



The Next
Generation
LEADERS' ACADEMY



THE NEXT GENERATION
LEADERS'
ACADEMY III

WELCOME REMARKS

On behalf of the National Democratic Institute (NDI) and the many people who have labored to make this an exciting leadership programme, we would like to welcome you to the academy. You have been selected from a highly competitive pool of applicants and deserve to be proud of your accomplishments. We are, therefore, confident that you will add a valuable perspective to the collaborative learning process and that you will use the knowledge gained from the academy to advance the work your organizations and parties are doing insofar as making a positive difference in your communities. At the academy, you will become part of a new community of peers who will be working both individually and collectively over the coming eight months to contribute to your own personal leadership growth, professional development, and, ultimately, the betterment of your communities through a rigorous application of the acquired transformational leadership skills.

We do hope that the experiences you will gain from the academy leave a lasting impact in your lives. At the academy, you will learn from your peers, guided experiential activities, and insightful late night fireside conversations with seasoned experts in key fields. The academy has also assembled an experienced, diverse, and committed team of facilitators to provide support to you during this thrilling eight-month journey. As you will later find out, the learning activities are both formal and informal, and you are encouraged to distill and document (and/or publish) your learning so that others outside of this program are able to gain from it.

As a youth leadership fellow, you have been chosen for your potential to make a difference. Therefore, we urge you to make good use of the opportunities that this fellowship presents. Once again, welcome to the community of youth leaders who are eager to make a difference. The language for the academy is English as such all the classes and course work will be in English. You should expect a lot of readings prior to and after a class. Therefore, a commitment of at least 4 hours a week will be required throughout the study period.

The Next Generation Leaders Academy Team August 2022

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The National Democratic Institute and the Academy

The National Democratic Institute (NDI) is a nonprofit, nonpartisan organization working to support and strengthen democratic institutions worldwide through citizen participation, openness and accountability in government. NDI was founded in 1983 and has supported democratic institutions and practices in every region of the world for more than three decades. Among other things, NDI and its local partners have worked to establish and strengthen political and civic organizations, safeguard elections, and promote citizen participation, openness and accountability in government.

NDI and Youth

NDI has been active in supporting youth political participation for more than 30 years across 70 countries through assistance to civic groups, political parties, and legislatures. During that time, global demographic shifts, the spread of technology and new media, violent conflicts, and other dynamics have generated new challenges and opportunities for today's young people, who make up more than half of the world's population. These changes have affected the way that youth communicate with and relate to others, how they perceive and engage with their governments, and how they organize themselves to shape the world around them. NDI Malawi recognizes that young people in Malawi constitute a significant percentage of the Malawian population (over 66% under the age of 24). The median national age is 17 years. If for nothing else, the above statistics justify why the youth constituency in Malawi needs particular attention insofar as preparing them for leadership; hence, the birth of The Next Generation CSO Leaders Academy. The academy was born out of a series of discussions with local stakeholders whose views also informed the learning approach and activities. Specifically, the academy wants to address the twin problems of cost and lack of a targeted curriculum. NDI Malawi follows two inextricably linked pillars in the delivery of her programs targeting young people in Malawi: youth agency and an enabling environment.

Youth Agency

NDI's theory of change envisions the need to build youth agency, or the willingness and capacity of young people to act individually and collectively. To achieve agency, a few conditions must be met, including but not limited to requisite knowledge, skills, and attitudes. This new acquisition must be continuously reinforced. The Next Generation CSO Leaders academy has been purposely structured to achieve that goal.

Enabling Environment

For NDI, an enabling environment refers to political avenues and opportunities that encourage young people to express themselves, engage power holders, and demonstrate their competence. Creating an enabling environment relies on intergenerational relationship building that can establish mutual understanding, trust, and respect. Therefore, the academy places emphasis on the need for non-adversarial engagements with power holders.



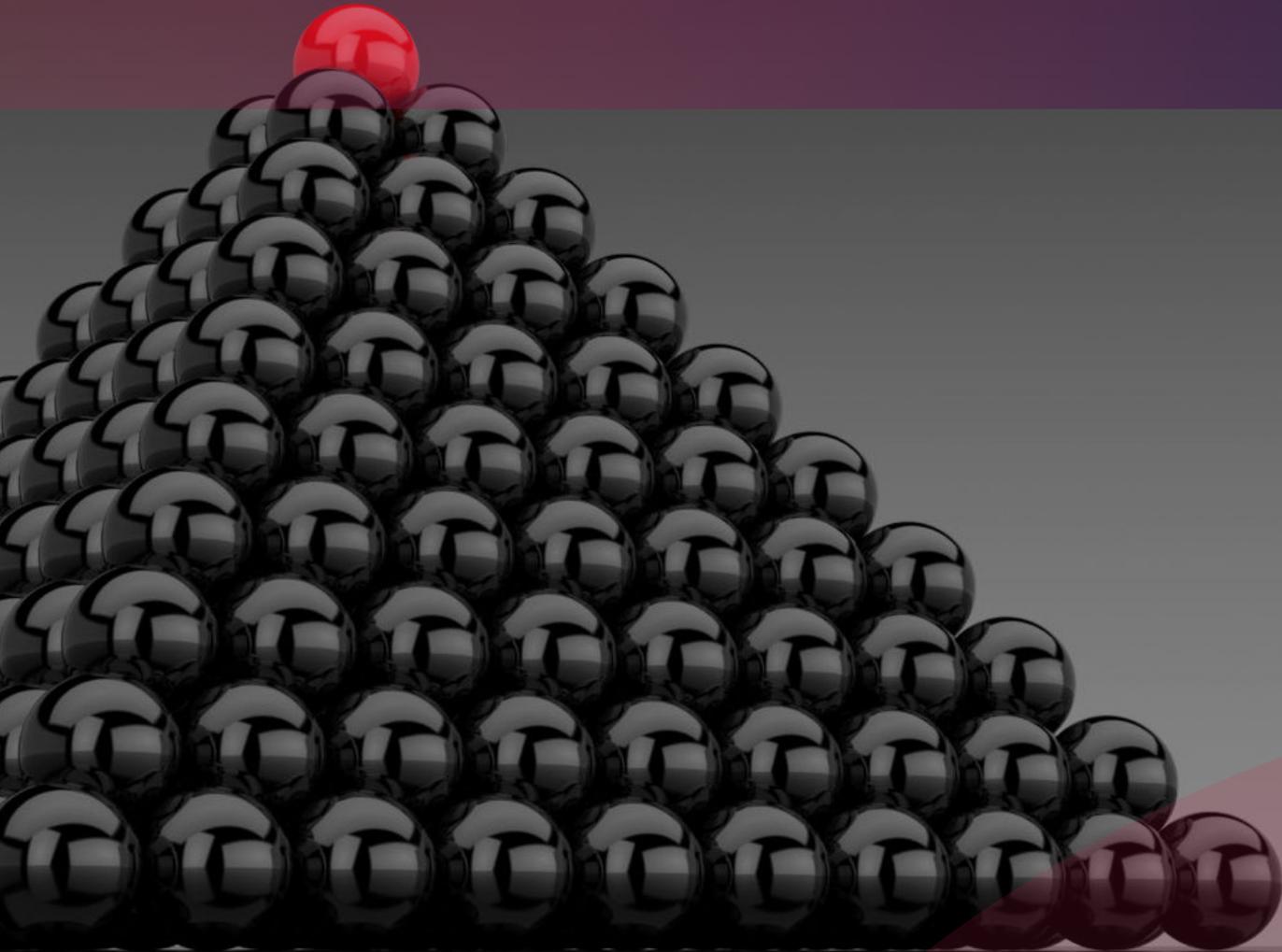
PROGRAMME PARTNERS

The academy has been made possible through funding from the National Endowment for Democracy (NED). The National Endowment for Democracy (NED) is a private, nonprofit foundation dedicated to the growth and strengthening of democratic institutions around the world. Each year, NED awards more than 1,600 grants to support the projects of non-governmental groups abroad who are working for democratic goals in more than 90 countries.

For more information about NED consult their official website at www.ned.org



THE NEXT GENERATION LEADERS' ACADEMY
**MODULE FACILITATORS AND
MODULE DESCRIPTIONS**



Dr. Henry Chingaibe

Henry Chingaibe is the Director and Lead Consultant at the Institute for Policy Research and Social Empowerment based in Lilongwe, Malawi. The Institute is a local think tank that focuses on politics, governance, and development in Malawi. He is a former Lecturer in Political Science at Chancellor College, University of Malawi.

Henry has research interests in many areas straddling political science, public administration, and development studies. In particular, he is interested in public policy and institutional analysis; development theory and practice; state theory and praxis; political theory and governance; democracy and democratization; state-society relations; the politics of international aid and development effectiveness of aid; political economy of development; and programme design and evaluation.

Module Name:

Role of CSOs/Non-State Actors in Development and Governance (Joint Module)

Module Duration: 3 days

Module Description:

This module will explain the philosophical foundations of CSOs/NGOs and look at their historical contexts in Malawi. The module will also cover policy analysis, policy advocacy, and political economy analysis. Political economy analysis can help to improve development effectiveness by



identifying how and where CSOs should expend their energies in order to promote positive change. Although Political Economy Analysis (PEA) is not a magic bullet for resolving deep-rooted development problems, it is a part of the process of diagnosing problems and tailoring solutions to the same. What's more, PEA can support more robust and politically friendly development strategies as well as inform more realistic expectations of what can be achieved and the risks involved. It can also contribute to better results by identifying where the main opportunities and barriers for policy reform exist and how CSOs can use their programming and influencing tools to promote positive change.

Module Objectives:

- By the end of the class, the fellows should be able to:
- Conduct policy analysis and develop advocacy strategies
 - Use PEA tools to inform development strategies/proposals at the country and community levels in relation to particular development problems.

Mr. Vitima Mtekela Mkandawire

Vitima Mkandawire holds a Master of Arts degree in Political Science from Chancellor College, University of Malawi and a Master of Public Policy (MPP) from Korea Development Institute in South Korea. He is currently working as a Technical Advisor for the Strengthening National Regional Linkages in the Southern African Development Community (SADC) Project based in Gaborone, Botswana. His portfolio covers sector responsibility for policy planning and resource mobilization and country coordination roles for Lesotho, Mauritius and Tanzania. For the past 6 years (2015-2020), he has worked as a Senior Advisor to the Ministry of Finance on public financial management (PFM) reforms in Malawi under the Strengthening Public Financial and Economic Management (PFEM) Project financed by GIZ. He was responsible for coordinating GIZ support to the Malawi Revenue Authority for tax administration reforms and to the Malawi Extractive Industries Transparency Initiative (EITI) Secretariat (housed in the Revenue Division of the Ministry of Finance) on mining governance reforms.

