

THE PRIVATE EDUCATION DEVELOPMENT NETWORK

2008 YOUTH ENTREPRENEURSHIP CONFERENCE

16th - 18th January 2008

Didi's World, Kansanga

Kampala -UGANDA

-REPORT-



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**Pursuing Global Opportunities Through Entrepreneurship:
SEEDS OF SUCCESS**

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I. CONFERENCE OPENING STATEMENTS

After a very active and innovative period in the history of the Private Education Development Network (PEDN), a call for the youth conference becomes a reality. Today, we gather here in this great hall at the *Didi's World* to bring together young people of exceptional ambition and great talents to meet with extraordinary innovators and planners in all areas that propel the historical development of society.

The programs for the next three days are very exciting; speakers' abstracts are enclosed in your files. There are break-out sessions in which practical hands-on are facilitated at different corners that are marked. There will be registration of those who find the lessons as an interest for their future professional development.

Exhibitions are well spread from civil societies and business community in both public and private. We have great expectations at the end of the three days; we very much hope that every one of us will find: a new direction, a great plan, a focus and a big question.

All these are indications to a long start in the intervention of the changing world. This great surrounding of the "*Didi's*" is a representation of a child, '*Didi*'. It is an innovation of a great business entrepreneur who felt that this is a great environment for young minds to learn, discover and find fun all in a combination. We credit him.

As a climax of my tune, I would like to introduce a very unique person. This person is restless, does not get contented with one achievement. The unique person dreamed of being a teacher because she wanted to associate with pupils and students. She became a teacher. It never satisfied her ambition because she found other children were not attending school. She put her active teaching to rest for awhile and searched for the other group. As she was doing that, she observed that the environment in which the two groups were thriving needed help to create jobs and skills that would absorb the two groups.

She left the two groups in the hands of another team to aid in job creation for the next generation of learned people. As she was doing that, she realized that although jobs could not be created, the groups needed to maintain the value of goods and services. She moved straight into starting banks at the nearest sport where her groups could reach them very accessibly. As the bank idea developed steadily, she realized the need for the people with the same thinking to come together and move the world to a new generation. She convened this meeting for global opportunities through entrepreneurship. This unique person is **Mrs. Irene Mutumba**, the **Executive Director** of the **Private Education Development Network**.

RITA SEMBUYA
ASHOKA FELLOW
CHAIRPERSON, Board of Directors –The Private Education Development Network

II EXCERPTS TAKEN FROM EXECUTIVE DIRECTOR'S WELCOMING SPEECH:



Mrs. Irene Mutumba (above right) with a YEC 2008 participant

"Irene is challenging the traditional educational system in Uganda by creating a new learning environment where young people are encouraged to think and act like entrepreneurs. Through her youth-led and community supported clubs, Ugandan youth get the opportunities to be creative, demonstrate initiative, and approach learning in new ways.

Already, Irene and her clubs are having a noticeable effect. A large community of diverse stakeholders—from students and parents to educators and government officials—has taken notice of her approach and has begun integrating some of her practices into the school system. Teachers are being trained to create a less regimented classroom, and volunteers from businesses and NGOs participate in the management and growth of the clubs. They recognize that a long term change in Uganda must begin in the schools and in the minds of Ugandan students."

"On behalf of the Patron and Board Members of the PEDN Network and myself, It gives me much pleasure to warmly welcome you all this morning to Didi's World – Kansanga. Your presence is indeed an honour to us and shows your commitment and support to the Objectives of this network. Thank you and you are welcome!

This morning we are all here to witness the launch of the Youth Entrepreneurship Conference – an annual activity, a clear sign that the dream, the initiative which started 3 years ago has become a reality.

The PEDN Network is a child of Enterprise Development Limited. It is an Association, a voluntary not for profit organization,... Being a teacher, I said to my self, that it was high time I made a contribution to my sector – Education, by ploughing back all the knowledge and skills I had attained over time. This was an opportunity for me as a starting point. I began by reading intensely about Uganda's Education System, read research made by other people, consulted widely in Uganda among educators, public and private sector about the need for such a program. I visited South Africa, Britain and USA to compare and look at their curriculum. This gave the birth of the idea to start Entrepreneurship Skills Training and Business Education targeting teachers and students.

In a nut-shell PEDN is integrating entrepreneurial skills and learning in the formal and non formal education system... This is not a classroom or lecture room; use your eyes, ears, nose and everything about to pick your seed of success. I can assure you the time you invest being here will not be wasted and you will never be the same person again... You are boarding the Success Jet: this morning on Friday you will be landing with Success – giving you a plan, focus and new beginning for the New Year.



Let us be relaxed, listen and enjoy what has been prepared. It is buffet of activities and we shall get a chance to pick our mix "the right mix" through it all.

Finally, I would like to take this opportunity to thank you all once again for responding to our call and invitation. I feel great, I feel honoured, and I feel a sense of accomplishment, achievement and self-actualization. Your presence is a true confirmation that you appreciate the need for entrepreneurship in our daily lives and you are prepared to be part of it.

Welcome! PEDN is a family a network of link-minded fellows who are entrepreneurial. This morning you all get a chance to become permanent members of PEDN and eligible to subsidized programs and activities in future.

Looking forward to meeting most of you individually during the three days!"

IRENE MUTUMBA
EXECUTIVE DIRECTOR –The Private Education Development Network

"Global Opportunities Through Entrepreneurship"
 16th – 18th January 2008

The Private Education Development Network Youth Entrepreneurship Conference 2008

Today, no matter where you turn, stories abound of the enormous social, economic and educational benefits of entrepreneurship. With the new global economy, businesses and organizations are increasingly expecting their employees to have attitudes, skills and behaviours similar to those that characterize successful entrepreneurs. There is therefore a need and demand to help young people develop their skills and knowledge required to succeed in the new global economy where the emphasis is placed on entrepreneurial skills, abilities and attitudes. The same skills would further bring about a new wave of job creators as opposed to the many job seekers that we see today. This is the main focus of the PEDN annual youth entrepreneurship conference (Y.E.C.) and as well for the 2008 Y.E.C. held at Didi's World, Kansanga in Kampala from the 16th – 17th January 2008.

