



# YLTP

## NEWSLETTER

# Youth Leadership Training Programme

June 2007, Vol - 5

## The Resident Director's Statement

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Dear Reader(s),

It is a great pleasure to welcome you in to our fifth issue of the YLTP Newsletter published by the FES-Tanzania office. It is a strong belief of the FES that the initial goal of the Newsletter; that is bridging the communication gap among the former and incumbents' trainees has been achieved to the great extent. In this regard I would like to thank the former trainees of the YLTP program who have been tirelessly sharing their insights and leadership experiences with their respective colleagues through this channel. I would also like to urge those who have not yet taken part in the previous issues to come forward and share their views and experiences through articles in this platform.

On the other hand, I would like to take this opportunity to extend my sincere thanks and appreciation to the office of the Registrar of Newspaper for their kind support to provide us with the directives and facilitate the registration of our YLTP

Newsletter. On behalf of the YLTP team of trainers, tutors, incumbent and former trainees and off-course on my own behalf, I once again thank the Office of the Registrar for their support and cooperation!

Dear Readers, some of you might be surprised to see a new face embedded in the front page of the fifth issue of the YLTP Newsletter in the capacity of Resident Director. I know in the previous four issues of this Newsletter the statement of the Resident Director were from my predecessor Mr. Reinhold Einloft. I am currently in charge in this realm (FES) though on part time basis. Customarily, it is difficult to start life in a new house; nevertheless this is contrary to my case! My predecessor has comprehensively laid down a well structured foundation (work plan) for the Friedrich-Ebert-Stiftung (FES) for the whole year 2007.

In this regard, let me extend my sincere appreciations to my predecessor for his meticulousness, diligence and commitment not only for an already digested work plan





Some of the YLTP VI trainees in one of the training sessions. Group discussions is one of the teaching methodologies applied by YLTP Trainers and Tutors.

handed over to me for FES Tanzania 2007 but also for all his four years service here at FES Tanzania, I wish him all the best in his new life!

The YLTP VI is currently progressing well; so far about four regular sessions have been executed which will subsequently be followed by a five days residential training - summer school in one of the nearby regions which is scheduled to take place in the last week of June 2007.

Dear Readers, this years' program attracted about 50 applicants from various youth organizations from the Mainland and Isles who contended for 22 seats which were available. Out of the 22 who made it, both males and females share an equal proportion of 50%. It is a great honour and pleasure as the Foundation to surpass a declaration of Head of States and Government of SADC of ensuring the equal representation of women at least to 30%. As the Friedrich-Ebert-Stiftung (FES), we are looking forward to maintain the same spirit and culture of equal representation for both males and females in all our activities!

Once again, I am deeply indebted to the team of trainers and tutors who have dedicated their valuable time to this unique programme since its inception. I am thankful to the FES Staff who has been the strong pillars of this programme.

Finally, I would like to acknowledge and appreciate the Civil Societies, Students' Organizations, Non Governmental Organizations (NGOs), Government Institutions and Media for taking part in the program in one way or another.

Keep reading the pages and keep supporting us!

**Juergen Peters**  
Resident Director

## Message from the Editor



Dear Reader(s),

First and foremost, I feel proud to welcome you to the fifth issue of the YLTP Newsletter. You will be surprised that I appear on this page as Editor for the Newsletter. I wish to pull your mind on the last Editorial by the former Editor, Mr. Moses Kulaba, where he mumbled that "The year 2007 comes along with many challenges and opportunities that may separate us as we take on new careers and embark on new responsibilities..." He now holds an Executive post at the AP 2000.

As a New Editor for Newsletter, for which my predecessor toiled to lay out a foundation that makes me easy to pass through, I honor him by wishing him greater success in his new life career. I am sure Mr. Kulaba is such kind of a person who has demonstrated extra-ordinary leadership skills at YLTP which deserves much to be emulated. He is my role model, and just as he wrote in the previous issue of YLTP Newsletter, I promise to keep you regularly informed about the progress of the YLTP.

Secondly, this issue contains testimonies from some of the former YLTP trainees who

benefited and apply their leadership skills after accomplishment of the leadership course.

