



YLTP

NEWSLETTER

December 2005, Vol - 2

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2nd

Issue of

Youth
Leadership
Training
Programme

A word from the Resident Director



Dear Reader(s)

Once again I welcome you to our second issue of the YLTP Newsletter published by the FES-Tanzania office. The production of this second issue underscores our commitment and promise to keep you ever updated about the YLTP and any other developments taking place here at FES and Tanzania in general.

Since I last communicated to you in the previous issue many changes/things have taken place here at the FES and Tanzania in general. There were a number of milestones and I am sure you will enjoy reading some of these developments in the pages that follow in this issue.

The YLTP IV, which started in January 2005, has been progressing very well and as planned. The trainees graduated with their certificates in December 2005. For those who successfully completed the course, I say congratulations and wish you



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

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Prof. Mwajabu Possi stressing a point during the Youth Leadership Training Programme (YLTP IV) second summer school held at Badeco Hotel, Bagamoyo – Coast Region

prosperity and luck in your careers as leaders.

There were national political developments in Tanzania and my home country Germany that may be of relevance to mention in my communication to you. In Tanzania we witnessed a general election during which Tanzanians (Mainland and Zanzibar) elected their President, members of parliament and councilors. I was particularly very impressed seeing Tanzanians go out to the polls and exercising their right to choose their leaders. For the trainees this was definitely an example and demonstration of how leadership is acquired in any democratic society.

The FES and YLTP team of trainers and tutors were very gratified to see some of its YLTP former trainees taking part in the elections as candidates. For those who succeeded, congratulations! But for those who were not lucky to sail through, I say never despair because there is always another time.

In Germany there was a general election that changed the political landscape and we saw the first ever female Chancellor elected to our country's highest political office. Her name is Mrs. Angela Merkel. Because of the almost equal Parliament seats between the Conservative CDU and the Social Democratic Party SPD, the former government, Mrs. Merkel was forced to form a great coalition. This is one of the recommended solutions in resolving political differences. Probably in the next issue I will have chance to share with you more about German's political and leadership developments. As a starting point, we have included in this issue a brief note of the Friedrich-Ebert-Stiftung (FES) and its objectives in Tanzania. I am sure;

this will give you an idea of what we are as a foundation and probably motivate you into seeking more knowledge and possible areas of collaboration with the foundation.

The new YLTP V will be kicking off in January 2006. For those institutions and organizations who are interested in joining the programme please apply as soon as possible. To facilitate your application process we have included our contact address in this Newsletter.

Once again I am very glad about the dedication of our staff at FES, especially the trainers and tutors of YLTP.

I wish you a Happy New Year 2006

Reinhold Einloft
Resident Director

Message from the Editor



Dear Readers

Welcome again to our second issue of the YLTP Newsletter

On behalf of the Editorial Committee, I am indeed grateful for the support and comments that we have continued to receive since our first issue. We encourage you to keep writing.

I am sure you will find this issue another interesting one. Once again, we bring you the voices of the YLTP trainees as they write and speak out on their vision for the youth. You will hear George Kahangwa on what it takes to be in the leadership battle field, how young people need to push out of the cocoon. In another article you will read from George Omondi and his new philosophy for the youth in the East African Region.

Also in response to your requests and recommendations, we will gradually expand the number of columns and articles, published by the YLTP Newsletter as resources allow. We thus encourage the YLTP graduates to be at the vanguard of this expansion by contributing short articles and stories. The contributions could be a short succinct article about the YLTP and yourself or your institution. Or it could be a personal account of some of the leadership challenges that you are facing after graduating from the YLTP.

It may even be a short story of an exemplary leadership and problem solving initiative in your local neighbourhood that you think could go for a 'best practice' that could be replicated in other areas or institutions.

The articles or stories do not have to be sophisticated. What we want are just simple precise short interesting articles! Please send them to us and we will nibble them down word by word into an exciting article or testimony for our readers. We want the world to hear you!



Mr. Damas Ndumbaro from Maleta & Ndumbaro Advocates stressing a point during his presentation on Administrative Law at Badeco Hotel, Bagamoyo



Dear readers, our Newsletter, is growing strong, we are unique, we are different, please keep reading!