Prior to taking up the post at the Ministry of Finance, he worked for the European Union (EU) Delegation to Malawi in 2014 as a Programme Manager/Economist responsible for PFM and budget support. He also served as a Common Approach to Budget Support (CABS) Coordinator as the EU was co-chairing the CABS Group with the Malawi Government (Ministry of Finance). Previously, he worked in Malawi's public service in various Ministries, Departments and Agencies (MDAs), including the Ministry of Finance (PFM Unit) and the Ministry of Foreign Affairs (Economic Affairs Unit). He has also taught on part-time basis at the Catholic University of Malawi (Political Science and Public Policy) and at Malawi Polytechnic (Economics and Development Studies). During his free time, he likes watching football and movies, sightseeing, and reading history.

**Module Name:**

Policy Bootcamp (Joint Module)

Module Duration: 4 days**Course Description:**

This module aims to bring young leaders, policymakers, and other professionals to the same platform to collaborate and share ideas to formulate innovative policy solutions. During the policy bootcamp, fellows will brainstorm, prototype, and pitch a creative solution to a challenge they identify. They will be sources of creativity, with ideas arising eventually becoming actual products or organizations. Upon completion, the fellows will be required to identify a policy area and develop a policy which they can advocate for thereafter.

Course Objectives:

By the end of the class, the fellows should be able to do the following:

- Conduct policy analysis, policy development, and policy consultation.
- Conduct policy advocacy and lobbying.
- Develop policy advocacy strategies

Ms. Dee Punungwe

Dee Punungwe's background and experience is in Business Psychology, with particular interest in shared Pan-African institutional development solutions. Over the years, she has been especially drawn to consulting in the areas of impact analysis, program design, and ubuntu- inspired leadership development. Being able to play a part in boosting locally-led solutions that grow both social impact and the enterprise landscape across Africa is what continues to fuel Dee's drive for people-centric consultancy.

She has worked in the social enterprise and impact sector for more than 10 years, cultivating dynamic partnership environments from the UK to Southern Africa, where change management and talent development were instrumental to success. For the last 4 years, Dee has been working extensively to co-design capacity amplifying solutions for the Social Impact Incubator Network, Malawi's largest network of its kind. She continues to lead the programs' key area of innovator connections and collaborative community engagement, both core pathways to holistic institutional strengthening and sector agnostic leadership development.

Module Name:

NGO Leadership, Management and Program Design (CSO Module)

Module Duration: 3 days

Course Description:

The module intends to introduce the youth fellows to the core competencies required for CSO/CBO professionals who are committed to good corporate



leadership/management, collaboration, community, and searching for viable and sustainable solutions for their communities, nation and world at large. The competencies focus on practice-centered learning and professional development, leadership, management, and transformational change processes in organizations and society.

Course Objectives:

By the end of the course, students will be able to:

- Describe the key elements of a proposal and how to integrate a theory of change and problem statement into the proposal design and writing process.
- Effectively respond to calls for proposals and develop award winning proposals
- Effectively negotiate and engage with donors/funders.
- Develop strategic and program work plans.
- Integrate gender analysis into the program design process.
- Appreciate the importance of risk assessment and how to integrate risk assessment into program design and implementation.
- Integrate M&E into the design and implementation phases of a program.

Mr. Kabass Agbermodji

Kabass Agbermodji is an Entrepreneurship and Wealth Creation expert. He is also a director at One Life Consulting Limited based in Lilongwe, Malawi, a firm specialized in organizational systems strengthening and governance. Kabass specializes in entrepreneurship, financial management, and systems strengthening and governance for non-profit and business entities. He is passionate about equipping social entrepreneurs with the necessary competences they need to facilitate wealth creation and sustainability in the long run.

He possesses a unique ability to communicate entrepreneurship and financial management concepts to non-finance founders and directors of non-profit organizations. Kabass has worked with non-profit organizations of all sizes and calibers in different cultural environments (Sierra Leone, UK, and Malawi). Kabass is passionate about what he does. He brings deep insights into the cultural challenges (barriers), attitudes, and habits that stand in the way of social entrepreneurship and innovation in Africa. Kabass holds an MSc. Finance & Law degree from Bournemouth University (UK).

Module Name:

Social Entrepreneurship and Innovation (CSO Module)

Module Duration: 3 days

Course Description:

It is quite apparent that there is a paradigm shift in the way donor/development partners are funding development projects. A lot of emphasis now is placed on the sustainability of implementing partners over time. Most CSOs and not-for-profit organizations are not prepared for this change. CSOs leaders generally lack knowledge of the basic principles of business



development, revenue generation, financing mechanisms, business management techniques, and human resources management. As a result, very few social ventures secure an initial round of funding, and even fewer social ventures can demonstrate operational capacity to justify a notable mention. This module will aim to assist the youth fellows to acquire requisite understanding of social entrepreneurship in the context of development initiatives. The module will examine business plans for social ventures and offer insights into how to establish a social venture. The module will also aim to introduce innovation as a survival tactic in the sophisticated development initiatives' marketplace. By translating theory into practice over the course of this class, the fellows will learn about key issues and principles involved in developing social ventures including funding, staffing, work plans, measuring impact, and creating revenue plans.

Course Objectives:

By the end of the class, the fellows should be able to:

- Conceptualize their own social entrepreneurship idea.
- Develop an initial business plan for a social venture.
- Pitch their idea of a social enterprise to potential investors.

Dr. Nandini Patel

Nandini Patel has over three decades of university teaching experience in Malawi and India. She was a Senior Lecturer in Political Science at the Chancellor College, University of Malawi, from 1994 to 2007. From 2009 to 2019, she was at the Catholic University of Malawi as Associate Professor. Her research focus is mainly on democratic institutions. She has conducted many studies on democracy and elections in the SADC region.

Her latest research was on Parliamentary candidates for the 2019 general elections in Malawi for the 'Cost of Politics' study with Prof. Michael Wahman from Michigan State University. Her forthcoming works include an edited volume on Malawi's 2019 tripartite elections focusing on the institutional consolidation of Malawi's democracy. She is Chairperson of the Institute for Policy Interaction (IPI), a governance think tank established in 2001.

Module Name:

Social Justice (Joint Module)

Module Duration: 3 days

Course Description:

At the heart of this module is the collaborative investigation of the question of social power. Who has it? Why? And how is it used? The module will also focus on the origins of some of the economic and



environmental crises in Malawi and how the youth fellows can rise up to the challenge of addressing the resultant problems. Given the emergence of climate change as a priority issue, the module will examine the issue through the lens of a political economy of nature. Finally, the module will address the question of environmental limits, resource scarcity, climate change, and the implications these problems have for current global society, sustainability and long-term human survival.

Course Objectives:

By the end of the class, the fellows should be able to:

- Respond to emerging global and local sustainable development issues on the policy and political horizons.
- Explore the different causes of social injustice in Malawi.
- Design an impactful social justice campaign.

Mr. Jimmy Kainja

Jimmy Kainja is a Senior Lecturer at the University of Malawi. He teaches Media, Communication, and Cultural Studies. He researches media and communications policy, journalism, new media, digital rights, freedom of expression, access to information, and the intersection between media, democracy and development.

He is also an Adjunct Research Fellow at the Institute of Public Opinion and Research. He brings vast knowledge and experience from academia and training civil society organizations in Malawi.

Module Name:

Effective Communication - Public Speaking/Debates and Developing Communication Plans (Joint Module)

Module Duration: 1.5 days

Course Description:

This course aims to strengthen the capacity of youth fellows to better manage communication activities of their organizations. In order to achieve this, the module will help the fellows to acquire requisite skills to enable them to analyze the communication systems and the media landscape in Malawi and its challenges. Armed with this analytical acumen, the fellows will then be able to develop sound communication strategies to aid the work of their organizations. The module will employ a learning-by-doing approach insofar as demonstrating how to use social media platforms, how to craft outreach



messages to identified targets, and how to navigate the intricacies of working with mainstream media in Malawi. The course features presentations, experiential learning and sharing of experiences, facilitated discussions, and individual and group activities.

Course Objectives:

At the end of the course, participants will be able to:

- Identify strengths, weaknesses, and areas of improvement of an organization's overall communications strategy.
- Develop a communication strategy and plan of action to aid its implementation.
- Assess and review communication tools, target audiences, and messages to make a judgment on their relevance and make recommendations and propose measures for improvement.
- Improve debating, public speaking, and presentation skills.
- Improve social media and in person campaign management.

Ms. Nthanda Manduwi

Formerly a public officer, having worked with the Malawi Revenue Authority, Nthanda is currently undertaking a graduate programme (on-the-job training) in Manhattan, New York as an Evaluation Analyst. Prior to that, she worked as the Project Lead in the World Bank funded Digital Malawi - Digital Skills for All project, as operationalised by the Ntha Foundation on behalf of the Malawi Government through the Public Private Partnership Commission. She also follows her passion of storytelling through writing, digital skills education, and media production. Bien Corporation Africa as a firm specializes in (digital) media production, branding, marketing, and communications.

Nthanda is a professional business, lifestyle and travel influencer/content creator, with a social media following of no less than 80,000 collectively.

Module Name:

Effective Communication – Use of social media and Online Presentations (Joint Module)

Module Duration: 1.5 days

Course Description:

This course aims to strengthen the capacity of youth fellows to better manage communication activities of their organizations. In order to achieve this, the module will help the fellows to acquire requisite skills to enable them analyze the communication systems and the media landscape in Malawi and its challenges. Armed with this analytical acumen the fellows will then be able to develop sound communication strategies to aid the work of their organizations. The module will employ the learning-



by-doing approach insofar as demonstrating how to use the social media platforms; how to craft outreach messages to identified targets and how to navigate the intricacies of working with mainstream media in Malawi. The course features presentations, experiential learning and sharing experiences, facilitated discussions, individual and group activities.

Course Objectives:

At the end of the course, participants will be able to:

- Identify strengths, weaknesses and areas of improvement of an organization's overall communications strategy & develop a communication strategy and plan of action to aid its implementation.
- Assess and review communication tools, target audiences and messages with a view to make a judgment on the relevance, and make recommendations and propose measures for improvement.
- Improve debating, public speaking and presentation skills.
- Improve social media and in person campaign management.

