



Government of Ireland
International Development Programme



TANZANIA NEXTGEN LEADERS FELLOWSHIP (TNLF)

ACTIVITY NARRATIVE REPORT

COHORT 1 | SEPT. 8 – 20, 2025 | DAR ES SALAAM

OUR PARTNERS:





Tanzania NextGen Leaders Fellowship

Empowering Tanzania's Next Generation
of Multisectoral Leaders



CHAPTER 01

EXECUTIVE SUMMARY



The African Leadership Initiatives for Impact (ALII) is an NGO established in 2022 and legally registered in Tanzania with Reg. No. OoNGO/R/7217 for the purpose of re-activating the role of Tanzania and Africa in empowering young people on the African Continent and within Tanzania, to increase present capacities and voices of youth, and to provide unique spaces for participation in leadership and peace process for sustainable development. ALII works to inspire, empower and nurture the young people of Tanzania and Africa in promoting peace and development through creative and innovative leadership solutions.

ALII and our partners and with generous support of Ireland Embassy in Tanzania, are proud to present activities report of Tanzania NextGen Leaders Fellowship – Cohort 1 which delivered a highly impactful year of leadership development and national exposure for emerging young leaders across the country, contributing directly to ALII’s strategic vision of nurturing ethical, skilled, and solution-oriented youth capable of shaping Tanzania’s development and governance landscape. With support from partners and stakeholders, the Fellowship equipped 100 participants with practical leadership skills, sector-specific knowledge, and experiential learning opportunities that enhanced their capacity to meaningfully contribute to social transformation. Through a combination of structured trainings, institutional visits, mentorship, and peer learning, the program demonstrated strong alignment with national priorities, the SDGs, and donor expectations for sustainable, youth-driven development.

Throughout the Fellowship cycle, participants were placed in tailored thematic tracks, Foreign Affairs and International Relations, Leadership in Health and Social Services, and Natural Resources and Climate Adaptation, ensuring that skills and exposure matched relevant national and regional development needs. These tracks facilitated high-level engagements with strategic institutions, allowing participants to gain first-hand understanding of systems, policies, and leadership environments. Fellows interacted with diplomats, public sector leaders, technical experts, and development actors, deepening their appreciation for multi-stakeholder collaboration and evidence-based leadership. These engagements not only strengthened participants' leadership competencies but also reinforced ALII's model of preparing young leaders through direct interface with national institutions and policy processes.

Beyond exposure and training, the Fellowship fostered a strong platform for collaboration, innovation, and leadership confidence among participants. Fellows demonstrated increased commitment to community service, civic engagement, and development-oriented initiatives within their communities. The program provided a structured environment that allowed them to reflect on Tanzania's development challenges, engage critically with national priorities, and begin designing early-stage ideas for community action. This outcome reflects the program's core objective: to cultivate young leaders who are both knowledgeable and capable of translating learning into practical, community-driven solutions.

Generally, the Tanzania NextGen Leaders Fellowship has shown strong potential for scalability and long-term sustainability. The achievements of this cohort validate the program design and underscore the importance of continued investment in youth leadership development. Donor support remains essential to expanding the Fellowship to underserved regions, strengthening post-training mentorship structures, and enabling participants to implement impactful community projects. The successes of this cohort demonstrate that strategic investment in youth leadership yields measurable, sustainable benefits for Tanzania's governance, peace and security, economic resilience, and social development. Continued partnerships will allow ALII to deepen this impact and expand opportunities for young leaders to meaningfully shape the future of the nation.





CHAPTER 02

BACKGROUND INFORMATION



Youth leadership and empowerment are critical drivers of sustainable development, particularly in regions like Sub-Saharan Africa, where a significant proportion of the population is young. In Tanzania, over 77% of the population is under 35 years old, presenting both a challenge and an opportunity. Despite this demographic dividend, Tanzanian youth face systemic barriers to education, employment, and leadership opportunities. These challenges hinder their potential to contribute meaningfully to national development (World Bank, 2021).

While Tanzania has made significant strides in economic growth and infrastructure development, the country struggles with a leadership gap among its youth. Young people are often excluded from the decision-making process, which stifles their ability to influence policies that affect their future. Traditional governance systems and limited access to mentorship exacerbate this problem, leaving many talented young Tanzanians without pathways to leadership (UNDP, 2020). This exclusion undermines democratic governance and economic innovation, as the perspectives and ideas of a critical demographic are overlooked.

Tanzania's youth also face high unemployment rates and a mismatch between the skills they acquire in formal education and the demands of the labor market. According to the International Labour Organization (ILO), Tanzania's youth unemployment rate is approximately 13.4%, but this figure does not capture the high levels of underemployment in informal sectors (ILO, 2023). A lack of practical leadership training and entrepreneurship skills further compounds the challenge, as young people struggle to navigate the complexities of a modern economy. Leadership is a cornerstone of sustainable development. The United Nations Sustainable Development Goals (SDGs) emphasize the importance of inclusive leadership in achieving targets like quality education (Goal 4), decent work and economic growth (Goal 8), and reduced inequalities (Goal 10). Tanzania's Vision 2025 also prioritizes youth development as a pathway to becoming a middle-income country (United Republic of Tanzania, 2020). However, achieving these goals requires deliberate investment in programs that equip young people with the skills, networks, and confidence to lead.

It is under this reason, **The African Leadership Initiatives for Impact (ALII) had innovated the Tanzania NextGen Leaders Fellowship - TNLF**, a project designed to bridge the leadership gap by providing an opportunity of early identification of leadership talents and intensive training program for young Tanzanians. It will focus on mentorship, leadership development, and capacity building, enabling participants to become change agents in their communities, nation, and beyond. The fellowship aligns with national and global priorities, leveraging the potential of young people to drive economic growth, foster innovation, and contribute to social cohesion.

The "Tanzania NextGen Leaders Fellowship" aims to empower young Tanzanians to become ethical, innovative, and impactful leaders in their communities and the nation at large. This is to ensure Tanzania has a strong, sufficient and reliable pool of competent leaders who will drive the wheel of development in the future. By addressing systemic challenges such as limited spaces for youth leadership development, and lack of mentorship opportunities, the program seeks to cultivate a generation of leaders equipped to tackle complex societal challenges in the future. These leaders will not only advocate for youth inclusion but also develop innovative solutions to pressing issues like climate change, poverty reduction, gender inequality and beyond. Through this project, ALII will be fostering a new generation of empowered and skilled young leaders.





CHAPTER 03

INTRODUCTION TO TNLF COHORT 1

The African Leadership Initiatives for Impact (ALII) in collaboration with HakiElimu and Prime Minister's Office, Labor, Youth, Employment and Persons with Disabilities and by Co-Funding of Ireland Embassy in Tanzania and Norwegian Church Aid, successfully implemented The 1st cohort of Tanzania NextGen Leaders Fellowship - TNLF, which brought together 100 high-potential high school leaders from across Tanzania for an intensive 2-week training, aimed at equipping them with leadership, civic engagement, and professional development skills. The 1st cohort of the fellowship was implemented from Sept. 8 - 20, 2025 in Dar es Salaam. The fellowship involved general leadership courses training, specific sectors of interest training, learning visits and team-building activities to enhance their leadership skills. This cohort was implemented for the following objectives:

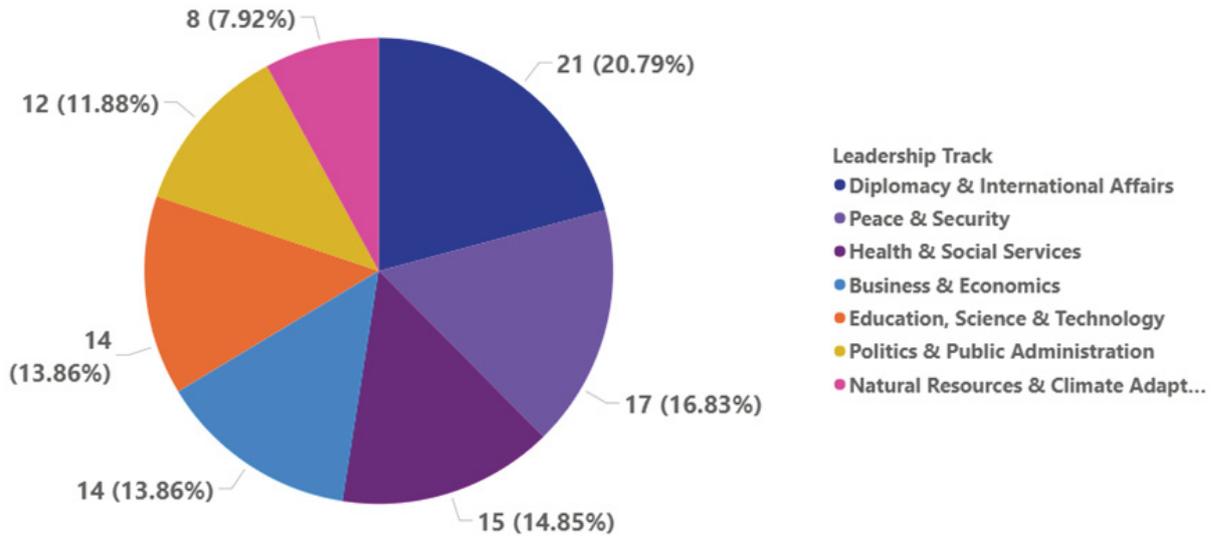
- To Officially Launch the 1st Cohort of Tanzania NextGen Leaders Fellowship.
- Build foundational leadership skills among 100 TNLF Cohort 1 Fellows and the general public.
- To enhance national conversations on empowering the NextGeneration of Tanzania's Multi-sectoral leaders towards vision 2050.

