

YLTP Newsletter

7th Issue June 2008 |

Young Leaders Training Programme

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Statement of the Resident Director

Dear Reader (s)

It is a great pleasure to welcome you to our seventh issue of the YLTP Newsletter published by the FES-Tanzania office. I believe this edition will update you on the latest news of the Young Leaders Training Programme and associated leadership and management aspects.

**YOUNG
LEADERS
TRAINING
PROGRAMME**

The YLTP is more alive than ever before. This year, the programme has brought together 24 young and enthusiastic Tanzanians from Tanzania Mainland and Zanzibar, with equal representation of women and men. This number is an increase from the usual 22 participants that are yearly recruited since YLTP's inception in 2000. This expansion is to respond to overwhelming number of requests from stakeholders. This slight increase may quantitatively sound very little, but it has great qualitative impact, which fulfills our goal towards socially committed young leaders.

We attribute this success and continuity to all partner organizations and to those who have joined and committed themselves to the YLTP programme's goals and principles. We accordingly congratulate those who were selected among more than 50 aspirants from different backgrounds in the Tanzanian society. We wish to remind those selected that being the YLTP VII trainees for the year 2008 is a golden opportunity, which is accompanied by various challenges to fulfill the requirements and guidelines of the programme. Becoming a good leader needs a lot of determination, commitment and diligence. The FES is confident that the presence of qualified trainers and tutors in the programme

will assist trainees to fulfill their leadership dreams. For those who did not make it into the programme we urge them to sit down and contemplate what went wrong and come out strongly next year!

Dear Reader, the year 2008 has brought opportunities and challenges. You might recall that on 3rd of February 2008, when addressing the 31st anniversary of Chama Cha Mapinduzi (CCM) in Pemba, President Jakaya Kikwete came up with his well thought idea of separating Politics and Business in what he referred to as Blind Trust. In a loose and unofficial translation of just a section of his speech, the President said *"another important task ahead of us as a party (CCM) is to continue to oversee the leadership ethics. It is very important to emphasize on leaders' ethics. Unethical leaders irritate and disturb the society"*. He went on to say that leadership ethics is also in the party manifesto of 2005. The Head of State was emphasizing the significance of leadership ethics in fostering development.

Through the YLTP a cadre of leaders who are self confident, accountable, decisive, socially and ethically committed is fostered. The programme promotes leadership ethics as an important pillar for any society that seeks to develop socially, economically and politically. Ethically nurtured leaders are well placed to be the source of inspiration and confidence. They are the motivators towards public action and wish above all to serve the people; they are



driven by the principles of democratic participation, therefore promoting good governance in order to achieve socio-political development.

Dear Reader, this is a year of challenges and opportunities. The YLTP and FES will innovate in fostering interaction and networking among the trainees as well as among their institutions. FES will bring together former and present trainees, with representatives from their respective institutions, to debate and share ideas and experiences in leadership and management fields. This initiative is another milestone of YLTP, which will strengthen interaction and communication ties.

It is good to remember that the programme continues to grow steadily, with results praised and recognized in Tanzania and beyond. I am deeply grateful to the team of trainers –

**FRIEDRICH
EBERT
STIFTUNG**

particularly to the coordinator Professor Max Mmuya - and to the tutors who have dedicated their ideas and valuable time to this unique initiative. The FES staff complements the winning team by keeping this

programme at its top-notch shape. I sincerely state my great appreciation to the staff, trainers and tutors. I also pay tribute to all FES partners from the Civil Society, Media and Government who have

contributed to this programme in one way or another. It is because of you that this programme has become what it is: a beacon of ethical commitment in the formation of the future leaders for a just

Tanzanian society.

Keep reading and enjoy the pages!

Peter Häussler
Resident Director

Word from the YLTP Coordinator

Dear Colleagues

The Young Leaders Training Programme that started in February 2008 is progressing towards its half way benchmark. So far, four regular sessions have been executed with a very gratifying impression. Notably is the observation that the current batch of trainees is very promising: committed, diligent and meticulousness in their work. This is a unique and encouraging sign to the team of trainers and tutors as well as to the sponsoring organization, the FES. The trainers and tutors form their side are keen to continue to working even harder to meet the expectations of this batch of enthusiastic and zealous young leaders. I am as sure that this meeting of minds will yield what the programme is founded on: "grooming and mentoring youths in a way that will enable them to exhibit quality leadership.