Ms. Emma N. Gausi

Emma is an Monitoring, Evaluation, and Learning Expert. She holds a Masters Degree in International and Development Economics from the University of Applied Sciences in Berlin, Germany. She has over 12 years of experience in monitoring and evaluation working in different sectors including governance, agriculture, microfinance, gender, education, and community development.

She specializes in areas such as monitoring and evaluation systems design and implementation, social research, impact studies, results-based management and theory of change analysis.

She is currently working with NDI Malawi as the Acting Country Director/ Monitoring and Evaluation Manager.

Module Name:

Monitoring, Learning and Evaluation (CSO Module)

Module Duration: 3 days

Course Description:

The M&E module will critically examine the theory and practice of monitoring and evaluation. The course will provide key concepts and skills required to design, execute, and manage the monitoring and evaluation of development projects. The fellows will exercise a core set of monitoring and



evaluation competencies while critically examining how current debates and developments in M&E call these competencies into question. The module will seek to strike a balance between theoretical depth and practical skill.

Course Objectives:

By the end of the class, the fellows should be able to:

- Critically discuss current principles and practices in M&E as well as the goals and challenges of incorporating M&E into projects, portfolios, and organizational and societal learning.
- Competently recommend appropriate M&E approaches for different contexts.
- Design and plan the different steps of an M&E strategy for a project.
- Seek out additional information in M&E relevant to their own professional needs and development goals.

Mr. Christopher Chirambo

Christopher Chirambo is a chartered qualified accountant with the Association of Chartered Certified Accountants (ACCA) in the UK and a member of the Institute of Chartered Certified Accountants in Malawi (ICAM). He holds a Master's in Business Administration (MBA) from Eastern and Southern Africa Management Institute (ESAMI). He is a certified financial modeling and valuation analyst (FMVA) designation from Corporate Finance Institute (CFI) from the USA.

He has over ten years experience in both private and non-governmental organizations. He has led several projects with a focus on financial Management, grants management, project management, training & capacity building, youth leadership and advocacy, citizen participation, voter education, political party poll-agent training, citizen engagement and partnerships. He has provided leadership in overseeing the administration, coordination and management of grants funded by United States Aid for International Development (USAID), Foreign, Commonwealth & Development Office (FCDO) and National Endowment for Democracy (NED) to various Civil Society Organizations (CSOs) and Community Based Organizations (CBOs) across Malawi.

Chris is a fellow of African Civic Engagement Academy 2022 with the University of Georgia (USA) focusing on principles of civic engagement, political inclusion, media management, non-profit management, and program design, implementation, and evaluation. He was a fellow of the African Leadership Academy - ALX Financial Analyst Programme in 2022 (Financial Modeling & Valuation Analyst Certification) and of the Young African Leadership Initiative (YALI) Southern Africa on the public management and leadership track in 2018. He is also a 2019 Award Winner for the Alumni Exchange Innovation Fund (AEIF) project offered by the United States Embassy to Malawi.

He is a Lecturer in audit and assurance, financial management, strategic business leader and international public sector accounting standards.



He is also certified by the Oxford Brookes University (UK) to mentor students doing their research for a bachelor of science in applied accounting.

Module Name:

Financial Management, Budgeting and Reporting (CSO Module)

Module Duration: 3 days

Course Description:

Sound financial management is an absolute necessity for acquiring and sustaining funding partnerships. Most CSOs in Malawi do not have sound financial policies in place mainly due to lack of capacity in the area. This module will help the youth fellows to navigate important topics in financial management and budgeting such as: managing donor funds; budgeting and cash flows; book-keeping and supporting documentation; financial reporting; fraud awareness; and preparation for donor audits.

Course Objectives:

By the end of the class, the fellows should be able to:

- Develop sound budget and financial management plans for their institutions.
- Identify weaknesses in their organization's financial governance and facilitate the development of solutions.
- Serve as good stewards of donor funding.
- Improve skills in budgeting and general fund management.

Mr. Henry Chilobwe

Henry currently works as a Research Fellow (Governance and Politics) at the Center for Social Research, Chancellor College, Zomba. Henry Chilobwe holds a Master of Arts in Political Science from the University of Malawi, Chancellor College obtained in 2011 and a Bachelor of Arts, Journalism obtained from the University of Malawi, Polytechnic in 2004. He has worked as a Country Program Coordinator for Democracy Works Foundation-Malawi (DWF), providing technical support to political parties in strengthening their internal democratic processes by developing mechanisms for social inclusion, capacity development, and strategic planning.

He also provided technical support to political parties to effectively deploy poll watching infrastructure that is capable of protecting the vote thereby ensuring the credibility of the fresh Presidential results. Before joining DWF, he worked as a Program Officer for NDI where he was involved in establishing a network of CSOs on transparency and accountability to advocate for stronger governance systems at the local government level. He has also worked as a Chief Protocol Officer for Malawi Parliament, 2017; Program Analyst for Democracy Consolidation Program (DCP) and Malawi Local Government Strengthening and Investment Program (MLOGSIP), 2013; and Deputy Editor-in-Chief for the Ministry of Information and Civic Education, 2008.

Module Name:

*Political Parties: Ideas, Structure, and Organizations
(Political Party Module)*

Module Duration: 3 days



Course Description:

This module will help youth fellows to navigate important topics in political party structure looking at the functions and roles of political parties in a democracy. It will equip fellows with an understanding on how parties operate within and outside the government. It will also break down the different party systems from a one party dominant, a variety of multi-party systems, party organization and structure, and intra party democracy.

Course Objectives:

By the end of the class, the fellows should be able to:

- Grasp political party ideas, structure, and organizations.
- Understand internal party democratic structures and practices.
- Understand political party philosophy.

Ms. Anne Maganga

Anne Maganga is a Political and Gender Expert. She has more than 15 years' experience managing donor-funded projects and programmes in Malawi, Botswana, and Mozambique with the then Department for International Development, (DFID, now FCDO). Anne has worked extensively building the capacity of political parties, both those with representation in Parliament and without and both male and female party members. She has carried out extensive training for female aspirants, candidates between elections, and female legislators. Anne introduced a mentorship programme for female politicians in all political parties. The aim was to groom young female politicians interested in politics. Under the UN Women Programme funded by the Royal Norwegian Embassy, Anne worked with the Malawi Parliament for a period of three years to help build the capacity of female legislators. Through this programme, the first ever Parliamentary Women's Caucus (PWC) Strategic Plan was developed.

Anne coordinated the mainstreaming of gender in 30 programmes being run by the Tilitonse Programme throughout the country under the UN Women. Currently, Anne is working with the Royal Norwegian Embassy managing the Gender, Governance and Human Rights programmes and the Joint Programme for Girls Education in Malawi. Anne has a master's degree in African Politics, and a double major in Politics and Psychology, and has a passion for youth, especially girl's education.

Module Name:

Gender Concepts and Development (Joint Module)

Module Duration: 3 days



Course Description:

This course aims to develop and/or strengthen awareness and understanding of gender equality and women's empowerment as a first step towards behavioral change and the integration of a gender perspective into everyday work for all fellows and their respective communities. It provides an introduction to the concepts, international framework, and methods for working toward gender equality and women's empowerment. It also offers fellows the opportunity to make links between gender and specific thematic areas such as work, education, political participation, peace and security, sexual health, gender diversity and human rights, and violence against women.

Course Objectives:

To equip young leaders with a thorough understanding of issues relating to gender in both political and civic spaces in the areas of:

- Party Gender Policy with Action Plan
- Capacity building on Gender Equality and Equity
- Gender tool kit
- Internal organization gender quotas

Mr. Henry Chilobwe

Henry currently works as a Research Fellow (Governance and Politics) at the Center for Social Research, Chancellor College, Zomba. Henry Chilobwe holds a Master of Arts in Political Science from the University of Malawi, Chancellor College obtained in 2011 and a Bachelor of Arts, Journalism obtained from the University of Malawi, Polytechnic in 2004. He has worked as a Country Program Coordinator for Democracy Works Foundation-Malawi (DWF), providing technical support to political parties in strengthening their internal democratic processes by developing mechanisms for social inclusion, capacity development, and strategic planning.

He also provided technical support to political parties to effectively deploy poll watching infrastructure that is capable of protecting the vote thereby ensuring the credibility of the fresh Presidential results. Before joining DWF, he worked as a Program Officer for NDI where he was involved in establishing a network of CSOs on transparency and accountability to advocate for stronger governance systems at the local government level. He has also worked as a Chief Protocol Officer for Malawi Parliament, 2017; Program Analyst for Democracy Consolidation Program (DCP) and Malawi Local Government Strengthening and Investment Program (MLOGSIP), 2013; and Deputy Editor-in-Chief for the Ministry of Information and Civic Education, 2008.

Module Name:

Electoral Systems, Campaign Management & Party Finances (Political Party Module)

Module Duration: 3 days



Course Description:

This module is designed for political party fellows interested in pursuing careers in practical politics, including campaign management, lobbying, issue advocacy, and related fields. It aims at equipping fellows with knowledge in classifying electoral systems and defining single member plurality and other plurality systems and proportional representation. The module also looks at the politics of electoral system design, political campaign planning, crafting and relaying campaign messages, raising funds for campaigns, financial transparency, reporting of disclosures of party finances, and regulations on campaign funding and oversight and sanctions.

Course objectives:

To equip young leaders so that they can obtain thorough understanding of the following areas:

- The different electoral systems.
- Development of political party campaigns and managing campaigns
- Electoral systems, political campaigns, and the role of the media.
- Political party financing, transparency and accountability
- Conducting political research and manifesto development.

Mr. Alfred Mangani

Alfred Mangani Holds a Master of Arts in Political Science from University of Malawi and Bachelor of Arts in Political Philosophy from Urbaniana University, Rome. He currently works as a Parliamentary Research Officer at the Parliament of Malawi. He is a self-starter and result oriented and proactive political scientist with a bias in democratic governance. He has extensive experience of the legislative processes and parliamentary activities with a deep understanding of the origin, development and operations of various political party systems. He is an accomplished research expert on political party systems, governance, electoral processes and conflict management. His 10 years' research experience has made him draw experience in human rights, justice, government relations, international diplomacy, political party systems and operations, ethics and gender management related issues. Over the years, he has researched, facilitated seminars/workshops and group discussions on mediation, electoral conflicts management, causes of political coalitions and alliances and their impacts on democracy in Malawi and beyond, intra party democracy and their effects on young democracies.

Alfred is a dedicated, efficient and effective researcher committed to deliver based on agreed outputs. A very open minded, skilled and ever learning person for a better society. He always aims at achieving what he does for the betterment of the less privileged and voiceless.