Moses Kulaba
YLTP News Letter Editor

A word from the YLTP Coordinator



Dear Readers,

Following the inaugural Newsletter of the Youth Leadership Training Programme (YLTP) I am very pleased to invite our readers to its second issue in which we would like to emphasize two points.

The first point is to acknowledge the general appreciation the first and founding issue received from around the Region and elsewhere. For us in the YLTP this is an encouraging development in so far that the Newsletter has served one of the basic goals for which it was founded, that is, to serve as a platform for exchange of experiences by the former graduates as well as an information outlet about the activities of YLTP to the larger public. We therefore invite the readers and audiences to this forum to contribute whichever materials that will take the newsletter to

higher grounds of information dissemination on issues of common interest. We also exhort the previous graduates in particular to exploit this platform and use it as an "alumni framework" where they seek to comment on the application of their training at their current sites. Few and short sentence, anecdotes and reminisces about their experiences will be immensely welcome. They will serve as binding bonds in our common endeavour towards energized efforts at excellence in leadership for Tanzania.

Secondly we would like to share with our readers the highlights of YLTP IV. The first is with regard to the conduct of the programme. Based on the previous well thought out programmes, this year's attracted many applicants including those from previously least known but very strong and enterprising Civil Society groups. This factor added the number of the potential team of viable future leaders and partners to the sponsoring foundation, the FES and to the entire program itself. Alongside that development, the quality of trainees presently has also considerably grown better. For example the academic qualifications of the trainees in the current year included graduates, some pursuing their post graduate programmes at universities, yet others with already post graduate degrees in various disciplines. For us this trend not only was symptomatic of the high regard the programme is given by the applicants and their supporting institutions, but also provides a challenge to the trainers and tutors to meet the expectations of such group of participants.

In this regard it is worth noting that the blending of regular end of the month sessions, two confined one week Summer School and study visits to leadership practice sites in Arusha were highly appreciated as unique learning approaches which only the YLTP offers. During these field excursions, the trainees came face to face with the problems and leadership challenges facing Tanzania and the East African Region in general. We are still expanding the curriculum to suit the recommendations of our trainees and the institutions they come from. For example this year's curriculum (2005) we included a subtopic on Administrative Law. This was in response to the recommendations made by our trainees in the previous sessions. The objective is the YLTP flexible and comprehensive and relevant to the trainees.

The second highlight is that YLTP IV took place in a major elections year. It is refreshing to note that both previous and current trainees exploited the eventful space to assume varied elective leadership positions while others took hind seats to counsel, advice and encourage contesting candidates. We congratulate them upon taking such bold steps and demonstrating that the seed and spirit acquired at during the YLTP did not land on the rock!

Finally, I am grateful to the core team of trainers, the programmes administrative secretary and the guest speakers who very ably and with immense commitment, steered the programme to this conclusion. Besides their inputs on their areas of competences, their individual and personal testimonies on various leadership





Hon. Ditopile Mzuzuri (centre), Regional Commissioner, Coast Region making the opening remarks at the first summer school held in Njuweni Hotel, Kibaha, Coast Region. On his left is Prof. Max Mmuya the YLTP Coordinator and Mr Mchomvu from the Institute of Social Welfare.

experiences added a touch of relevance and inspiration on the areas they addressed themselves to before the trainees.

I would like to conclude, as I did in the first issue of the Newsletter by underlining the point that in all these efforts, the FES in Dar es Salaam, has demonstrably translated the much cherished goal of working in partnership by providing, material, financial and good will support to the programme.

I wish you a Happy New Year 2006

Prof. Max Mmuya
Coordinator-YLTP

FES-Operations

As you might all be aware, Friedrich-Ebert-Stiftung (FES) is a German non-governmental political foundation which works as a private, non profit, cultural institution. The organization adheres to the principles and basic values of social democracy. FES has been operating in Tanzania for more than 30 years during which it has been co-operating with many different partner organizations.

The strongest emphasis of our work has been laid in the development and stabilization of democratic structures. Therefore our main objectives are to support:

- New Economic Strategies
- Trade Liberalization and Customs Union
- Regional Integration
- Democratic Institutions

As a step towards achieving the above objectives, the foundation has been undertaking different activities such as

trainings, workshops, conferences, consultancies, research, international work-stays, publications and political education.