The trainees are now leading others towards the right path at the crossroads. Leadership is like a soft ware of a computer. This software needs to be updated and scanned against viruses to enable it function properly. It is within this concept that as you read the testimonies of our colleagues, you become mesmerized and acknowledge that time spent at attending the leadership course at the Friedrich-Ebert-Stiftung (FES) is not wasted in vain.

The YLTP course has so far bred a total of 93 beneficiaries since its introduction in 2001, some of who hold very senior posts in various political parties and the government. At FES, we acknowledge the official number of 93, but in reality, there are more than 93 beneficiaries who have indirectly benefited from the course through networking and sharing information with former trainees and also by emulating the leadership skills of YLTP graduates.

It is within such expectations that I urge other former trainees to continue updating us on your current careers and responsibilities that you now hold. Once again, the Newsletter welcomes articles regarding YLTP, or suggestions on what needs to be improved, or any other individual experience that would be of interest to other trainees and stakeholders.

A good leader is that kind of a person who does not lock up valuable information in the file cabinet, but that who shares it with others. I cordially invite you to read on!

**Godfrey Kalagho,**  
Editor.

Prof. Mwajabu Possi presenting a paper in one of the YLTP VI training sessions held at the FES Conference Hall, Dar es Salaam.



## A word from the YLTP Coordinator



Dear Readers,

Once again, welcome to the YLTP Newsletter. This is the platform for contact, dialogue information and opportunity for aspirants of a promising future leadership.

The conclusion of YLTP5 gushed in fresh and invigorating air that stimulated the launching of the YLTP6 early in February 2007. The YLTP6 kick-started with two significant innovations towards the program's efforts to be down to earth and more applicable in handling leadership challenges facing developing societies such as Tanzania. The innovations involved a refocusing and "instrumentalisation" of the curriculum. Under refocusing, while retaining the basic structure of the previous thematic areas from which specific topics were selected, both of these aspects (themes and topics) were reformulated so as to respond to the basic question: What implications does the subject matter under the themes and topics have for African, Regional and more specifically Tanzanian development opportunities.

Under "Instrumentalisation", for the first time in the history of the program (YLTP), from the very start of the session in February, the trainees are carrying out groups' project work alongside and backed

up by the normal training sessions under their refocused thematic and subject areas. The groups' project work is on a chosen African, Regional but specifically Tanzanian leadership area of concern. For manageability and in support of the Fourth Government's signal call for enhanced and speedy attention to citizen development aspirations, the embracing theme is UONGOZI, KASI NA STADI YA UTENDAJI, literally, Leadership and Energized Implementation.

These two inputs are expected to contribute towards the realization of very distinct value to the program. First the graduates of this program are likely to demonstrate clearer understanding of practical leadership challenges at the conclusion of the program, emanating, especially from their involvement in the groups' project work. Secondly, the graduates will have drawn for themselves an indelible "foot-print" to the letter and spirit of the program from their groups' field work project documents as they are likely to remain as reference material for subsequent programs, here and elsewhere.

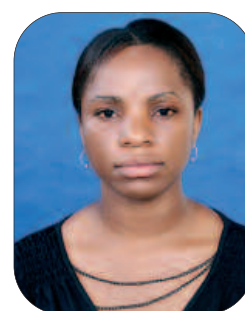
Let me conclude this statement by making two reflections underlined in the principle that "a good leader should help others to take proper direction at the cross road..." The YLTP6 is taking place in the absence of the full-time duty station Resident Director Mr. Reinhold Einloft. He had to prematurely terminate his duties in early March, 2007. This aspect left behind some slot of "emptiness" in the stream of the leadership structure of the program. On behalf of the Team of Trainers, I would like to take the opportunity to pay tribute to the leadership distinction which Mr. Einloft left behind, notably his exemplary collegial leadership style which even after his absence the program has continued smoothly nourishing on his legacy as well as the institutionalized structures of the

Foundation and the respective officials. In this regard, special credit must go to Mrs. Adda Schmidt-Ehry who practically and on a day to day basis coordinates the programs of the Foundation. But secondly the trainees and tutors would like to pay tribute to Mr. Juergen Peters, who is doubling the Kampala (Uganda) and Dar es Salaam offices for taking keen interest in the program progress.

Finally as we have always been acknowledging, whichever success the program has attained, it has been fuelled by the diligent support the sending institutions, the broader public and previous trainees have rendered to it through suggestions, physical participation and your broad interest in it. I invite you to use this news organ as our meeting place for the further enhancement of the program.