Module Name:

Conflict Management & Political Party Alliances/Coalitions (Political Party Module)

Module Duration: 3 days



Course Description:

The module examines various strategies to strengthen political party efficiency by facilitating effective work relationships and conflict resolution. It explores common causes of conflict in a diverse political environment and successful approaches to supporting a negotiation philosophy including uncovering hidden agendas, maintaining respectful relationships, and fixing problems using objective criteria. It will further explore the different political party alliances/coalitions that can be or are formed with practical examples.

Course Objectives:

To equip young leaders with knowledge in conflict management and political party alliances/coalition specifically in the areas of:

- Political party conflict – positive and negative sides
- The conflict spiral and managing intra party conflicts
- Mediation: Skills, processes with case studies.
- Negotiation: steps and processes.
- Definitions of alliance/coalition (pre-electoral and post electoral alliance)
- Conditions for forming lasting coalitions
- Malawi's experience with political alliance
- Challenges and opportunities for parties in building strong alliances in Malawi.

Dr. Chisomo Kapulula

Dr. Kapulula holds a Doctor of Laws and a Bachelor of Laws (LL.B.) (Honors) degree from the University of Malawi, a Master of Laws (LL.M.) in International Trade and Investment Law from the University of Pretoria, South Africa; a Master of Laws (LL.M.) in International Human Rights and Humanitarian Law from the University of Viadrina, Frankfurt Oder; a Master of Laws from the University of London, and a Doctor of Laws (Dr.Jur.) in International Law from the University of Bremen, Germany, among other degrees.

Dr. Kapulula was a Senior Research Fellow at the Max Planck Institute for Comparative Public and International Law and at the Max Planck Foundation for International Peace and the Rule of Law in Heidelberg, Germany. He is also a Bremen International Graduate School of Social Sciences (BIGSS) fellow in Bremen, Germany. As a consultant, Dr. Kapulula has participated in several high-level consultancies under inclusion programs for governments and international organizations such as the World Bank, the United Nations, the German Foreign Office, and the governments of South Sudan, Sudan, Georgia, Afghanistan, and Malawi. He has published his work widely, including: *Cohesion and Legitimacy in the International Law on Foreign Investment: Perspectives from Public International Law and Global Administrative Law* (Routledge: 2018), *Constitutional Law in Malawi* (Kluwer: 2019), and *The Legality of Treaties Contracted by Unconstitutional Governments* (Hart: Forthcoming).

Module Name:

Introduction to Constitutional Law (Joint Module)

Module Duration: 3 days



Course Description:

This module aims to introduce the fellows to the foundational premises of constitutional law to foster an informed perspective on the nature and limits of the constitution and constitutionalism. It will provide a detailed overview of the Constitution of Malawi and help familiarize the fellows with the guiding principles of the articles and provisions outlined in the Constitution of Malawi. Furthermore, the module will aim to cultivate the ability of the fellows to identify latent constitutional issues and to equip the fellows with the analytical tools necessary to properly conceptualize and analyze constitutional issues in political and policy processes.

Course Objectives:

By the end of this module, the fellows should be able to:

- Articulate the guiding principles of the Constitution of Malawi.
- Describe the governance structure established in the Constitution.
- Describe how the constitution protects and promotes democratic norms and values.
- Explain how various laws derive their authority from the Constitution.
- Interpret the articles and provisions of the Malawian Constitution and the Bill of Rights.
- Apply fundamental constitutional concepts to general political and policy issues using analytical skills.



NATIONAL DEMOCRATIC INSTITUTE (NDI)
MALAWI TEAM

Emma N. Gausi

Monitoring and Evaluation Manager

Emma is an Monitoring, Evaluation, and Learning Expert. She holds a Masters Degree in International and Development Economics from the University of Applied Sciences in Berlin, Germany. She has over 12 years of experience in monitoring and evaluation working in different sectors including governance, agriculture, microfinance, gender, education, and community development.

She specializes in areas such as monitoring and evaluation systems design and implementation, social research, impact studies, results-based management and theory of change analysis.



She is currently working with NDI Malawi as the Acting Country Director/ Monitoring and Evaluation Manager.



Caroline Ngwira is a seasoned development, management, and accounting professional with over 15 years of senior-level management experience and training in financial management, administration and grants management, financial and administration systems management, capacity strengthening of subrecipients, and assessment of would-be partners' financial and administration systems. She has demonstrated leadership in budget management of over \$13M+, human resource management, field office administration,

Caroline Ngwira

Finance and Administration Manager

procurement, and logistics and project closeout for multi-year elections, elections observation, civic & voter education, and youth leadership strengthening projects funded by United States Aid for International Development (USAID), Foreign, Commonwealth & Development Office (FCDO) and National Endowment for Democracy (NED).

Her specialties include financial operations/ budget management, administration, financial management coaching, auditing, project management, grants and contract management, financial reporting and she is also conversant in change management, organization development policies and procedures, institutional financial rules and regulations, project management, research, report writing, qualitative and quantitative academic research, data management, financial analysis and data analysis. She is also both an entrepreneur and agripreneur. She loves traveling and hiking.

Christopher Chirambo

Grants and Programs Officer

Christopher Chirambo is a chartered qualified accountant with the Association of Chartered Certified Accountants (ACCA) in the UK and a member of the Institute of Chartered Certified Accountants in Malawi (ICAM). He holds a Master's degree in Business Administration (MBA) from Eastern and Southern Africa Management Institute (ESAMI). He is a certified financial modeling and valuation analyst (FMVA) designation from Corporate Finance Institute (CFI) from the United States of America.

He has over ten years' experience in both private and non-governmental organizations. He has led several projects with a focus on financial management, grants management, project management, training and capacity building, youth leadership and advocacy, citizen participation, voter education, political party poll-agent training, citizen engagement and partnerships. He the administration, coordination, strategy and management of grants funded by United States Aid for International Development (USAID), Foreign Commonwealth & Development Office (FCDO), European Union (EU) and National Endowment for Democracy (NED) supporting various Civil Society Organizations (CSOs) and Community Based Organizations (CBOs) across Malawi.



Chris is a fellow of the African Civic Engagement Academy (ACEA) 2022 with the University of Georgia (USA) focusing on principles of civic engagement, political inclusion, media management, non-profit management, and program design, implementation, and evaluation. He is a fellow of African Leadership Academy - ALX Financial Analyst Programme, 2022 and fellow of the Young African Leadership Initiative (YALI) Southern Africa - public management track, 2018. He is an ambassador for African Governance Architecture (AGA) and has attended AGA regional conferences on anti-corruption, governance and civic engagement. He is also a 2019 Award Winner for the Alumni Exchange Innovation Fund (AEIF) project offered by the United States Embassy, Malawi. He is also certified by the Oxford Brookes University (UK) to mentor students doing their research for a bachelor of science in applied accounting.



Chimwemwe Daniel Kalea

Program Assistant

Chimwemwe Daniel Kalea is a versatile Political Scientist with a specialization in the field of Monitoring, Evaluation and Learning. He holds a Bachelor of Social Science in Political Leadership acquired from The Catholic University of Malawi.

He has experience working in the public sector and the NGO sector. His areas of interest include African Political Thought, Democracy, Public Policy and Project Management.



THE ADVISORY GROUP

Wangiwe Joana Kambuzi

Wangiwe is a communication practitioner and business development professional. Through Her passion towards youth and community development, she founded Mzuzu E-Hub and is currently working as the Managing Director. She was recognized as one of 2019's Meaningful Business 100 for successfully combining profit and purpose to help achieve the UN SDGs. She has also been honored with the 2019 SASA/Global Startup Female Role Model of the Year Award for Malawi and the 2018 Community Builder Award under the Social Impact Incubator Malawi. She supported the 2019 Youth Decide Malawi Campaign as a Youth Manifesto Champion and was one of Malawi's youth delegates at the 2019 Model African Union and the World Youth Forum.



She is an African Women Entrepreneurship Cooperative (AWEC) alumni and a 2021/22 African Visionary Fellow. Wangiwe brings a pool of knowledge and expertise in organizational development from both corporate and development sectors towards enhancing socio-economic development.

Honorable Owen Chomanika, MP

Owen Chomanika is a Member of Parliament for Chikwawa North and Chairperson of the Youth Caucus in the Malawi Parliament. He is currently leading a consulting firm, OMC. He is a PhD student in Development Studies with University of South Africa (UNISA). He holds an MBA from Eastern and Southern African Management Institute, a Bachelor's degree in Accountancy from University of Malawi, and professional qualifications in Accountancy. He has over 15 years' experience in leading and creating frameworks in finance, HR, strategic management leadership, and operations. He has wide experience in carrying out in-depth financial needs assessment and developing comprehensive plans, policies and procedures to attain a sustainable organizational operating model (in public, NGO, and any other settings).

He holds a proven mastery of USG, EU, KfW, DFID regulations and procedures, proven ability to



manage and supervise a project's programming, finance, and administrative functions. He has knowledge of and experience with evaluative tools in development projects management along areas of economics, justice, agriculture, and education. Top expertise is in project evaluation's procurement, risk management, taxation and auditing, strategic planning, organizational development, budgeting and forecasting, and monitoring.



Nandini Patel has over three decades of university teaching experience in Malawi and India. She was a Senior Lecturer in Political Science at the Chancellor College, University of Malawi, from 194

Dr. Nandini Patel

to 2007. From 2009 to 2019, she was at the Catholic University of Malawi as Associate Professor. Her research focus is mainly on democratic institutions. She has conducted many studies on democracy and elections in the SADC region.

Her latest research was on Parliamentary candidates for the 2019 general elections in Malawi for the 'Cost of Politics' study with Prof. Michael Wahman from Michigan State University. Her forthcoming works include an edited volume on Malawi's 2019 tripartite elections focusing on the institutional consolidation of Malawi's democracy. She is Chairperson of the Institute for Policy Interaction (IPI), a governance think tank established in 2001.



Civil Society Organization Cohort Fellows, 2023

Charlotte **Chisoni**, *Female*

Charlotte holds a bachelor's degree in communication and cultural studies from The University of Malawi, Chancellor College. She has three years solid experience in designing, implementing and managing communications activities.

She is currently serving as an advocacy and communication advisor at Malawi Network of Older Person's Organizations, where among others; She is responsible for the effective coordination of communications activities, advocacy and lobbying efforts. Her motivation is to drive sustainable social change through communication interventions in development and humanitarian contexts. Having worked and volunteered for NGOs tackling different social ills (gender-based violence, elderly abuse and youth delinquency), she realized that addressing them needs usage of the power of communication to change behaviors by influencing knowledge, attitudes and social norms. She would like to use strategic communication, research and participatory community engagement to promote positive and measurable behavior and social change.