YLTP IV: Comes to an end with an Academic Bash in Bagamoyo

The YLTP IV which commenced this February 2005 progressed with out any major impediment and came to an end with a graduation ceremony in December 2005. During the YLTP IV a total of 22 trainees were selected out of which 2 dropped out of the programme leaving a total of 20 who lined up for graduation in December 2005 after completing their one year course.

Like in the previous YLTP where besides the regular class sessions there are summer schools conducted out side Dar es Salaam, the YLTP IV trainees' second summer school took place in Bagamoyo. This was yet another opportunity for the trainees to make intensive consultations with their trainers and tutors on a wide range of subjects covered during the regular YLTP sessions. By any standards, the Bagamoyo summer school session was unique and it was no wonder that the trainees described it fondly as an 'Academic Beach Bash'.

This was because of the pristine and serene nature of the training venue which was located adjacent to the Indian Ocean. During the class interludes, the trainees often broke off from the routine classroom to take a cool bash into the Indian Ocean.

YLTP trainees perspectives

Already in the line of duty:
Youth liberation depends on
us



It is now a year since I and several other youths graduated from the Youth Leadership Training Programme (YLTP) III organized by the Fredrich-Ebert-Stiftung (FES). One may wonder where the

former YLTP trainees are and whether they are currently applying the knowledge and skills acquired from the programme.

The answer obviously is; we were trained to lead, the youth in particular and I am already doing that. Any former YLTP trainee, who is currently practicing leadership, can be described as one already in the 'battle field! Of course, like those who graduate from a military academy, one becomes a soldier unless one's training was a mis-use of resources.

Thanks to the YLTP that molded me into what I am today. Soon after completing the YLTP programe I was elected Chairperson of the National Youth Wing of the NCCR-Mageuzi.

As though the training was a forecast, all the duties I execute as a National Youth Chairperson relate to the topics we covered. Quite often I am obliged to make decisions, act and speak on behalf of the youths. In all these responsibilities I have had confidence and performed my duties with due diligence, thanks to the knowledge and skills that I acquired from the YLTP training.



Moderation and Facilitation Skills: One of the YLTP IV trainees expressing his presentation skills during one of the YLTP IV sessions. Trainees are usually availed a chance to practically exhibit what they have grasped during the course.



The young people under my leadership have little to worry when it comes to democracy and conflict resolution since me as their Chairperson was trained by Prof. Max Mmuya in this area. Similarly, Gender mainstreaming has taken a top notch slot in the party's youth wing because I was nurtured on these issues during the YLTP by Ms. Maria Binti Shaba. Besides, for the first time in the party's history, the youth wing is implementing some developmental projects. This is mainly attributed to the skills acquired after being trained by Mr. Wilhelm Ngasamiaku. I have also been able to practice my communication skills through TV and the various Radio programmes in which I had to speak on behalf of the Tanzanian youths.

Moreover, YLTP equipped me with some useful techniques that I have been applying as a Civic education facilitator at Agenda Participation 2000 (AP2000). AP2000 is a national Non Governmental Organisation which promotes and teaches democracy and Civic education in Tanzania. AP 2000's Civic education programme targets youth and using the skills acquired during the YLTP I have been able to skillfully handle this enthusiastic social group whenever sent on assignments.

My story of the YLTP can not be complete without sharing a unique experience that I went through during one of the East African Regional Conference organized by the FES in August 2005 in Arusha. The conference was aimed at reflecting on the political developments in the East African Region and here I sat and shared views with delegates from the East African Region: these included distinguished academicians and political practitioners.

I was proud and discussed issues with confidence because I felt at home in any FES function. I had been trained and in the presence of Prof. Max Mmuya, coordinator of YLTP who was also coordinating the regional conference I had to demonstrate that what I had learnt during the one year YLTP course was not lost!