May I also take this opportunity to applaud the FES for the timely response to the overwhelming requests from sending organizations and other stakeholders to increase more training slots. It is gratifying that as wider openings are being considered, 2 additional slots have been added for this year's program, thereby raising the number of trainees from 22 to 24. Additionally, in the spirit of striking a gender balance, the current intake is equally represented by women and men.

2 So far, the FES has

accommodated various developments on different aspects of the YLTP programme. The current curriculum for instance, has been adjusted to respond to the contemporary socio-political oriented conflicts. Through education and trainings, the trainees are equipped with skills on modern conflict management and conflict resolution strategies. The inclusion of this subject in the curriculum is aimed at assisting the trainees to handle conflict related incidences as they evolve in their own country, as well as around the region as it recently engulfed Kenya. This knowledge is vital to the young leaders as a preparation for handling such incidences should they arise in their locality.

Furthermore, the secretariat has re-structured and reorganized the study visit component so that it captures more effectively the spirit of the entire programme. The oncoming study visits will be refocused to historical sites such as Chief Mkwawa's and Mwalimu Nyerere's mausoleums in Iringa and Musoma respectively. Visits to these areas will include stopovers in areas along the way that exhibit special knowledge aspects on issues that prompt leadership's urgent action. Such stopovers could be at a peasant's settlements that visibly portray poverty and diseases, issues that require an innovative intervention of the evolving generation of leaders. This

is aimed at challenging the trainees to build a patriotic and heroic spirit which they can summon for use when they assume leadership of an office.

Looking back in reminiscence to discern the impact of the programme in previous years, we are proud that some of our former YLTP graduates are slowly advancing into various leadership positions. We understand that a number of contributory factors may have been responsible for their individual achievements, the formers trainees themselves bear testimony that in a large part, the YLTP they participated in inspired and provided them with the necessary tools that advanced their career to where they are at presently. In this regard we would like to recognize and congratulate two former trainees who were elected to hold various high ranking positions in their respective political parties. First is Mr. Beno Malisa, a YLTP III trainee, who is steadily climbing the leadership ladder in the Chama cha Mapinduzi (CCM). As you might recall, it was just last year when he was elected to be a member of National Executive Committee of Chama Cha Mapinduzi (CCM) via the CCM Youth Wing. Mr. Malisa is now the Deputy Secretary General of CCM Youth Wing. His new position has made him to become part and parcel of the highest decision making bodies of the ruling party.

From the opposition parties, there is Mr. George Kahangwa,



who is a former YLTP III trainee as well. He is now the Head of the Department of Ideology and Training of the National Convention for Construction and Reform party, the NCCR-Mageuzi. In his new role Mr. Kahangwa oversees the progress of his party's philosophy, formulation of policies and coordinates trainings for party leaders. While we acknowledge with appreciation on their achievement, we also presume that they will "walk the talk" in their new careers!

Once again, I would like to extend the very affectionate hand of the trainers, tutors and the FES, to all stakeholders of the programme who contributed to these streaks of successes. I would like to recognize in a particular way the very favorable support that the programme continues to enjoy from the sending institutions. It is gratifying that they are ready to release their employees for the training sessions for an average of two days every month all round the year and for two successive weeks for the confined summer school.

Continue being with us!

Prof. Max Mmuya
Coordinator

Dear reader (s)

This is yet another occasion to share my views with you through this seventh issue of our bi-annual YLTP Newsletter. This platform gives us an opportunity to air out our experiences, success stories about the skills we obtain from the Young Leaders Training Programme (YLTP) that we apply to execute various programmes and projects in our respective institutions. Accordingly, this platform will fall short of its life if my colleagues (both contemporary and former graduates of YLTP programme) do not look at issues objectively that affect us economically, politically and socially.

Whenever any country excels in governance, leading to increase in Gross Domestic Product and eventually the per capita income, it has to do with good leadership. Most poor African countries lack good and committed leaders who would accelerate development and improve people's livelihood.

Leadership is an interactive conversation that pulls people toward becoming comfortable with the language of personal responsibility and commitment. This lays down the foundation for a good leader.