The 1st cohort of Tanzania NextGen Leaders fellows (58 men, 42 women), who are high school graduates of 2025, aged between 17-19, who were identified by their schools as best leaders, representing 20 regions of Tanzania, which are: Mtwara, Lindi, Kigoma, Njombe, Mbeya, Iringa, Arusha, Mara, Mwanza, Kagera, Urban West, Unguja North, Unguja South, Tanga, Morogoro, Dodoma and Kilimanjaro.



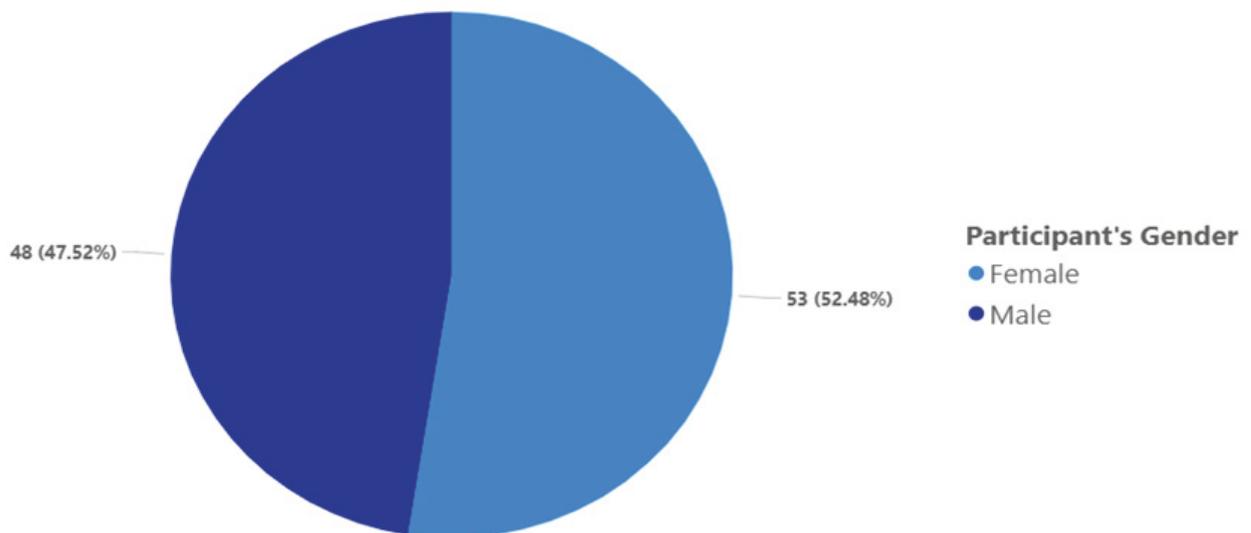
Participants Demographic Information

- Distribution of Participants by Leadership Track**



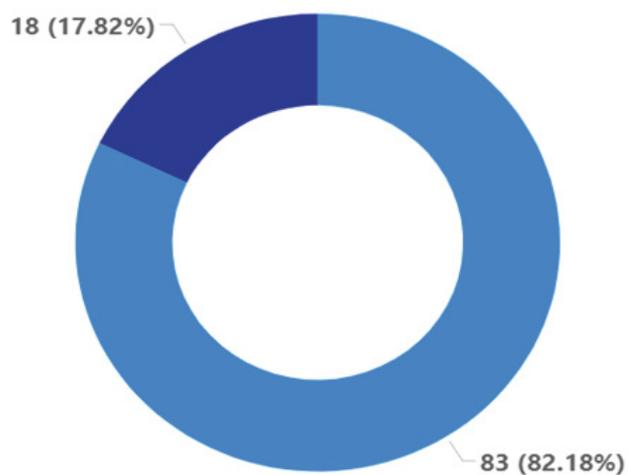
- Gender Distribution**

The chart above indicates that, out of 100 participants who attended cohort 1, 53 participants were female whereas 47 participants were males.



- Distribution by Age Group**

The chart below portrays participant's age distribution by different age groups. Whereby, out of all 100 cohort 1 participants, 82% belonged to 17 to 20 age groups while only 18% belonged to 21 to 25 age groups.



Fellow's Age group

● 17-20

● 21-25





CHAPTER 04

SUMMARY OF CARRIED ACTIVITIES

LAUNCHING EVENT AND INTERGENERATIONAL LEADERSHIP FORUM

The launching ceremony of Tanzania NextGen Leaders Fellowship was convened on Sept. 8, 2025 bringing together 100 Tanzania NextGen Leaders and 150 public attendees and invited guests. The event was held at New Library Auditorium, University of Dar es Salaam. The launching event was an important platform, to lay a strong foundation of the program, and communicate with invited guests and the general public. The event was graced by Mr. Suleiman Mvunye, Director of Youth Development at Prime Minister's Office, Labour, Youth and Persons with Disabilities.



Mr. Joseph Malekela
Executive Director of ALLI

Addressing during the opening ceremony, Executive Director of ALLI, Mr. Joseph Malekela addressed that, 'This Fellowship is more than a training, it is a journey through different levels of leadership growth. Our fellows will first undergo an intensive two-week training that will ignite their leadership capacity, introduce them to national development priorities, and help them reflect deeply on who they are as leaders. But that is only the beginning. For three years, they will walk side by side with mentors who will nurture their growth, helping them define their purpose, refine their vision, and prepare for the competitive leadership landscape ahead.

They will then enter professional development placements in government, civil society, private sector, and international organizations. Here, theory will meet practice, and vision will meet responsibility. But still, the journey will not end there. Fellows will be challenged to innovate—creating solutions to the pressing challenges of our time, from climate change to inclusive governance, from economic opportunity to peace and security. And as they mature in their leadership, some will even scale their solutions globally, taking Tanzania's story to the world stage. In the end, this Fellowship is about impact. It is about ensuring that the young people we see here today are not just trained and mentored but are equipped to make a real difference in their communities and across the nation. It is about creating a leadership ecosystem where every generation lifts the next'.



Government
of Ireland
International
Development
Programme



**Empowering Tanzania's Next Generation of Multisectoral Leaders
Towards Vision 2050**



Mr. Mwemezi Makumba
Representative of HakiElimu

Representative of HakiElimu, emphasized the importance of this program with the statement that, “Leaders shape the vision and direction of families, institutions, communities, and nations. This platform for leadership development is therefore vital not only for young people but for the country as a whole. While many other initiatives, including schools, play similar roles, this platform stands out by identifying leadership potential early and nurturing it through training and mentorship, truly embracing the idea that a person should be shaped while still young. It also recognizes the priorities and aspirations of these youths, preparing them to lead in the sectors they are passionate about. In today’s rapidly changing and highly interconnected world, nations face both voluntary and involuntary competition for progress and prosperity. Without deliberate efforts to develop leaders capable of guiding Tanzania through this global competition, the country risks being left behind”.



Mr. Shigeki Komatsubara
UNDP Resident Representative

Addressing during the opening ceremony. UNDP Resident Representative Mr. Shigeki Komatsubara said that. ‘This fellowship is launched at a perfect moment in Tanzania’s history. Vision 2050 provides the roadmap, but YOU will be the ones implementing it. The digital revolution creates unprecedented opportunities, but YOU will determine how Tanzania harnesses them. Climate change poses serious challenges, but YOU will innovate the solutions. You’re not just the beneficiaries of this program - you’re the prototype for a new model of Tanzanian leadership’.



Mr. Andrew Lenz
Charge De Affairs of US Embassy
in Tanzania

Addressing during the opening ceremony, Mr. Andrew Lenz, Charge De Affairs of US Embassy in Tanzania commended the work the African Leadership Initiatives for Impact and HakiElimu for doing the innovative, hard work day in and day out of “partnership and movement building,” as HakiElimu says on its website. “I am honored to represent the United States of America and to join the Irish Embassy and UNDP as partners and supporters of this Fellowship and all of you”.