Nevertheless, life after YLTP has not been smooth all through. Indeed it can never be! Leadership is like in the battle field where there 'sugar crystals' which come along with victory, there are also 'bitter pills to swallow' which may come with the pains of defeat. The challenges of leadership can be summed up in this old war passage which reads:

In the real battle field
 there are ups and downs
 when there are opportunities
 not failing them is all one has to do
 when there is no readymade weapons
 creativity proves useful
 when moving forward seems very difficult
 commitment keeps you going
 when the enemy has an equivalent
 weapon
 a better trained mind determines the
 winner
 and
 when victory is attained
 you remember where you came from
 and the colleagues you have been
 working with

This passage echoes my acknowledgement of the precious treasure that FES has placed in my hands. Secondly, it is a reminder to all former YLTP trainees that if we were trained as soldiers (leaders) we should not take pride in simply knowing the war techniques but in going to the

leadership frontline and liberating the youth from the contemporary socio-economic problems like HIV/AIDS, ignorance, drug abuse, corruption, unemployment etc.,

Someone has to assure the youths victory against such impediments. That 'someone' is none other than you and me. Indeed it is quite wrong to bury a talent given to you like the third 'gentleman' in the famous Jesus' parable.

Mr George Kahangwa is also currently an MA student at UDSM

By George Kahangwa
 YLYP III Trainee

Purposeful action is required for East African youth, says George



For the incumbent political and civil society leaders in East Africa, the best strategy for containing the 'noises' of the young generation has been to adopt a quasi policy which I could describe as 'accommodation.'

The principle of 'accommodation' could be described as a deliberate strategy of making someone comfortable within the limited means and space. Under 'accommodation' as a strategy an individual is placed in an invisible cage that restrains his/her movements. This strategy survives on manipulation and pseudo rewards which ensure that the individual and youth for this matter are



To acquire leadership skills knowledge needs a high degree of comprehension and concentration as exhibited by these two trainees during one of the YLTP IV sessions.

kept in the 'waiting' for quite sometime.

Over the years this has been a strategy which has been adopted and practiced by some leaders in the civil and political circles of the region. As a consequence the young people have been not able to engage actively in the transformation of the East African region.

I think that up to this point enough is enough! Young activists in the region must rethink their role in the region and what contribution they can make towards developing the region. We must reawaken and rally back our young colleagues who have fallen victims to this strategy of accommodation and thus conformed to the *status quo*.

My argument is that the current political and civil society leadership should create an enabling environment in which young people freely live and excel to realize their full potentials. The youth need

to have a strong presence in the leadership circles of all sectors. This therefore calls for young people to build a pool of competent youth who are capable of taking over leadership from the current generation. I know this may be quite distasteful to the older generation but it's the appropriate way forward. The youth must be able to act collectively to ensure that this line of thinking is progressively pursued.

This new niche of youth of engagement is what I could describe as 'a transformation strategy' driven by 'collective' action for a common purpose of taking roles in the leadership of our people. This cause must be spearheaded by a breed of young cadres who have a generally acceptable set of credentials to drive the region forward. The YLTP provides an opportunity for producing young people of this calibre.

As young people, we must be unwavering in our resolve to push for change and be part of it at every stage of the journey. Often, we will need to renew our commitment and re-energize ourselves by reviewing our ideological lineages and seeking new partnerships where necessary.

Of course in pursuit of this objective, we will continue to draw from the wealth of knowledge and experiences of the older generation. This is because their knowledge and experience is useful in advancing our course. I believe it is only then that we shall make progress in transforming the East African society. This has to happen today and tomorrow may be too late!

By Omondi George –
YLTP II Trainee

Mr. George Omondi is currently a senior programme officer with the Centre for Direct Democracy (CDD) an NGO based in Nairobi, Kenya.

YLTP V-2006

The Youth Leadership Training Programme (YLTP) V will commence in January 2006. In response to the overwhelming demand from institutions dealing with youth matters wishing to participate in this exciting programme, we have included our contact address at the end of this Newsletter. Kindly write to us and don't forget to attach your organizations' profile.

We wish you good luck!