1.0 THE PARTICIPANTS

The PEDN 2008 Young Entrepreneurs Conference brought together young people from across various walks of life impassioned to develop their skills and knowledge so as to succeed in the ever-increasing global economy where more emphasis is placed on people with entrepreneurial skills, abilities and attitudes.

There were at least **two hundred and fifty (250) participants** over the three-day conference, with the biggest groups of youth coming from universities in and around Kampala. These included:

- Makerere University Kampala (MUK)
- Makerere University Business School (MUBS)
- Bugema University
- Uganda Christian University –Mukono (UCU), and
- Kampala International University (KIU)



Youth at the Conference

There was also a proportionate number of youth participants from various secondary schools in and around Kampala, as well as students on their senior four (s.4) and senior six (s.6) vacation. Also in attendance were out-of school youth such as the fresh graduates.

The youth participants among other things, acquired such skills as: financial education-saving & access to various opportunities of small business finance, Career planning, employability skills and preparation, youth leadership and management skills, one-on-one interaction with future employers and peers who are already within the working sector, utilising Information and Communication Technologies

to access and take advantage of global opportunities and the secrets to pursuing a successful career through music and the creative arts.

In addition to the youth participants were representatives from both the civil and business-inclined society in Uganda. These included:

- | | |
|--|--|
| ■ Post Bank Uganda | ■ Uganda Gatsby Trust |
| ■ Joyce Fertility Support Centre | ■ Single Parents Association of Uganda |
| ■ ICON Partners and Associates | ■ Bugema University |
| ■ Public Defender Association of Uganda | ■ Small Medium Enterprise Development Agency |
| ■ Quality Assurance and Management Consultants | ■ Future Link Technologies –Uganda |
| ■ African Leadership Institute | ■ Informa |

■ Fagil Mandy Education Consultancy
 ■ CEEWA-Uganda and

■ AISEC –MUBS

Most of these organisations also took this opportunity to showcase their products and services to the large number of youth taking part in this conference. Some of the exhibiting organisations also offered opportunities of showcasing successful entrepreneurial ventures that they had engaged in at one point or other.

The Government of Uganda through the Ministry of Education was represented by the National Curriculum Development Council.

During this conference however, one thing was reverberatingly clear: that there is a need to turn around the current education system in Uganda, to cater for more entrepreneurship learning at an early age. And for higher levels, to introduce practical sessions that provide life-skills in business education and entrepreneurship.

The chief guest of the event was renowned Ugandan International Financial Empowerment Consultant and public speaking expert, **Mr. Peter Kimbowa**.



LEFT: Mr. Peter Kimbowa, president:
Speakers Association Uganda

The idea for this conference was borne out of the broad PEDN vision; *"That every young person in Uganda contributes to its social and economic growth, by being competitive and productive in a global society"*, and in answer to the needs assessment that was commissioned by Mrs. Irene Mutumba over the past five years.

Outline of assessment findings:

- A big gap between the output of the System and the Job market (Knowledge/Unproductive) vs (Skills/Productivity)
- The Education System is still highly academic and exam driven. Rote learning, drilling learners to pass exams to move to the next level. This tends to produce learners who are not creative/innovative, looking for paid employment and drop-outs do not have skills to start own ventures
- Traditional instructional practices, teacher-centred, lectures, note taking are mainly used rather than other methods like facilitation which promote and encourage student focused learning and creativity
- Graduates or drop-outs are unproductive in the work-place making them un-employable and therefore not competitive
- The Copy-cat system of starting businesses, people are not willing to take time to think out of the box , to get better and new ways of doing business, or being unique in the work environment (survival thinking, not success motivated)
- Changing Trends in the Economy, privatization, globalization, mobility of goods and services, private schools and the private paying system, Relevant use of ICT's

The PEDN innovative idea for the annual youth entrepreneurship conference, through its use of different role-players -a blend of local and international facilitators; parents, business people, social entrepreneurs and artistes as facilitators, role models, and mentors, therefore made the entrepreneurship and business skills education conference very practical and participatory for all of the participants to become better entrepreneurs in future.

2.0 CONFERENCE REVIEWS FROM SOME STAFF AND ASSOCIATES:

“The YEC 2007 came at the right time. It came at a moment i needed it the most. For a long time, i have been seeking an opportunity to (hear from) life-inspiring personalities. People such as; *Denis Lindo, Susan Lubega, Paul Kinobi, Martin Seku, and Nsaiga David* were some of my greatest facilitators during this conference. Personally, I studied Communication and Speaking skills, however, i have not had that many opportunities to use them, but this conference offered me that opportunity. I think the conference was a success!” –**TERAH Kasozi**, Business Development Service Officer

“Personally, I got entrepreneurship skills, I did some socialization, and the whole experience helped us (PEDN), I believe, to discover our potential in organizing future conferences. I also discovered that team work led to its success. A lot of youth are putting into practice what they have learnt, one of them asked me to help him organise a workshop, just after the conference on Friday” –**Deborah Kulokola**, PEDN Associate



A Cross-section of the PEDN Conference Organizing Team poses for a photograph at the end of a successful Y.E.C. 2008

“This was the most exiting conference that I have ever attended. Both the participants and facilitators were fully involved .The staff’s cooperation as well made the conference a success. It was a great opportunity for PEDN to go through such an experience as well” –**FLAVIA Nakalembe**, Administrator

“The conference inspired many young people. The ones I spoke to really thought it filled a gap between their theoretical education and their real life practice. They felt encouraged to take action on their plans/ dreams. The conference was well organized and most of the guest speakers where clear, intersecting and good at public speaking.” – **Barry and Kim**, PEDN Associates



(L-R:) PEDN: Mrs. Rita Sembuya, Mrs. Irene Mutumba and Ms. Agnes Namusisi

“What impressed me the most was the level of organization; the seating arrangement, the meals, the presentations, everything! In the start, I was a little apprehensive about the numbers though, however, this became better with time.” –**THOMAS Buyego**, Programme Officer