Prof. Max Mmuya  
Coordinator, YLTP

## The New Me.....



Leading people without any knowledge on leadership skills is not so easy. It happened to me and FES came to my rescue!

My first temptation came when I was elected as a class representative just during my first year at the University of Dar es Salaam. I got so many challenges and I nearly stepped down.

Fortunately enough, I was called to attend an interview at the FES for a leadership-





Some of the YLTP VI trainees contemplate an issue in a participatory manner during one of the YLTP sessions held at the FES Conference Hall, Dar es Salaam.

training programme. The results came out and I was among the few successful trainees.

Within a short period of training, I acquired knowledge that helped me to lead my fellow students. It is my expectations that I was liked by everyone and got voted to represent a class for the second time during my second year of study.

With all the praises, I simply thought that contesting for the third time would not be reasonable, as I could probably deny others to show their talents. I decided not to run in the race for the third term.

I insisted to conduct fresh elections for the 3rd year class representative before going for the June holiday. That gave me an occasion to learn from the new leader and also share my experience with him. Thanks to YLTP, for training me not only to be a leader but a good leader!

Then my knowledge and experience gave me courage to contest for the post of Public Relations Officer for the Student Global Aids Campaign Tanzania Charter (SGAC).

Talking with SGAC members was a bit exciting. I was calm during the interview and went through the first selection. Then I was elected along with other three contestants to participate in PR activities.

But that is just the first part as winning the post. I am sure that I sail through because of the vast knowledge that I acquired at the YLTP. Something you too can learn from me. I am patient, but confident. FES has groomed me to be knowledgeable and competent!

We are currently conducting fundraising campaigns for the organization and through this we have managed to pay school fees for two children living at CHAKUWAMA orphanage centre. We are also engaged in public talks against HIV/AIDS.

As leaders, we must participate in activities that are designed to promote political

stability in the country, promote health and boost the economy of the people for the betterment of every Tanzanian.

In most of the Africa counties and the global world in general where FES is operating, I can proudly and publicly stand and proclaim that I am one of the FES family. I witnessed this warm welcome

from the people in Ethiopia and Kenya where the FES family is also operating.

That's the new me with new family, new perspective, new focus, new recognition and everything in me.

*Zamda George is a former YLTP V trainee and was one of the best performers in the year 2006.*

## FES course on leadership eyes teacher on global issues



The Youth Leadership Training Programme conducted by the Friedrich-Ebert-Stiftung (FES) has enabled me to find answers to major challenges facing the global world. The course structure leaves no stone unturned.

During pursuing my leadership-training course, the trainers were able to guide me to fully comprehend on major issues facing the global world. The curriculum of the program was fully packed with relevant materials suitable for a young leader. I was excited to learn issues on Globalization and its features!

The program does not only equip trainees with structured courses, but also promotes networking among people from different professional backgrounds. I was able to interact with young politicians, lawyers, students from higher learning institutions and of course, trainers and tutors.

This gave me an opportunity to gain extra knowledge from my fellow trainees who practise their leadership skills at different areas of their work places. I shared with them how it is to practise leadership skills as a teacher at secondary school.

I learnt how well cooperation should be enhanced especially when you need to achieve a certain desired goal. In this regard, the YLTP course contents insists on Democracy Consolidation and application of the democratic features such as transparency, truth, consensus, accountability, honesty, just to name a few.

This is practically done during the summer school sessions. For us, we had an opportunity to set our training camp at Njuweni Hotel in Kibaha and Badeco Hotel, Bagamoyo. We then had an opportunity to visit the International Criminal Tribunal for Rwanda (ICTR) in Arusha. The visit enabled me to understand the challenges of the ICTR in fostering legality and management of public affairs in the Great Lakes Region. It is my hope that the mistake of 1994 Genocide in Rwanda will never be repeated in any nation within the Great Lakes region and Africa in general!

Generally speaking the knowledge and experience I gained at the FES, has made me to be patriotic to my country and hence guard my country from all possible challenges, be it war, corruption or HIV/AIDS. I stand to defend my country and people of Tanzania.

Lastly I kindly request the organizers to enroll a greater number of trainees and if possible, extend the program to cover other regions.

