



# YLTP

NEWSLETTER

## Youth Leadership Training Programme

June 2006, Vol - 3

### The Resident Director's Statement

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Dear Reader(s)

The English have got a common saying that "A promise is a debt"

Welcome to our third YLTP Newsletter published by the FES-Tanzania office. The publication of this third issue signifies the commitment and fulfillment of the promise I made to keep you ever updated about the YLTP and any other developments taking place here at FES and Tanzania in general with regards to leadership and development topics.

The YLTP V, which started in January 2006, has been progressing very well and as planned. So far three exciting training sessions have been successfully executed. The most unique aspect for this year's YLTP is not only do the males and females trainees share equal proportion of 50% representation, but also the level of competitiveness is high. The trainees have pledged to excel intellectually and emulate what has been achieved by the former trainees of the YLTP.

Currently, a number of YLTP graduates are holding high ranking positions in their respective organizations and the public domain. A glaring example is Honorable Zitto Kabwe, Member of Parliament for Kigoma-North Constituency who was one of the pioneer trainees of YLTP in 2001 (Later he worked as a Desk Officer within my office). Our objective as foundation has been to sharpen their attitudes and to equip them with necessary skills for the benefit of their respective organizations and the nation at large. We are glad that steadily but surely this objective is being achieved.

May I take this opportunity to congratulate the fourth phase Government of the United Republic of Tanzania for ably steering the Country this far. You may remember that at the time of publishing our last issue of the YLTP Newsletter, Tanzania had just come out of a highly contested democratic election. A new regime was just taking shape and had not yet settled in office. Albeit the difficulties of drought, famine and power shortages faced since December





Some of the enthusiastic YLTP V trainees in one of the training session held at the FES Conference Hall, Dar es Salaam.

2005, the performance of the new government has been impeccable. To us the new regime is a good example of what it takes to be a good leader. We wish you success.

Dear readers, as you might recall in our second issue of the YLTP Newsletter I promised to share with you some insights about Germany's political and leadership development. In the following pages of this issue I have tried to present a summary perspective of the Social Democratic Party (SPD) and its agenda for social progress in Germany. I intend in the subsequent issues and whenever possible, to share with you Germany's political, economic, social and cultural developments as they emerge. I hope you will enjoy reading it and get

acquainted with Germany's politics and its people.

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. The FES staff has been part of the winning team, keeping this programme in its tip-top shape until this far, I am thankful. I would most profoundly pay tribute to the 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 a tall beacon of hope above the rest. Keep supporting us!

**Reinhold Einloft**  
Resident Director

## A word from the YLTP Coordinator



Dear readers,

The YLTP V came on the heels of a successfully completed YLTP IV, whose graduation was held at a colorful ceremony at the Court Yard Hotel in December 2005. Remarkably, this graduation ceremony was different from others in the past. In an unprecedented show of prowess, five out of the seven best performing trainees of that program were female. For us as trainers, this superb overall female performance reflected the level of competition which has come of age within the YLTP and by extension, in the larger society.

Instantaneous to this result, there was quick talk amidst the trainers that this excellent performance was probably an indicator that the women are assuming control of the academic arena. There was even an attendant suggestion that after conquering the classroom, the women were now out to claim the number one position in leadership. Be it as it may, you may want to dream and wish with us that the next President of the United Republic of Tanzania be a female and an associate of the YLTP.!

In the previous issue, I expressed my sense of inspiration and feeling of gratitude that

## Message from the Editor



Dear Reader(s)

Once again this issue of the YLTP Newsletter is packed with interesting articles which are full of words of inspiration and wisdom. From the politics of Germany and its people to the Isles of Zanzibar where the YLTP trainees are taking leadership by storm, this Newsletter has surveyed.

Do not miss to read the insights of a young YLTP graduate who now "has a vision" while in the third article Frank Mugogo has

a case to make for the YLTP and Youth Self Employment in Tanzania.

As I pecked away on my computer trying to assemble and finalize this edition of the YLTP Newsletter, the current regime led by President Jakaya Kikwete had just its first 100 days in office.