She is currently leveraging the power of the media to combat ageism; change how Malawians think, feel and act towards age and aging. She has trained journalists and reporters from 10 prominent media houses to improve the representation of older people in the media to eradicate ageist perceptions of older people. She is a Young African Leaders Initiative alumina with certificates in effective communication for healthy outcomes and community organization for action, She also holds a certificate in communication for development from UNICEF and Building Better Response from the Humanitarian Academy at Oxford. She belongs to two professional associations, Public Relations Society of Malawi and internationally, the Communication Initiative Network

Dalitso **Muronya**, *Male*

Dalitso Muronya is an energetic and ambitious Pharmacy technician, social and development professional. With vast experience in health sector Pharmaceutical management, and social work coordination, he has a passion for identifying and remedying organizational quality improvement gaps, environmental and social safeguarding issues using community-led approaches. His strong partnerships management, training facilitation skills, community liaison skills, result orientation, reliability, communication skills and financial acumen are assets he brings to the workplace.

Dalitso is a monitoring and evaluation officer for Tigwirizane Community Based Organization. He has strong organizational and administrative skills with the ability to work within diverse teams and independently to advance organizational strategic goals. He has the ability to prioritize and



meeting tight deadlines. His specific experience is in Pharmacy, data collection and analysis and social projects management. His able to work in multi- cultural teams and adapt to new cultures. His previous work assignments involved working and living in remote areas often under difficult conditions with significant physical fieldwork and grassroots interaction.



Faida **Phiri**, *Female*

Faida is a passion driven female community development expert, youth leader, advocate and women's rights activist with over 10 years' experience. She has exceptional experience in leadership, gender, people management and community mobilization. She volunteers with women and girls, movements and groups as a mentor, supporter and mobiliser. She holds a Bachelor's Degree in Community Development and Advanced diploma

in Human Resources management. She is a 2018 Young African Leaders Initiative Alumni under Civic Engagement track, 2013 Southern Africa Youth Exchange program Alumni and Female and More girls and women mentor for Malawi chapter and a Vice Chairperson for Because We Can Movement Steering Committee on SRHR and Gender Activism.

She is working with Umunthu Plus as a programs manager where she has been coordinating implementation of activities, fundraising and resource mobilization as well as staff motivation and training. She is a founder of "Atsikana Odzuka (Vocal Ladies), a girls and women movement which was set up with an aim of acting against challenges restricting women and girls from accessing quality education, health and timely justice in Malawi.

Mathews **Kajani**, *Male*

Mathews Kajani, is a human rights and governance activist. He is a founder for Mzuzu Youth Anti-Corruption Movement. He serves as a chairperson for the district youth network for Mzimba North and an ambassador for the Commonwealth Youth Peace and Security Network. The motivation behind his joining activism is the desire to have his life to be a positive intervention that contributes to things moving in a positive direction. He envisions a society where young people are able to utilize their latent energies to become self-reliant and responsible citizens. He aspires to inspire vulnerable and marginalized youths to mobilize and challenge dynamics of exclusion by increasing demand for rights and promoting mainstreaming of youth issues. His ultimate goal is to increase meaningful participation of young people in governance.

In 2020, He founded the Mzuzu Youth Anti-Corruption Movement. The movement was founded



against a background of serious and organized corruption that threatens development in our community and the country at large. The goal of the movement is to promote prudent use of public resources through collective youth action. His achievement is that in 2020, in partnership with Temwa Sustainable Community Development he championed a research project which documented the plight of young people in remote and hard to reach areas.



Caroline Mkandawire holds a bachelor's degree in Development Studies. She is a Development Specialist with focus on women and youth empowerment and currently working with HeR Liberty Malawi as the Executive Director in Zomba. She has worked as the Executive Director of Center for Education Promotion and Advancement of the Rights of Adolescent Mothers (CEPARAM) from

Caroline **Mkandawire**, *Female*

2020-2022. She also worked as a roving officer under Ana Patsogolo project. Caroline has worked as an international volunteer coordinator with Sparkle Foundation Malawi, Girl Champion with Ekwendeni Youth Organization and Social Welfare intern at Mangochi District Office.

Caroline has over 5 years of experience working in project management, research, and data management, particularly in the fields of Sexual Reproductive Health and Rights, Education, Gender Based Violence and Economic Empowerment. She has participated in the following trainings; What girls want by Athena Network, Digital Advocacy Training by Development Agenda for Girls and Women Africa, Change-makers program by Youth-Wave, Girls Can by Women Inspire and Young Feminist Transformative Leadership by GENET.

Aubrey **Chidziwisano**, Male

Aubrey is a Project Officer of Concerned Youth Organization (CYO) in Mchinji district, Malawi. He joined CYO in 2018 as a Volunteer, later on ascended to the position of Field Officer and a Team Leader for Lifelong Learning for Mothers and Out of School girls (L3M) project that was implemented in Mchinji district. Before becoming a Project Officer, he worked as Monitoring and Evaluation Officer for Livelihoods for Women Empowerment Project. Before joining Concerned Youth Organization, He was working with KLAS Research Engine as a Research Assistant from 2014 to 2018 where he developed research skills and established a career on the same. Aubrey has done several consultancy roles both local and international level. He is a member of Commonwealth Youth Gender Equality Network under Royal Commonwealth Society where he writes case study articles on Challenging Gender Stereotypes on Women Leadership. He also volunteered with African Science Academy where he



facilitated recruitment of girls in STEM scholarship in Malawi under African Science Academy, Ghana.

Aubrey holds a Bachelor's degree in Communication and Cultural Studies with a specialization in Public Relations and Broadcasting from the University of Malawi. He also has a certificate in Gender Equality Capacity Building by Commonwealth of Learning. He is an advocate for gender equality, women and youth empowerment, promoting women and youth in agriculture and inclusive education.



Esther **Bonyonga**, Female

Esther is a holder of Bachelor of Arts in Humanities at Chancellor College of Malawi. She is a women empowerment activist and is very passionate about girls and women empowerment. She was voted as the Director of Women Affairs as part of the student's union. In 2016, she joined Women Inspire International and was one of the leaders in Msungwana Wa Lero Project. In 2017, she was one of the leaders for Care for girls (Chanco chapter), which was about girl's empowerment, under Maestros leadership company. In the same year she joined

Youth Net and Counseling (YONECO) for internship. In 2018, she founded a women empowerment organization called Ladies in Tertiary Education (LAITE) of which she is the Executive Director. In the same year, she joined Future Life Africa (FLA) of which she is the Women's program director. In 2019, she worked with Malawi Assemblies of God University Career Development Center (CDC) as a Community Development and Communication Lecturer. In 2020, she worked with centre for community and youth development (CCYD) - Girls Not Bribes Malawi secretariat as a programmes personnel for Gender, adolescent girls and young women.

She is a Civil Society National Reference Group (CSNRG) member, as a young women representative under the Spotlight Initiative Programme funded by the European Union (EU). She is alumnus of Yali RLC under civic leadership, she is also an alumnus of feminist macro-economic academy (FEMA).

Godfrey Malongo Jnr, Male

Godfrey Malongo Jnr is a Malawian Youth Leader working in human rights and health advocacy. He is a holder of a Bachelor's Degree in Social Science, a graduate from the Nasser Fellowship for International Leadership, a fellow from the Institute for Emerging Civil Society Leaders in Human Rights and Democratic Governance and a Changemakers Programme Graduate from Youth Wave Malawi. He is working with Youth and Society (YAS) as a Programs Associate towards advancing governance issues, gender and social inclusion, economic justice, human rights and more.

He is also the Future Africa Ambassador representing Malawi, a Universal Health Coverage Champion for the African Leaders Malaria Alliance



Patricia is a human rights activist, passionate about defending the rights of women, girls and youth in Malawi. She is a seasoned journalist and development communications specialist with over five years of experience. She is the founder of Purple Innovation for Women and Girls, a local NGO with headquarters in Mzuzu. Since 2016, the Organization has won the support of various UN Agencies such as UN Women and Purple Innovation's development projects have impacted over 15 000 lives in Northern Malawi and currently provides employment to six youth. Patricia obtained a Masters in Organizational Psychology from UNICAF University. She graduated with a Bachelor's Degree in Journalism from University of Malawi –The Polytechnic with credit. She also holds a professional Certificate in Marketing from the Chartered Institute of Marketing (CIM-UK) with merit.



(ALMA) and has continued to represent the interests of Malawian youth at various national and global avenues including the World Bank Youth Summit in 2021 and the Commonwealth Conference on Advancing Emerging Innovations for Development. He has worked and volunteered with various health advocacy and human rights activism initiatives. He believes in meaningful youth participation as he seeks to ensure that the youth have a seat at the table in decision making spaces.

Patricia **Mtungila**, Female

Patricia has trained and assisted over 50 women in starting businesses in Northern Malawi. She is currently coaching over 10 promising entrepreneurs undergoing business incubation under Flame Tree's Destudio programme. Patricia has also facilitated the training of 70 women entrepreneurs with disabilities in entrepreneurship with support from World Connect. Her Organization, Purple Innovation is currently constructing a disability-friendly community vocational technical women's center in Mchengautuba in Mzuzu with support from Lilongwe US Embassy under the Self-Help Fund. Patricia is an ardent promoter of Democracy and previously worked as an Election's Reporter for Mzuzu and Mzimba North at the Malawi Electoral Commission between 2018 and 2020 in the line-up to the 2019 Tripartite Elections where she contributed to increased participation of women as candidates in the Tripartite Elections by providing a platform for female electoral candidates to freely speak and campaign for themselves through the mass media.

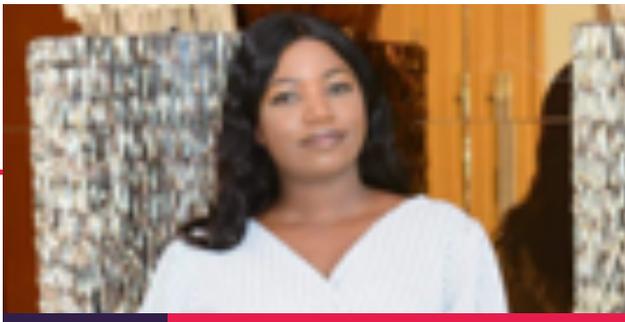
Ibrahim **Rajab**, Male

Ibrahim comes from Nkhotakota district. He did his secondary education at Nkhotakota Secondary School in 2011, and later joined International College of Business and Management (ICBM) where he obtained an Advanced Diploma in Business Management in 2015. He is a founder of YASDO. The organization works on improving attitudes, structures and cultural aspects that will help youths and women gain the ability, authority and agency to make decisions and implement change in their own lives and the lives of other people as well as contribute to community and national development. His core responsibilities include; overseeing management and operations of the organization, provision of developmental policy leadership within the organization, and identifying emerging developmental issues of community significant for the attention of local development committees and other partners. He is also involved in strategic planning, evaluation, and professional



development initiatives, as well as planning for organization expansion to multiple new sites.