Long live YLTP Programme, Long Live FES and Long Live the cooperation between Tanzania and Germany.

*Mr. Kizito Lawa is a teacher at Jangwani High School and former YLTP IV trainee.*

Ms. Marie Binti Shaba emphasizes a point during one of the YLTP VI sessions held at FES Conference hall, Dar es Salaam.



## YLTP: the mindset tuner and engine for development



Leadership as it may sound is a very important component in the social structure. It may be a natural phenomenon to some and an acquired to others. But one thing is for certain, leadership qualities need to be realized and replenished. It is in this context that the Youth Leadership Training Programme (YLTP) is an important and fundamental catalyst for any society that needs to grow economically, socially and politically – the kind of growth that Tanzania needs urgently.

It is in this similar understanding that the majority of those who were informed about this course, positively responded by applying. However, it was not an expected opportunity for the majority who turned for the interview to succeed in a tough competition in which only twenty two were required. At the day of the interview, many applicants assembled at the FES compound, hoping to be chosen among the few lucky ones who would then be groomed as prospective leaders of this country.

It was an extraordinary moment for me and no doubt for the rest of us who were

informed on our admission into the programme. It was an opportunity to replenish, rekindle and rejuvenate our leadership qualities. It is through such a systematic programme that one gets an opportunity to discover oneself as to what extent he or she is of a leader.

The YLTP has competent personnel in various fields of practice who moonlight as visiting trainers. They have vast practical experience in their relevant fields of study.

It was early February 2006 when we began our leadership training. Just at the onset, the programme groomed us to be active and cooperative. Participants came from the government, civil societies, higher learning institutions, NGOs and political parties. It was such a consortium with rainbow-reflections of a social structure among the young peoples' community.

All the course contents of the YLTP5 were beneficial to all participants. Some of the areas covered communication skills, administrative law, constitution and constitutionalism, Democracy and Rule of law and various issues of national and international concern.

It is in this context therefore that I would like to appreciate the methodology used in the programme.

Group Discussions: These discussions involved trainees, tutors and trainers. This approach has proved to be very effective-learning approach, suitable for a highly involved group of people like the YLTP trainees. Through this approach, practical questions and contributions were given

out, realistic problems were shared and best solutions were provided.

Summer school: This is designed for knowledge and impact-making approach. It is a systematic mind-tuning with one week residential programme where trainees get an opportunity to spend much time together along with their trainers in an isolated place for a comprehensive period of one week. During that time, participants are drawn to presentations, discussions, conducting informal evening study-groups, and organized groups attempting timed assignments. After the summer school, a trainee feels knowledgeable and able to perform much better when exposed to a particular critical situation.

The methodology applied in recruiting and training puts YLTP the best programme available in tuning the mindset of the young men and women in leadership positions or those aspiring to take leadership roles in the society and national level. This programme therefore, creates capable personnel who could be used in accelerating the process of development in the country.