The new administration's performance had been ranked as 'superb'. It reminded me of the first topic that we normally have at YLTP on a profile of a good leader. I kept wondering what it takes to be a good leader and what qualities one needed to assemble a regime that works best and delivers to the aspirations of the led.

I halted a bit and tried to think about the leadership style that the new President had adopted. I thought as the YLTP V progressed this would be the best question that the YLTP trainees would have to answer at the end of their training this year. As I wrote, I felt that this could also be the theme for this edition-'Leadership and what it takes to be'.

Keep reading these pages!  
**Moses Kulaba**

You deserve to get this prize!  
Those seems to be the words of  
the Guest of Honour; Hon. Pandu  
Ameir Kificho to Mr. Ally Msaki  
who was one of the best  
performers of the YLTP IV 2005.



the YLTP was growing robust and strong. This was based, at least in part by the growing numbers of applicants and diversity of sending institutions over the previous years. I priced this steady increase as symptomatic of the high regard that the trainees and their sending institutions had for the programme. Once again, I would like to register mine and the Foundation's appreciation for the increased support we are getting from all stakeholders of the program. In particular, I would immediately want, to thank the Tanzania Gender Network Program (TGNP) for responding in a unique way to our initiative to collaborate with partners in the same trade.

In that same issue I also pointed out that

this increase was a challenge to the tutors and trainers to meet the expectations of such a group. Six months into the YLTP V, I am honoured to report that the trainers and tutors have responded very well to these increasing demands of a diverse and highly enthusiastic group. The findings from our quarterly evaluation and monitoring indicate that trainees feel that the trainers and tutors have handled the first three sessions with a high degree of professionalism and diligence. The trainees also find the training facilitative of their expectations.

By the time of publishing this issue, the first Summer School will have been concluded. I am sure the trainees will have had an opportunity to engage in academic

discourse with their trainers and the various guest speakers lined up for this great event on the YLTP calendar. As usual each will have had a lot of life long experiences and stories to tell thereafter. I wish them the best of luck and enjoyment.

Once again, I join the Resident Director of the FES in thanking our partners and the sending institutions that have bestowed the trust in us over the past period. To my colleagues, the trainers and tutors, the YLTP V represents another chapter of the long journey and commitment we have taken to contribute towards leadership in Tanzania.

Let us keep the flame burning!

**Prof. Max Mmuya**  
Coordinator, YLTP

## German Politics and Leadership Issues The Social Democratic Perspective: Social Progress for Our Nation

As you may already be aware, the Friedrich-Ebert-Stiftung (FES) is a German political foundation with an inclination towards the Social Democratic Party (SPD). Following the recent political developments, the SPD faces a new challenge of working in a grand coalition led by Chancellor Angela Merkel of the Christian Democratic Union (CDU).

As a people's party the SPD is obliged to formulate and run political programmes that improve the lives of Germans. In this first article on Germany and its people, we present some of the high lights of SPD's programme and challenges as presented to the party's central committee early this year.

SPD can reflect with pride on the successful years of government as part of

the 'red-green' coalition of SPD and Buendnis 90/Die Gruenen (the Green Party) and the Chancellorship of Gerhard Schroeder. In the seven years since 1998 social democrats have helped Germany to move forward. SPD overcame stagnation, worked decisively and assertively, even when there was strong opposition.

Some important issues of SPD politics:

- *Beginning to renew the country and working to pull the nation together, finding answers to globalization and demographic developments.*
- *Forward-thinking investment in education and family policy, thus creating more opportunities and an important foundation for future prosperity.*
- *Setting the wheels in motion for*

*strengthening economic competitiveness through innovative policies*

- *Energy policies as an exemplary reaction at the international level to the problems of diminishing raw materials and climate change.*
- *Efforts to make the Country more liberal and cosmopolitan*
- *Placing self-determination at work and in society at the hub of our policies for the disabled people, thereby changing fundamental attitudes to such issues.*
- *Ensuring that Germany remained a peaceful nation, conscious of its commitment to its alliance partners and willing to face up the challenges of the new international conflicts but still free to make its own decisions.*





A networking atmosphere:  
One of the objectives of the YLTP program is to create a networking and cooperation atmosphere among the trainees!

