THE POWER OF YOUTH
A Message From Our Chairman
Chris Bradford

Dear friends,

For 17 years, I have worked alongside extraordinary leaders from across Africa and around the world to bring African Leadership Academy to life. We are bound together by the greatest force humanity has ever known: the power of shared purpose.

ALA is greater today than I ever could have imagined at the onset of this journey. Alumni across the continent are working to address the greatest challenges facing their communities. Our staffulty are distinguished leaders at the forefront of their fields. Our community shapes global discourse on education, leadership, public policy, philanthropy, and entrepreneurship.

Raising the Bar
The work of building ALA is far from done. Africa’s transformation is a century-long project that we undertake with fierce urgency. The challenges of the present, from COVID-19 to climate change, add to this urgency. Our mission is more important than ever.

The magic of ALA lies in our willingness to embrace our founding value of excellence as a process. We will never be satisfied by maintaining our position as a “leading school”. Each year, we seek to meaningfully improve. We strengthen our processes, we scrap things that are not working, and we launch ambitious new initiatives even though they might fail. We continuously reimagine the possible. In so doing, we raise the bar for ourselves and for Africa.

Stepping Boldly into the Future
I am pleased to welcome Bilha Ndirangu as our first non-founder CEO. Bilha brings fresh perspectives and experiences to our deep and diverse leadership team.
She personifies our commitment to excellence and continuous improvement, and shares a deep commitment to the beliefs that guided us at ALA’s founding: the power of one; the power of youth; the importance of entrepreneurship; the need for pan-African cooperation; and the imperative of treating root causes, rather than symptoms, to drive lasting change.

Leadership remains the greatest lever for the transformation of human systems and societies. We have demonstrated our ability to develop transformational leaders. We must share our expertise to shape the institutions that identify, develop, and connect leaders across the continent and around the world.

I look forward to serving our community for decades to come. I am proud of what we represent today and what we will become for Africa and the world. We must now fly higher.

With deep love, profound gratitude, and great optimism,

Chris
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With Gratitude

Towela Tembo '19 from Botswana takes the lead in a 10-week Creative Arts offering titled “Curating Africa” whose curriculum is stripping down the concept of curating with the aim of using tools learnt in these classes to solve a variety of Africa’s socio-economic challenges.
African Leadership Academy seeks to transform Africa by developing a powerful network of leaders who will work together to address Africa’s greatest challenges, achieve extraordinary social impact, and accelerate the continent’s growth trajectory.

**MISSION**

**INTEGRITY**
We are a people of our word, with the courage to do what is right.

**CURIOSITY**
We challenge the status quo and take the initiative to pursue new Ideas.

**HUMILITY**
We are thankful for opportunities and are aware of our limitations.

**COMPASSION**
We empathize with and care for those around us.

**DIVERSITY**
We respect all people and believe that difference should be celebrated.

**EXCELLENCE**
We set high standards for our own achievement and celebrate the achievements of others.

**VALUES**

**ADDRESS THE UNDERLYING CAUSES OF PROBLEMS**
Treat root causes, not symptoms, to create lasting positive change.

**THE POWER OF ONE**
Individuals catalyze the actions of large groups and transform societies.

**THE POWER OF YOUTH**
Young people can dream big, take action, and change the world.

**THE NEED FOR PAN-AFRICAN COOPERATION**
Collaboration will stimulate growth and development across the continent.

**ENTREPRENEURSHIP IS FUNDAMENTAL TO GROWTH**
Look beyond existing constraints and pursue opportunities to create value.
Letter from the CEO

Break Down Barriers, And Unlock the Power of Youth

We believe in the power of youth at ALA. It is one of our founding beliefs. The importance of empowering and inspiring young people is something I saw in my own life, through the support of grandparents and parents.

My grandmother was one of the first of her peers to get an education. As an educated African woman who chose to become an educator, she was an inspiration to me; as was my mother, who was also an educator. Growing up, I would meet people who went out of their way to say: “your grandmother was my teacher in this class” or “your mother taught me music.” I was able to see the wide array of people that an educator can impact and that long after the person has left school, they will still remember how the educator impacted their lives. The impact of an educator is not lost over the lifetime of a student.

My family always encouraged me to push myself to do more and achieve excellence. It’s an important trait of being a leader, to never settle for bare minimum. That’s what we are teaching our students, how do you constantly bring out excellence in yourself? We want our young leaders to constantly ask themselves this question as they set out to make an impact on the continent.

Becoming a leader is a journey. It is progressive and takes time. Supportive educators and mentors who can hold you accountable, or give you opportunities to prove your leadership potential, are so important. This is our model at ALA, where we provide our young leaders with opportunities to grow through experimentation and practice, whether it is a club or student enterprise they participate in, or leading certain initiatives such as Model African Union. These opportunities allow them to be in the throes of tough decisions: having to make strategic choices or working with limited resources. I’ve had opportunities like those throughout my life and it’s the same thing that we’re trying to emulate for young leaders at ALA.

I witnessed the power of youth when I was at Africa’s Talking; a digital platform for African entrepreneurs. One of our key findings was that although talent is fairly and evenly distributed across the continent, opportunity is not. Young people may not have the right connections, funding, or opportunities to realize their ideas. The company has helped young people scale their businesses to several African countries, some of which began with as little as $10.

This speaks to the next step in growth for ALA. As more young leaders graduate from our diploma program and become part of our alumni network, we’re asking ourselves, how do we strengthen and enable these networks, and how do we scale their impact? How do we accelerate the career paths of our graduate’s so that they become as impactful as possible across Africa?