“The conference was REFRESHING and I liked the informality too of most of the presenters; very practical presenters (not text book ones) and i think if we continue with this, it (the conference) shall be a successful one year after year. Lastly the number was great considering it was a pioneer one. Thank you everybody, I was glad to be a part of this” –**ANDREW Muhimbisibwe**, PEDN Associate

“The conference was very educative and helped many of us to link with other organizations in the field of development focused on improving community incomes and reduction of unemployment rates. We expect even bigger numbers in future” – **AGNES Namusisi**, PEDN Associate

Charlie Murphy’s model: $cq + pq > iq$ (curiosity plus passion being greater than intelligence quotient) and the bull’s process to me, really struck a cord in my life during that conference. They are crucial elements in succeeding in today’s global environment. And then *Denis Lindo’s* emphasis of having value systems in place, personal discipline, integrity and knowing that our potential is unlimited and the need to putting away negative perceptions to be able to learn, re-learn and unlearn are a few of the many things that I came out armed with from the conference. In short, it greatly facilitated me to see things differently, to think outside of the box. –**PATRICK Twinomugisha**, PEDN Associate

3.0 KEYNOTE ADDRESS –Dr. Michael Kakooza, (Makerere University Business School (MUBS) University Secretary)

Excerpts from the speech:

1. What is “youth”: It is a dynamic period of growth and change, optimism in endless possibilities, idealism, energy, adventure and exploration. Some of the dreams of youth include:
 - Doing good courses
 - Attaining excellent grades
 - Securing lucrative jobs
 - Making money (and lots of it)
 - Buying a plot of land
 - Building a house
 - Getting married
 - Having children
 - Buying a car
 - Going abroad
2. What is a “Global Village”: The phenomenon of globalisation; relentless western dominated trend towards universality and homogenization of principles, practices, knowledge, ideas, skills and values. This is especially prominent in trade and industry, commerce, education, politics, communications, media and fashion. Issues like democracy and good governance, human rights, gender, and environment exemplify the march of globalization”.
3. What is an entrepreneurial mind: Curious, open, daring and adventurous, knowledgeable, sees problems as challenge as occasions of opportunity, creative, competitive”.

In addition, Dr. Michael Kakooza shared his secrets of becoming a successful entrepreneur:

1. Believe in your self
2. Observe that is all around you
3. Take a keen and lively interest in various ways income is earned in society
4. Be a people person
5. Develop and ever expand your network
6. Read a lot and widely
7. Read about the successful entrepreneurs locally and internationally
8. Seek to ever improve your professional business knowledge, ideas and skills
9. Learn another language
10. Personalize time –tested values like integrity, honesty.
11. Dependability, and punctuality

“Following these steps”, he said, “youth shall become the new employers, job creators of Uganda’s tomorrow.”

This address was a very valid precursor to the beginning of the conference that focused on accessing global opportunities for youth entrepreneurship in Uganda.

4.0 TRAINING SESSIONS:

4.1 WEDNESDAY 16th January 2008: GLOBAL OPPORTUNITIES THROUGH ENTREPRENEURSHIP

4.1.1 MAXIMISING YOUR POTENTIAL -DENIS LINDO

"If you understand the science of maximising your potential, the cornerstone is (to begin) believing in yourself".

*Mr. Denis Lindo is the **Chief Executive of the Small Medium Enterprise Development Agency (SMEDA).***

In maximising one's potential, focus was placed on enabling participants to understand the process of defining an idea (thought, design, plan, proposal, inspiration), the art of idea generation (utilisation of quiet time in facilitating the critical thinking process, recording the ideas, brainstorming and finally sharing the ideas).

Later, participants were taken through stating the objective and cost of one's idea and then finally trying it out, i.e. after ascertaining the purpose, mission, and goals of the idea. It is also worth noting that the importance of one's belief in the objective, mission and goals of their developed idea, cannot be downplayed because of its relevance in the internalisation and transferability for the business idea to work out.



Mr. Denis Lindo facilitating during a break-out session at the 2008 YEC

The need to get ideas out of people's minds and off of paper into reality was also emphasised.

"The greatest success comes from your mind... where we are now was someone's idea" –Denis Lindo. The participants also learnt the necessity in one's life for an accountability partner; whose role is to be there for one as a person to whom the former can account to for their actions with their resources. This would provide a self-checking system of some sort to regulate over-spending and promote the spirit of accountability.

Some more key lessons from this Ideal:

- It is those sacrifices that one is willing to make now that shall determine whether one shall be successful in the future or not.
- YOUR POTENTIAL STARTS NOW!
- Always look at the circumstances around you and seek to see how you can exploit them to your advantage within a global perspective.
- VALUES: Endeavour to have a set of good values which you can carry into your business and clients can associate the same with your name or your franchise, e.g. integrity –what you are doing, even when nobody else is seeing you, as long as it is the right thing.
- To maximise your potential, endeavour to harness your business idea
- Learn to invest into your community

4.1.2 SOCIAL ENTREPRENEURSHIP AND LEADERSHIP -DEBORAH KADDU SERWADDA

*Mrs. Debbie Kaddu – Serwadda is a Partner, Governance with the **Icon Partners & Associates**, Uganda*

Participants were first taken through the meaning and concept of the term “entrepreneur” and later a brief demographic of young people was presented to project the future responsibility of the youth in relation to their current necessity to begin planning for the same future.

KEY DEFINITIONS:

- An Entrepreneur is: “An owner of a business who attempts to make money by risk and initiative.” - Collins dictionary
- An Entrepreneur is: “A Risk taking business person, somebody who initiates or finances new commercial enterprises” -Encarta dictionary

Entrepreneurial (adjective)

“An entrepreneur is someone who is highly responsive to change, who sees opportunities that others may not see and who mobilizes resources to make new things happen”

Leadership is about service above self, taking action and being responsible in all areas of life.