Next Issue:

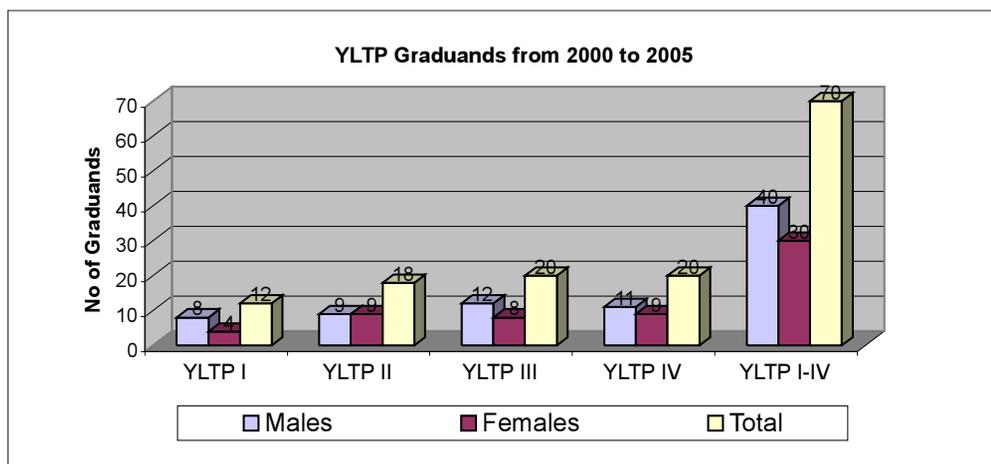
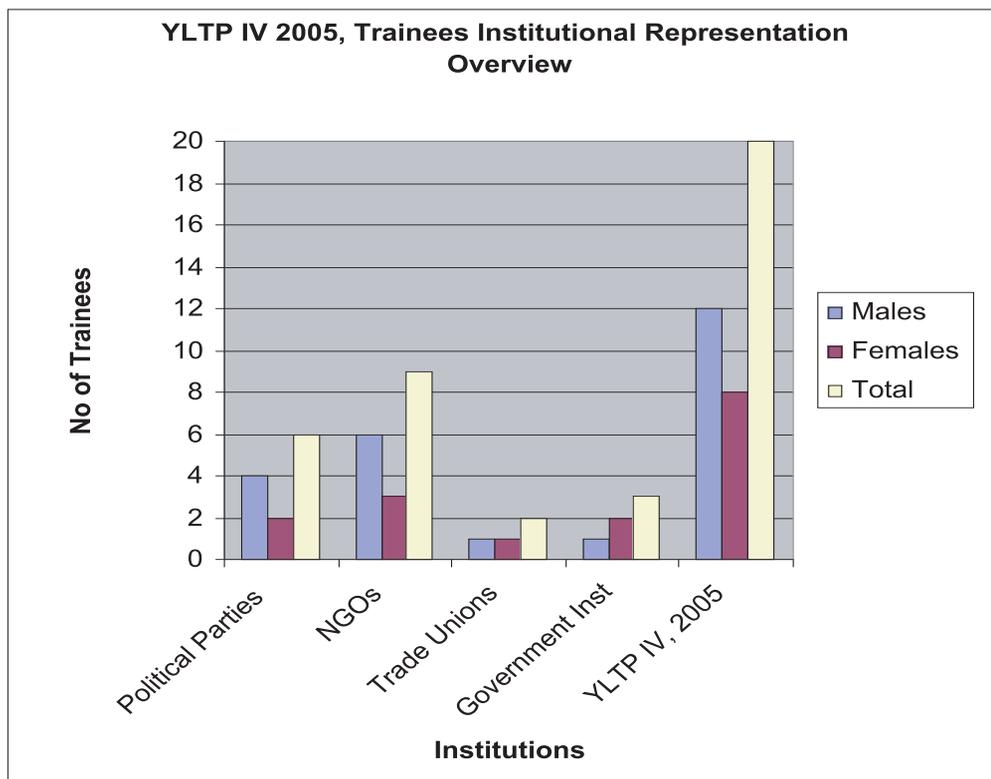
In the next issue we will continue bringing you exciting stories and articles, including beautiful colour pictures from the graduation ceremony of the YLTP IV and inside stories of the best trainees. You will hear their stories as they reminisce with pride about the secret to their success.

We will also take you to Bagamoyo for an extra ordinary story on the *Kusinga Custom* and why it left the trainees captivated and talking about it, what is it? How was it practiced and by who and on who? Was it an African expression of passion and love or another form of gender discrimination and male domination? Keep reading through these pages.

Some of the YLTP IV trainees in a jovial mood after the completion of summer school I held at Njuweni Hotel, Kibaha- Coast Region.



YLTP IV Institutional Representation Overview-2005



Who is Who in the YLTP



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FES Resident Director



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Prof. Mwajabu Possi
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