Our recent investments in our arts program are evidence of this approach: a new Creative Commons on campus where we will nurture and foster our arts education program, and the AL for Arts Network, which will foster these connections and opportunities for Africa’s next generation of great artists and creative entrepreneurs.
“Becoming a leader is a journey”

Whether it’s in the arts, health, governance, or entrepreneurship, we will continue as ALA and through our strategic partnerships to break down barriers and provide more access to opportunities for our young leaders. We’re continuously building our own capabilities and partnering with mission-aligned organizations and stakeholders to equip and help our young leaders take on the continent’s most pressing challenges.

As I embark on this new journey as ALA’s CEO, I have been enthused by the support and love I’ve received from the community. We are fully behind our mission, let us press on. Here is to our Youth.

Onwards,
Bilha Ndirangu
About Us

Our Leadership
Development Model

Identify Potential

We comb Africa for youth who show the spark of initiative; who see what can be and strive to make it so.

Number of applicants to ALA since 2008
32,582

Young leaders who have studied in our 2-year diploma program
1,465

African countries represented in the student and alumni network
46

Gender distribution in our student body
50:50

Average age of enrollment at ALA
17
Develop Through Practice

Young leaders complete an intensive program of intellectual growth and hands-on leadership development.

- On-campus student enterprises run by teams of ALA students since inception.
- Year 1 students that participated in the Harvard Model United Nations conference and received two awards of Diplomatic Commendation.
- Delegates from across the world participated in the ALA Model African Union conference in March 2021, entirely organized by ALA students, making it the first virtual conference in ALAMAU’s history.
- ALA students awarded top prizes in the News Decoder Storytelling Competition – making it the first time that three students from a single learning institution win prizes in the same contest.

Connect To Opportunities

Young leaders are guided by a powerful network along their path to transformative impact in Africa.

- Universities that have enrolled ALA alumni for undergraduate and graduate study.
- Countries across the world where ALA alumni have completed university studies.
- Value of university scholarship funding accepted by ALA graduates.
- Proportion of ALA graduates actively engaged in work or projects in Africa.
- High impact internships secured through Africa Careers Network.
Young Leaders In Action

Spotlight Shines on ALA leaders As They Take To The World Stage

As the world grapples with the COVID-19 pandemic and the economic recovery that must follow, the need for effective and ethical leadership is as great as ever. Now, more than any point during ALA’s history, our mission proves relevant to realising positive change in Africa. Leading this movement is our network of young leaders, and the world is taking notice. Here are some of our alumni who have received global recognition and awards for their work, anchored by leadership and entrepreneurship, in their respective fields.

Okong’o Kinyanjui ’14
was announced as an Echoing Green Fellow in September, which is supported by the Racial Equity Philanthropic Fund.

He is co-founder and executive director the Queer African Network (QAN) which is facilitating meaningful social and professional connections for LGBTQI+ persons of African heritage. QAN supports its members by creating personalized opportunity recommendations and an accessible database of verified mentors. Its marketplace facilitates the flow of global resources to help LGBTQI+ Africans move closer to financial stability and its publishing service amplifies artistic expression. The network now stretches from Nairobi, to Johannesburg, Vancouver, San Francisco, and New York.
In January 2021, ALA alumna Kaffa Sakho ’13 released a new poetry collection titled Etcetera – A Conversation about Love. She published this book after graduating from the University of California, Berkeley, with a bachelor’s degree in Mathematics. Within weeks of release, the book charted Amazon at number 1 in the New Release in African Poetry category and retained the position for several weeks. It also landed in Amazon’s Top 25 bestsellers of poetry books worldwide.

Senegal’s Fatoumata Fall ’08 made the 2021 Forbes 30 under 30 List for her transformative work with Ralph, a US-based career agency she co-founded with friend Brian Liou. The agency helps global talent navigate tough conversations such as negotiations, salary increases, signing bonuses and more. This crucial work has helped 150 clients increase their salaries by a cumulative $5 million dollars, a win that goes far beyond the numbers. Perhaps critical to Ralph’s success so far is the fact that it is guided by leaders who understand what their clients are going through.

Chmba Ellen Chilemba ’10 from Malawi has been selected as one of 12 Kofi Annan Changemakers for 2021. She is a music producer, DJ, and activist who works to create educational growth opportunities towards marginalized identities. Chmba founded Tiwale at the age of 17 years old during a summer off from her studies at Mount Holyoke College in the US. Tiwale is a community centre in Malawi supporting girls, women, and non-binary people through art, music tech, education, and economic opportunities. To date, they have directly supported 396 members and reached more than 22,000 youth in campaigns.

Kenya’s Jesse Forrester ’17 took first place in the 2021 Innovation Fair of the Oxford Africa Conference for their work addressing critical challenges on the African continent. Jesse’s company Mazi is a Kenyan Mobility as a Service (Maas) company leveraging clean energy to re-imagine mobility by implementing motorbikes. Mazi, founded by Jesse, won first prize taking home $5,000. Jesse founded his newest venture with the mission to serve e-mobility operators with reliable and affordable on-demand energy.

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ALA and the Pandemic: A Story of Innovation and Resilience

The COVID-19 pandemic and resulting restrictions have challenged us to innovate and improve our core programs at ALA. Over the past year, we maintained our commitment to learning continuity for our current and incoming students.