FACT:

- There are more young people than older people in our world today
- The youth population in Uganda is 30% of overall population
- Both children and youth constitute more than 50% of Africa’s population
- 44% of the population in Africa is under 15 years of age
- The majority of the world’s youth live in developing countries
- The majority of the youth live in rural areas in Sub-Saharan Africa

Characteristic traits of Entrepreneurs:

- Visionary
- Hardworking
- Patient
- Persevering
- Committed
- Focused
- Assertive
- Aggressive (if needed)
- Disciplined

- Knowledgeable
- Creative
- Analytical
- Take calculated risks
- Honest
- Credible
- Think long-term not short-term
- Competitive

Participants learnt in this session that social entrepreneurship is actually only a newly emerging field in Uganda today and could be illustrated by the recently held Uganda Women Entrepreneurs Association Limited (UWEAL) award-giving ceremony where Mrs. Irene Mutumba was appreciated for her life-long dedication to promoting child financial education in schools through PEDN, without apparent gain.

Social entrepreneurs are also persons who:

- Are practical visionaries
- Empower others to become change makers
- Are morally upright
- Are creative in setting goals and solving problems
- Are committed to social impact
- Are motivated by social profits
- Are persistent until their ideas become the way society does things



Ms. Deborah Kaddu-Serwadda (left) with Mrs. Irene Mutumba at the 2008 YEC.

According to Deborah Kaddu Serwadda, examples both local and foreign social entrepreneurs include: *Mrs. Rita Sembuya* – Founder of Joyce Fertility Clinic; *Mrs. Noeline Kaleeba* – Founder of TASO; *Mrs. Angelina Atyang* – Founder Concerned Parents Association (Northern Uganda); *Mr. Stephen Langa* – Founder Family Life Network; *Mwalimu Musheshe* – Founder URDT (Kibaale Western Uganda); *Trevor Dudley* – Founder Kampala Kids League (Uganda); *Muhammed Yunus* – Founder Grameen Bank Model (Asia); *Florence Nightingale* – Founder of the Nursing Field

On the other hand, Business entrepreneurs are people who are driven by their business ideas. They are motivated and committed to gaining monetary profits. They are also very hardworking people.

Successful business entrepreneurs redefine industries and the way business is conducted in a place.

During this presentation, participants were given an eye-view of the local, regional and global challenges that prospective and budding entrepreneurs, especially in the developing world are faced with:

- Inadequate human resource plans for large youth populations
- Limited access to quality educational opportunities
- Job-seeking phenomenon (leading to unemployment)
- Limited access to health facilities and social services
- Undeveloped social and physical infrastructure
- Limited participation in the world of business
- Unfriendly sexual and reproductive health information
- Broken homes
- Religious fundamentalism

- Crime
- Religious, racial and political intolerance
- Civil wars
- Gender inequalities
- Poverty
- Corruption
- Uncontrolled
- Diseases
- Slow economic development
- Preventable diseases
- Low levels of technological innovation
- Failing states and failed states
- Terrorism
- Individual, national and regional dependency on external development aid.

However, the need to have these challenges transformed into local, regional and global opportunities by a new generation of entrepreneurial youth leaders was also highlighted and the participants were encouraged to make use of such opportunities once they identified them in life.

Tackling some of these challenges would require the youth to:

- Dream of a better world for self, community, nation, region and the world
- Dream on and on and on and on
- Clarify one’s personal vision and mission in life

- Believe in self no matter what
- Look for the good and not the bad in others
- Aim higher, and higher, and never settle for less than the best
- Seek knowledge for self-improvement

- Become open-minded, and open to learning and experience
- Not limit self
- Never focus on negative thoughts
- Develop and perfect one's skills constantly
- Keep company with those who are better than you in any field
- Always seek to learn something from others, experiences
- Treasure exposure and do not isolate yourself

- Become reflective and assess impact
- Exercise self-control
- Practice healthy eating and living habits (eat right, exercise, have fun)
- Be honest and trustworthy to yourself and others
- Set targets and standards and develop a plan to achieve and sustain them
- Support others: "We learn best by doing and sharing with others".

4.1.3 CREATIVITY THROUGH ARTS

-MR. CHARLIE MURPHY

"Creativity is as important in the world among people's lives as education."

Mr. Charlie Murphy, USA

Highlights from presentation:

- We educate people out of their creativity.
- There is no way to have a new idea if you are not willing to be wrong.
- We don't learn by sitting through school, we learn by engaging, and talking to other people.
- Education can be exciting, when done through groups.

Exposing the process of creativity; realising that you can have a realistic conversation with other people:

- There is real power in education that enables people determine their creativity.
- Our consciousness is like a radio –always sending out messages. e.g. What happens when you repeat a message over and over and over again? (it gets embedded in one's brain)
- We need a revolution in our education system
- "Becoming an entrepreneur" should become part and parcel of the learning process in our schools.
- The world needs to change in a radical way. And if our education can support that; then we have increased chances of potential to succeed.



Mr. Charlie Murphy (left) listens to Ms. Sandra Namarome (with microphone), a conference participant explain her experience with "the Bull's Eye Process" of self discovery

Participants were taken through a journey of self discovery in a practical activity called "The Bull's Eye Process". In this process, one lists all the skills and resources that they already have; and then lists the kind of support that they may need (i.e. from friends + family) so as to develop as an entrepreneur. Later they then listed the habits that one needs to change about themselves or the patterns that they needed to break. Through a cyclic ring, the participants learnt how to work at each of these traits to develop as better people themselves first, and then later as better entrepreneurs.

4.1.4 STUDENTS LEADERSHIP

-ANNA WATT, JENNY HIGGINS

"A degree is not gonna make one special, but how one can apply the skills that they have earned with their degree is what shall make the difference between them and other degree-holders"



Role-play during the Anna-Jenny presentation at the conference

Jenny Higgins has been a teacher of dance and drama at the Italia Conti in the United Kingdom, a director of the Hanna's Orphanage in Addis Ababa, Ethiopia and currently is a project manager with the student leadership chapter of the Community Service Volunteers (CSV) in the U.K. Jenny is also an honours graduate of English and Creative Writing at the Greenwich University, U.K.