Mercy Kawala
Representative of Nowregian
Church Aid

On the other hand, Representative of Nowregian Church Aid Mercy Kawala affirmed NCA commitment to support the youth of Tanzania, especially in engaging in peace and security. NCA believes leaders have an important role to play in promoting security of the Nation, and this program will give assurance to the next-generation to have peace through decisions made by trained and ethical leaders in Tanzania.



Ms. Danai Lazaris
Head of Public Diplomacy and
Development Attaché at the
Embassy of Ireland in Tanzania

Ms. Danai Lazaris, Head of Public Diplomacy and Development Attaché at the Embassy of Ireland in Tanzania provided a remark to commend the work done in recruiting best talents of leadership, expressed the Embassy willingness to support development of Tanzania through investing in the future talents and wished participants all the best in their endeavor. Ireland Embassy is open to continue working together with young people of Tanzania.



Mr. Suleiman Mvunye
Director of Youth Development at
Prime Minister's Office, Labour,
Youth, Employment and Persons
with Disabilities

The Government of Tanzania, through Mr. Suleiman Mvunye, Director of Youth Development at Prime Minister's Office, Labour, Youth, Employment and Persons with Disabilities, extended a warm appreciation to ALLI and its partners in ensuring this program is successful. The government assured its support to make the program meaningful and impactful, to deliver its purpose. The opening ceremony provided.



INTERGENERATIONAL LEADERSHIP DIALOGUE



The afternoon session of Day 1 of the Tanzania NextGen Leaders Fellowship featured a highly engaging Intergenerational Leadership Dialogue focused on “Re-thinking Intergenerational Cross-Sectoral Leadership Transition for Sustainable Development in Tanzania.” This session brought together experienced leaders and young emerging leaders for a deep, open, and forward-looking reflection on Tanzania’s leadership landscape and the role of youth in shaping the country’s future.

Moderated by Mr. Philemon Mweleka, the session convened a diverse panel comprising Mr. Simon Laurent from the Prime Minister’s Office, Ms. Rebecca Renatus of UTT AMIS, Ms. Kapwani Kavenuke of the EU Youth Sounding Board, Ms. Suzanne Sylvester of YUNA Tanzania, and Ambassador John Ulanga, who joined the conversation as an additional senior voice. Each panelist shared insights from their sectoral experiences, highlighting both the opportunities and structural barriers that influence leadership growth and transition in Tanzania. They discussed the importance of values-based leadership, innovation, institutional trust, economic empowerment, and creating enabling ecosystems that allow young leaders to meaningfully contribute to national development.

A central theme of the dialogue was the need to strengthen collaboration between generations. Older leaders emphasized mentorship, integrity, and accountability as critical pillars for sustainable leadership, while young leaders expressed the need for greater access to decision-making spaces, intergenerational trust, and investment in youth-led initiatives. The dialogue underscored that effective transition requires intentional engagement, shared responsibility, and recognition of the diverse strengths brought by different age groups.

Participants played an active role throughout the conversation, asking questions, sharing experiences, and challenging the panelists to address systemic issues affecting youth inclusion. Their contributions enriched the dialogue—ranging from questions on leadership ethics, employment pathways, policy engagement, and the private sector’s role in youth empowerment, to reflections on community-level leadership challenges. The interactive exchanges created an open environment where both panelists and fellows learned from one another.

Overall, the Intergenerational Leadership Dialogue provided a powerful platform for reflection, learning, and collective visioning. The session energized fellows to think critically about their leadership journey, strengthened intergenerational understanding, and reinforced the fellowship’s mission of cultivating a new generation of leaders committed to Tanzania’s sustainable development.



Leadership Course 1 : A foundation to Effective Leadership – By Goodluck William

The Tanzania NextGen Leaders Fellowship equipped its participants with essential knowledge, skills, and values necessary for effective and ethical leadership in contemporary society. Throughout the fellowship, participants were introduced to a comprehensive leadership curriculum that emphasized influence, purpose-driven action, and service to others. They explored the foundations of leadership, including the importance of purpose, conviction, vision, passion, and inspiration as key elements that shape a leader's identity and ability to motivate others. Fellows learned that leadership is not merely positional but rooted in character, integrity, and the ability to guide people toward shared goals.

The training emphasized the personal and professional demands of leadership, helping participants understand the cost, discipline, and self-awareness required to lead responsibly. They examined core attributes such as optimism, warmth, trustworthiness, humility, and moral consistency, while also developing dynamic capabilities like resilience, creativity, adaptability, courage, and accountability. The program further exposed participants to major leadership theories; including trait, contingency, situational, and transformational models, enabling them to appreciate diverse approaches and apply context-appropriate leadership styles.

Leadership development sessions encouraged participants to reflect on identity, purpose, potential, and long-term aspirations. They explored the power of attitude, goal setting, teamwork, and proactive decision-making in shaping their leadership journey. A significant portion of the training focused on diversity management, helping fellows understand visible and invisible dimensions of diversity, the value of inclusion, and the role leaders play in fostering equitable and innovative environments. They engaged in discussions on diversity criteria, inclusive leadership behaviors, and challenges facing organizations in promoting diversity, equity, and belonging.

Another important component of the course was leadership ethics and accountability. Participants learned the principles guiding ethical decision-making and the importance of using influence rightly and transparently. They examined the difference between ethical and unethical leadership and reflected on how values such as fairness, honesty, respect, and community guide responsible leadership. Through practical scenarios, they analyzed real-world ethical dilemmas and practiced making decisions that balance compassion, justice, accountability, and organizational integrity.

The first day of the leadership training provided a transformative learning experience that strengthened the participants' leadership mindset, broadened their understanding of ethical and inclusive leadership, and prepared them to lead with integrity, confidence, and purpose in their communities and professional spaces.



Leadership Training 2 : General Leadership Course by Suzane Sylvester

As part of the Tanzania NextGen Leaders Fellowship training series, fellows participated in an insightful session on Emotional Intelligence facilitated by Ms. Suzanne Sylvester – Chairperson of YUNA Tanzania and Board Member of The African Leadership Initiatives for Impact (ALII). The training aimed to strengthen participants’ emotional and leadership capacities, which are essential for effective personal growth and professional excellence. Ms. Suzanne defined Emotional Intelligence as the ability to understand and manage one’s emotions in a positive and constructive way. She emphasized that EI is a critical leadership skill that enables individuals to manage themselves and navigate relationships with others more effectively.

The session highlighted the importance of Emotional Intelligence in shaping behavior, improving performance, and enhancing decision-making. Through strong emotional awareness, leaders are better able to maintain balance, foster collaboration, and make thoughtful choices that positively influence teams and communities.



To deepen this understanding, Ms. Suzanne introduced the concept of Emotional Intelligence and Self-Management using a simple but powerful formula involving three key forms of effort:

- Physical Effort (Hands) – representing action, productivity, and execution.
- Mental Effort (Head) – representing thought, analysis, and decision-making.
- Emotional Effort (Heart) – representing empathy, compassion, and connection.

She illustrated this concept with a scenario involving an ambulance, a presidential convoy, fire brigade vehicles, and police cars arriving at a crossroads. Fellows were asked to decide which vehicle should move first, demonstrating how emotional, mental, and physical judgment work together in making balanced decisions. This exercise reinforced the idea that emotional intelligence is central to effective management and leadership.

Ms. Suzanne further explained that emotions can be categorized into pleasant and unpleasant types. Unpleasant emotions—such as uncertainty, stress, and worry—may lead to assumptions, reactive behavior, or a problem-centered mindset. Pleasant emotions—such as purpose, value, feeling informed, and empowerment—encourage engagement, care for others, solution-focused thinking, and innovation.

The session concluded with a discussion on six core Emotional Intelligence competencies that every leader should cultivate; Self-Awareness, Awareness of Others, Authenticity, Self-Management, Emotional Reasoning, and Inspiring Performance. These competencies form the foundation of strong and impactful leadership.

Overall, participants were encouraged to continuously practice emotional awareness, empathy, and mindfulness throughout their leadership journeys. By mastering these EI skills, the NextGen Leaders are better positioned to lead with empathy, make informed decisions, and inspire meaningful and positive change within their communities.

SECTOR SPECIFIC SECTORS CAPACITY BUILDING

Leadership in Education, Science and Technology

Education, Science and Technology form the backbone of Tanzania's long-term social and economic transformation, making leadership in this sector critical for national development. As the country advances toward a knowledge-driven economy, it requires young leaders who understand the complexities of the education ecosystem, the importance of scientific innovation, and the rapidly evolving technological landscape shaping today's world. Strengthening this leadership pipeline ensures that future decision-makers can champion equitable access to quality education, integrate technology into learning, promote STEM excellence, and drive innovations that position Tanzania competitively in the global arena. Preparing young leaders in this sector is therefore essential, not only to reform the education system and close learning gaps, but also to cultivate a generation capable of leveraging science and technology to solve local challenges, inspire creativity, and accelerate national progress.