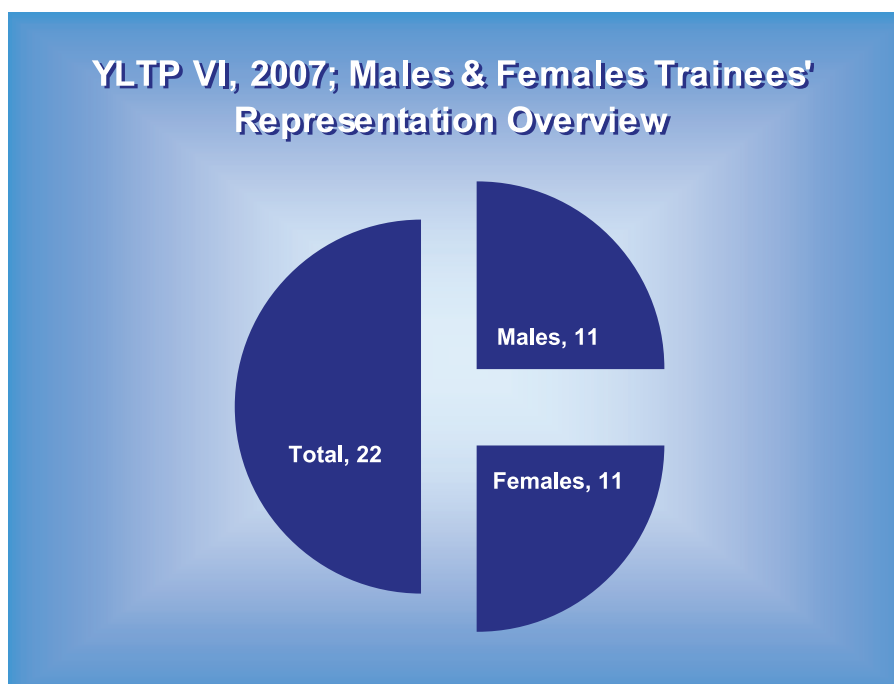
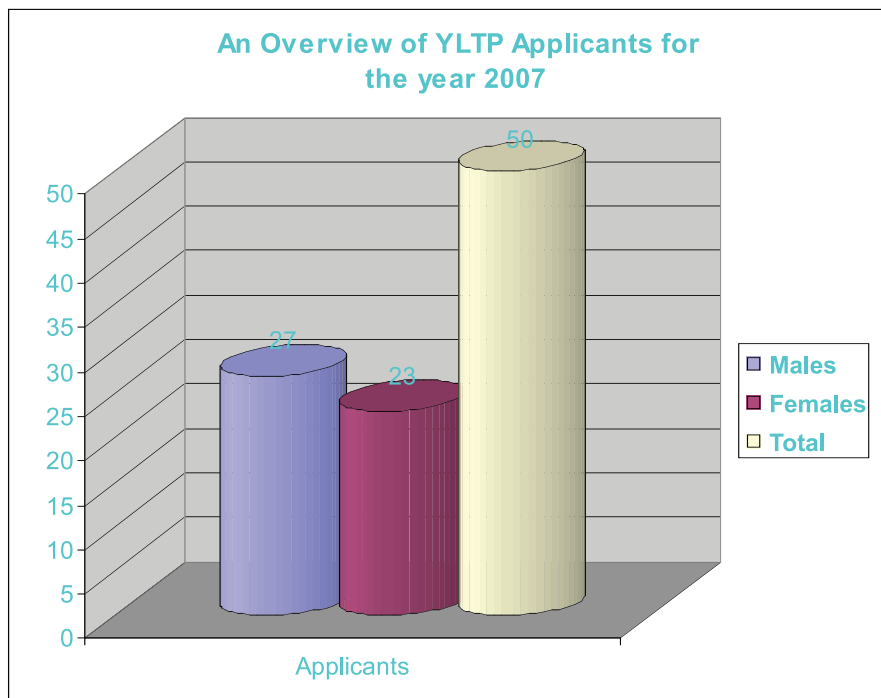
Long live YLTP !!!