Anna Watt has been a teacher of English literature at the Gateway College in Sri Lanka, a project coordinator with the Volunteers for Educational Support and Learning, Sri Lanka, India and Thailand (VESL) in Sri Lanka, a marketing coordinator with Disney in the U.K. and is currently a citizenship projects coordinator with Community Service Volunteers (CSV) in the U.K. Anna Watt is also a double honours graduate of English and Drama at the University of

Manchester, U.K.

Participants were shown the relationship between the responsibilities of good citizenship and pursuing global opportunities in entrepreneurship. From the U.K. perspective, citizenship denotes:

- Social and Moral Responsibility
- Political Literacy, and
- Community Involvement

Student leadership takes on many forms; some of these are immediately recognizable and others are much more subtle. Leadership also takes place on multiple levels. **Leadership is not about someone's title as much as it is about the capacity to influence "positive change."** Positive change agents are individuals who are committed to realizing a vision that enhances the communities they are a part of. Their ability to influence change is connected to a sincere desire to improve the lives of those around them in meaningful ways.

During Anna's and Jenny's presentation, participants also learnt what it meant to be involved in student leadership. Good leadership skills include:

- Communication
- Team Work
- Presentation Skills
- Taking Responsibility
- Time Management
- Project Management
- Innovation / Thinking Creatively



LEFT: A member of one of the 'project teams' makes her proposal before the rest of the team in a leadership break-out session. Participants were given an opportunity to plan and budget for an activity that would benefit a group of youth in their communities. The activity had to be all inclusive and as risk-free as it could possibly be made. The prize at stake was a mock US \$ 500.00

In the break-out sessions, participants who were interested in pursuing leadership were taken through a hands-on training in which they were sub-divided into various groups that were each given a task to come up with a good proposal for funding in which they were supposed to demonstrate all of the above traits in under thirty minutes.

4.1.5 ARTS FOR SOCIAL CHANGE

-Ms. BEGONIA CAPARRO

Utilising the arts for Social Change focuses on young artists and change makers from around the world, who are interested in artistic and creative processes as tools to address various social issues. Ms. Caparro shared with the participants, strategies for making lasting change in a community. In addition to this, she emphasised the desired quality of a good entrepreneur to keep their word and learn to say "NO" where it is necessary.

Participants were also shown the varied sources from which both prospective and budding entrepreneurs can seek to tap for starting capital to see their ideas through; government, private companies, foundations, international NGO's, etc...



Ms. Begonia Caparro, left, takes the audience through the social arts.

4.2 THURSDAY 17th JANUARY 2008 "TEACHING YOUTH TO FISH: TOOLS TO SUCCESS"

4.2.1 SELF MANAGEMENT

-WASIKYE BUSIKU

"There are many things that others know about you that you might not know about yourself. It is therefore very important that you get feedback from others about what it is that you have done."

The ability to maintain an autonomous and independent living situation consists of a variety of specific skills which can be improved by learning and which are especially relevant when a person is confronted with a number of physical and mental problems. Hence the need for self-management within this context.

Participants were shown how to evaluate themselves at the end of each activity that they may have been involved in, using the Strengths, Weaknesses, Opportunities, and Threats (SWOT) methodology. Following similar manner, participants were shown how to make opportunities of threats by making achievable objectives.

Highlights of presentation:

- Making SMART objectives: Specific, Measurable, Attainable, Realistic, and Time-bound
- Being pro-active as opposed to being reactive..."
- TIME MANAGEMENT: identifying the key things that one has to do, allocating time for each of these to ensure that they are catered for, adequately.
- Considering factors such as: workplace demand, social demand, vis-à-vis time.

"To be a good time manger, one must identify those issues that do not qualify for spending time on"

4.2.2 DEVELOPING WORK ETHICS

-DANIEL SEMAKULA

One complaint that many employers have about today's workforce is that the lack of a strong work ethic, especially among young people. As such, we can not underestimate the importance of developing a strong work ethic. Employers agree too that developing a workforce with a good work ethic is a key to success. And as customers demand more from businesses, the business owners will in turn demand more from their workers. That's how the business of doing business works. As a result of this PEDN analysis, the youth participants were given an opportunity during this conference to focus on developing a good work ethic.

Participants were encouraged to think of the myriad opportunities that each one had around them and then consider those things/situations that impede them from developing. It was also a journey of self-discovery as the question was posed, **"How do I develop personal entrepreneurship competences within what I am doing even now?"**

Each person can be an entrepreneur within the field that you are placed now. However, the big question is: "how do I develop those entrepreneurial skills within this?" So that by the time that you are done, you are ready to stand on your own".

How do I develop good work ethics?

- "Ask yourself the question, 'as an employee, am I indispensable'?"
- Developing entrepreneur complexes begins with understanding oneself; from both sides of the coin. i.e. -> how do you relate wit others? -> make an analysis of yourself, SWOT.
- Understand the characters and practices of successful men & women. PUT THEM INTO PRACTICE!
- Volunteer for opportunities in organisations as they come up. In future, these experiences shall enable you to go higher tomorrow.

Characteristics of successful people:

- Work fast
- Are committed
- Are persistent
- Are (moderate) risk takers
- People shall be looking for those people who have the skill, the need to give people services at all the time
- KEEP ON PRACTISING THE ENTREPRENEURSHIP SKILLS, lest the demand shall kick you out of the market

What are key things that are considered when developing good work ethics:

- Marketing: (develop employable skills within yourself) think about what kind of information your employer will be looking out for.
- THINK BEYOND TODAY: Plant yourself with skills for tomorrow
- ATTENDANCE
- TIME MANAGEMENT
- CHARACTER
- HONESTY
- DEPENDABLE
- SOLID & SOUND
- ACCOUNTABILITY
- RESPONSIBILITY
- APPEARANCE
- INTEGRITY
- CO-OPERATION

In conclusion, the work ethic incorporates more than just a single concept of high effort. It includes qualities like commitment, dependability, and willingness to learn. The work ethic also is closely associated with other values such as honesty, patience, and generosity.