Education Sector Training at HakiElimu

The Tanzania NextGen Leaders Fellowship (TNLF) 1st Cohort continued its mission of nurturing young leaders through a specific sector training. The TNLF participants under Education, Science and Technology had a two-day learning visit hosted by HakiElimu, one of Tanzania's leading civil society organizations in education advocacy, and partner of Tanzania NextGen Leaders Fellowship. As part of the broader two-week leadership program, 13 fellows were placed at HakiElimu for 2 days specific sector training, to deepen their understanding of the education sector and strengthen their leadership capacity through experiential learning, professional exposure, and problem-solving sessions. The specific sector training served as an essential practical component of the fellowship, bridging the gap between leadership theory and real institutional experience while allowing fellows to engage closely with experts working on systemic education reforms.

During the visit, fellows were taken through a comprehensive organizational tour across all departments, giving them firsthand insight into how an education-focused CSO operates, the internal systems that enable effective advocacy, and the diverse roles that contribute to advancing national education outcomes. Staff members introduced the fellows to HakiElimu's mission, strategic priorities, program portfolios, and contributions to improving education policy, community engagement, and citizens' participation. This exposure helped fellows appreciate the scale of work, coordination, and leadership required to influence national educational change.

The learning visit featured two robust training sessions tailored to inspire a deeper systems-level understanding of the education landscape and empower fellows to think critically about their own leadership journeys. The first session broadened the fellows' perception of education beyond classroom learning by examining the purpose of education, how policies shape outcomes, and the importance of leadership in driving equity and transformation. Fellows explored the interconnected nature of education with other sectors and reflected on the role young leaders must play in advocating for inclusive and sustainable solutions. This session sparked meaningful dialogue and encouraged the fellows to view themselves as future connectors and influencers capable of contributing to a stronger education system.

The second session focused directly on practical educational challenges such as school dropout rates, low retention, and re-entry barriers for teen mothers. Using real cases from both rural and urban contexts, fellows engaged in problem-solving exercises to analyze root causes and propose actionable strategies. They learned how to define a problem clearly, set realistic goals, engage stakeholders, and design interventions that can be implemented at school, community, or policy level. By crafting leadership action plans, fellows gained confidence in their ability to identify issues, mobilize peers, and lead change initiatives that promote inclusivity and improve educational outcomes.

Overall, the learning visit strengthened the fellows' leadership potential, boosted their confidence, and enhanced their appreciation of education as a dynamic and complex system. It also reinforced the importance of youth-led initiatives in addressing pressing challenges affecting learners across the country. By the end of the visit, fellows emerged more knowledgeable, motivated, and committed to becoming education champions in their communities. The experience demonstrated the transformative value of investing in young leaders and highlighted the power of structured learning visits in shaping informed, responsible, and action-oriented youth leaders for Tanzania's future.

Learning Visit at Project Inspire

On September 14, the NextGen Fellows visited ProjeKt Inspire in Dar es Salaam for a one-day training and learning session. ProjeKt Inspire is a youth-based social enterprise focused on improving STEM (Science, Technology, Engineering and Mathematics) education through hands-on, project-based learning, a practical alternative to the largely theoretical curriculum common in many Tanzanian schools. Their mission is to ensure young people have access to affordable quality resources and tools necessary for STEM fields, with a vision of nurturing a generation of skilled African innovators.

During the visit, fellows were welcomed into ProjeKt's facility and exposed to the organization's programs which include STEM-themed after-school activities, youth bootcamps, teacher training, and interactive "STEM Park" sessions. The training demonstrated how STEM education can be reimaged through practical experiments, coding, engineering design challenges, and integrated learning that links theory with real-life application. Fellows observed firsthand how children and youth engage with these activities and gained insight into the pedagogical philosophy that prioritizes creativity, critical thinking, problem-solving, and innovation over rote memorization.

The day also provided the fellows with a broader understanding of how social enterprises can contribute to educational transformation, not only by delivering services to learners, but also by supporting teacher capacity building, community outreach, and cultivating interest in STEM careers among Tanzanian youth. Through interaction with ProjeKt Inspire's team and observation of their operations, fellows witnessed the potential of youth-led, community-driven initiatives to expand access to quality STEM education and empower the next generation of innovators.

By the end of the visit, the group left with a renewed appreciation for the value of hands-on STEM learning as a tool for social impact, and with inspiration to incorporate similar practical, problem-solving approaches in their own leadership and advocacy efforts. The experience reinforced the fellowship's broader vision: equipping young leaders with real-world exposure and tools that enable them to drive positive change — not only in education broadly, but specifically in giving youth a pathway toward innovation, opportunity, and national development.



Leadership in Business and Economics

Business and Economics are central pillars of Tanzania's Vision 2050, which prioritizes a competitive, inclusive, and innovation-driven economy capable of creating sustainable prosperity for all citizens. As the nation positions itself to expand industrialization, strengthen domestic markets, attract investment, and integrate into the global economic system, it needs a new generation of leaders equipped with strong economic literacy, entrepreneurial thinking, and strategic leadership skills. Preparing young leaders in this sector is essential to building a resilient economy that can generate quality jobs, drive technological adoption, and stimulate growth across industries. Through this track, the fellowship seeks to nurture future entrepreneurs, economic strategists, and business innovators who understand market dynamics, uphold ethical leadership, and can design transformative solutions that accelerate Tanzania's socioeconomic progress. Strengthening this pipeline of talent ensures that the aspirations of Vision 2050 are not only understood, but actively driven by competent, confident, and visionary young leaders.

Training Day 1: Financial Freedom Agenda



As part of the Tanzania NextGen Leaders Fellowship capacity-building programme, fellows participated in a structured training session on Financial Freedom and Strategic Financial Planning held on 11 September 2025 at ALLI Offices. The session aimed to equip emerging leaders with essential financial literacy, planning skills, and a mindset for long-term sustainability, personal resilience, and purpose-driven leadership.

The training introduced financial freedom as more than the accumulation of wealth, defining it as the ability to sustain one's life and goals without constant financial pressure. Emphasis was placed on peace of mind, sustainability, and the freedom to make decisions guided by vision and purpose rather than economic constraints. Participants were encouraged to view financial freedom as a destination that is only attainable through deliberate and disciplined planning.

Central to the session was the concept of financial planning as a pathway to freedom. Fellows were guided through the intentional management of income, expenditures, savings, investments, and opportunities, highlighting planning as a practical tool for aligning present resources with future aspirations. The training underscored that without planning, financial freedom remains aspirational, but with planning, it becomes achievable.

The session further introduced the five core building blocks of financial freedom—knowledge, talent, experience, relationships, and favor. Participants explored how these interconnected elements influence financial decision-making, access to opportunities, and long-term growth. The training emphasized that financial success is not built on income alone but on the strategic application of skills, networks, and continuous personal development.

Practical application was addressed through strategic financial planning practices, including budgeting, saving, investing, risk management, and legacy building. Fellows were encouraged to adopt disciplined budgeting habits, build savings for resilience, invest for long-term sustainability, manage risks through diversification and protection mechanisms, and consider how their financial decisions can create impact beyond their lifetime.

The training concluded with a structured financial transformation journey, outlining five progressive stages: awareness of one's current financial position, intentional planning, disciplined execution, leveraging relationships and opportunities, and ultimately achieving financial freedom. This framework reinforced the idea that financial growth is a gradual, values-driven process that closely aligns with ethical and effective leadership.

Overall, the session strengthened fellows' capacity to integrate financial responsibility into their leadership journeys, reinforcing the Fellowship's objective of nurturing financially conscious, resilient, and purpose-driven NextGen leaders capable of sustaining both personal livelihoods and broader social impact.

Learning visit at StanBic Bank Training

Participants who were on track of Leadership in Business and Economics on 16th September 2025 they visited StanBic Bank, the training aimed to equip participants with practical knowledge and skills to strengthen their financial management, investment habits, security awareness, and entrepreneurial capacity.

On Budgeting and Saving: Participants were introduced to the fundamentals of budgeting, including how to plan personal expenditures, prioritize essential needs, and cultivate a consistent saving culture. The session emphasized the importance of setting financial goals and building savings for future opportunities or emergencies. Also, **Financial Capability**, the training enhanced participants' financial decision-making skills. Fellows learned how to assess their personal financial situations and make informed choices that align with their income, responsibilities, and long-term objectives. **Investment Using mobile money** such as m-pesa, airtel money mixx by yas. Stanbic Bank provided guidance on how to utilize mobile financial services particularly for investment and secure money. This included practical steps on how to grow small savings through digital investment platforms.

Personal Information Security. Africa Charity Project delivered an important session on data protection and cybersecurity. Participants were taught how to safeguard their personal and financial information from fraud, identity theft, and digital scams on their phones and laptops.