As young activist working several years for the betterment of the young people in Nkhotakota district, through YASDO, District Youth Network (DYN) and other community groups, He has helped vulnerable youths, women and children in various development skills especially leadership and train them in advocating for youth's involvement in various development initiatives undertaken by local government structures at community and district level.



Ruth **Mthekana**, Female

Ruth Mthekana. Born in Zomba, Malawi on 29 th October, 1989. Having lost a father at less than one year old, and a mother at the age of six, she grew up in Lilongwe, the capital of Malawi under the parentage of her maternal grandparents. Attended Chinkhuti and Lilongwe Christain Primary Schools before joining Bwaila Secondary School in 2003. Later attended Tukombo Girls and Phwezi Girls private secondary schools before joining the African Bible College from where she graduated in 2012 with a Bachelor of Arts in Communications. Currently pursuing a Master of Arts Degree in Development Studies with the University of Malawi.

She attended trainings in Proposal Writing and Resource Mobilization, Capacity Development on Women's Political Leadership, strategy, Advocacy

and Engagement, Research for Development Work, Monitoring and Evaluation Principles, Practices and Methods, Procurement, Protection from Sexual Exploitation Abuse, Gender Justice, and Employment and Entrepreneurship. Married and mother of one beautiful daughter. A Development worker specializing in youth and women inclusion in development. Having Worked with organizations like Oxfam (2014-2015), Circle for Integrated Community Development (2016-2017) and Centre for Multiparty Democracy (2017 to present), Ruth has broad knowledge and experience in project designing, planning, implementation, monitoring, evaluation, financial management and reporting. She also has a deep understanding of humanitarian work and media liaison apart from possessing skills in Governance, Corporate Communications, Strategic Planning, and Research. Considers herself a versatile person, quick to learn and not afraid to take on new challenges, mingle with new people, and work in new environments.

Kondwani **Mwendo**, *Male*

Kondwani Mwendo is a 28 year old vibrant youth servant leader based in Thyolo, He has had the opportunity to work with the several communities as one of the change agents in his capacity as an SRHR youth advocate, under SRHR Africa Trust, USAID and Malawi Government.

In his venture as a humanitarian, Mwendo instituted a youth organization called Change 4 Us, which is based in Thyolo district, operating in T/ANchilamwera currently they are implementing a project across Malawi called Me and my health care provider campaign in conjunction with Angaza Foundation with support from International AIDS society. Taking into consideration 95-95-95 target, this is a project that seeks to appreciate healthcare providers and improve health service provision through amplifying the efforts of health service providers who are already doing great in youth friendly health services and teen clubs in so doing; creating an enabling environment for an increase in uptake of health services by the youth and key populations. Furthermore, He is also



-serving as Malawi's youth ambassador for Human rights and peace under the International human rights commission where most of my work highly compliments the work we are currently carrying out under the programmes Change 4 us is currently implementing as an organization in Thyolo.

Kondwani is a prolific, optimistic and vision driven young man who seeks to change the world with his ideas and zeal one day, among other things Mwendo is also a Manchester United fan and he loves cooking and traveling in his free time.



Political Party Cohort Fellows, Class of 2023



Watanja Mega **Mphande**, *Female*

Watanja is currently the Secretary for the Director of Youth for the National Youth Wing of Alliance for Democracy (AFORD). In her capacity, she is involved in capacity building initiatives to influence change that embraces youth participation in the party's hierarchy leading to adoption of modern political trends that places the youth in the forefront of the national agenda. She believes in fair representation and inclusion of all in strategic decision making positions.

Watanja is a certified social worker with a great interest in political activism focused on social justice for all. She specializes in action-research advocacy for evidence informed decision making for sustainable development. As a youth leader she is interested in narrowing the gap that exists between political leaders and the youth. She strongly feels that this would be one of the sustainable local solutions to address the socio-economic challenges faced by the youth in the country.

As a young woman with huge political ambitions, Watanja believes it is essential to participate in initiatives that will grow her stature by developing her leadership skills.

Leonard Moses **Kennedy**, Male

Leonard was born on 19 September 1989, in Kalino Village, Traditional Authority (TA) Chikowi in Zomba District. He is a christian. He went to Saint Pius Full Primary School in 1997. In the year of 2005, He went to Nasawa Secondary School. He passed Malawi School Certificate of Education, at Nasawa Secondary School in the year of 2008.

In 2010, he joined Mbili Yathu Youth Club, where he was elected as a chairman for the club, in the year of 2014, for a three years term. In 2017, he was re-elected as a chairman of the club for another term.

In 2018, he was elected as a zonal youth coordinator



for Chimwalira zone. In the same year he was also elected as a Constituency Youth Secretary for People's Party (PP), in Zomba Thondwe constituency up to date.



Born from a very poor family background, Marygrace is a twenty-eight years old lady from Mzimba district in Malawi. She reflects a varied personality including ambition, and the qualities of generosity and thoughtfulness. Also, a well determined and vigorously individual, yet pleasantly calm. Marygrace always encourages fighting for what one desires and believes in doing it through God because nothing great comes easy and with God everything is possible. She is a lady born with leadership skills and some learning. With the knowledge imparted through different leadership roles assigned, she

Marygrace **Phiri**, Female

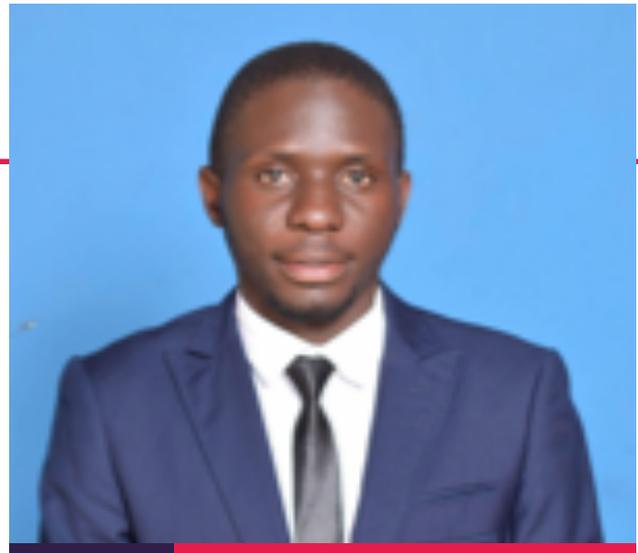
has never feared failing and that is what makes her take risks in life. All about her childhood cannot be remembered but her dad once said she was a very active, curious, and communicative child.

Marygrace Phiri is a primary school teacher and at the same time, a university student who is motivated by love for learning and succeeding as she strives to become an outstanding and a successful woman in today's society. With the definitive goal of becoming a communications specialist, currently completing the Bachelor degree program in communication studies, at Mzuzu University. She is the secretary for the Students Representative Council at the university and the council member of the university's board. At the same time, serving as the Malawi Public Universities Student's Union General Secretary. An old saying goes, "A life with a goal is a life that is whole." She is always positive and shows everyone that her life is whole. Marygrace is a member of the UTM party.

Joseph K. **Munthali**, *Male*

Joseph is a young politician and Animal Scientist by profession, he was born in 1991 at Rumphu District Hospital. Joseph did his early education at Chiputula primary school in Mzuzu. He did his secondary education at Luwanga secondary school which was completed at Mvera Army Community Day Secondary School. He holds a BSc in Animal Science from Lilongwe University of Agriculture and Natural Resources obtained in 2019.

He started actively participating in politics while at the University. His biggest achievements as a young politician was being voted on the position of Secretary General of MCP political wing; whilst in office the wing grew tremendously under his leadership with the help of other executive members. He coordinated the foundation of a regional body of college political wings in the central region of Malawi led to the birth of a national body. He held positions of treasurer general and interim secretary general for the mentioned bodies respectively. At regional



level; His executive team managed to coordinate a door to door campaign in one of the constituencies during both the 2019 and 2020 General elections. His biggest political aspiration is to represent the people of his constituency at the National Assembly. After leaving University, he actively participated in advisory roles for University political wings. For the past three years he has been actively managing various construction projects within residential areas in Lilongwe and Rumphu.



Verah Cherish **Hanjahanja**, *Female*

student teacher at Our lady of wisdom secondary school.

Vera Cherish Hanjahanja is a teacher by profession from the University of Malawi. She has a degree in education social studies majoring in History and minoring in Theology. She has vast knowledge in research and data collection. She was awarded a certificate as a distinct student in her fourth year of study at school with a G.P.A of 3.75. She has worked as a volunteer teacher at Mtendere Christian secondary school in the year 2019 and currently a

She has a strong interest in politics and the education of the youth and the girl child. Politically she has been a member of the Democratic Progressive Party (DPP) since 2010 and joined the university of Malawi DPP wing in. She has been an active member entrusted with mobilizing members and women for rallies and was also in the electoral commission in the current party election at school. Due to her involvement in the party, she was selected to attend the Program for Young Politicians in Africa by the CYLA and the Green Forum which grooms the youth in politics.

She has worked with the youth since 2020 as a youth leader at church and in various organizations such as Encourage Her Malawi and Ladies in Tertiary Education.

Charles Dokera **Thole**, *Male*

Charles was born at Dzenza Mission Hospital on 3rd May 1993. Charles grew up in the village and in a poor family such that his secondary school education was financed by Plan Malawi. He got selected to the University of Malawi (UNIMA) where he is currently studying for a Bachelor of Laws (Honors).

Charles has always believed that if he does not step forward and demand the change he desires, that change will not come. This has shaped him into a fighter. As such, having seen the plight of many needy students at UNIMA, he decided to form a student-oriented club whose purpose was to mobilize financial resources for such needy students. This saved a number of UNIMA students from being withdrawn on financial grounds. Furthermore, as the President of the Students Union of UNIMA, Charles, together with others, successfully lobbied the Government to increase upkeep loans for needy students.



He is also an advocate of gender equality, essentially earning him the label of a gender activist in his community, where he has also fought for early marriages. Cumulatively, he is a fearless and decisive person, traits that have raised confidence among his constituents such that they have entrusted him with leadership roles. He is a member of the UTM party.