In March 2020, our Two-Year Diploma Program went completely virtual prioritizing the health and safety of our students and faculty members. Although we were able to switch back to in-person learning for students on campus, the late arrival of the Class of 2020 due to travel restrictions and health and safety precautions meant we continued to employ certain aspects of the virtual learning program.

In May 2020, we decided to delay the arrival of the Class of 2020. This prioritized the safety of our incoming class of young leaders which necessitated a truncated online first term experience for the group. Understanding the challenges that most students would face in accessing reliable and affordable internet our faculty team innovated and designed a virtual term that could be delivered with excellence. The virtual term sought to empower members of the Class of 2020 with a robust academic, emotional, and social wellness foundation to enable a smooth entry to in-person, on-campus programming.

This virtual first term required a pivot in teaching and learning style that allowed for more independent learning, specifically asynchronous learning. We define an asynchronous lesson as a non-contact class where a teacher has pre-prepared work for students to engage with in a defined time, without a teacher being present in real-time. Students completed 8 hours of required programming each week in the format of five separate Core Blocks that spanned 150 hours. This included two ALA core subjects, Omang and Entrepreneurial Leadership. Students also attended an orientation, and a wellness and study skills class.

This virtual term empowered students to hone their autodidactic skills as much of their learning was self-directed. This solution accommodated for unreliable internet access, time zone differences, and the varied commitments of our incoming students, some of whom decided to remain enrolled in school in their own countries.

The Class of 2020 arrived on campus in January 2021 better prepared academically and socially, compared to previous cohorts. When surveyed in January, we found that 60% of the class reported a strong sense of belonging to the broader community and all students
felt academically prepared for the start of their on-campus academy journey. We were able to deliver a strong online leadership program for the incoming class and reaffirmed the strength and resilience in our community.

Due to the effectiveness and success of the 2020 virtual term, we have now adopted the practice of having all first-year students complete a shorter version of the virtual term before they arrive on campus. The Class of 2021 completed a modified virtual term in July before they arrived on campus in September 2021. This experience has been an important discovery in the opportunity for impactful learning within the constraints they may face in their home communities.

We saw an intentional shift and emphasis on mental health and wellness in student life. The Student Life team quickly pivoted and provided virtual and or socially distanced sports offerings such as Bike Club, Yoga Club, and Dance & Zumba Club, which have become an integral part of the Residential Life program.

**MAINTAINING KEY ROUTINES**

The shift in our ALA rituals has created a deepening sense of community for our global network. The Arts and Cultural Events team has continued our ritual of twice-weekly assemblies providing the opportunity to reinforce our shared intention and foster community. Within this virtual space, the House program which fosters a sense of belonging for each student in the dormitories, created a remote celebrations ritual allowing students to celebrate their peers with the wider community to lift spirits. Both our opening ceremony Taalu and our graduations have been executed with excellence and moved to the virtual sphere, which has allowed for a wider engagement from our global community.

With the numerous challenges and struggles our student body faced due to the pandemic, our Student Life team was able to find strength, continue our work in breaking down taboos around mental health on the continent, and innovate in the in-person and online space to build community. As a learning institution, we continue to innovate to improve our programs and find solutions to help improve the future of education on the African continent.
The ALA Thesis has been transformed from a final presentation where students shared and reflected on their ALA experience into an ongoing formative experience, culminating in a deeper sense of purpose at the end of the program. The Thesis allows students to demonstrate their personal growth and track their individual journeys towards seven key traits, which are the learning outcomes of the diploma program. We seek to develop leaders that are ethical, entrepreneurial, collaborative, communicative, autodidactic, Africanist and critical thinkers.

In order to complete their Thesis, students identify a Thesis Issue which is an articulation of a specific area of interest that is connected to the impact they want to have on the continent. Each term students submit a portfolio of work, reflecting some of the thinking they have done around their issue in the academic and co-curricular domains of ALA’s Diploma Program. Students also submit a guided reflection in which they explain how their learning has helped them to reach a deeper understanding of their Thesis Issue. At the end of the second year, the Thesis culminates in a 45-minute presentation and discussion, facilitated by the student in an online space. In the presentation and discussion, students explore and explain how they have been able to use the ALA curriculum to develop their understanding of their Thesis Issue and envisage how, through their leadership, they will impact the African continent as they make plans for the future.

ALA’s strategic plan calls for the development of habits of learning embodied in our Autodidactic Trait. Through the Thesis we ask our students to collect evidence of their progress, tracking their development towards the Traits and through reflection, adapting their plans as needed, as their progress towards their learning goals. The Thesis is a space where students are supported to transfer and tie together learnings from across the curriculum, connected to an issue they care about.

Through deliberate use of the structure and systems of assessment, students are guided to develop the assessment objectives crafted from the Africanist, Autodidactic, Communicator and Critical Thinker traits over the six terms of their ALA journey. The writing prompts that students respond to are deliberately designed to scaffold student learning towards the final presentation and discussion which takes place in June of each academic year.

Each term students receive feedback and guidance from their Academic Advisors which helps them to refine their ideas along the way. In the end, what is produced is a personalized, evidence-based expression of students’ learning through reflexive practice and
intentional argumentation. Two standout presentations from the Class of 2019 were by Safia Aladlouni from Morocco and Gladys Kirabo from Uganda. Safia, a Creative Arts and Literature student, used the learnings from her two-year journey to explore the question: How can art showcase marginalized identities in an empowering, collaborative, respectful and authentic way? In her Thesis she drew together the work and thinking she had done in her African Studies, Writing and Rhetoric and Literature classes and connected it to her Creativity Research project and some of the text she explored in Seminal Readings in order to answer her question.