Entrepreneurship Training. A representative from StanBic Bank facilitated a short session on entrepreneurship where participants learned foundational principles of starting and managing small businesses. The session inspired creative thinking, innovation and self-reliance.

The financial literacy training provided by Stanbic Bank and partners was highly impactful. It equipped fellows with practical tools to improve their financial wellbeing, enhance economic resilience and explore income generating opportunities. With personal notes recorded in individual diaries, participants are well positioned to deepen these lessons and apply them effectively in their daily lives.



Stanbic Bank

A member of Standard Bank Group



Leadership in Politics and Public Administration

Politics and Public Administration play a decisive role in shaping Tanzania's long-term stability, governance quality, and development trajectory—making this leadership track essential for realizing the ambitions of Vision 2050. As the nation continues to strengthen democratic governance, institutional accountability, public service delivery, and citizen participation, it requires a generation of young leaders who possess integrity, strategic thinking, and a deep commitment to public interest. Preparing emerging leaders in this sector ensures that future policymakers, public administrators, diplomats, and political actors are equipped to manage public resources responsibly, craft inclusive policies, and lead with

transparency and national vision. This track empowers fellows to understand the functioning of government systems, legislative processes, public sector reforms, and the broader political environment that drives national decision-making. By nurturing principled and competent future leaders, the fellowship contributes directly to building a governance structure capable of steering Tanzania toward the aspirations of Vision 2050 on prosperity, peace, justice, and strong institutions that serve every citizen.

Training at Emerging Generation Initiative

This was conducted by the Emerging Generation Initiative by Mr. Humphrey and Mr. Bruno. The session focused on strengthening emerging fellows' understanding of transformational leadership and its relevance in public administration and diplomacy. The discussions emphasized how leadership can drive innovation, accountability, and effective governance, while equipping youth with skills for global engagement.

Transformational leadership is a leadership approach that inspires and motivates followers to achieve beyond expectations. It emphasizes vision, innovation, and positive change within organizations and public institutions.



They learned about importance in Public Administration which were; Visionary Thinking, encourages leaders to adopt future thinking strategies. Promotes Innovation, motivates staff to think creatively and develop solutions. Improves Public Service Delivery, Enhances efficiency and accountability. Builds Trust, Strengthens relationships between leaders and citizens. Improved Decision Making, Leaders make informed, citizen centered decisions.

Second, they learned on Principles of Transformational Leadership which are;

- Idealized Influence – Leader's act as role models in behavior and integrity.
- Inspirational Motivation – Leaders inspire through a clear, compelling vision.

- Intellectual Stimulation – Encourages creativity, critical thinking, and innovation.
- Individualized Consideration – Leaders support individual growth and development.

Lastly taught about Tanzania's Diplomatic Relations and Youth Engagement where the session also highlighted the role of youth in strengthening Tanzania's diplomatic presence globally. It emphasized the importance of equipping young leaders with the skills needed for global cooperation.

Key Areas Discussed Exploring Youth-Led Diplomacy, Strengthening Tanzania's Regional and Global Engagement, Empowering Youth Leaders Through Programs such as TNLF, Preparing Future Leaders for Global Complexity. Essential Diplomatic Skills for Youth are, Diplomacy, Negotiation, Peacebuilding, Cooperation, Communication, Representation, Table Talk & Mediation, Conflict Resolution, Understanding Democracy and Good Governance.

In the end, the session underscored that transformational leadership is essential for, advancing public administration, diplomacy, peace, and national development. By empowering youth with leadership values, critical thinking, and diplomatic skills, Tanzania can position itself strongly in the global arena. Program of TNLF continue to play a crucial role in shaping responsible, innovative and visionary future leaders.

Learning Visit at Wajibu Institute

On 17th, September 2025 the Tanzania NextGen leaders Fellowship (TNLF) cohort conducted a learning and exposure visit to WAJIBU Institute of Public Accountability. The visit formed part of the Fellowship's objective to strengthen youth leadership, ethical governance, and accountability skills among emerging leaders from mainland Tanzania and Zanzibar. The visit aimed to Enhance fellows' understanding of transparency, accountability, and good governance in public institutions Expose fellows to real life initiatives and best practices in promoting public accountability; and Enable fellows to engage with experts and practitioners working on anti-corruption, civic oversight, and youth participation in governance.



During the session, fellows had session called “ChiChat with Babu” with the Founder of Wajibu and the late CAG: Babu, CPA Ludovick Utouh talk about the journey of his life to where he had reached and the rapport behind Wajibu Institute as an organization. The aim of “ChitChat with Babu, was to learn about public accountability frameworks in Tanzania, the role of civil society in promoting transparency and responsible leadership. Youth engagement in monitoring public resources and advocating for good governance. Fellows participated in interactive discussions, asked questions, and shared experiences from their own regions. They also reviewed case studies on accountability challenges and innovative youth led solutions. The fellows gained the following insight, The importance of ethical leadership and integrity in sustaining public trust and the critical fellows of TNLF play in strengthening good governance and demanding responsible service delivery.

In the end, the visit to WAJIBU Institute was highly impactful, enriching the TNLF fellows’ leadership journey and reinforcing the value of transparency and accountability in Tanzania building. The knowledge and skills gained will support the fellows in applying evidence-based advocacy, strengthening community engagement and championing accountable leadership within their respective regions.

Leadership in Diplomacy and International Relations

The Leadership in Diplomacy and International Relations track focuses on preparing young Tanzanian leaders to effectively engage in the global arena, navigate complex geopolitical landscapes, and promote the country’s interests abroad. This sector is vital for Tanzania’s economic growth, regional integration, peacebuilding, and influence in international decision-making, all of which are key to achieving Vision 2050. Developing future leaders in diplomacy ensures that the next generation possesses the negotiation skills, strategic thinking, and ethical judgment necessary to strengthen Tanzania’s foreign relations, attract

Training on Youth Engagement in Diplomacy and Global Platforms by Kapwani Kavenuke

12th September 2025, TNLF Fellows attended an interactive learning and capacity-building session held by Ms. Kapwani at American Corner. The session was designed to strengthen fellows’ understanding of global development frameworks, international cooperation, and peaceful conflict resolution. It combined theoretical learning with practical learning by group activities.

The aim was to first, Understanding Global Development Goals whereby Fellows were introduced to various global development agendas, with a focus on the United Nations Sustainable Development Goals (SDGs). The session explored the purpose and structure of the SDGs, how the goals link to Tanzania’s development priorities and lastly the role of youth in advancing sustainable development.

After the briefing, fellows were divided into groups and assigned different SDGs to analyze. Each group prepared and delivered a presentation, demonstrating their understanding of the goals, their relevance, and potential youth actions for achieving them.

And second, International Protocols and Peacekeeping. The second part of the session focused on international cooperation, peace agreements, and the fundamentals of peacekeeping protocols. Fellows learned about this practically whereby there were two anonymous countries to which fellows created and initiated how countries collaborate to prevent and resolve conflicts, the role of the UN and regional bodies in peacebuilding, key principles of negotiation, mediation, and resolutions.

To reinforce these concepts, a simulation debate was conducted. Fellows were assigned roles as representatives of two countries in conflict over a shared water body. Through guided negotiation and mediation techniques, the teams worked to solve tensions, find common ground, and reach a peaceful resolution.



The session with Ms. Kapwani provided both knowledge and practical skills essential for TNLF leaders. Fellows gained a deeper understanding of sustainable development, international diplomacy and peaceful conflict management. These learnings will support them in contributing more effectively to community development and national peacebuilding

European Union Delegation

On Sept. 17, 2025, Nineteen participants specializing in Foreign Affairs and International Relations under the Tanzania NextGen Leaders Fellowship conducted a high-level learning visit to the European Union Delegation in Tanzania, where they were welcomed by Isabella Guccin, the Deputy Head of Mission.

The one-day engagement offered the fellows a rare and invaluable opportunity to gain firsthand exposure to the workings of international diplomacy, multilateral cooperation, and the critical role of foreign missions in shaping global relations. The session provided a practical bridge between their academic interests and real diplomatic practice, enriching their understanding of global governance and preparing them for potential careers in international affairs.

During the visit, Isabella Guccin delivered an insightful briefing on the diplomatic profession, outlining the core responsibilities, competencies, and ethical standards required to serve effectively as a diplomat. She discussed the importance of negotiation, cultural intelligence, communication, strategic analysis, and the ability to navigate complex political environments. The fellows learned about the pathways into diplomatic service, the nature of representation, and the vital role young people can play in advancing their country's interests on the global stage. This session built their confidence and offered clarity on what it means to serve as a diplomat in a rapidly changing world.



