



# YLTP

NEWSLETTER

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1<sup>st</sup>  
Issue of

Youth  
Leadership  
Training  
Programme

## A word from the Resident Director



Dear Reader(s)

Welcome to our first issue of the Youth Leadership Training Programme (YLTP) Newsletter published by Friedrich-Ebert-Stiftung Tanzania Office.

Since YLTP started four years ago it has always been our long term vision to improve the network and to share with you in-depth information about this exciting programme for young leaders.

However due to a number of obstacles this vision has always remained a concept paper. Today we are glad that we have been able to overcome some of these obstacles. At last this news letter is born.

We are indeed grateful to the team of trainers and tutors who have dedicated their time and intellectual endowment to the YLTP for the last four years.

We are grateful to the past and current trainees who have remained always loyal and demonstrated maximum interest and



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The Youth Leadership Training Programme (YLTP) which started four years ago has been steadily growing. Currently, it can be described as one of the best innovations responding to the training needs of Tanzania and Africa's future leaders.

willingness to learn and gain new experiences.

As you know, this programme (YLTP) is part of our endeavor to strengthen the democratic institutions by contributing to building up a cadre of committed leaders in Tanzania.

Therefore we are indebted to our partners and all the sending organizations that responded to our requests and enabled this programme to take off. We are also indebted to the new organizations that have joined us along the way all those that have expressed interest in having their young women and men take part in this programme.

As Resident Director, I am deeply thankful to the Friedrich-Ebert-Stiftung members of staff who have worked tirelessly to ensure this programme takes off and sustains its momentum over the last four years.

Through this newsletter we will keep you informed on the further development of YLTP and the resumes and progresses of the trainees and graduates of this programme. We will also make announcements in regard to the forthcoming events and opportunities. We also remain open to receiving your views, comments and recommendations on how best we could improve on the YLTP programme.

Please keep us informed on the personal and professional growth of the YLTP graduates and how they are progressing at their places of work and whether you think this training was of any assistance.

As Mwalimu Nyerere once said, "Leadership may be good or bad or indifferent but if the people are aware of themselves, it will not for long be

completely unrepresentative of the attitudes of society".

We hope our efforts will be able to build a good leadership which is capable of steering Tanzania and Africa as a whole into a progressive future.

Thanks for being part of us and nice reading

Reinhold Einloft  
*Resident Director*

we move along this long journey of building good leadership for Tanzania and Africa as a whole.

Moses Kulaba  
*YLTP News Letter Editor*

## A word from the YLTP Coordinator



## Message from the Editor



Welcome to our first issue of the YLTP Newsletter. On behalf of the YLTP editorial team I am glad to be part of the team that has worked tirelessly to bring you this issue. The YLTP Newsletter will be informative, educative and also inspiring to all our trainees, sending institutions and all readers. Through this Newsletter we intend to keep you abreast about the YLTP, how it is organized and why whoever graduates through YLTP never remains the same. You will read and listen to the voices of the pioneers and the current trainees.

Dear readers and former trainees, it is from your support that we draw our inspiration. Please keep in touch with us as

The Youth Leadership Training Program started in 2000. At the time of its inception, little did we know that it would transform itself into such a popular programme of this magnitude and stature. But four years later, it has expanded into a first class training programme benefiting many young people and their parent organizations. One icon of that growth is the production of this newsletter."

From our carefully developed and expanded curriculum, we hope to respond to the acute needs of our trainees and their parent organizations especially at this moment when we attempt to groom them into a generation that can squarely meet the gigantic challenges in this diverse and globalised world.

For us as trainers and tutors, being at the core of this exciting programme is a calling that we cherish and feel honored to

## Prof. Max Mmuya emphasizes a point at one of the YLTP training sessions



be associated with. We implore our trainees to also consider the 12 months of their training as a unique moment of personal and intellectual stimulation and maturity.

We feel honored by the sending organizations who have over the past years trusted us and placed their young men and women under our hands for a period of initially 18 months (from December 2000 to July 2002) and currently 12 months. We will always look back with joy at the moment we started the program but keep focused to achieving the goals we envisioned.

With the same strength, the trainers, tutors, sending organizations and trainees, both current and previous, cherish in special recognition and appreciation the support the Friedrich-Ebert-Stiftung (FES) has rendered to the success of the program. It has been a real example of work in partnership.

This newsletter is a platform and medium of sharing information. Please let us exploit it reminisce on our past and construct the future we want through dialogue and exchange of our experiences on leadership.