The Agenda 2010 programme was and is the necessary and fundamental answer to structural changes in Germany. It is the social-democratic answer to globalization and to an ageing population. Some reforms have already been successful and much is now beginning to take effect, while other issues still need to be tackled.

Large-scale reform needs time to work through. SPD had to face some failures under the difficult and new conditions of globally networked markets. Basically SPD was not able to achieve the desired measure of growth or, more importantly, the increase in employment. That is the reason why SPD suffered defeat in a number of key regional elections in recent years and ultimately why the coalition was not able to continue its work.

The mandate from the voters in the 2005 general elections was clear. The SPD was no longer able to form a coalition government with the Green party alone, at the same time, the conservative CDU and CSU and the liberal FDP were for the third time in succession unable to achieve an outright majority. SPD entered into a coalition with the CDU and CSU.

This grand coalition process poses new challenges for all three parties. It demands effort from all sides, but it also offers the opportunity of making use of a large joint parliamentary majority to implement overdue structural reforms in Germany, to reconsolidate the public finances – a process which had suffered from a constant blockade policy by the conservative alliance in the Bundesrat (upper house) – and to strengthen the viability of democratic policy and the trust of the population in democracy itself.

The result of the election shows equally clearly that most people in the country want renewal, but also a viable social state. There is no majority in favour of a policy of market radicalism or for a policy which closes its eyes to the challenges facing us here and now.

The broad social-democratic mood in Germany is located between the political poles of social illusionism and market radicalism. This broad political current desires renewal with a social conscience. At the same time, this mood does not deny that change and reforms are necessary but it does want the social balance to be

maintained. The majority of people in Germany want hard work to be rewarded without losing a sense of solidarity. Participation in exchange for results has always been the basic economic and socio-political consensus in Germany, and there is no reason whatever why this concept should be abandoned.

The SPD is the party which represents this basic precept more strongly than all the other political parties. As the big left wing people's party in Germany SPD can claim to represent all those who, whatever their own situation or political beliefs, are in favour of social justice.

The SPD is committed to shaping policy in an active way, to participating in the new coalition and making a success of that coalition. However, SPD policy does not end there: the SPD will continue to play an independent role as a political party, to provide social democratic answers to the questions of our time and to fight for their implementation.

*Source: Adapted from a text from FES London Office*

*In the next issue: Challenges of SPD as a left wing people's party.*



## YLTP molding leadership in Zanzibar

Since the inception of the Youth Leadership Training Programme (also popularly known as YLTP) sponsored by the Friedrich-Ebert-Stiftung (FES) Tanzania office, a number of young Tanzanians have acquired significant skills

in leadership.

Although the number of enrolled trainees in this annual course is still relatively small (if compared to Tanzania's overall youth population) one can already see the YLTP's impact on its trainees and graduates thereafter.

Over the last four years a number of YLTP trainees and graduates have already taken up positions of leadership in different institutions. Most of these trainees pride

themselves to have gained their confidence to lead during and after completing the YLTP course. Their demonstrated confidence after the YLTP training has won trust from their institutions. They (YLTP graduates) are now trusted as capable leaders who can deliver on their respective organization's goals and missions.

The positive impact on the YLTP on leadership has not been restricted to the Mainland Tanzania. The FES's deliberate policy of 'extending the course across the

What is life without ambitions!  
 "I want to emulate what has been achieved by the former trainees of the YLTP". These seems to be the words from one of the trainees to his colleague during the introductory session of the YLTP V.



Indian Ocean' and recruiting trainees from Zanzibar has equally had insurmountable effects. The YLTP has literally molded leadership in Zanzibar.