Gladys used her learnings from across the Sciences and Humanities to answer the important question: What should sustainable living look like on the African continent? Her exploration led her to connect her Scientific Research project to her work with the student-led Environmental Club, African Studies and Entrepreneurial Leadership. For both students, their final presentation and discussion were attended by their teachers, classmates, hall-mates and, because of the online format, family and alumni from around the world who were able to login and experience their Final Thesis.

Both Safia and Gladys are powerful examples of how students are able to autodidactically tie together their learning in order to demonstrate their growth as Africanists, Communicators and Critical Thinkers. Safia is currently completing her undergraduates studies at Columbia University and Gladys is studying Civil Engineering at Drexel University.
Creative Arts at ALA

Accelerating The Arts at ALA through Bold New Investments

At ALA, we believe that creativity and creative confidence are a core part of solving Africa's grand challenges. Art is one of the most recognizable ways in which we see the power of youth in action. Many ALA alumni are building careers in the arts, not just creating great art, but also jobs and economic growth in the future as well. We are proud of our incredible alumni who have made remarkable impact, and our investments in arts at ALA will enable us to do even more.

Our ethos is to advance the creative confidence and storytelling capabilities of our young leaders. This year, Towela Tembo ’19, an avid photographer, developed and delivered the "Curating Africa" extracurricular program for her peers. This program forms a part of ALA’s Creative Arts Department efforts to ensure that all students at ALA access arts education at one point during their 2-year diploma program journey.

Towela developed the program with inputs from London-based curator Katherine Finerty. The course covers curatorship holistically by journeying with participants through the history of curatorship, discussing its importance in Africa and requiring participants to submit a practical portfolio using the concepts learnt in class to reimagine how to portray the continent and narratives about it.

Our bold new investments include:

• Spaces for improved arts programming, including an expanded auditorium, studio spaces, and on-campus gallery spaces.
• A Creative arts department to build transformational programming.
• The establishment of the “ALfortheArts” network, which fosters intergenerational connections among alumni and friends in the arts and accelerates artistic careers across the continent.

As our campus infrastructure evolves, we look forward to expanding our on-campus arts programming in partnership with artists across the continent.

EXPANDING ARTS PROGRAMMING WITH DEDICATED SPACES: THE CREATIVE COMMONS

The Creative Commons will provide a stimulating and conducive environment which ensures that our students have access to quality, fit-for-purpose facilities, and resources to unlock their full creative potential. We have broken ground on our auditorium expansion and upgrade project as part of our campus master plan.

Towela
Katherine
On the horizon in early 2022 is a partnership with Google Arts and Culture, an online exhibition platform that will showcase the creative outputs of ALA students and alumni, particularly women artists, across multiple arts genres, in an accessible manner.

We look forward to the future of the creative arts at ALA as our students and alumni continue to demonstrate the transformative potential of the arts in Africa, and they justify our shared effort to renew and enhance ALA’s Creative Arts Program.

FOSTERING LIFELONG CONNECTIONS AMONG CREATIVES

The ALfortheArts Network seeks to foster lifelong connections between alumni and partners in the creative arts across the continent, consistent with the aspirations of our ALA 2023 strategic plan. Led by Matthieu Maralack, our network coordinator we seek to foster intergenerational connections with three core priorities:

- Accelerating Young African Talent. We will support young leaders in the years immediately following their ALA studies to build the capabilities required to rapidly grow in their careers.
- Weaving High Impact Networks of Alumni. We will create communities that build lifelong, intergenerational connections across our alumni community – such that alumni who did not study together at ALA can meet and learn from each other.
- Ignite Collaborative Impact. We will connect our young leaders with elders and mentors from across the continent such that they can learn from senior leaders in their fields.
Harnessing the Power of Youth in Agriculture

Agriculture is the single most important economic activity in Africa, providing two thirds of employment and up to 60% of the annual gross domestic production. The formal agriculture sector does not meet the employment needs of the continent’s growing youth population, who will reach over 300 million in 2030, facing a 48% unemployment rate, as projected by the United Nations.

Young Africans who embark on the agribusiness journey often face isolation, stigma of the sector’s association with poverty, and they lack access to viable opportunities and exposure to technology that enables them to realize their ambitions.

In line with the Unleash the Network strategic pillar, we launched the AL for Agribusiness network in 2020, to connect and accelerate young leaders in the agriculture sector and related sub-sectors along the agriculture value chain. Led by Nono Sekhoto, the network is building a vibrant agriculture-focused sector community attracting energetic and talented young leaders keen to make an impact through agriculture on the continent.

AL for Agribusiness engages three core audiences: young leaders enrolled in agricultural studies seeking exposure to the sector, internships, and skills development; professionals employed in the agricultural sector seeking mentorship, networks, and career growth; and entrepreneurs running agribusinesses seeking access to support, talent, and networks.

The network has partnered with impactful sector players like the Forum for Agricultural Research in Africa and Solidaridad to create an enabling ecosystem that delivers a platform that empowers members to:

1. connect to like-minded peers and partners,
2. explore new opportunities in the sector through masterclass webinars,
3. gain access to career and developmental opportunities,
4. collaborate on projects that advance the agriculture sector and rural communities, and
5. advance agribusiness ventures through think tank webinars and agribusiness internship programs, fostering shared prosperity.