"In developing good work ethics, equip yourself with very relevant skills."

4.2.3 APPROPRIATE TECHNOLOGY

-BABU TALIK (Uganda Gatsby Trust)

Uganda Gatsby Trust is a non-Governmental Organisation based at the Faculty of Technology at Makerere University, which was established to promote industry University Partnership in developing the small enterprise sector in Uganda.

The Uganda Gatsby Trust accomplishes its goal through the following activities:

- Tailor made training courses for managers and artisans of small scale enterprises
- Business advisory services through extension works to cooperating enterprise aimed at diagnosing their problems and offering solutions.
- Revolving Fund lent to Gatsby Club members
- Students attachments for industrial training.

Uganda Gatsby Trust supports value adding businesses with the potential to grow. It pursues this goal through two companies under her umbrella, i.e. Gatsby Micro Finance Limited (GMFL) and Gatsby Uganda Limited (GUL). (<http://gatsbyuganda.com/>)

Participants, during this presentation, were encouraged to focus on creating their own solutions to problems/challenges that they might be faced with on their entrepreneurship journey, as opposed to having to always wait and rely for solutions from the Western world.

4.2.4 SUCCESS TOOLS: EUROPEAN PERSPECTIVE

-Kirsi Ojala & Kiti Pass

In pursuing our own businesses, especially in the developing world, many people tend to overlook the interests of different and perhaps contrasting cultures. This session was meant to provide an outsider's perspective of the business enterprise in Uganda on first impression and enable participants work on those issues which affect other cultures negatively, focusing on developing opportunities out of the same.

- The world around us is looking at quality: Participants were encouraged to always focus on the quality of their products because they would be competing on a global market, and if something was not up to standard, they risked losing out of the other markets –the foreign one.
- Customer service: This is a very important part/aspect of enterprise: e.g. a smile, eye contact, especially when one has the intention of keeping their customers. Because clients like to associate with a certain brand and if they are not happy with it, they would have to think twice before spending their money in the same location again.

4.2.5 SUCCESS THROUGH MUSIC

-DAVID NSAIGA

David Nsaiga's story is one very inspirational one. He shared his passion for music at a very early age with the audience and explained how he met various challenges on the road to success through a musical career. His sharing was spiced up by live performances that he gave to the audience at regular intervals. One participant summed up David's presentation so well. They said, "David, you were so candid, down to earth! You exhibited to the youth that "Others can, I will" and surely, you made my day. I liked the beats, the originality and the willingness to show us the "Studio/Producer" tricks. Am sure lots of youth would be more than willing to use your studios. ...I liked your hat! Please give it to me? But the greatest of all was for those of us who got your music works, the CD compiling your latest works with Tshaka Mayanja..."



David Nsaiga (in hat) illustrates to the audience some of the 'tricks' that producers use in making hit songs



4.2.5 LEARN TO WORK AND EARN

-FAGIL MANDY

"Physical education, for me, is life."—Fagil Mandy

Quick Facts about Fagil Mandy:

- Started to work at 6 years old; building mud & wattle houses, digging pit latrines and fetching water for people at a fee
- Started to work officially in 1971 as a teacher trainer

- Served in various roles as head-teacher, education officer, deputy commissioner, commissioner, in the Ministry of Education
- Served as general manager for the Bank of Libya for 1 year
- Served as Director of Economic Affairs in the office of the president
- Served as RDC Kapchorwa and Kabarole
- Is a grandfather of 14 grandchildren
- Is now engaged in private business

Fagil Mandy shared some bits of his life-story and experience with participants at the conference. From his stints as young boy fetching water for people on his village at a fee as the fastest man on two legs to his job in the office of the president as Director of Economic Affairs. It was such a spell-bounding experience while he narrated it that most of the participants never wanted him to finish. At the end of this process was the question time, "what do you learn from my experience?" This was the reckoning moment as participants suddenly realized the ilk of broad entrepreneurship lessons from the life of this once feared-man in the Education circles. To his credit, Fagil Mandy repeated that he was feared because he "expected results and nothing short of that". As budding entrepreneurs, he asked the participants to never settle for less than the best. "Always work for (excellent) results and expect them at the end of it all", he said.

LESSONS FROM FAGIL MANDY'S EXPERIENCE:

- Being ready for everything and anything. "ANYTIME IS TIME TO MOVE"
- Perseverance, and focus on what I want.
- Love whatever you do. BE PASSIONATE. "To compete in a global village, there are some emotions that you need, e.g. passion"
- Never to despise jobs. ANY JOB IS a JOB once one HAS a JOB, it is easier to be employed at another, because then an employee has got experience.
- Nobody looks after any other's money, just like nobody can do another's job better. You money is your responsibility.
- BEING PRACTICAL: engage yourself in experiences that are in the field. Do not be kept out of the game.
- Keep the unique aspect about yourself
- Entrepreneurship entails creativity as well. Innovation. Innovation is doing what nobody else has done before.
- It is important to keep oneself healthy. This is an integral aspect of our lives that we can control when we engage in physical fitness, and good eating habits.
- Learn when to retire!
- Endeavour to know yourself better than 'the other person'.
- Have INTEGRITY

"One of the challenges of our education level is to turn it around, to revolutionise it, to enable students learn about new opportunities"

4.2.6 OPPORTUNITIES IN FINANCE

–APOLLO KIKULE

"There are those simple skills that one learns at a very tender age, and when nurtured, can enable one to live through life".

The finance sector is one that many people look at with a sceptic eye. However, Apollo Kikule was on hand during this conference to demystify the myths associated with entrepreneurship vis-à-vis the finance sector.