A famous leader of a religious organization, David Brandt Berg (1919-1994) of California in the United States, taught that to be a good leader, you have to take care of people and watch over them. You have to understand what people need

and try to supply them. You have to feel their hurts, their pain, as well as their joys and happiness. You have to want to know these things, even if you feel it will break your heart to be so involved.

"If you care, if you are involved, they will know it. And because you care, they will want to work together with you to achieve great things, and you go far together", he said.

This is what the FES is trying to inspire youth leaders into becoming responsible and dedicated future leaders. The FES through its Young Leaders Training Programme has managed to impart leadership skills to some of the very high profile youth leaders in the country. These youth leaders address people's needs and try their best to supply them. They feel people's hurts and pains (on social, economical and political issues) and share their joys and happiness. That is what it means by 'true leadership'.

As youths, we need to emulate what our colleagues, who have joined in various institutions, are doing to push our country forward to achieve a market economy. Their achievements should be in the corridors of our faculties as our role models. We should also distance ourselves from corruption which has plundered the economy of some of the African states, Tanzania inclusive!

We must condemn corrupt practices that do not assist Tanzanians, and instead they impoverish us. We must denounce all sorts of exploitation of funds for private gains. We must shout tirelessly to any person who indulges

himself or herself into dubious gains.

As youth leaders, we need to play a great role to make our voice heard on issues of public concern like unemployment, inflation, corruption, social injustice and human rights violations. This is our responsibility as youths and this is exactly what David Brandt Berg was advocating for.

Let's think on how we could also play a part to end political rivalry between the ruling Chama Cha Mapinduzi (CCM) and Civic United Front (CUF). There is a saying that if two bulls are fighting, it is always the grass that suffers. We do not want to see this happen in our country. Let us unite in common effort to chart a new course for our beautiful country – Tanzania.

Dear reader, I invite you to read on while at the same time welcome your comments.

Godfrey Kalagho
Editor.

Make use of this platform

In our previous issue, the Resident Director, Mr. Peter Häussler wrote that so far, more than 100 young leaders are out there to make a difference.... He was referring to those who have undergone the Young Leaders Training Programme (YLTP).

The introductory paragraph in that previous issue of the message from the coordinator of the YLTP programme, Prof. Max Mmuya, stated that the Newsletter "is a platform for contact, dialogue information



and opportunity for aspirants of a promising future leadership". I believe Prof. Mmuya was also referring to us because we are future leaders. In fact, some of us are already leaders!

Prof. Possi and Mr. Moses Kulaba taught us that information is power. I am wondering if we really take what we learn into practice! Every transparent person in the world is informative. We doubt the integrity of those who are not willing to provide us with information about their whereabouts and their activities.

I have always been thinking whether this programme has really groomed us. I am also pondering whether all of us would really make good leaders. Imagine this is the seventh issue since the launching of this Newsletter. We have not heard anything from

YOU!

Our greatest concern is to expand and maintain the network using this newsletter as our bridge. That is why Mr. Amon Petro sends this newsletter to you wherever you are. Accordingly, he sends several email messages to all of us to contribute articles for the Newsletter, knowing that

Continue page 8

3



Ms. Nacky Sinda a YLTP VI trainee receives her prize from Hon. Augustino Ramadhani; Chief Justice of Tanzania during the graduation ceremony which took place at the Courtyard Hotel in 2007.



Flashback: A group picture of the YLTP I trainees during their stay at the House of Representatives in Zanzibar. Seated at the middle is Hon. Ameir Kificho; Speaker of the House. A big number of the then trainees are now holding various leadership positions at the institutional and national level.



Alumni: a group picture of the former YLTP trainees during one of the graduation ceremonies. It has been a long time tradition of the YLTP program to bring together former trainees during the graduation ceremony. From left is Mr. Awadh Mdoe: YLTP III, Mr. Wilman Kapenjama: YLTP II, Ms. Rainfrida Ngatunga: YLTP IV, Ms. Mwajabu Abdallah: YLTP II, Ms. Frimina Kombe: YLTP I, and Ms. Halima Omari: YLTP I.



A group photo of the YLTP VII trainees in one of the training sessions at the FES Conference Hall, Dar es Salaam. The program consists of various sessions which are usually conducted on the last Friday and Saturday of each month as well as summer schools and study excursions.



A group picture of some of the YLTP VII trainees during an excursion at Mnazi Mmoja to witness a one week exhibition of civil service.