Promise **Malembetsa**, *Female*

Promise is a 25 years old self oriented woman. She is a registered nurse by profession, and obtained a Bachelor's degree of science, Child Health Nursing through a direct entry program at Kamuzu College of Nursing (KCN). She is currently unemployed. She is a volunteer for an organization called Stroke Support. She has good communication, interpersonal and leadership skills. She has always aspired to be a leader. She had a deep leadership experience while in college where she served as a

vice speaker of KCN students union. Her greatest achievements as a leader was being able to fight for her fellow students' rights. This geared her for a greater leadership challenge because she gained confidence that she is capable of giving influence to a lot of people in the country at large.

She was also an executive member of the college UDF wing. She was exposed to political knowledge and this made her gain stamina to indulge in active politics. She aspires to contest as a member of parliament and her greatest dream is to be a cabinet minister or speaker of the national assembly. She believes that this is going to make her a role model to fellow young girls in the country as well as to show the society that girls can also equally be leaders in politics. "NDI has just granted me a greater opportunity to gain more leadership skills and knowledge for my political career advancement."

Vincent Kingstone Mkwinda, Male

Vincent Kingstone Mkwinda is a young Malawian man born on the 02nd June 1994 in Maldeco, Mangochi district. As a Young Researcher working with the Malawi Liverpool Wellcome Trust since 2015, he aims to continue working hard to make a difference through the knowledge, skills and experiences that he has acquired in his research career in a way that he can be able to contribute to the positive social and health behavior change.

Vincent who is also the Chairperson of Blue Millennials which seeks to improve and help fellow youth to actively contribute to the development agenda of the nation as well as their communities. In addition to the course, the group also wants to reach out to the vulnerable group of people of all ages and backgrounds in uplifting their livelihood.



He is also part of the 2022 Cohort 5 of the Program for Young Politicians in Africa (PYPA) which seeks to strengthen the skills and knowledge of young leaders needed to assist them in assuming leadership roles within their parties and for building constructive relationships across party lines. He is a member of the Democratic Progressive Party (DPP).



Temwa Chilanga, Female

management (land and water). Temwa graduated in December, 2018. She decided to apply for a master's degree at Mzuzu University (MZUNI) to which she was admitted under the faculty of environmental sciences. She is still pursuing the course (Water Resources Management) and this is her final year and mostly dealing with the research project.

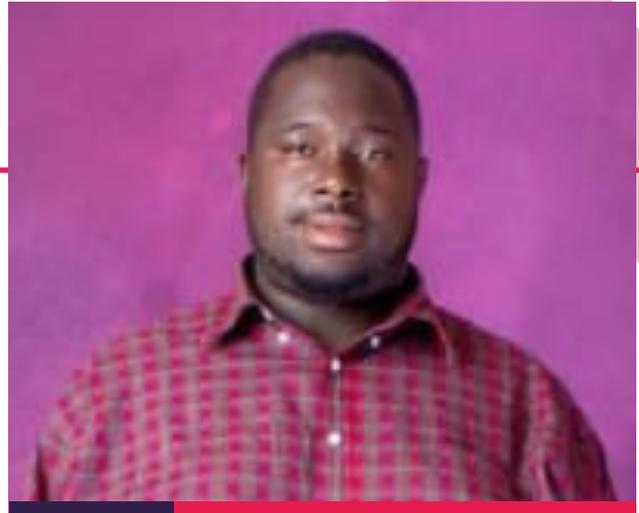
Temwa was born on 17th August 1999 in Mzuzu City. She lives in Chibavi, Mzuzu City. She attended her primary school at Chibavi and Hope private school. She was selected to Karonga girls' secondary school where she got her Junior Certificate of Education (JCE) in 2011. She continued with her secondary education at Phwezi Girls Secondary School where she got her Malawi School Certificate of Education (MSCE) in 2013. In the course of pursuing tertiary education, she was selected to the Lilongwe University of Agriculture and Natural Resources (LUANAR) where she studied natural resources

She was attached to the ministry of water and sanitation in 2018. Temwa is mostly conversant with water quality sampling and analysis since that was the department she worked in. She also was an intern at Sustainable Development Excellence (SDE) consulting firm in 2019 at Chintheche in Nkhata-Bay district, and worked as a field officer under the same consultancy in Machinga. The consultancy is mostly based on building the capacity of farmers in irrigation schemes where water users associations are formed for proper water management, scheme infrastructure etc. in the irrigation schemes. Temwa is a member of the People's Party (PP).

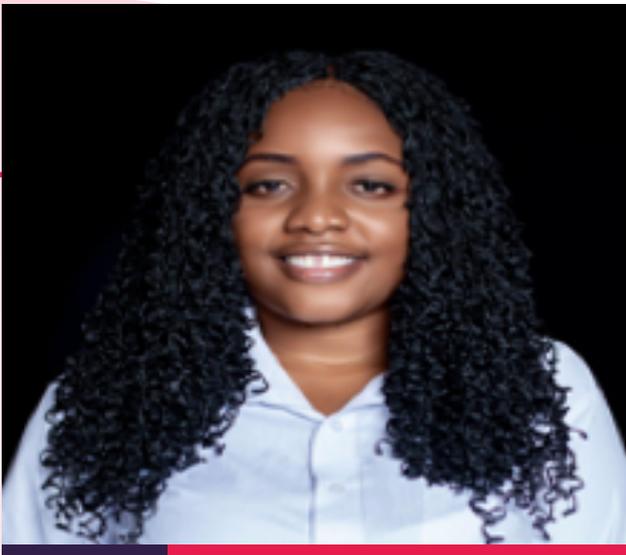
Desire **Sibande**, Male

Desire was born on 19 May 1991 in a family of four children and he is the third born. He has two sisters and one brother. His parents are late but their names were Dwein Sibande and Sheilla Kaunga. Desire is married to Anastazia Gama, together they have two lovely kids. Desire and his family are currently staying in Mzimba. Desire loves playing basketball and also loves listening to music. He is also a fan of soccer. He comes from royalty, is a prince in the family of Traditional Authority Kampingo Sibande and sometimes administrates cases on behalf of the Inkosi. He has recently joined the construction sector but has been in the Christian ministry for a long time and is currently the general overseer of Word in Faith Church International.

In 2019 Desire contested as a member Parliament for Mzimba East under the United Democratic Front (UDF) where he failed badly but he felt like he won on the pretext that many people ran away



from contesting in politics and making them run away from being responsible citizens. He also came to fill the gap on youth representation by standing as a member of parliament to bring change in the politics and promote youth inclusion. In 2020 he attended a PYP Academy of which they were awarded a certificate in political Leadership and he was also voted as Country Representative for all political parties in Malawi since PYP training is done by both Zambia and Malawi youths representing different political parties.



Pokera Gondwe is a young, passionate and energetic woman who for the past 7 years has been an active advocate for young people's participation in politics. She has served within the ranks of the Malawi Congress Party (MCP) from constituency to national level. She has also been privileged and honored to represent MCP internationally. She believes in the power of positive thinking, flexibility, open-mindedness and creativity. What keeps her ticking

Pokera **Gondwe**, Female

is that she is always eager to learn new things and embraces the notion that with new experiences, comes new ideas, possibilities and perceptions. That makes her aware that success comes with willingness to change how one does things, bring in new ideas and adapt to change when there is need to do so.

A strong believer in teamwork, she has constitutently encouraged and advised fellow young political leaders to always value the ideas and criticisms from those they lead. She has also encouraged the youth to take up challenging positions in politics because the future is in their hands. Pokera is a public health professional currently working in Mzimba as a Community Mobilization Officer. She has helped to reach out and impact on the Youth, Adolescent Girls and Young Women, key population and the general public.

Blessings Precious **Chawawa White, Male**

Blessings Chawawa White a motivated and responsible Malawian holding Malawi school certificate of education (MSCE) and studying business management under ABE of the Lilongwe Technical college. He is a young man who is ready to learn new things all the time, flexible and with interest in changing the political flame of Malawi.

Blessings has Managed to win a secretariat office by landslide in three conservative terms at Kasungu CCAP youth Ministry. He managed to get the position of deputy publicity secretary of AFORD Ipatse Moto youth wing due to his hard working spirit. He also managed to be chosen as a media team member by the party due to the hardworking spirit and the passion to learn more in the tech world.

Being a young man and eager to learn new skills and things from different people he is found in places with some functions whether big or small just to learn from the people around those places. He believes in unity and team work since working together helps in doing things quickly. He strongly believes that, "being a young man isn't a reason to be a failure but a valid reason to achieve more in life since we have adequate time to plan and put our work on ground."



Number of fellows trained:

37

25 CSO

12 POLITICAL PARTIES



Viewers of First Annual Project Symposium

Nationwide broadcast on TV

2,745 through Facebook

60+ in person

4 Online Events Conducted

6 Political Parties Supported

25 Organizations Supported

Government of Malawi



CSOs

Academia



Key Stakeholders



Political Parties

Parliament of Malawi



CBOs



Number of projects supported:

26

Estimated project reach:

5000+ PEOPLE



100%

Percent of fellows that are confident or very confident as leaders in their organizations, political parties, and communities following their participation in the academy