KEY LESSONS:

- Do not ignore the little things that you see around you.
- We are not trying our best to observe these skills around us

- There are so many people competing for very few jobs. We can do better if we market ourselves in a better way.
- Learn the skills of your trade very fast -you cannot perform unless you have the necessary experience
- There are more successful businesses of people around us (i.e. in Uganda today) who have not gone to school than those who have gone to school.
- Endeavour to have the practical hands-on experience of whatever it is you are venturing into
- It is a fallacy to believe that to develop successfully; one needs a degree to do their job better.
- In developed countries, people are developing their skills at very early ages. Seek to pursue your career early too because we are now competing on a global market.
- We need to tone ourselves; we need to be so aggressive,
- Follow closely the routes that you have to follow to get to the top of whatever it is that you are doing.

4.3 FRIDAY 18th JANUARY 2008 "SEEDS OF SUCCESS: THE ROAD TO SUCCESS"

4.3.1 SUCCESS: BACK TO BASICS -Ms. SUSAN LUBEGA

"I hope that entrepreneurs who are business driven are able to help the social entrepreneurs so that these are not lonely out there"



Above: Ms. Susan Lubega facilitates at the conference

Ms. Susan Lubega is an Environmental Pollution Specialist at the Quality Assurance and Management Consultancy, of which she is also the pioneer. According to the QA&M Consultancy website (<http://www.qamconsultants.com>), Quality Assurance and Management (QA&M) Consultants is a private firm whose objective is to provide solutions that assist clients to achieve their business/project goals through focusing on the development of their most valued asset "THE PEOPLE" together with the other aspects of the business that bring competitive advantage. The firm's main areas of expertise being:

- Quality Management and Quality Assurance
- Environment Management
- Health and Safety Management and
- Institutional Development / Review.

Ms. Susan Lubega captured the audience with her enchanting presentation on what it takes one to become an entrepreneur. Even more, her story was a practical example of beginning with nothing and coming out with something, as evidenced by her QA&M Consultancy that still stands in a mostly-male dominated territory of business. The participants were shown that one needs only an idea and a passion to get themselves going along that line of business entrepreneurship that they have chosen for themselves.

Susan's 10 things you need to start as an entrepreneur:

1. PRAYER
2. VISION
3. HONESTY & INTEGRITY
4. PLANNING
5. START WITH WHAT YOU HAVE
6. DELIVER WHEN YOU SAY YOU WILL
7. SEEK TO IMPROVE
8. EMPLOY STAFF ONLY WHEN YOUR BUSINESS HAS STABILISED
9. REWARD DESIRABLE BEHAVIOUR AMONG STAFF
10. KEEP ON RAISING THE BAR

4.3.2 SUCCESS THROUGH MUSIC

-Mr. SEKU MARTIN

"Staying alive is better than anything for me. It is when we are alive that we are able to do things."

"We need a system that can preserve the aspect of merit among young men and women, as opposed to a corrupt system."

-Martin Seku



Martin Seku (left) wowed the audience with his electrifying performance at the conference when he gave a live performance of sorts right in the auditorium, in between sharing his life story with the hundreds of youth that were in attendance. "Martin Seku takes gospel music to a different level", the short commentary about him says on the website: www.afriythms.com.

Martin Seku was brought up under the influence of music around him. This influence was so big that somewhere during his university days, he chose to entirely pursue his career in music, forsaking everything else. The purpose of his presentation was not to deter youth from completing school, however, to open their eyes to the fact that successful careers in life can be pursued even right in the music career. Mr. Denis Lindo, one of the conference speakers later said of him at the end of the conference: *"Eeh Eeh! Martin Seku! Martin, I got to know you from my P.3 son as I found him dancing guess where? On the top of the table! I mean the guy just dreams of you! But your music was so powerful and it was a testimony that with talent, one can go that far"*

Martin Seku performs for the audience at the youth entrepreneurship conference:



LEFT: Some of the conference participants join Martin on the stage.

RIGHT: No one was left on their seats when the performance began



4.3.3 THE ROAD TO SUCCESS

-PAUL KINOBI

"When we talk of a road, we are talking of a journey, a life journey, a journey which has a beginning and an end with a legacy. It doesn't mean that when you don't see the road, it will not be there... success is a journey and not a destination. To reach it, (one must) work strategically"

Mr. Paul Kinobi is the Director of the Africa Mentoring Institute. He is also a practical leadership, business and career coach.

According to his Africa Mentoring Institute blogsite, <http://mentorafrica.blogspot.com>, Mr. Paul Kinobi specialises in training and consultancy in leadership, business, management, personal development, strategic management, Human Rights, and community capacity building. Mr Kinobi boasts of a M.A. in Human Rights, a B.A. Philosophy, a Diploma in

Religious and Philosophical Studies and a Diploma in Leadership and Management, as well as (many other) certificates in capacity building and human development.

Mr. Paul Kinobi captured the audience at the conference with his one question at the beginning of the presentation, when he drew a square and further subdivided it into 9 equal squares, "how many equal squares can you see?" This was the basis of his presentation henceforth. "The ability of one to see 9 or 12 or 20 squares in this one drawing is the same ability that an entrepreneur has got to realise an opportunity and go for it, where others may only see no opportunity at all", he said.

The participants were guided on developing a proper mindset for creating better entrepreneurs of each one of them.

Ideals of an entrepreneur:

- Training young people for free to enable them create their own jobs
- Creating solutions for our problems
- You need to have a destination in your life, where do you see yourself in the next 5 years?
- You need to learn to market yourself. Put yourself in a strategic location.
- Show your extra skills; what makes you better than the other person on the street?
- Focus on how you can market yourself? When you get to leave, how can we show that you have been necessary?
- Have a worthwhile goal. Paul's definition of success: a continuous attainment of worthwhile goals.

5 routes: Road to Success

1. LISTEN TO THE INNER VOICE and take responsibility to act on it.
2. KNOW YOUR ROOTS & IDENTITY as a basis for developing the source and confidence to take the journey that you are supposed to take.
3. BREAK THE BARRIERS OF YOUR MIND that hinder you from attaining your goals.
4. HAVE A VISION OF WHERE YOU ARE GOING AND DEVELOP A POSITIVE ATTITUDE TOWARDS ATTAINING IT.
5. DEVELOP A HOLISTIC APPROACH TO DISCIPLINE.