Study visits are among the significant activities of the YLTP program in Arusha. They visited the International Centre for Democracy and Governance.



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Some of the YLTP VII trainees in one of the training sessions held at FES Conference Hall, Dar es Salaam. The venue provides the trainees with various resource materials for reference.



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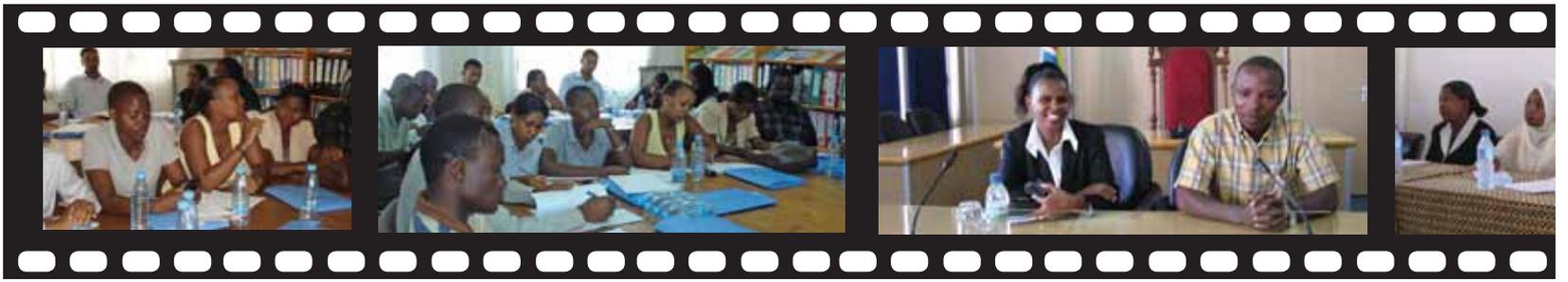
Hon. Augustino Ramadhani; Chief Justice of Tanzania awarding a certificate to one of the YLTP VI graduates in 2007. On his left is Prof. Max Mmuya; YLTP Program Coordinator and the FES Resident Director; Mr. Peter Häussler (right). The event took place at the Courtyard Hotel, Dar es Salaam.



ificant teaching methodologies applied in the YLTP. Pictured are the YLTP VI trainees during their excursion to the International Criminal Tribunal for Rwanda (ICTR) and the secretariat of the East Africa Community (EAC).



Moderation and presentation skills: Public speaking is an important tool for a leader! The YLTP programme provides an opportunity for the young leaders to learn and demonstrate some skills on public speaking as exhibited in these photos.



MICHAEL J. DALALI

Youth Activism

Youth Activism has passed into various stages in Tanzania at different periods of time. These stages have shaped them in different ways. This is reflected on the way we think and conduct our activities.

These stages of youth development can be traced from the colonial epoch when youths used to lodge campaigns against colonial domination on political and social practices which went hand in hand with oppression, suppression, exploitation, creation of classes and all other sorts of injustices.

The victory of the activists led some members to change from activism to politics, and hence leading to the emergence of political parties. The introduction of a mono-party system of government had also shaped the youths' activism.

The reintroduction of multiparty in 1992 also contributed in moulding youth activism. This led to the mushrooming of youth-led organizations.

The number of Civil Society Organizations (CSOs) and Non Governmental Organizations (NGOs) were increasing and diversified. These began to critically analyze government policies and advance forward their recommendations. The youths are also dominating in these CSOs and NGOs and advancing forward their concerns, like youth unemployment.

These interest groups (CSOs and NGOs) play a great role as watch-dogs to governmental actions. They pressurize the government to adopt modern practices that aim at improving the lives of people in order to achieve sustainable development.

It is within this notion that the introduction of the Young Leaders Training Programme [YLTP] has assisted a lot in enlightening the youths on various issues pertaining to good leadership and governance. The YLTP recruits its candidates from political parties, regardless of their ideologies so that they could share their interest together. It also gets trainees from CBOs, CSOs, and NGOs, and other private and government institutions.

The presence of youths at the programme also shapes youth activism in that they become inquisitive and critical. This has helped to create a society of responsible youths.

At the YLTP, youths are exposed on issues of media, politics and management, economic integration and project management. These fields empower youth activists to suitably conduct their tasks and roles without facing drawbacks.