A significant part of the engagement focused on the long-standing partnership between the European Union and Tanzania. Through open dialogue, fellows were introduced to the EU's commitment to supporting Tanzania in areas such as governance, education, peace and security, economic development, climate action, and youth empowerment. The discussion highlighted key programs, funding priorities, and the principles guiding EU-Tanzania cooperation, including mutual respect, sustainable development, and people-centered partnerships. Fellows engaged in a lively question-and-answer session that deepened their understanding of how international partnerships are structured and how diplomatic missions facilitate collaboration between nations.

The visit also served as an interactive platform for the fellows to reflect on their leadership ambitions within the global arena. They explored how emerging leaders can contribute to Tanzania's foreign policy objectives, strengthen international cooperation, and champion youth perspectives in global decision-making spaces. The delegation encouraged them to cultivate curiosity, professionalism, and global awareness—qualities essential for future diplomats and international policymakers.

By the end of the visit, the participants walked away with a clearer, more practical understanding of diplomacy, enriched knowledge of EU–Tanzania relations, and renewed motivation to pursue careers in foreign affairs. The experience broadened their global outlook, strengthened their leadership journey, and affirmed the fellowship’s goal of preparing young Tanzanians to engage confidently and meaningfully in both national and international arenas.



Leadership in Natural Resources and Climate Adaptation

The Leadership in Natural Resources and Climate Adaptation track equips young Tanzanian leaders with the knowledge and skills to manage the country’s natural resources sustainably while addressing the pressing challenges of climate change. This sector is critical for Tanzania’s economic development, environmental conservation, and resilience to climate-related risks, all of which are central to achieving Vision 2050. Developing future leaders in this area ensures that the next generation can implement innovative strategies for sustainable resource management, ecosystem protection, and climate adaptation, safeguarding livelihoods and national assets. By combining practical field experiences, policy analysis, and community engagement, this track aligns with the Tanzania NextGen Leaders Fellowship’s goal of nurturing forward-thinking leaders capable of driving sustainable development and environmental stewardship for the country’s long-term prosperity.

Training at HakiRasilimali

On Sept. 10, 2025, 9 participants of the Tanzania NextGen Leaders Fellowship, specializing in the track of **Natural Resources and Climate Adaptation**, conducted a learning visit to **HakiRasilimali**, a leading organization in environmental advocacy and natural resource governance in Tanzania. The visit aimed to deepen participants’ understanding of sustainable natural resource management, community-based environmental initiatives, and climate adaptation strategies, while fostering practical insights that can be applied in their future leadership roles.

During the visit, participants engaged in interactive sessions with HakiRasilimali staff, gaining firsthand knowledge of ongoing projects in natural resource conservation, sustainable land use, and climate resilience. The discussions covered key topics such as community participation in environmental decision-making, challenges of resource governance, and strategies for mitigating the impacts of climate change on vulnerable populations. Participants were particularly interested in the organization's approach to integrating local communities into conservation efforts, ensuring that environmental programs are both inclusive and sustainable.

The visit also included field demonstrations of practical interventions, such as sustainable forestry practices, land restoration techniques, and water resource management. These experiences provided participants with concrete examples of how policy, research, and community engagement intersect to drive effective climate adaptation and environmental stewardship in Tanzania.

Participants reflected positively on the learning experience, noting that the visit enhanced their knowledge of environmental advocacy and strengthened their commitment to addressing natural resource and climate challenges in their communities. One participant stated, "Seeing how HakiRasilimali works with communities to protect natural resources gave me practical ideas that I can apply in my own projects."



Tanzania Forest Services

On September 13, 2025, 15 participants of the Tanzania NextGen Leaders Fellowship, specializing in Natural Resources and Climate Adaptation, conducted a learning visit to the Tanzania Forest Services Agency (TFS). The visit aimed to expose participants to practical approaches in forest management, conservation, and climate adaptation, while deepening their understanding of sustainable natural resource governance in Tanzania.



On September 13, 2025, 15 participants of the Tanzania NextGen Leaders Fellowship, specializing in Natural Resources and Climate Adaptation, conducted a learning visit to the Tanzania Forest Services Agency (TFS). The visit aimed to expose participants to practical approaches in forest management, conservation, and climate adaptation, while deepening their understanding of sustainable natural resource governance in Tanzania.

During the visit, participants engaged in interactive sessions with TFS staff, learning about the agency's mandates, programs, and strategies for sustainable forest management. Key topics covered included afforestation and reforestation initiatives, community-based forest governance, biodiversity conservation, and climate resilience measures. Participants were particularly interested in TFS's efforts to integrate local communities into forest management programs, ensuring that conservation initiatives benefit both the environment and the livelihoods of nearby populations.

The visit included field demonstrations of forest management practices, such as tree planting, forest monitoring techniques, and enforcement of forest conservation regulations. These practical experiences enabled participants to connect theoretical knowledge with real-world application, gaining insights into the challenges and successes of implementing sustainable environmental programs. Participants expressed that the visit was highly informative and inspiring. One participant noted, "Seeing TFS's work firsthand has given me new ideas on how to engage communities in forest conservation and climate adaptation initiatives."

Overall, the learning visit provided a valuable platform for knowledge exchange, practical learning, and leadership development. It reinforced participants' understanding of natural resource management and climate adaptation, equipping them with insights and strategies to implement sustainable environmental projects in their communities and future professional roles.

Leadership in Health and Social Services

The Leadership in Health and Social Services track focuses on preparing young Tanzanian leaders to strengthen the nation's healthcare systems and social support structures, ensuring equitable access to quality services for all. This sector is crucial for improving public health, reducing disease burdens, and enhancing social wellbeing—key components for achieving Tanzania's Vision 2050. Developing future leaders in health and social services equips them with the skills to design, manage, and implement innovative policies and programs that address both current and emerging challenges, from healthcare delivery to social protection. Through practical exposure, mentorship, and policy engagement, this track aligns with the Tanzania NextGen Leaders Fellowship's mission to cultivate compassionate, strategic, and results-driven leaders capable of advancing the health and social development of the nation.

Training at Save the Children International

On Sept. 11, 2025, 16 participants of the Tanzania NextGen Leaders Fellowship, specializing in Leadership in Health and Social Services, conducted a learning visit to Save the Children, a leading international organization dedicated to promoting the rights and well-being of children worldwide. The visit was organized to provide participants with practical insights into child-focused health and social programs, leadership in service delivery, and strategies for addressing health and social challenges in communities.

During the visit, participants engaged in interactive sessions with Save the Children staff, exploring key initiatives in child protection, health promotion, education, and community development. The discussions highlighted best practices in program management, policy advocacy, and stakeholder engagement, giving participants a clear understanding of how leadership in social services translates into tangible community impact. Participants were particularly interested in the organization's approaches to improving maternal and child health, supporting vulnerable populations, and promoting inclusive social services.

The visit also included practical demonstrations of ongoing community programs, showcasing methods for implementing health interventions, monitoring and evaluation strategies, and tools for ensuring program sustainability. These experiences allowed participants to see the direct impact of leadership in health and social services on the well-being of children and communities.



Participants expressed that the visit was highly informative and inspiring, strengthening their knowledge and commitment to leading initiatives in health and social services. One participant commented, "Learning how Save the Children integrates leadership and community engagement to improve child health has given me ideas to enhance the programs I work with."

Overall, the learning visit provided a valuable platform for knowledge exchange, practical learning, and inspiration. It reinforced the importance of effective leadership in health and social services and equipped participants with insights and strategies they can apply in their future roles to promote sustainable social impact across Tanzania.

Participants expressed that the visit was highly informative and inspiring, strengthening their knowledge and commitment to leading initiatives in health and social services. One participant commented, "Learning how Save the Children integrates leadership and community engagement to improve child health has given me ideas to enhance the programs I work with."

Overall, the learning visit provided a valuable platform for knowledge exchange, practical learning, and inspiration. It reinforced the importance of effective leadership in health and social services and equipped participants with insights and strategies they can apply in their future roles to promote sustainable social impact across Tanzania.

Learning Visit to NSSF

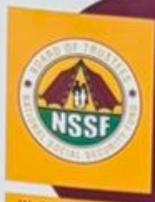
On September 17, 2025, participants of the Tanzania NextGen Leaders Fellowship specializing in Leadership in Health and Social Services conducted a learning visit to the National Social Security Fund (NSSF). The visit was organized to provide participants with practical insights into social protection systems, organizational leadership, and service delivery strategies that impact the health and well-being of communities in Tanzania.

During the visit, participants engaged with NSSF staff to understand the structure, functions, and programs of the Fund, including retirement benefits management, social protection policies, and initiatives for vulnerable populations. Discussions focused on how leadership in social services can influence organizational effectiveness, client engagement, and policy implementation to improve community welfare. Participants also explored how social protection systems intersect with health and social services, highlighting the importance of coordinated efforts to achieve sustainable social outcomes.

The visit included demonstrations of NSSF operations, such as client service procedures, digital management systems, and monitoring mechanisms for program effectiveness. These practical exposures allowed participants to observe first-hand how leadership and management practices translate into efficient service delivery and social impact.