**Prof. Max Mmuya**  
*Coordinator, YLTP*

## Background

The Youth Leadership Training Programme (YLTP) is a unique training programme which was started by Friedrich-Ebert-Stiftung (FES)-Tanzania in 2000. The programme aims at enhancing the moral and intellectual standing of young people so that they can become good future leaders. The YLTP is not an

alternative to classroom or University Education but a supplementary learning process for young people and potential future leaders.

## Training methodology

The training revolves around three major pillars: Basic knowledge on a variety of disciplines for a leader has to be able to link ideas and navigate between various disciplines. The training methodology also involves techniques and instruments which equip the trainees with managerial capability and ethics to address the personality and morally based issues of leadership. The trainers apply various participatory learning techniques and visualization materials. Reading materials, take home assignments and every trainee has to submit a project paper at the end of training as partial requirement for the completion of the training programme.

## YLTP selection criterion

The selection of YLTP trainees is undertaken through procedures. The biggest share of trainees is recommended by institutions that are directly involved in youth matters. These institutions include political parties, government ministries, religious organizations, NGO's, trade unions, students' organizations etc

Other trainees are recruited from partner organizations that have been closely associated with Friedrich-Ebert-Stiftung (FES)

The eligible trainees are women and men younger than 36 years of age at the point of entry. The total number of trainees selected range between 17 and 22 with at least 40% women.

The eligible trainees are nominated by their organizations and thereafter subjected to oral and written interviews conducted at the Friedrich-Ebert-Stiftung (FES) on the basis upon which the best are selected to join the programme.

## YLTP trainees' institutional representation expands

One of the objectives of the YLTP is to create a net work of collaborators among future leaders from the different segments of society. Therefore the YLTP draws trainees from various institutions that are directly dealing with youth matters.

Initially the trainees came from the Ministry of Labour, Youth Development and Sports, Zanzibar Chief Minister's Office, Ministry of Education and Culture, Chama Cha Mapinduzi (CCM), Civic United Front (CUF), CHADEMA, NCCR-MAGEUZI, Tanzania Teachers Union (TTU), Association of Zanzibar Non Governmental Organizations (ANGOZA), Radio Tanzania Dar es Salaam (RTD), Television Zanzibar (TVZ), Institute of Journalism and Mass Communication formerly known as TSJ, University of Dar es Salaam Students' Organization (DARUSO) and EnviroCare.

However this list has expanded from 14 organizations in 2000 to 35 sending institutions by 2005. This resulted from the



Ms. Marie Shaba in one of the YLTP training sessions.

need to diversify the recruitment base and also to cope with the overwhelming demand and interest that has been expressed by various institutions about the programme. The YLTP intends to expand further the list of sending institutions and therefore encourages more institutions to take keen interest and to participate in this programme.

## YLTP reviews curriculum

The YLTP has reviewed its curriculum to adequately meet the information gaps and knowledge of the trainees and their sending institutions. As effective from January 2005 the new curriculum will also include legal and environmental issues. The expansion of the curriculum was in response to the suggestions and recommendations made by the trainees and the sending organizations during a mid term evaluation which was conducted in July-September 2004.

The YLTP Curriculum is developed in a participatory process that involves the trainers, tutors, trainees and the sending institutions and members of the public. FES provides an advisory role on the scope and nature of the curriculum. The summary of the current curriculum's session topics and themes is as follows:

*Globalisation, Economic themes, political and public administration, essential management themes, media and communication themes, leadership, Information and Communication Technology (ICT), HIV/AIDS, Gender, environment and basic legal issues.* The

field excursions and study visits are a permanent feature of the YLTP's curriculum.

## Summer schools and field excursions

To provide ample time for teaching and enhance learning to the trainers and trainees respectively the YLTP conducts a residential training session modeled around the concept of a summer school. During this period, the trainees are camped at a serene place outside Dar es Salaam City for intensive training and academic discourse.

The trainers have the chance to explore in detail some of the topics that would not be adequately captured during the regular sessions. The trainers also test whether the trainees have mastered the concepts and skills imparted during the normal classroom sessions. During the summer schools external resource persons and practitioners are invited to share their personal insights and experiences with the trainees.

## Field excursions: 'Face to face with reality'

The YLTP class made a field excursion to Arusha where they visited the International Criminal Tribunal for Rwanda (ICTR), the East African Legislative Assembly (EALA) and the Arusha Municipal Council Offices.