Class of 2023
Calendar of Activities



MODULE	FACILITATOR/ LEAD	DAY/MONTH	MODE	TYPE	VENUE
Orientation Class of 2023	Chimwemwe Kalea	23 August, 2022	In-Person	Joint	Lilongwe - NDI Office
Role of CSOs / NSA in Development & Governance	Dr. Henry Chingaipe	23rd - 26th Aug, 2022	In-Person	Joint	Lilongwe - NDI Office
Effective Communication	Jimmy Kainja				
Nthanda Manduwi	3rd Wk, Sept, 2022	In-Person/ Virtual	Joint	Chikho Hotel, Mponela	
International Day of the Girl Child	Next Gen Class of 2022	11th October, 2022	Virtual	Joint	Online
Policy Bootcamp	Mr. Vitima Mkandawire	3rd Wk of Oct, 2022	In-Person	Joint	Chikho Hotel, Mponela
Monitoring and Evaluation	Ms. Emma Gausi	3rd Wk Nov, 2022	In-Person	CSO	Chikho Hotel, Mponela
Financial Management & Budgeting					
(NDI Specific Grant Management)	Christopher Chirambo	3rd Wk Nov, 2022	In-Person	CSO	Chikho Hotel, Mponela
Alumni Policy Mentorship Session	TBC	1st Wk Dec, 2022	In-Person	Joint	Lilongwe - NDI Office
National Anti-corruption day	Next Gen Class of 2021	9th Dec 2022	Virtual	Joint	Online
The 16 Days of Activism against Gender-Based Violence	Next Gen Class of 2023	25th Nov - Dec 10 2022	Virtual	Joint	Online
NGO Leadership and Management and Program Design and Management	Ms. Dee Punungwe	3rd/4th Wk of Jan, 2023	Virtual	CSO	Online
Electoral Systems, Campaign Management & Party Finances	Mr. Henry Chilobwe	3rd/4th Wk of Jan, 2023	Virtual	PP	Online
Political Parties: Ideas and Organization (Party Internal Structures and Practices)	Mr. Henry Chilobwe	3rd/4th Wk of Jan, 2023	virtual	PP	Online
Leadership Ethics Mentorship Session	ACB/FIU/ Ombudsman	3rd/4th Wk, Jan 2023	Virtual	Joint	Online
International Day of Education	Next Gen Class of 2022	24 January 2023	Virtual	Joint	Online
Conflict Management & Political Party Alliances	Mr. Alfred Mangani	3rd Wk of Feb, 2023	In-Person	PP	Lilongwe - NDI Office
Social Entrepreneurship and Innovation	Mr. Kabass Agbermodji	3rd Wk of Feb, 2023	In person	CSO	Lilongwe - NDI Office
Parliament Visit (Budget Session)	Chimwemwe Kalea	3rd Wk of Feb, 2023	In-Person	Joint	Lilongwe - NDI Office
Introduction to Constitutional Law	Dr. Chisomo Kapulula	3rd Wk March, 2023	Virtual	Joint	Online
Gender & Social Justice	Dr. Nandini Patel				
Ms. Ann Maganga	4th Wk of April, 2023	In Person	Joint	Lilongwe - NDI Office	
Climate Justice Mentorship (Earth Day)	Kumbukani Mamba	22nd April 2023	Virtual	Joint	Online
CSO Project Proposal & Implementation	Christopher/ Chimwemwe	Jan 1 - May 31, 2023	In-person	CSO	Lilongwe - NDI Office
Political Party Policy Activities	Christopher/ Chimwemwe	Apr 1- May 31, 2023	In-person	PP	Lilongwe - NDI Office
World Day Against Child Labour	Next Gen Class of 2021	12 June, 2023	Virtual	Joint	Online
Symposium & Graduation	Christopher/ Chimwemwe	3rd Wk of June, 2023	In-person	Joint	Lilongwe - NDI Office



Civil Society Organization Advocacy Projects

All CSO youth leadership fellows are required to develop a project idea which they will pursue during the academy. By taking advantage of the classes and attending mentorship opportunities, the fellows should strive to make their proposed idea sellable. The fellows will have an opportunity to apply for a small grant during the academy. All successful grants will be channeled to the fellows' sponsoring organizations and NDI sub-grants management rules shall apply to all the grantees.

Joint project proposals are also welcome. If fellows choose to go this route, proper demarcation of roles should be spelt out in the proposal. Political party fellows may partner up with Civil Society Organization fellows as well if there is a project they are both interested in pursuing.

The implementation period for the individual projects is dependent on the continuity of the academy. Fellows will be encouraged to approach other funders should they need scaling up of their projects.



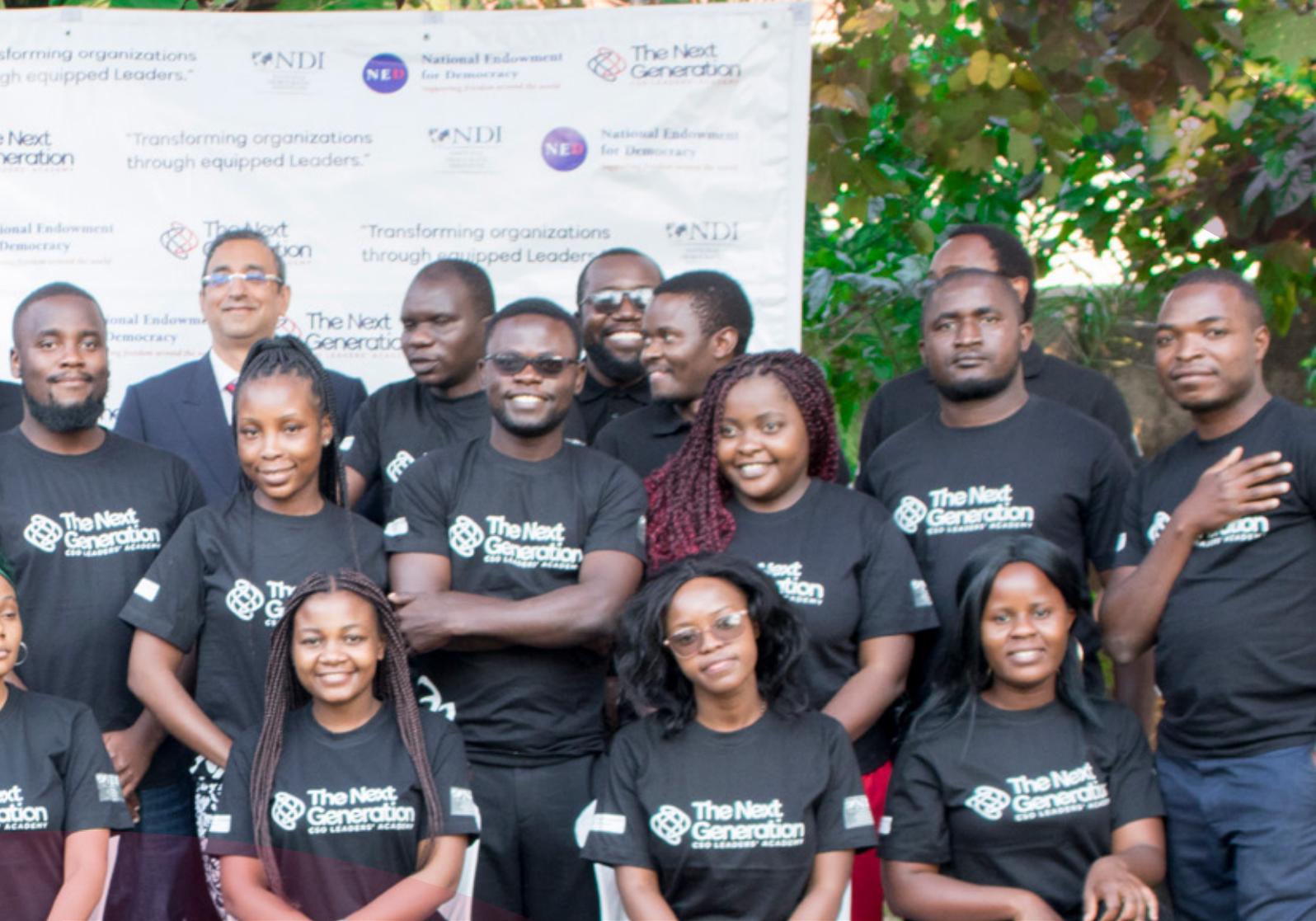
Political Party Policy Research & Advocacy

To further expand the reach of the lessons and capacity building from the training portion of the program, each set of political party youth will research and identify a key issue and develop an advocacy strategy for raising the issue within the party. The party youth fellows will engage other party members and senior leadership in advocating for their policy recommendations

and may eventually conduct broader public outreach to the public via radio. This will present an opportunity for youth to foster internal dialogue in the party on a key youth priority and, as they become experts, improve the environment for youth engagement on policy issues within the party.



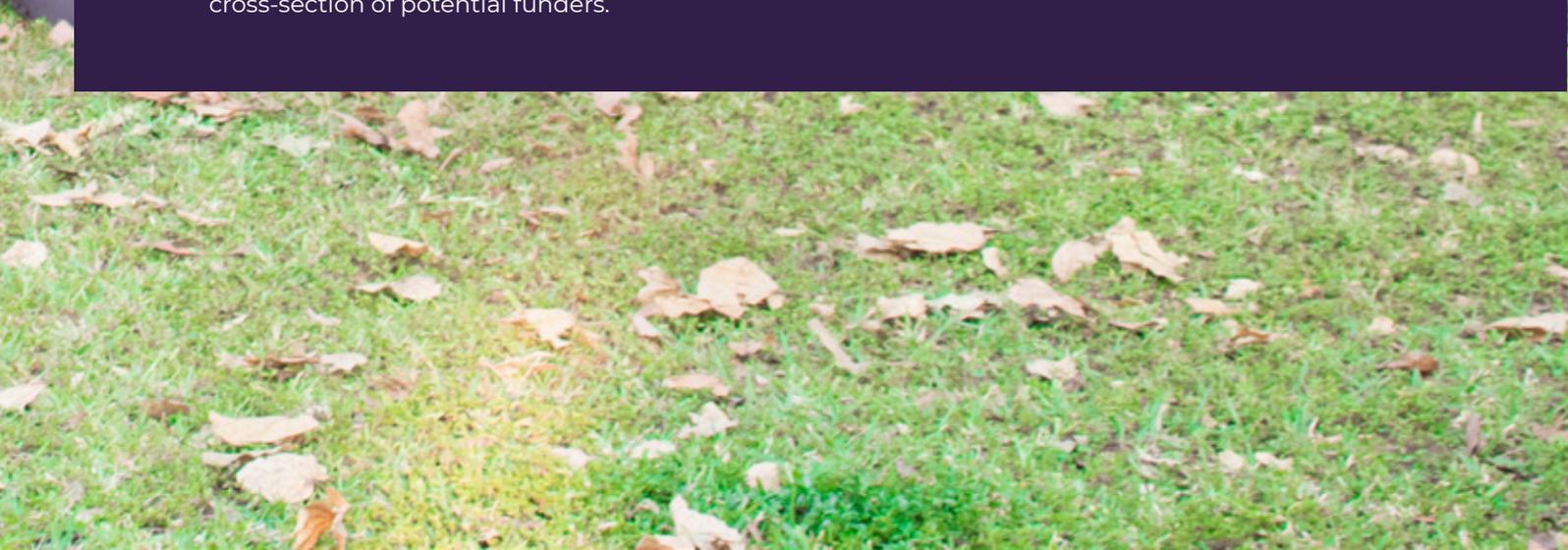
 **The Next
Generation**
LEADERS' ACADEMY



Graduation and Symposium

Duration: 4 days (3rd Week of June, 2023)

The graduation and symposium will serve two purposes. One, it will mark the end of the academy in 2023. Two, it will also serve to showcase what the fellows have learnt by pitching their proposals to a cross-section of potential funders.





SAY HELLO

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