Participants reflected positively on the experience, noting that the visit expanded their understanding of social protection, leadership, and organizational governance. One participant commented, "Understanding NSSF's systems and how leadership drives service delivery has inspired me to apply these lessons in my community projects."

Overall, the learning visit to NSSF enhanced participants' knowledge of social protection and leadership in health and social services, providing practical insights that they can apply in their professional growth and



NSSF

We Build Your Future



We Build Your Future



We Build Your Future



We Build Your Future



We Build Your Future



We Build Your Future



We Build Your Future



We Build Your Future



We Build Your Future



We Build Your Future



We Build Your Future



We Build Your Future



We Build Your Future

Free Toll Call ☎ 0800116773

www.nssf.go.tz | [f](#) [@](#) [v](#) [x](#) | @NssfTanzania

Learning Visit to Mwananyamala Hospital

On September 16, 2025, participants of the Tanzania NextGen Leaders Fellowship specializing in Leadership in Health and Social Services conducted a learning visit to Mwananyamala Hospital in Dar es Salaam. The visit aimed to provide participants with practical insights into hospital management, leadership in health service delivery, and strategies for improving patient care and community health outcomes.

During the visit, participants engaged with hospital management and medical staff to learn about the organization's structure, operations, and approaches to service delivery. Key topics included hospital administration, patient flow management, quality assurance in healthcare services, and the integration of community health programs into hospital operations. Participants also explored challenges faced by healthcare facilities, including resource management, staff coordination, and responding to public health needs. The visit included guided tours of different hospital departments, including outpatient services, emergency care, and specialized treatment units. These hands-on experiences allowed participants to observe how leadership and management practices impact efficiency, patient care, and overall hospital performance. Participants were particularly interested in the hospital's approaches to improving healthcare delivery under limited resources and maintaining patient-centered services.

Participants reflected positively on the visit, noting that it strengthened their understanding of practical leadership in health service management. One participant shared, "Seeing how hospital leadership coordinates care and manages resources has given ideas for improving health services in my own community." Overall, the learning visit to Mwananyamala Hospital provided a valuable opportunity for knowledge exchange, practical learning, and leadership development. The experience enhanced participants' understanding of health service management and equipped them with insights to drive improvements in health systems and social services in Tanzania.



Leadership in Peace and Security

The Leadership in Peace and Security track aims to prepare young Tanzanian leaders to promote national stability, conflict resolution, and community resilience, which are essential for sustainable development and social cohesion. This sector is critical for safeguarding peace, protecting human rights, and ensuring that Tanzania can pursue its Vision 2050 goals in a secure and stable environment. Developing future leaders in peace and security equips them with skills in conflict analysis, negotiation, mediation, and strategic planning, enabling them to address both local and national security challenges proactively. By combining theoretical knowledge with practical engagement in peacebuilding initiatives, this track aligns with the Tanzania NextGen Leaders Fellowship's mission to cultivate capable, visionary leaders who can strengthen peace, security, and societal well-being across the nation.

Youth in Peacebuilding Training at WeWorld/CEFA

On 17th September 2025, participants of the Tanzanian NextGen Leaders Fellowship with aspirations in peace and security had the opportunity to engage in a specialized training session facilitated by professional trainers. The session, organized by WE WORLD in collaboration with CEFA, aimed to deepen participants' understanding of peace and security issues both nationally and regionally, and to equip them with practical skills to promote stability within their communities.



The training had several key objectives. First, it sought to enhance participants' comprehension of peace and security matters, providing them with actionable knowledge and strategies to address conflicts and support peaceful initiatives in their localities. Second, the program aimed to strengthen the leadership capacities of participants, helping them develop the confidence and skills necessary to lead effectively in peace and security efforts.

During the session, participants gained valuable insight into the mission, operational scope, and programmatic approaches of WE WORLD and CEFA across Tanzania, Kenya, and Mozambique. They learned about the organizations' efforts to foster peace and security, and were exposed to the strategies used to engage and support diverse target groups. These groups included young women and men, traditional and religious leaders, public servants, and young journalists highlighting the multifaceted approach needed to promote sustainable peace.

This training not only enriched participants' knowledge but also inspired them to apply these insights in their leadership roles. By understanding both the practical and strategic dimensions of peace and security work, the NextGen leaders are better prepared to influence positive change in their communities and contribute meaningfully to national and regional stability.



Leadership in Civil Societies

The Leadership in Civil Society track focuses on empowering young Tanzanian leaders to strengthen civic engagement, social accountability, and community-driven development. This sector is vital for promoting democratic participation, protecting human rights, and fostering inclusive governance, all of which are essential for achieving Vision 2050. Developing future leaders in civil society equips them with the skills to mobilize communities, advocate for social change, and collaborate effectively with government and private sectors to address societal challenges.

Through practical initiatives, mentorship, and exposure to best practices, this track aligns with the Tanzania NextGen Leaders Fellowship's goal of cultivating socially conscious, proactive leaders capable of driving positive transformation and reinforcing Tanzania's democratic and participatory culture.

The 1st Cohort of Tanzania NextGen Leaders Fellowship had 3 participants who are founders of non-governmental organizations, and the program will be providing technical support to ensure their established organizations are growing and have impact to the community.

Under this track, TNLF will be mentoring 4 civil societies founded by participants, which are: Zanzibar Society Environmental Education and Development (ZAN-SEED), Mwanga wa Kesho Initiative, Forever More Organization and NextGen Africa Talent. The program will ensure these Organization are growing and making impact to the community, by providing all necessary support and relevant networks to keep growing.



Activity 05:

GENERAL LEARNING VISIT AT CENTRAL BANK OF TANZANIA

On Sept. 15, 2025, the entire cohort of **100 participants** of the Tanzania NextGen Leaders Fellowship (TNLF) conducted a learning visit to the **Bank of Tanzania (BOT)**. The visit aimed to enhance participants' understanding of **national economic interests, monetary policy, and the role of the central bank** in promoting economic stability and growth in Tanzania.

During the visit, participants engaged with BOT officials who provided comprehensive briefings on the bank's mandate, operations, and key initiatives, including currency management, regulation of the financial sector, and strategies for economic development. The discussions also emphasized the importance of sound financial governance, fiscal policy, and how central bank operations influence national and local economic activities.

The learning experience included a tour of the **BOT Museum**, where participants explored the history of currency in Tanzania, the evolution of the financial system, and historical milestones in national economic policy. This practical exposure provided participants with a deeper appreciation of the central bank's role in shaping the country's economic landscape.

Participants reflected positively on the visit, noting that it significantly enhanced their understanding of national economic management and financial leadership. One participant remarked, "Learning directly from BOT staff and seeing the historical exhibits helped me connect economic theory with real-world practices."

Generally, visits to the Bank of Tanzania was highly informative and inspiring, offering participants a valuable platform for **knowledge exchange, practical learning, and reflection on national economic leadership**. The insights gained are expected to inform participants' understanding of economic governance and strengthen their capacity to contribute meaningfully to national development initiatives.



PARTICIPATING 2ND NATIONAL FORUM ON YOUTH, PEACE AND SECURITY

The Second National Forum on the Youth, Peace, and Security (YPS) Agenda in Tanzania was held from 18–20 September 2025 at the Julius Nyerere International Convention Centre (JNICC) in Dar es Salaam. Organized under the theme “Youth4Peace: Act Now for a Peaceful World,” the event was co-hosted by the African Leadership Initiatives for Impact (ALII) and the Centre for Youth Dialogue (CYD). The Forum was conducted in close collaboration with the Prime Minister’s Office Labour, Youth, Employment and Persons with Disabilities as well as the Ministry of Information, Youth, Culture and Sports of Zanzibar. It also brought together the Youth4Peace Agenda Coalition and received generous financial and technical support from several development partners, including the Tanzania Peace-keeping Training Centre (TPTC), Norwegian Church Aid, CEFA, WeWorld, Search for Common Ground, Restless Development, Save the Children, Ladies Joint Forum, MWF Reciprocal Exchange, and the Center for Global Learning and Innovation at Michigan State University (MSU), among others.



This year’s Forum also highlighted the active participation of the Tanzania Next Generation Leaders (TNLF), whose involvement not only enriched the strategic discussions and youth dialogues but also provided a meaningful platform for learning. Through their engagement, TNLF members were exposed to a wide range of issues explored during the sessions, including the critical role that peace plays in fostering sustainable development within communities. Their presence allowed them to better appreciate how stability, dialogue, and conflict prevention contribute to long-term growth and social well-being.

Additionally, on 20th TNLF participants engaged in a fun run for peace awareness gained deeper insights into the importance of leadership in peace and security angles in shaping positive transformation at the community level.