Most of the youth activists from various organizations still need to be shaped and equipped with effective knowledge to assist them in their work. This can be possible when most youths can cultivate an ambition to join the YLTP.

With this move, we can achieve to have a good platform for youth activism with "well-intended individuals driven by altruistic motives to better the conditions of their fellow human beings.





YLTP is among few programmes run in Tanzania which tirelessly shape the current and future youth activists and leaders. Mr. John Ulanga of the Foundation For Civil Society rightly put it that "the only way to achieve that [independence

from poverty of which he terms as second independence] is through facilitating and fostering effective, efficient, accountable, innovative, creative and dynamic civil society sector" [which includes the youth activists].

I appeal to the FES to accommodate a good number of youth activists from various CSOs/NGOs so that they can be shaped by the programme. This would help them to get extra knowledge which they

can apply to rescue the country from poverty, ignorance, and diseases.

Michael J. Dalali is a YLTP VI Trainee and Secretary General of Tanzania Youth Vision Association-TYVA.

Ms. Regia Mtema, YLTP VI.

YLTP has Groomed me.



The Young Leaders Training Programme (YLTP) has groomed me. At first I didn't know about it as well as the Friedrich-Ebert-Stiftung (FES). The idea to join the programme originated from the Tanzania Association for Disabled (CHAWATA). They appointed me and my fellow to balance sex to sit for the YLTP interview.

The interviews were held on February 4, 2007. It comprised of oral and written questions. Although the questions were complicated, I managed to qualify as

one among the few successful applicants.

We commenced the first session in the same month with the insight introduction of FES activities, staff and instructions for joining the programme. The day opened up a new avenue for networking. I met new faces having different professional backgrounds attached to various institutions. The FES through its YLTP programmes manages to bring together people of different educational background together so that they can share their experiences and see how they can pave the way forward for the betterment of

our country.

We had an interesting topic on research writing. This broadened my knowledge as research is not mandatory for every field of study. During the programme, I learnt several new ideas from trainers, tutors and my colleagues and the techniques of research writing.

We were also introduced to public speaking techniques that have empowered me to stand before the public. So far I have made several public speeches. This was a problem with me previously.

The most interesting part of this topic was when Prof. Mwajabu Possi and Mr. Moses Kulaba told us that we should prepare a ten minutes speech which should be delivered on an international conference and each of us should deliver the speech on the same day. I was truly nervous but when it was my turn, I delivered the speech in front of my colleagues. Our trainers identified our mistakes where we needed to pull up our socks.

There is another topic on Leadership and Management skills that employs both strategic and tactics of managing issues. I don't need to comment how it has empowered me but some comments from my colleagues whom I work with are what give me confidence that I did not



Next Issue

In the next issue we will continue bringing you exciting stories and articles, including beautiful color pictures from the first summer school held in Zanzibar and inside stories of the best trainees. You will hear their stories as they reminisce with pride about the secret to their success.

EDITORIAL

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waste my time at the FES.

The list of the knowledge I acquired is endless. But it

would not do me justice if the very skills that enable me

to share my ideas with you are left out-Communication skills! I have sincerely acquired a lot of skills in communication. One thing I learnt is that in order to govern and to lead justifiably, one has to communicate. Communication should be two way traffic. A leader should also use the information he/she gets from the people he/she lead. This removes doubts of mistrust and puts a leader at an advantage.

Skills acquired from communication have improved my communication techniques that I apply to the people I lead. I have also garnered extra knowledge of economics, media ethics and practice, the state and legitimacy in Tanzania, the state and Civil Society in Tanzania and many more. I was disappointed when I was told that grand corruption is a very big problem in our country. It is really embarrassing that those we entrust with public office become our pests! In my view, corrupt leaders should not be given any opportunity to lead people.

From page 3...

it is OUR PLATFORM FOR CONTACT. Should we give you another opportunity to think of you as a good leader if you do not want us to know about your activities?

there to help you and can suggest the best topic for you to write on, depending on your education, profession and activities. As youth leaders, and so long as we all belong to the YLTP umbrella, we can make a new covenant to

maintain our solidarity through information sharing using the YLTP Newsletter as our platform.

I hope to get more emails from you, attached with articles that tell us more about

how this programme has shaped you and how you apply the skills to promote good governance and development activities in your organization.

Godfrey Kalagho
Editor

The Editor is always

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