The number of YLTP trainees from Zanzibar who have taken on the mantles of leadership in various civil society institutions, government departments and political parties is big however the following and their respective portfolios could be mentioned:

The YLTP trainees have also made a mark by taking part in some of the major national democratic processes. In the 2005 general elections, a number of YLTP graduates from Zanzibar, were among those who contested for elective positions in their respective constituencies. An example to mention here is Masoud Juma Sanani who contested in Mpendae Constituency for election to the Zanzibar House of Representatives on the Civic United Front (CUF) party ticket. Despite the fact that Sanani may have not made it to the House of Representatives, his efforts just indicates the zeal and vigor to take up higher offices that exists amongst YLTP trainees.

Indeed, sources from the political campaign trail indicate that by any comparisons, the YLTP trainees who contested for political office may have been better than their opponents. Our sources indicate that the YLTP trainees were competent but just lost on 'technical grounds'. At this point I defer explanation of what 'technical grounds' means to the future. Please do not ask me why?

The impact on the YLTP on its trainees from Zanzibar is further more vivid at the Civil Society level. The operational success of some of the most pro active NGOs in Zanzibar like the Zanzibar Youth Forum (ZYF), Zanzibar Youth Promotion Centre (ZYPC) and Mikunguni Youth Development Organization (MYDO) can be attributed to

the YLTP.

These organizations have been doing a commendable job in Zanzibar and are currently highly appreciated as model organizations in promoting the welfare of the youths in the isles. It is undisputable that their development is directly linked to the leadership skills and knowledge acquired by their current leader from the YLTP. After their graduation, number of YLTP graduates has been entrusted with high profile positions within these organizations.

The Zanzibar Youth Forum for example, has been successfully sending trainees to the YLTP since 2001. Currently, the organization has a profile of YLTP trained and very able leaders. These dynamic young leaders have been the spirit behind the success associated with this organization. Mr. Maulid Suleiman, a graduate of YLTP II is Zanzibar Youth Forums' serving Deputy Secretary General.

The impact of the YLTP has also been felt on Zanzibar's twin Island of Pemba. Mr. Salim Sururu, one of the pioneer YLTP trainees is a Deputy Head Master of Fidel Castro Secondary School.

Among others, the YLTP aims at bringing young people face to face with Tanzania's cultural diversity and the challenges facing our people. This far, the YLTP has enabled young people from Zanzibar to come in close contact with their counterparts from the mainland. A good profile of able Zanzibar's future leaders has been created. However, I am not confident whether the young people from the mainland have had an opportunity to see the whole picture of Zanzibar.

Zanzibar is popularly known as 'The land of cloves and spices'. As part of our deep culture in Zanzibar we welcome all visitors and especially those who bring knowledge. It is along this background that I



*Mwashamba Suraka, Officer in charge of Union Matters, Office of the Chief Minister*



*Masoudi Juma Sanani, Member of Central Committee CUF and former Contestant, Zanzibar House of Representatives*



*Simba Mashaka Kubingwa, Head Human Rights Section, Ministry of State for Constitution and Good Governance*



*Samiah Seif, Deputy Secretary General, Zanzibar Youth Promotion Center*



Ms. Mwashamba Suraka from the Chief Ministers' Office receives her certificate from Hon. Pandu Ameir Kificho; the Speaker of the House of Representatives during the graduation ceremony held at the Courtyard Hotel, December 2005.

recommend the next YLTP session or summer school be held in Zanzibar

Long live as we mold the future!

**By Mussa Kombo, YLTP IV**

**Zanzibar**

*The author is the Secretary General of Zanzibar Law Society and graduate of Yltp IV*

## Equipped to Shine, I have a vision

Tanzania like many African countries has been in need of competent and good leaders to maintain peace and to promote development. Tanzania requires a competent breed of leaders to fight diseases and corruption which have become a nemesis of our time.

The prevailing situation of under development and economic distress in Tanzania and other developing countries in the East African region requires people with a vision to tune government in line with aspirations of its people. The Youth Leadership Training Programme (YLTP) organized and hosted by the Friedrich-Ebert-Stiftung (FES), in my view, is a long term measure to provide such an astute brand of leaders.

The YLTP curriculum inter alia offers training on a wide range of subjects which by my consideration are vital in building a caliber of Tanzania's future leaders. The



course offers hands on training on politics and the national economy. The training offers skills on a Culture of Democracy and Competition, Management, Negotiation and Conflict resolution skills. These subjects by any standards are vital subjects for building a caliber of future leadership which will ensure the survival of the Tanzanian nation.