During the Forum, a special session was dedicated to recognizing the achievements of the Tanzania Next Generation Leaders (TNLF), during which members were formally awarded certificates marking the successful completion of their leadership training program. This moment served as an important milestone, celebrating their dedication, growth, and commitment to strengthening their leadership capacity. The certificate ceremony not only honored their hard work but also highlighted TNLF's readiness to apply the skills and knowledge gained through the program to promote peace, foster positive transformation, and contribute meaningfully to development efforts within their communities.





CHAPTER 05

KEY LESSONS LEARNED

01

Building strong networks and fostering peer collaboration significantly enhances leadership development and impact. By connecting young leaders from diverse regions and backgrounds, the program created opportunities for participants to share experiences, exchange ideas, and learn from one another successes and challenges. This collaborative environment not only broadened participants' perspectives but also encouraged teamwork, innovation, and collective problem-solving. Fellows realized that leadership is not an individual pursuit but a collaborative effort, where partnerships and networks amplify influence and facilitate access to resources, mentorship, and opportunities. Moreover, sustained alumni networks ensure that knowledge and best practices continue to circulate beyond the program, creating a self-reinforcing ecosystem of support that strengthens the leadership capacity of future generations.

02

Collaborative approach with multiple stakeholders is an important and most engaging mechanism of learning. By working with several institutions in training and learning visit, participants did not only learn from leadership experts but also got direct lived experience from institutions working on their specific sectors. The willingness of institutions to welcome and host fellows demonstrated the commitment in investing to the next generation of leaders. ALII and our partners look forward to continue this collaboration even in coming cohorts.

03

structured, multi-level mentorship is critical in shaping effective and purpose-driven leaders. By pairing trainees with mentors of varying levels of experience, participants gain personalized guidance, practical insights, and encouragement to navigate complex challenges. This approach not only builds leadership skills but also fosters confidence, self-awareness, and clarity of purpose. The mentorship framework highlights the importance of sustained relationships between experienced leaders and emerging talents, demonstrating that leadership development is most effective when supported by consistent, tailored, and actionable guidance. Furthermore, engaging mentors from diverse sec-



SUCCESS STORIES & QUOTATIONS



“

TNLF unlocked a version of me I never knew existed and became a truly life-changing journey shaping my leadership, deepening my global understanding, and empowering me with the knowledge and confidence to make an impact in diplomacy and international relations. This experience inspired me to grow into a solution-oriented leader, fully committed to creating meaningful and lasting change within my community.

————— **Gladness Naftali**



“

TNLF opened my eyes to the leader within me, giving me the courage to dream bigger and speak with confidence. It helped me rediscover my strengths, refine my voice, and embrace the mindset needed to lead with clarity and purpose. Beyond building my confidence, the program inspired me to take meaningful action in my community. It strengthened my commitment to creating lasting impact, encouraging me to lead with intention and use my skills to drive real, positive change.

————— **Steven Godfrey**



“

At TNLF, I had the opportunity to meet new people from different regions, build meaningful connections, and gain valuable exposure that expanded my perspective. Interacting with diverse young leaders enriched my understanding of leadership and strengthened my confidence to engage on a broader level. Visiting new places of interest during the program further inspired me to support other young people in accessing similar opportunities. It motivated me to actively share my experiences, encourage their growth, and help them realize that they too can benefit from platforms that nurture leadership, knowledge, and meaningful community impact.

————— **Maureen Timothy Mhando**



“

When I heard that I had been selected to participate in the Tanzania NextGen Leaders Fellowship, I felt great joy and a deep sense of honor. My expectations have been exceeded, as I have learned about ethical leadership, self-awareness, and having a clear vision for life. What I will always remember is the importance of being a leader with positive impact and of promoting peace and security within the community. My participation has strengthened my self-confidence and broadened my vision to bring about meaningful change in my community.

Latifa Mrisho Shaka



“

Participating in the TNLF Leadership Training has been a defining milestone in my leadership journey, equipping me with stronger skills, transforming my mindset, and inspiring a deeper sense of purpose. Through this experience, I rediscovered that true leadership is rooted in passion, intentionality, and a commitment to serving other growth that continues to shape how I lead, engage, and create impact in my community this has been well Managed by participating in the Tanzania Next Leaders Fellowship facilitated by A.L.I.I in collaboration with embassy of Ireland Tanzania.

Miraji Hashimu



KEY CHALLENGES

1. Limited Financial and Operational Resources

While the Fellowship has demonstrated strong impact and demand, available financial and operational resources remain insufficient to fully meet program needs. Resource constraints limit the ability to expand participant support, strengthen post-training mentorship, scale learning visits, and reach underserved regions. Sustained and diversified funding is critical to ensure program continuity, quality, and long-term impact.

2. Insufficient Number of Hosting Institutions for Learning Visits and Placements

Experiential learning is a core pillar of the Fellowship; however, the number of institutions able to host fellows for learning visits and professional exposure remains limited. This constrains the diversity, depth, and sectoral reach of practical learning opportunities, reducing fellows' exposure to varied leadership environments across government, private sector, and international institutions.

3. Limited Availability of Volunteering Mentors

The demand for committed, skilled mentors significantly exceeds current availability. While mentorship is central to nurturing ethical and impactful leaders, reliance on a small pool of volunteer mentors places pressure on program delivery and limits personalized, long-term guidance for fellows. Expanding the mentor network requires both incentives and institutionalized partnerships.

4. Need for Stronger and More Systematic Government Support

Although government institutions have shown goodwill and engagement, more structured and sustained government support is needed. Stronger alignment with national youth development frameworks, increased access to public institutions, and formalized collaboration mechanisms would enhance program legitimacy, scalability, and integration into national leadership development pathways.



PROGRAM WAY FORWARD

Building on the strong outcomes and lessons from the first cohort, the Tanzania NextGen Leaders Fellowship (TNLF) will transition from a successful pilot phase into a scaled, institutionalized, and impact-driven national leadership pipeline for young Tanzanians. The way forward focuses on deepening quality, expanding reach, and strengthening sustainability through strategic partnerships.

First, ALII will mobilize diversified and long-term resources to ensure program continuity and growth. This includes engaging development partners, embassies, foundations, private sector actors, and multilateral institutions to support multi-year fellowship cycles. Enhanced resourcing will allow the program to expand to underserved regions, strengthen fellows' welfare and learning materials, and invest in post-fellowship support, including seed funding for community initiatives led by alumni.

Second, the Fellowship will formalize strategic partnerships with hosting institutions across government, civil society, private sector, and international organizations. Through Memoranda of Understanding (MoUs), ALII will expand the network of learning-visit hosts and professional exposure placements, ensuring that every fellow benefits from structured, high-quality experiential learning aligned with national development priorities and Tanzania's Vision 2050.

Third, TNLF will institutionalize a robust mentorship ecosystem by recruiting, training, and retaining a diverse pool of mentors drawn from senior public servants, private sector leaders, diplomats, academics, and civil society practitioners. A tiered mentorship model—combining volunteer mentors, institutional mentors, and peer mentors—will ensure sustained guidance over multiple years and reduce overreliance on individual goodwill.

Fourth, ALII will strengthen government ownership and policy alignment by deepening collaboration with relevant ministries, departments, and agencies. The Fellowship will actively align its curriculum and placements with national youth, leadership, peace, and development frameworks, positioning TNLF as a complementary national mechanism for nurturing future leaders. Increased government engagement will enhance legitimacy, access to institutions, and long-term sustainability.

Finally, the Fellowship will invest in strong Monitoring, Evaluation, Learning, and Adaptation (MELA) systems to track fellows' leadership trajectories, community impact, and contribution to national development outcomes. Evidence generated through MELA will inform continuous program improvement, strengthen accountability to partners, and demonstrate return on investment to donors.

Through these strategic actions, the Tanzania NextGen Leaders Fellowship will evolve into a nationally anchored, partner-driven leadership platform that consistently produces ethical, skilled, and solution-oriented leaders. Continued collaboration with donors, government, and institutional partners will be pivotal in transforming this vision into a lasting contribution to Tanzania's peace, governance, and sustainable development future.

Lead Organization



Implementing Partner



Main Sponsor



Government of Ireland
International Development Programme

Supporting Partners



NORWEGIAN CHURCH AID
actalliance



U.S. Embassy Dar es Salaam



Center for Global Learning and Innovation
MICHIGAN STATE UNIVERSITY

Learning partners



European Union



Save the Children



Stanbic Bank
A member of Standard Bank Group



HakiRasilimali
Enhancing Transparency & Accountability
of the Extractive Industry in Tanzania





CONTACT US

Executive Director
The African Leadership Initiatives for Impact – ALII

13th Floor, Mwangi Tower, New Bagamoyo Road,
P. O. Box 110024, Dar es Salaam – Tanzania

 +255 749 922 299

 info@alii-africa.or.tz

 www.alii-africa.or.tz