In December 2020, we celebrated the establishment of a partnership with our founding sector sponsor, Small Foundation, which is committed to seeing an Africa free of extreme poverty by 2030 “by expanding the access of rural-impacting micro, small and medium-sized enterprises (MSMEs) to knowledge, skilled human resources, finance, technology and markets.”

The Foundation’s support has been invaluable in defining and enabling processes supporting network engagement.
NETWORK ENGAGEMENT
In our first 18 months our network engagement has been ignited through virtual events, career opportunities and strategic thought leadership forums:

118 YOUNG LEADERS
attended 10 monthly virtual Members Hangouts, led by the member Task Team, creating a space for members to connect and exchange in smaller groups.

3 MASTERCLASSES
drew a crowd of 83, with participants calling for more sessions on the Agri-Tech topic.

5 SPEAKER SERIES
webinars featuring industry leaders, were attended by 122 young people eager to learn about interesting career paths in agriculture.

5 AGRIBUSINESS THINK TANK
webinars drew 175 agri-enthusiasts keen to learn from and collaborate in support of the featured agripreneurs. These sessions targeted agripreneurs from the Anzisha Prize, and new network partners’ Nourishing Africa and SAB Foundation.

Through these initiatives, the AL for Agribusiness network champions the talent in our network while exposing members to excellence in the sector.

HIGHLIGHTING NETWORK MEMBERS
Tafadzwa Matika ’10 manages a family farm focusing on high value vegetable crops for export. The farm employs 40 people. Tafadzwa is a member of the AL for Agribusiness Board of Advisors. In addition to running his family farm, Tafadzwa is a health professional, currently completing a Masters in International Health and Tropical Medicine at the University of Oxford. Combining his avid interest in agriculture, with public health Tafadzwa is keen to contribute to development in Africa.

“The AL for Agribusiness network has been vital for my growth, helping me build relationships with people in the network and providing me with opportunities to brainstorm new ideas”. - Tafadzwa Matika ’10

HIGHLIGHTING A PARTNER AND COLLABORATION
Network partners include organizations such as Solidaridad and FARA Africa, they have created opportunities for the network which have resulted in over 40 internships for our young leaders. They have also put together thought-leadership forums, which have introduced our network members to topics such as climate change, sustainability, and agricultural research.

ABOUT THE SECTOR LEAD: NONO SEKHOTO
Dimakatso (Nono) Sekhoto is a commercial farmer, entrepreneur, and award-winning youth-in-agriculture advocate working to empower women and youth farmers across the country and region. She joined ALA in January 2020 to lead the AL for Agribusiness network, leveraging her experience in the agriculture sector. She has first-hand experience of the challenges faced by youth in agriculture, and the opportunities for high potential youth to return to rural communities.
The Anzisha Prize Movement

The Power of Africa’s Hidden Job Creators

The numbers are staggering. Africa has the largest workforce in the world, yet we create few opportunities for ourselves.

According to the International Labour Organization (ILO), only 16 million jobs were created between 2008 and 2016 for Africans aged between 15 and 24. In addition, young Africans today are three times more likely than the generation before them to be unemployed according to the Global Entrepreneurship Monitor. With limited prospects to find employment in increasingly competitive economies, youth must explore alternatives to support their families and communities. Entrepreneurship offers significant opportunities for job creation. It presents itself as a means of tackling unemployment over the long term.

At the Anzisha Prize, we see young Africans as the hidden key to job growth and unemployment. Over the past 10 years, we have sought to build an ecosystem that champions young African entrepreneurs. We firmly believe that creating an enabling environment for young people is paramount for their successful transitions into entrepreneurship. This has been proven by the very young entrepreneurs (VYEs) that join our program every year.

THE JOB CREATORS

Vanessa Ishimwe is the 23 years old founder of Youth Initiative for Development in Africa (YIDA) – an organization that engages young people in education, entrepreneurship, and leadership initiatives. Based in Kyaka Refugee Camp, Uganda, she has enrolled over 800 children in YIDA’s lower primary and kindergarten school and employs 31 people, 15 of whom are under 25 years old.

Geoffrey Mulei is the 24-year-old founder and CEO of Tanda, a Kenya-based fintech startup that turns convenience stores into one-stop shops providing digital financial services such as utility payments, banking, and insurance to unbanked people. Since its inception in 2017, Tanda has brought digital financial services to over 1 million unbanked people; the enterprise currently employs 50 young persons, of which 70% are below the age of 25.
THE ROAD AHEAD

From 2011 to 2019 we supported 122 very young entrepreneurs under the age of 22 to successfully pursue entrepreneurship as a career. In 2019, these entrepreneurs employed 844 people in full-time jobs and 1732 in part-time work opportunities. To further this impact, our mission is to bring together an ecosystem of educators, parents, investors, and policymakers that support VYEs and entrepreneurship as a viable career choice.

Join us as we embark on this audacious, youth centered goal. Start by reading our report: Unlocking Africa’s Hidden Job Creators: Lessons from ten years of supporting transitions from education to entrepreneurship to Africa.

https://anzishaprize.org/resources/unlocking-africas-hidden-job-creators/
Leadership and Governance

SENIOR LEADERSHIP

Bilha Ndirangu
Chief Executive Officer

Peter Kimingi
Chief Financial Officer

Hatim Eltayeb
Dean of the Academy

Maia Matshikiza
Chief Network Officer

Josh Adler
VP, Growth and Entrepreneurship

Kate Morris
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Kgomotso Ehouman
Director of Marketing and Communications*

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Terence Naidu
Managing Director, Envisionit Group of Companies

Folasade Adefisayo
Honourable Commissioner for Education in Lagos State, Nigeria*

Ngosa Mupela (ALA graduate)
Executive, Close the Gap*

*Arrived in FY21 **Departed in FY21
FOUNDATION BOARD OF DIRECTORS

African Leadership Foundation is an independent USA 501(c)(3) non-profit Foundation that supports African Leadership Academy and the next generation of African Leaders.