Being a trainee and now a graduate of the YLTP -IV, I am equipped and now have a vision. After graduation from the YLTP, I have realized that good leaders can be trained. I have a vision and see myself as a competent leader playing a significant role in the prosperity of Tanzania.

My attendance of the various interactive sessions and workshops during YLTP programs gave me this vision of a better Tanzanian society. I now have courage to take on the multiple challenges of leadership that are associated with building this prosperous society.

The YLTP increased my exposure to the greater part of reality of the challenges that our people face and the acute need for good leadership in providing solutions to these problems.

Tanzania requires able leaders to successfully fight the prevailing social, economic and political problems like HIV/AIDS, Corruption and the need to increase the standards of living of our people.

My one year of training at FES was a unique moment of personal and intellectual stimulation and development. Not only did I get a certificate but also built my public relation skills during interaction with practitioners from

different institutions and organizations. During this interaction I learnt new ideas and shared various experiences.

This interaction has sharpened my knowledge of management, negotiation, research and understanding of the challenges facing our national economy. My knowledge of contemporary political events in Tanzania and how they affect our lives has been expanded.

I also discovered that the power of communication through the media influences our day to day life. Indeed communication has become part and parcel of our lives. The media influences how we see the world and attempt to address the problems facing our people.

One unique thing about the YLTP is that it plays a great part in raising the inner most spirit of awareness of its trainees and empowers them to deal with real life situations.

My interaction with fellow trainees increased my knowledge and social interaction skills. This was compliment by the summer schools where we (trainees) got adequate time to interact with each other and shared life experiences with people from different institutional and professional backgrounds. It was a life long learning experience that has changed me forever.

My last word to the current and future trainees is, to utilize optimally their time during YLTP sessions so as to harvest from the abundant pool of knowledge from their trainers and tutors.

I have a vision!

**By Matrida Simfukwe  
YLTP IV**

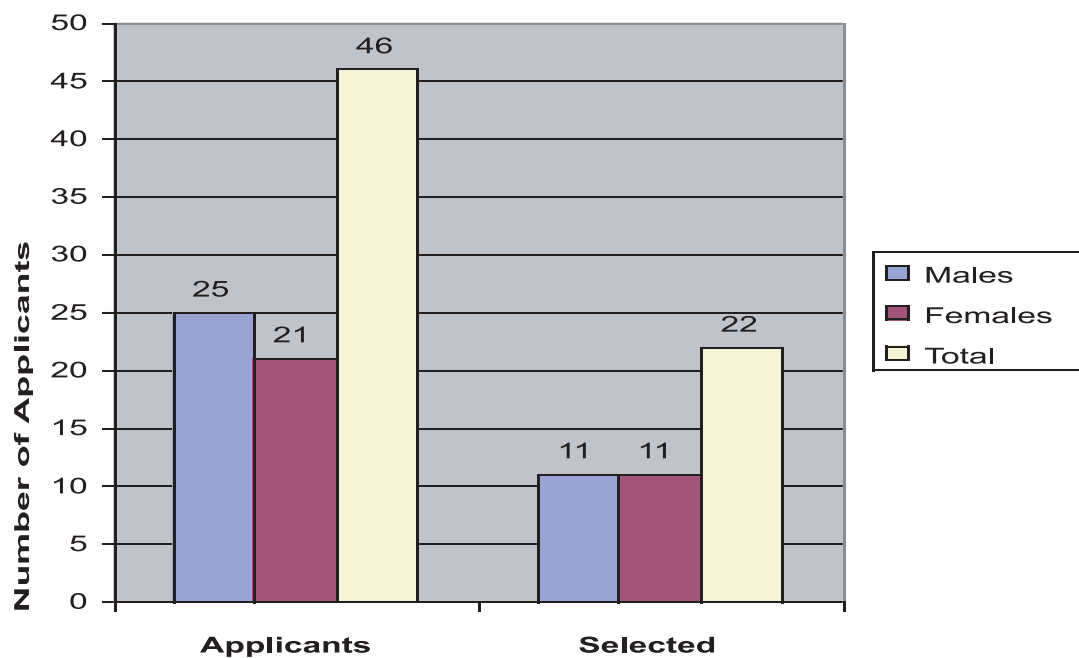
*The author was one of the best female trainees in YLTP IV*

