions on developing leadership skills tailored to local challenges in rural areas. For example, training modules on community mobilization and grassroots project management should be introduced, empowering youth to implement small-scale projects that directly impact their communities, such as local clean-up campaigns or community health awareness drives.
- **Targeted Women's Leadership Development Programs:** Implement specialized leadership programs for young women that focus on negotiation skills, self-advocacy, and breaking cultural barriers. Include success stories of women leaders from similar cultural backgrounds as role models and provide practical exercises that prepare participants to take on leadership roles in male-dominated environments, such as local governance or community councils.
- **Establish University-Based Leadership Hubs:** Work with the leadership of Islamic University in Uganda and Gulu University to create leadership hubs on campus where trained youth leaders can organize forums, engage with university administrators, and involve other students in leadership initiatives. These hubs should facilitate regular dialogues between youth leaders and university officials, ensuring continuous collaboration and promoting youth-driven solutions within university policies.
- **Launch Youth-Led Peace and Sustainability Projects:** Support the youth in organizing specific community-led initiatives like peace marathons in Mbale or tree-planting drives in Gulu. These events should be backed by local governments and supported by organizations like UNDP. Empower the youth to lead the planning, execution, and follow-up of these projects, ensuring they are actively contributing to local peacebuilding and environmental sustainability efforts.



Recommendations

- **Develop Women-Specific Mentorship Networks:** Create structured mentorship networks connecting young women who completed the training with experienced female leaders from political, academic, and business sectors. The mentorship should focus on guiding them through specific leadership challenges, such as navigating male-dominated boardrooms or public speaking in conservative communities.
- **Initiate Peer-Led Training Programs in Universities:** Encourage participants from the leadership program to conduct peer-led workshops within their own universities. For example, trained youth could organize a series of workshops based on what they learnt from the training within their universities and other nearby institutions, ensuring the training's benefits spread to a wider youth audience.
- **Provide Strategic Support and Seed Funding:** Partner with local government bodies and international organizations to provide seed funding and strategic support for youth-led initiatives that arise from the training. For example, participants could receive funding to launch conflict resolution workshops in post-conflict regions or to lead financial literacy programs for local youth in Mbale and Gulu, helping them apply their leadership skills directly to real-world challenges.
- **Youth Connect Summit-UNDP earmarks slots for young leaders** who are alumni of JNLC trainings to enable their participation in activities like the Youth Connect Summit.



Video Links for Young Women & Youth Leadership Training

Day 1: Mbale - <https://youtu.be/wraAHBtYDw4?feature=shared>

Day 2: Mbale - <https://youtu.be/mUIEWgBAGWQ?feature=shared>

Day 3: Mbale - <https://youtu.be/qleB4fwkC28?feature=shared>

Day 1: Gulu - <https://youtu.be/4r88gSd kbKA?feature=shared>

Day 2: Gulu - https://youtu.be/xVAh7UREG_c?feature=shared

Day 3: Gulu - <https://youtu.be/An8yktr4b5g?feature=shared>



As we reflect upon the journey embarked upon since the beginning of this year, our hearts are filled with immense gratitude for the unwavering support and commitment extended by each of you. Your invaluable contributions have played a pivotal role in advancing the mission and vision of Julius Nyerere Leadership Centre (JNLC), and for this, we extend our heartfelt appreciation.



MAKERERE UNIVERSITY



UGANDA MANAGEMENT INSTITUTE

Julius Nyerere Leadership Centre (JNLC)

Plot 111, Pool Road,
Makerere University, Kampala, Uganda.
Telephone : +256393255278
URL : www.thejnlc.org
Email : info@thejnlc.org



Follow us Online

Facebook : [theJNLC](https://www.facebook.com/theJNLC)
Twitter : [theJNLC](https://twitter.com/theJNLC)
Instagram : [theJNLC](https://www.instagram.com/theJNLC)
TikTok : [theJNLC](https://www.tiktok.com/@theJNLC)
WhatsApp : wa.link/r52d86

www.thejnlc.org