Elizabeth Berry Gips (Chair)
Executive Director, Kigutu International Academy
Chris Bradford
Co-Founder, African Leadership Academy and President Morehead-Cain Foundation
Scott Eisner
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Alan Main
Former EVP and Head of Consumer Healthcare at Sanofi
Angela Zaeh
Co-Founder, Prokit

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Co-Founder & CEO, Sango Capital
Euler Bropleh
Founder and Managing Director, VestedWorld
Queen Chinyere Quinn
Co-Founder and Partner, Kupanda Capital
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Managing Director, Business Accelerator at London Stock Exchange Group*

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Sizwe Nxasana
Gbenga Oyebode
Aisha Oyebode
Emir Muhammadu Sanusi II
Isaac Shongwe
Ibrahim Slaoui
John Thornton
Ralph Townsend
Bruce Walker

UNITED STATES

Mimi Alemayehou
Carroll Bogert
Amy Brakeman
Ed Brakeman
David Burke
Amb. John Campbell
Amb. Johnnie Carson
Molly Cashin
Chris Cheney
Wilfred Chilangwa
David Coleman

Jon Cummings
Michael Denning
Ted Dintersmith
Cheryl Dorsey
Kevin Efrusy
Molly Efrusy
Jim Fleming
David Issroff
Lisa Issroff
Joan Lonergan
Tony Marx
Dominique Mielle
Sarah O’Hagan
Nicholas Pianim
Julian Robertson
Spencer Robertson
George Stewart
Margie Thorne
Nate Thorne
Bruce Walker
Mark Yusko
Jide Zeitlin
Mary Zients
Financial and Organisational Information

Financial Overview

This section presents the abridged audited annual financial statements for the year ending 30 June 2021. The complete set of audited financial statements are available from the Chief Financial Officer on request.

INCOME STATEMENT

ALA reported a net surplus of R R38.6million in the financial year ending 30 June 2021. We cautiously navigated the year due to various restrictions that were a result of the COVID-19 pandemic. Program revenue was down 35% as we were unable to run global programs and demand for financial aid in our Diploma program increased. Philanthropic revenue recorded an increase of 10% in the year under review which enabled us to honour our scholarship commitments in a particularly difficult year. Net assets grew by 12% driven primarily by a significant growth in net surplus in FY21.

<table>
<thead>
<tr>
<th></th>
<th>FY21</th>
<th>FY20 Restated</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total revenue</td>
<td>175.8</td>
<td>178.0</td>
</tr>
<tr>
<td>Other income</td>
<td>0.5</td>
<td>0.4</td>
</tr>
<tr>
<td>Operating expenses</td>
<td>149.6</td>
<td>163.2</td>
</tr>
<tr>
<td>Operating surplus</td>
<td>26.7</td>
<td>15.2</td>
</tr>
<tr>
<td>Investment income</td>
<td>10.9</td>
<td>16.2</td>
</tr>
<tr>
<td>Fair value adjustments</td>
<td>5.0</td>
<td>5.7</td>
</tr>
<tr>
<td>Foreign exchange movements</td>
<td>1.9</td>
<td>23.3</td>
</tr>
<tr>
<td>Finance costs</td>
<td>4.1</td>
<td>0.5</td>
</tr>
<tr>
<td>Net surplus</td>
<td>38.6</td>
<td>2.7</td>
</tr>
</tbody>
</table>
ENDOWMENT FUND
New funds into the Endowment fund grew by 11%. The Fund, established in FY20, is permanently restricted, i.e. only the investment income from the Fund can be availed for the operational use as per the direction of our Investment Committee. The establishment of the Endowment Fund gives donors an opportunity secure the Academy’s financial sustainability.

A NOTE OF GRATITUDE
We would like to extend sincere gratitude to our funding partners who have once again shown their commitment to our mission by providing their gifts to ALA despite the challenges and uncertainties arising from COVID-19 pandemic. We continue to urge other partners to join us as we build a lasting institution and legacy on the African continent through both philanthropic giving and endowment funds. All endowment gifts through December 2021 will be matched by a generous benefactor.

ORGANISATIONAL INFORMATION
African Leadership Academy NPC is a Section 21 and Section 18A not-for-profit, public benefit organisation in the Republic of South Africa with Registration Number 2005/005377/08 and PBO Number 930020187. African Leadership Academy is registered with the Gauteng Province Department of Education (No 400286) and is accredited by the Independent Quality Assurance Agency (South Africa) and the New England Association of Schools and Colleges (United States).