# Leaders in making!

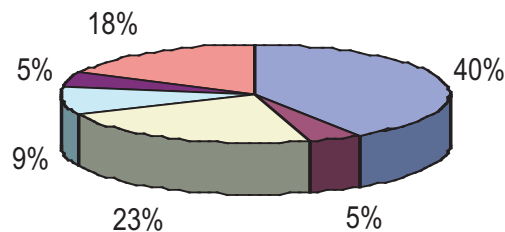
A picture of some of the YLTP trainees during their excursion to the East Africa Legislative Assembly (EALA), Arusha. A Study tour like this one not only exposes but also inspires the trainees to fulfill their leadership ambitions.



**An overview of the YLTP applicants and selected trainees for the year 2006**



**Institutional Representation Overview, YLTP V, 2006.**



- |                     |                           |
|---------------------|---------------------------|
| ■ NGOs              | ■ ZNZ Speakers' Office    |
| ■ Political Parties | ■ Government Institutions |
| ■ Trade Unions      | ■ Students' Organizations |

# Youth and Self employment: Why YLTP is a well structured course

If anybody speaks about what and how to improve life and get a prospective stable future in life, the answer often given by our forefathers has often been "get self employed". I have no objection to being self employed because as a 'self employee', one has the discipline and leverage of making his own decisions and allocating his resources optimally. However my biggest question has often been: Are the youth really prepared for self-employment? Do our society and institutions prepare young people for self employment?

Self employment implies coming face to face with the challenges of a competitive world. To survive in this competitive world, one needs multiple skills. One needs to be a smart planner and an astute resource mobiliser.

Self employment also requires good personal character and self discipline. A modest capital and quality education are also prerequisites of succeeding as a self employed person in this global and very competitive world. Having knowledge on hands and experience with the modern of technology applications are also important.

However under the current circumstances, the common call for young people to be self employed may be cynically described as 'lingua franca' designed to ensure young people do not make trouble. This is because most young people are neither prepared nor trained to be self-employed.

Our society and institutions as prime sources of knowledge have not been offering such adequate. The curriculums



**Frank Mugogo**  
YLTP III Trainee

have been so inadequate and as a consequence, we have young graduates who qualify with excellent degrees in rare fields like chemical engineering or law and yet have no formal jobs to pursue in their careers. This is because the local industrial base or formal employment sectors can not accommodate all of them. As a consequence many young people are living at the fringes of survival and the fear of the unknown future.

Young people who contemplate getting self employed face a number of challenges that they were not prepared for. For example, young people have no access to capital and yet have no skills or knowledge of how to mobilize capital. Most young people have no adequate information about globalization and how to cope with it its trends. Thus they are not capable of thinking about the best options that can keep them afloat.

It is some of these skills and knowledge that I acquired during the YLTP course. From communication skills to challenges of globalizations and project management, this training expanded my view of the global world and how I can position my self as an independent self employed person. Indeed, it is for this reason that I am confident to describe YLTP as a well structured course suitable for young people.

*Mr. Frank Mugogo, Works with the Computing Center at UDSM and currently a YLTP tutor*

## Next Issue:

In the next issue we will continue bringing you our series of articles on Germany Politics and Leadership issues.

If the text becomes available we will also bring you more about the Kusinga custom as earlier promised.

Don't miss out on the YLTP graduation ceremony and finding out who scooped overall best trainee award and what they have to say. Will it be a female or male?

The jury is out, watch this space!

## Editorial Board

**Mr. Reinhold Einloft**  
*Resident Director*

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*Program Coordinator*

**Mr. Amon Petro**  
*YLTP Secretary*

**Mr. Moses Kulaba**  
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If you have any views to share with us please contact:

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