The field excursions are regular and permanent feature of the YLTP and it is aimed at enabling the trainees to relate the theory with practice. During the excursions the trainees meet with the actual players in the field and have the chance to share and learn real life experiences on various leadership challenges and problems facing Tanzania and the East African region and Africa in general. In the past, field excursions have been made to the Chama Cha Mapinduzi (CCM) offices in Zanzibar, the Chief Minister's Office, the Zanzibar House of Representatives as well as the Civic United Front (CUF) headquarters in Zanzibar.

## YLTP graduation: Moment of joy and honour

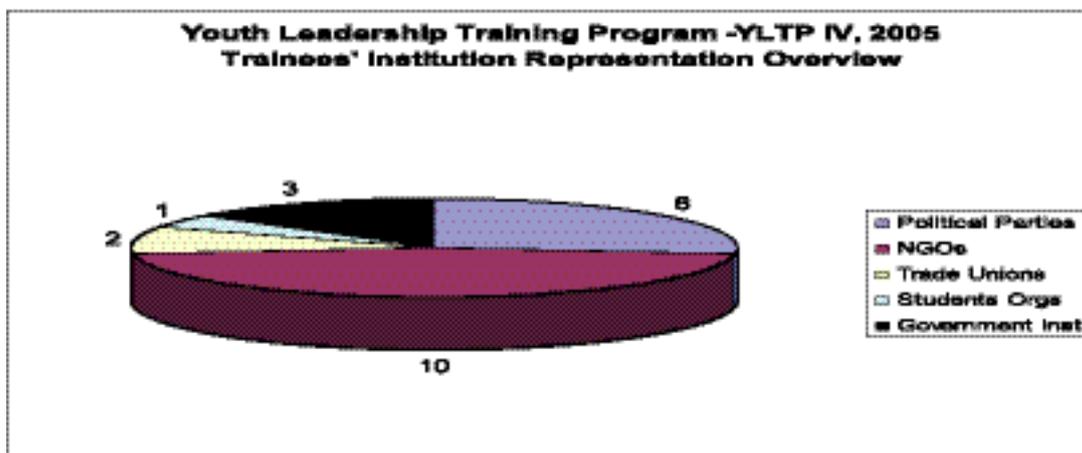
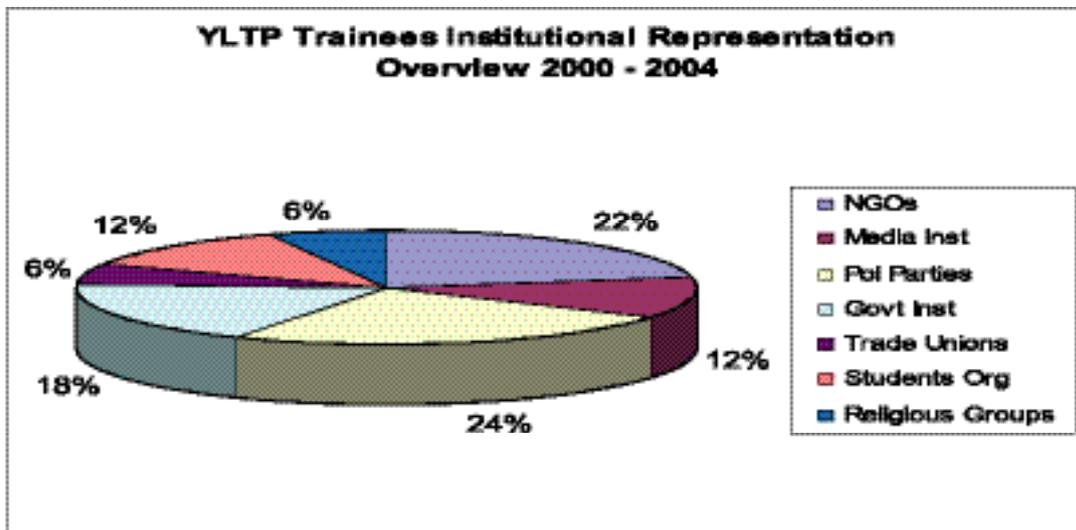
The graduation ceremony was yet another in a series of similar events that are conducted at the end of every YLTP programme.

The graduation ceremony is presided over by a distinguished person in the public or private sector. While as the graduation ceremony marks the conclusion of the YLTP programme it also symbolizes excellence and honour for both the FES, the trainers, tutors and trainees. During the graduation ceremony all the trainees are awarded colorful certificates of merit. The best trainees rewarded with prizes and also offered opportunities for internships.