BALANCE SHEET
Balance sheet as at 30 June 2021

<table>
<thead>
<tr>
<th></th>
<th>FY21</th>
<th>FY20-Restated</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-current assets</td>
<td>185.5</td>
<td>193.8</td>
</tr>
<tr>
<td>Current assets</td>
<td>368.0</td>
<td>336.5</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td>553.5</td>
<td>530.3</td>
</tr>
<tr>
<td><strong>Equity and Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Equity</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Endowment</td>
<td>120.2</td>
<td>108.7</td>
</tr>
<tr>
<td>Retained income</td>
<td>256.0</td>
<td>228.4</td>
</tr>
<tr>
<td><strong>Total Equity</strong></td>
<td>376.2</td>
<td>337.1</td>
</tr>
<tr>
<td><strong>Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-current liabilities</td>
<td>76.0</td>
<td>75.9</td>
</tr>
<tr>
<td>Current liabilities</td>
<td>101.3</td>
<td>117.2</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td>177.2</td>
<td>193.2</td>
</tr>
<tr>
<td><strong>Total Equity and Liabilities</strong></td>
<td>553.5</td>
<td>530.3</td>
</tr>
</tbody>
</table>

Amounts in ZAR millions
With Gratitude

We are grateful to thousands of supporters across the world who make our work possible each year. Your contributions enable young leaders from across Africa to live and learn together on our campus, regardless of their family’s financial circumstances. Your support also powers the design and delivery of transformational programs that extend our collective impact and foster lasting peace and shared prosperity on the continent. Thank you.

$5,000,000+
Bezos Family Foundation
Ed & Amy Brakeman
Mastercard Foundation
John & TashiaMorgridge
Omidyar Network
Robertson Foundation
TJF Charitable Trust

$1,000,000+
Anonymous
ChevronCorporation
Kevin & MollyEfrusy
ELMA Philanthropies
Tunde & ReniFolawiyo
Irv & SukeyGrousbeck
Ishiyama Foundation
Rebecca Oppenheimer
Scott Cook & Signe Ostby
Frederick S. Pardee
UPS Foundation
USAID ASHA
W.K. Kellogg Foundation

$500,000+
Anonymous
Actis
Josh & Anita Bekenstein
Hakeem & MymaBelo- Osagie
Derek Schrier & Cecily Cameron
Cisco Systems
Coca-Cola Africa Foundation
Michael & Susan Dell Foundation
Diamond Empowerment Fund
General Electric
IBM
Asue & Ifeyinwa Ighodalo
Imago Dei Fund
Intuit Foundation
Lisa & David Issroff
Chandra Jessee
JP Morgan Chase Foundation
Bob & Dottie King
Connie & Dennis Keller
Temp & Kerry Keller
Debra Dunn & Randy Komisar
David & Kelsey Lamond
Acha Leke
Phil & Ellie Loughlin
Stephen & Sue Mandel
Susan & Craig McCaw
McKinsey & Company
McKinsey for Children
Dominique Mielle & Juan Carillo
Busi & Peter Mombaur

$100,000+
ABSA
African Capital Alliance
Agnes Varis Charitable Trust
Pat & Thomas Barry
Jonathan Beare

$50,000+
Anonymous
Michael Ajukwu
Phil Berney & Jane Pollock
Bloomberg
Buffin Foundation
Chris Bradford
Christopher & Barbara Brody
Nomsa & Francis Daniels
Paul & Sandra Edgerley
Emmanuel C. Edozien

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Phuthuma Nhleko
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Pernod Ricard South Africa
Phembani Group
PPC Cement
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Daniel Szeto
Tembo Twiga Foundation
Templeton Foundation
The College Board
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Matthew Tierney & Dana Orange
Tronox
Tullow Oil
United States Department of State
Westfield Capital
Memuna & Victor Williams
Zayed Future Energy Prize
Sara & Nat Zilkha

$5,000,000+
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Nomsa & Francis Daniels
Paul & Sandra Edgerley
Emmanuel C. Edozien
Embassy of Denmark in South Africa  
FIS Global  
John & Laura Fisher  
John & Claire Flynn  
William Gray  
Danai Gurira  
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Louis Dreyfus Foundation  
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Thilo Mannhardt  
Temba & Vuyelwa Maqubela  
Nonkubela Mazwai  
Marisa Muller  
Whitney Muse  
Nelsen  
Mark Nunnely & Denise Dupre  
Old Mutual  
Osaze & Ibukun Osifo  
Nicholas & Erika Pianim  
Prudential Financial  
Alice & Ben Reiter  
Hattie Ruttenberg & Jon Molot  
Garth Saunders  
Nicole Sermier & Franco Tapia  
Ed Shapiro  
Thomas & Carrie Siegel  
Southern Star Shipping  
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Fred Swaniker & Amanda Johnson  
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Tendy Nigeria  
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Angela Zaeh  
Jon & Carlyn Zehner  
Mary & Jeff Zients  
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Walter & Julie Haas  
Deborah Hazell & Said Nurh  
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Ammar Kandi '10  
Don Kendall  
Derek & Lisa Kirkland  
Barrie Landry  
L'Oreal  
Louis-Dreyfus Group  
Laura & Scott Malkin  
Massmart  
Media Trust Ltd Nigeria  
Rick & Caroline Menell  
MTV Networks  
Odgers Berndtson  
Richard & Omega Okello  
Rob & Ann Quandt  
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Skoll Foundation  
Stanford GSB Gives Back  
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Gordon Stewart & Nicola Guise  
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Anonymous  
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Adebayo Edun  
Egg Foundation  
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Paul & Jeanne Harris  
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Bo Hopkins & Ranji Nagaswami  
Curtis Jackson  
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Peter Kellner  
Itumeleng Kgaboesele  
Kraft Foods Foundation  
Kupanda Capital  
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Lionel Lammens  
John Langhus  
Joan Lonergan & John Merrow  
Luanda International School  
Luz & Bill MacArthur  
Jonathan Malpass & Shawn  
Lamphear  
Matchboxology  
Michael McCaffery  
Susan & Thomas McCarthy  
Bruce McNamer  
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Michael & Juliet Patsalos-Fox  
Mark Patterson  
Duncan & Meredith Randall  
Richard W. Goldman Family FND  
Jesse Rogers  
Richard Rosen  
Rotary Australia  
Robin Renee Sanders  
Cindy Skarbek  
Southwest Development  
Geoff & April Stein  
Summer Search  
Sonia Survanshi & Joshua McFarland  
Curtis & Jylla Tearte  
Landry Tientcheu  
Raphael Tshibangu  
Walbridge Fund  
Jay Walker  
Ann & Arnold Wood  
Chee Siew Yaw  
Anonymous  
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Ann & Arnold Wood  
Chee Siew Yaw
Our Programs