**Khalid R. Mlanga**  
Former YLTP V Trainee

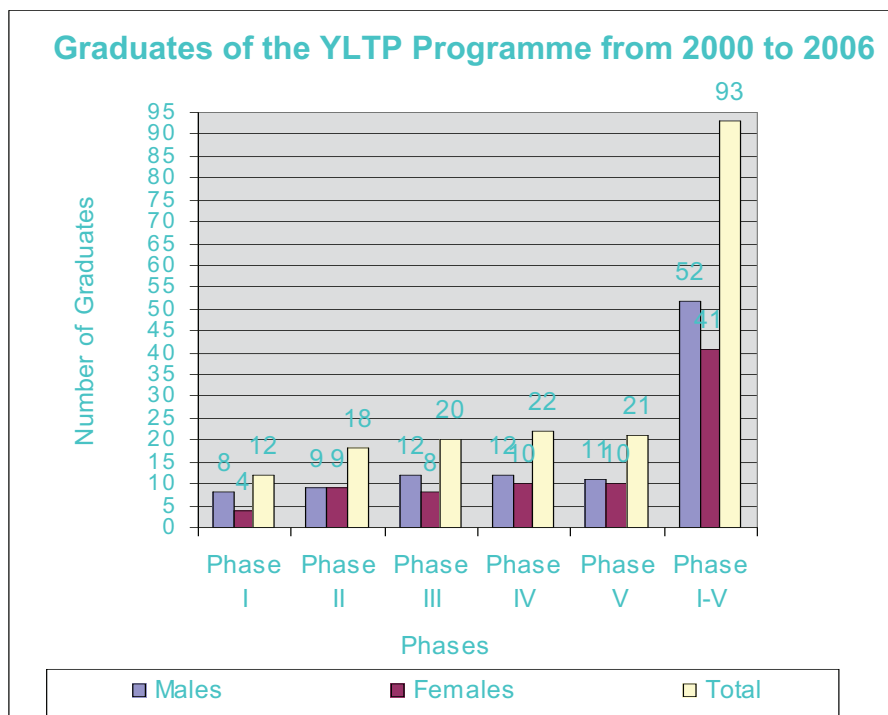
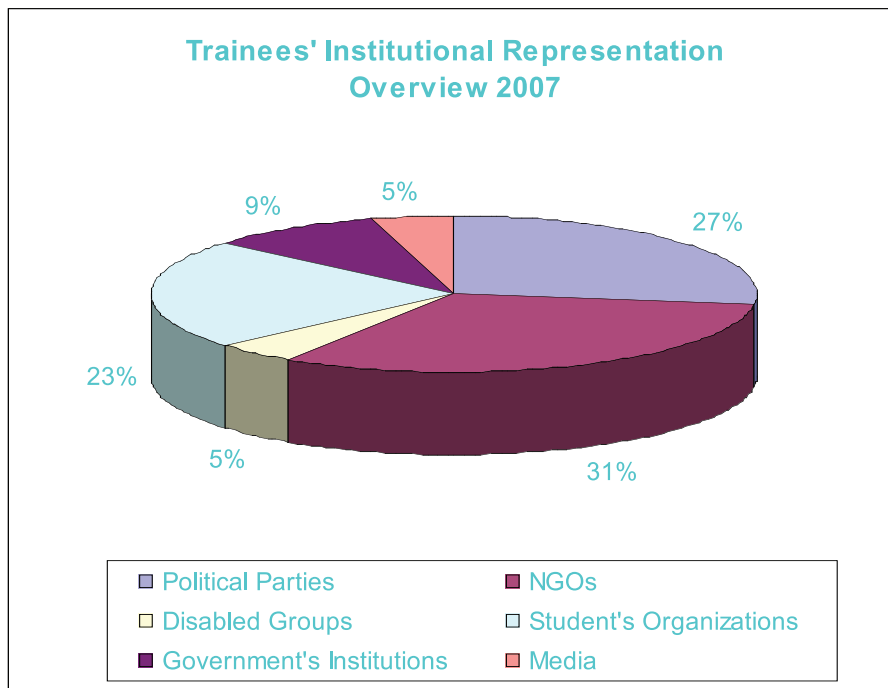
**Managing Editor and Director,**  
**Familia Newspaper**



Gender Balance! Since the inception of the YLTP programme in 2000, the issue of Gender Balance and Equity has become one of the defining features of the program. In the current programme out of the 22 trainees both male and female share an equal representation of 50%.



YLTP VI program consists of highly motivated and enthusiastic young leaders. The photo depicts some of the trainees during one of the sessions on Public Speaking and Writing Skills held at the FES Conference Hall, Dar es Salaam.





# People behind the YLTP.



Mr. Juergen Peters  
FES Resident Director



Prof. Max Mmuya  
YLTP Coordinator/Trainer



Mr. Ally Msaki  
Tutor



Prof. Mwajabu Possi  
Trainer



Mr. Moses Kulaba  
Tutor



Mr. Wilman Kapenjama  
Tutor



Ms. Marie Shaba  
Trainer



Mr. John Jingu  
Tutor



Mr. Godfrey Kalagho  
Editor



Ms. Esther Riwa  
Tutor



Mr. Amon Petro  
Secretary

## Next Issue:

Next Issue: In the next issue we will continue sharing with you the articles from our trainees and some more beautiful colours from the first summer school held at Kibaha Conference Centre. You may also have the chance to see the faces of the people behind the FES.

### Editorial Board

Mr. Juergen Peters  
*Resident Director*

Prof. Max Mmuya  
*Program Coordinator*

Mr. Amon Petro  
*YLTP Secretary*

Mr. Godfrey Kalagho  
*Editor*

If you have any views  
to share with us please contact:

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