The trainees listening attentively during the summer school session held at Njuweni Hotel, Kibaha.



## Trainees Institutional Representation Overview from 2000 to 2004





A group picture of the YLTP III trainees together with their respective trainers and tutors during their field excursion to Arusha.

## Trainees profile and experience

### YLTP drove me to political leadership

One morning of October 2000, the then youth Director of CHADEMA party asked me to come to the Headquarters of the Party located at Kinondoni in Dar es Salaam City. By then I was a second year economics student at the University of Dar es Salaam. He gave me a letter from Friedrich-Ebert-Foundation (FES) about Youth Leadership Training Programme (YLTP). I read through it and thereafter I was nominated by the party to attend the interview and also informed that if I qualified I would attend an 18 months Youth Leadership Training Programme.

I accepted the honour without really knowing the benefits of the course. I was just excited to attend the course organized by FES and coordinated by Prof. Max Mmuya whom I had not met but read his famous book entitled: Political Parties Reform in Eclipse. I attended the interview, met the people I did not know with exception of the few like Ms Halima Omar (by then Halima was Faculty Secretary of the Faculty of Arts and Social Sciences and I was her Chairperson). I was selected to join the course and started a long unbreakable journey of successes with very few disappointments.

Yes, a long unbreakable journey! Of course I had problems during the tenure of

my traineeship at FES: I was suspended from the University for almost a year, I was arrested by Police for demonstrating against IMF policies in Africa and faced many other hurdles. But the support I received from my fellow trainees in terms of encouragement was unprecedented. I counted these problems as challenges. I faced them and turned them into opportunities.

I was never a political scientist-YLTP trained me to be not only a political leader but a politician who can analyze matters objectively. I remember hot debates on politics with my fellow trainees especially from other parties. The discussions were very hot and sometimes emotional but always informative. In the course of the training period almost all trainees discovered our single goal of building a



prosperous country using different vehicles. I used to tell my colleagues from other parties to join my party-CHADEMA, which I always told them was the most serious and youth friendly party in Tanzania. I often advised them that it was important to be pro active and foster cooperation amongst all political parties in Tanzania. I strongly believed that cooperation would enrich diversity and learning of different paradigms and insights of political issues affecting Tanzania and the East Africa region as a whole.

I took my first lesson on project writing skills during the YLTP sessions. It was very fruitful as during the time this Dutch Non Governmental Organisation (NGO) called Institute for Multiparty Democracy (IMD) came to Tanzania and started funding

political parties with representative in Parliament. I was tasked by my party to write the project which would be presented to IMD for funding. Using skills on project writing trained by able trainers in YLTP I, I managed to write this project and the party received its first foreign funds to train party leaders in regions. I made it, YLTP made it!

YLTP informed and taught me new things. I learnt issues of conflict reduction, the work of parliament and the East African Community (EAC). The study visit to Zanzibar and the interaction with fellow youth from Kenya and Uganda expanded my views and understanding of the East African region. It was an experience I would never forget in my life, learning and political life.

Due to YLTP I managed to get more involved in the reform of my political party-CHADEMA. I participated in the restructuring of CHADEMA and made it more people oriented and more democratic. Building on the momentum of reform that had started in 2001, a new leadership was elected and I was elected into the Central Committee of the Party. Later I was subsequently elected the Director for International Cooperation. I dedicate all my achievements in politics to the knowledge and the people I met during the YLTP I. Both the trainers and trainees were men and women of refined intellect and frankly a fine a lot of great people.

I am now working with the FES on the Cotonou Project as the Project Manager. I believe hard work and my excellence during the YLTP have enabled me to cope with the challenges of this position. I now believe hard work and daring to ask for the quest of knowledge pays.

When I look back in retrospect and turn

One of the best performers of the YLTP III trainees receives her prize during the graduation ceremony held in 2004 at the Court Yard Hotel, Dar es Salaam.



towards the future I think programmes like YLTP are very important to Tanzania. Currently there is a training vacuum on leadership skills. In previous years the youth were prepared to be good leaders through the political and social pressure groups' youth wings like the Tanganyika African National Union (TANU) youth league.

In spite of the gains that had been registered by these Youth training leagues before and shortly after independence, the introduction of plural politics in Tanzania did not take into consideration continued support of these institutions. As a result any body thinks he or she can become a good leader without proper training. As a consequence some incompetent leaders have been able to rise to high positions of responsibility. The Friedrich-Ebert-Stiftung (FES) through the YLTP bridges this training gap. I propose it's an effort worth emulating by other institutions.