TWO-YEAR DIPLOMA PROGRAM
ALA’s flagship two-year pre-university program for future changemakers
www.africanleadershipacademy.org

Each year, ALA identifies exceptional young leaders from across Africa with demonstrated leadership potential and a strong sense of purpose. Through our unique curriculum, these young leaders develop the skills, mindset, and network to contribute to our mission of enabling lasting peace and shared prosperity in Africa. ALA continues to accelerate these leaders throughout their lives, with connections to careers and networks of people and capital that will enable their dreams of transformational change.

GLOBAL SCHOLARS PROGRAM (GSP)
Summer leadership programs for teens from around the world
www.alasummer.org

GSP participants will engage in social entrepreneurship, design-thinking, leadership training, adventure, and cross-cultural exchange, preparing them to create change in Africa and around the world. Participants practice leadership by working with social ventures, learn from South African entrepreneurs and community members, develop skills through team-based challenges, build a global network of peers, and discover the history, beauty, and diversity of Africa.

ALA MODEL AFRICAN UNION (ALAMAU)
A student-led leadership conference simulating the activities of the African Union.
www.alamau.org

The five-day conference serves as a platform for young leaders to develop implementable solutions to African development challenges through diplomacy and international cooperation. Delegates explore the inner workings of the African Union and practice international diplomacy by assuming the roles of African leaders. The conference includes keynote presentations by leading diplomats and policy experts and features a diplomatic roundtable and educational tours to historic sites.

ANZISHA PRIZE
Nurturing and celebrating Africa’s youngest entrepreneurs.
www.anzishaprize.org

The Anzisha Program is aimed at supporting young African entrepreneurs who have developed successful businesses, implemented sustainable solutions to social challenges within their communities, and are contributing to combating the youth unemployment challenge in Africa. In addition to the flagship ‘Anzisha Prize’ for young entrepreneurs, the program builds communities and shares tools that can strengthen the youth entrepreneurial ecosystem on the continent.

The 2021 African Leadership Academy’s Model African Union (ALAMAU) team hosted over 250 delegates from a number of schools across the continent and around the world under the theme “An Africa United: Fostering Resilience Post COVID-19”, making this the first virtual conference in ALAMAU’s history.
Get Involved

SHARE OUR MISSION
www.africanleadershipacademy.org/newsletter

Many of our young leaders have discovered ALA because of individuals who have taken the initiative to share our work with others. Please share our social media posts, forward our newsletters, and engage your friends and family around our work and our impact.

INVEST IN OUR SCHOLARSHIP FUND
www.africanleadershipacademy.org/donate

ALA operates a need-blind admissions process and offers financial aid to 95% of our student body such that every admitted student can take up the opportunity. This commitment is made possible by thousands of donors across the world.

NOMINATE A FUTURE LEADER
www.africanleadershipacademy.org/nominate

Do you know a young African with leadership potential? Nominate them for our Diploma Program with the form on our website! Your nomination rewards and acknowledges the achievements and potential of young people in your community.

HIRE A YOUNG LEADER
acnsupport@africanleadershipacademy.org

Our Africa Careers Network team matches high-potential African talent to extraordinary internship and career opportunities identified by friends and partners across the world. As a partner, you will accelerate the impact of our young leaders - and benefit from their ideas.

JOIN A SECTOR COMMUNITY
networks.africanleadershipacademy.org

Our communities foster a vibrant exchange of ideas, opportunities, and mentorship across a range of sectors – including health, governance, infrastructure, education, agribusiness and the arts. Our alumni seek mentors, speakers, advisors, and investors across each of these sector communities as we bring to life a collective vision for Africa.

WORK AT ALA
www.africanleadershipacademy.org/careers

ALA attracts a diverse “staffulty” (staff and faculty) of global change makers: world-class professionals who share our values and a passion for Africa and her youth. We regularly post opportunities on our website. Join us!

Entrepreneurial Leadership Educator Oluwabusola “Busola” Majekodunmi has been recognized by the Private Sector Advisory Group as one of the Forty Leading Ladies on the Sustainable Development Goals.
Maxwell Simba ‘19, Kenyan star of the Netflix film, The Boy Who Harnessed the Wind, has launched his very own production company, Young Blak and Talented Vision Studios (YBTVS). The studio is the final product of Maxwell’s hard work during his ALA journey and his desire to create a space to support African creatives on the continent.

Join us in #MovingAfricaThroughTheArts by making a contribution towards building our Creative Commons at our campus in Johannesburg to fully nurture and empower our artistic leaders at: https://www.africanleadershipacademy.org/donate/arts-at-ala/