By Zitto Kabwe  
YLTP I Trainee

### Young leaders should train more

Tanzania's and Africa's social, Political and economic situation requires good governance and proper resource management to steer development that's why the YLTP is a unique opening for young leaders in Tanzania and the entire region.

The YLTP has enriched me as a young leader with multiple skills and knowledge. As one among the youth who passed through this programme. I was equipped



with leadership skills and knowledge in the area of Information and Communication Technology (ICT), Communication Skills, Interpersonal and Inter Organizational Communication, Public Relations, Advertising and Marketing themes as well as Research Proposal writing.

Through the YLTP, I was able to expose myself to a wide range of knowledge and skills that I would have not been able to get anywhere under a single programme. Most of the regular classroom training acquired through the formal education system is too narrow and does not prepare us adequately to take on the challenges of leadership.

The YLTP expanded my perception and views of issues and I can now make competent analysis of any information I receive. Previously the limited information I received through the media made me feel falsely proud and informed about the social, economic and political issues occurring amidst my society. But during the YLTP, I discovered that the information received through the media was so limited and not adequate enough to make sensible analysis and judgment over issues.

I was exposed to real life situations and interacted with the practitioners and this also made the YLTP a unique exposure. At the conclusion of the training I discovered that young leaders should continue to seek more information and to take up opportunities like those offered by this unique programme. As the years go by, I will always look back and marvel at the opportunities that this programme offered to me.

By Loveluck Philip  
YLTP III Trainee

## FES German trainees in YLTP

The YLTP also receives support from FES trainees from Germany. The German trainees attached at FES for a three months internship provide administrative support to the YLTP and also exchange views and ideas with their Tanzanian counterparts. Since 2000 the following German trainees have participated and contributed to the YLTP

- Ms. Karin Wandschura
- Ms. Verena Uka
- Ms. Selvi Venzlaff
- Ms. Verena Schonleber
- Ms. Thessa von Barby
- Ms. Katrin Delitz
- Ms. Nora Kempmann
- Ms. Katharina Kuss
- Mr. Martin Haars
- Mr. Juergen Mikschik

## Accomplishments so far

Since 2000 the programme has been rapidly expanding and currently ranks high amongst the projects executed by Friedrich-Ebert-Stiftung (FES), Tanzania Office. The Friedrich-Ebert-Stiftung (FES) department at the German Headquarters in Bonn and Berlin recognize the importance of this training to young people. The FES-Africa office has thus recommended all FES offices in Africa to see how similar programmes could be set up in their respective countries.



## YLTP Talk Show; Leaders are born or made?

A picture of the panelists who took part in one of the intriguing YLTP talk show captioned Leaders are Born or Made? Seated from left to right; Prof. Max Mmuya; YLTP Program Coordinator, Hon. Asha-Rose Migiro (MP); Minister for Community Development, Women Affairs & Children, Mrs. Mary-Beatrix Mugishagwe; Moderator and Mr. Zitto Kabwe; YLTP I Trainee.

The number of trainees has increased from 12 trainees in 2000 to 22 trainees in 2005. As mentioned previously the curriculum has been expanded to suit the identified training and knowledge gaps of the trainees and their respective parent organizations. The current number of graduates stands at 51 and is expected to rise as the YLTP progresses.

## YLTP IV-2005 commences

The Youth Leadership Training Programme (YLTP) IV has already started and progressing as planned. The recruitment of trainees for this years programme was held on 17th and 18th

February 2005 and classes commenced on 25th February 2005. During the current programme a total of 52 eligible trainees applied out of which 38 attended the interviews. This was an increase by 10 applicants from 42 applicants/nominated for interviews last year. Out of the 38 eligible trainees who attended the interviews 22 were selected for the programme.

The YLTP is keen on gender and encourages women to participate in the programme. Out of the 22 trainees selected for the YLTP IV this year 10 are women and this represents 45 % of the total number of trainees. This stands above the current national average requirement of women participation in all activities which currently stands 30%.

## Next Issue:

In the next issue we will bring you a list of the YLTP I, II and III graduates and clearly indicating where they are and what they are doing since graduating from the YLTP programme. The graduates will also continue sharing with you their experiences and insights about the YLTP programme and how they see the future. Keep reading these pages!

### Editorial Board

Mr. Reinhold Einloft; Resident Director  
 Prof. Max Mmuya; Program Coordinator  
 Mr. Amon Petro; YLTP Secretary  
 Mr. Moses Kulaba; Editor

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