4.3.4 SUCCEEDING IN YOUR CHOSEN CAREER IN THE INFORMATION AGE -STEPHEN MUKASA

"Lubale nyamba, nga n'embiro kwotadde"

(English translation: Trust in God and keep your powder dry)



Mr. Stephen Mukasa (photo: left) is a Software Operations Manager with Offshore Technical Agency. According to their website, www.infoma.com/offtech, Offshore Technical Agency is registered in Uganda as a corporation that has been using UML, Java, HTML, JavaScript, PHP, SQL (Oracle, Sybase, Microsoft, and MySQL), XML, and Flash technologies to develop solutions for customers in the USA and the East and Southern Africa regions since 1998. Offshore Technical Agency (Offtech) is the exclusive offshore technology partner of Infoma Corporation. Through Infoma

Corporation, Offtech services customers in the USA (New York, New Jersey, Atlanta, and Los Angeles), East and Southern Africa regions.

Stephen is also a graduate of MUK, BSc Civil Eng Upper Second Hons; who has had IT Exposure since July 2007 as an intern in OFFTECH -Uganda

Participants learnt what they needed from the digital information world to make their businesses have the competitive advantage over others that yet lagged behind in the information sector.

Highlights of presentation:

Definition of Success

- A journey with multiple peaks and not one ultimate pinnacle. One success builds on another. Setbacks and mistake will also help you build success.

Definition of a Career

- The sum total of paid and unpaid work, learning and life roles you undertake throughout your life.
-

Definition of the information age

- The present economic era from about 1970 when the global economy's has shifted in focus away from the production of physical goods (as exemplified by the industrial age) and toward the manipulation of information.

- The world is driven by the need to create, analyze and manage information
- The new age worker is an information worker
- Competition is now global, both in scope and locality
- Your competitors for the same work are in China, Europe, USA, Asia
- The major driver is to generate, collect, analyse and disseminate information
- The Information age has more change than other ages since actions affect more people across the globe
- The information age requires employers, employees to

Key Trends in the Information Age:

- Internet Based Computing
- Collaboration
- Sharing of Information
- Basic Infrastructure Readily Available
- Focus on Value Added Services
- REALITY: THE WORLD IS FLAT

Opportunities that can be exploited to the benefit of a prospective entrepreneur in the information age:

- Higher Quality Work at Lower Costs
- Higher Value Knowledge – become a knowledge worker
- Outsourcing:
 - assigning some part of the work of your company to an outside company
- Off shoring:
 - doing work for clients outside your country

Stephen shared some examples of trend setters in the digital information age. These included multi-national companies such as: Google, Facebook, Yahoo, Microsoft, and Salesforce.com.

The rest of this presentation focused on sharing with participants **how to stay at the top** of everyone else in a competitive world:

- Developing and maintaining a positive mental attitude
- Becoming a master of change - change is the culture of the Information Age
- Becoming totally flexible - you choose some change, and some change chooses you. So, you must prepare yourself to deal effectively with the change that chooses you.
- Improving one's communication skills - understand, appreciate, and master all forms of two-way communications, both outgoing (speaking, writing, and personal image projection) and incoming (listening, reading, and observing).
- Becoming a Global Networker – network with anyone anywhere
- Becoming a dynamic goal achiever – set your goals. This helps you to control your life based on the goals, make better decisions since you know what is important and what's not, establishes your targets, focuses your energies
- Becoming a student for life - creating and maintaining a competitive advantage for oneself. Constantly acquire new knowledge and skills so that you can move quickly in new directions, seize new opportunities, or avoid disastrous twists of fate

4.3.5 ADVANCED LEADERSHIP

-TONY LENART

"My passion is to transform the attitudes of people to lead extraordinary lives, so that they are able to live with a sense of purpose in their lives."

Mr. Tony Lenart is the founder and chairman of the International Institute of Advanced Leadership¹, which has trained thousands of leaders in Uganda, DR Congo, Rwanda and the Sudan. According to the IAL Australia website: www.advancedleadership.org, the work of Tony Lenart has helped to end two wars in Africa, and helped to transform the thinking of numerous leaders, including vice presidents, ministers, generals, rebel leaders, spiritual and corporate leaders.

Participants were encouraged in this session, to always endeavour to focus on the bigger picture of things in whatever they were involved in because, "the world is much bigger than you actually think it is".

Highlights of presentation:

- Looking for your market, and convincing your market as to why they should buy from you.
- Engage your customer and look for the "win-win" opportunities; figure out how you can you add value. How can you do something that will benefit others as well? If you want to make it as a successful entrepreneur, endeavour to look at how to protect people from losing anything. i.e. a win-win, or better still, a no lose, no lose.

¹ The IAL Australia founded IAL –Uganda although it is worth noting that the two are no longer associated in any way according to Tony Lenart.

- Balance your work and your life; when you do what you love, you don't have to worry about getting bored with what you're doing.
- The more you develop yourself as a person, the more you'll find out how everything in your life works better.
- If we are going to make it as an entrepreneur, we are going to have to make/take calculated risks.
- Choose where you want to go, make a plan of how to get there. Then follow that plan and GO!
- You need to bring out the talent in yourself to get the best out of the people who are working for you.
- If you want to succeed in life, don't look at how rich people in Uganda make it. Look at how the rich people in the developed countries of the world have made it. FOCUS ON THE BIGGER PICTURE!
- Choose something to do, where you believe you shall add value.
- Strive to show people the reduced or 0-risk for the things the business that they are doing with you.
- Look for what needs to be done and do it.
- Consider this: If you saved half of what you earned a month and invested it, how much would you have when you retired?

Tony Lenart shared his belief with the participants that, to create a deep, emergent, evolving change, what is necessary is going to the source of the problem and then finding the most leveraged, catalytic work that can be done to transform those problems into opportunities. This would help to change the attitudes of people; which attitudes can make or break the conditions in which the problems will be eradicated eventually.

The other belief is that in Africa, we ourselves must be the authors of our own destiny. People have the capacity and commitment to create these changes. Change cannot be driven merely by importing solutions that may work overseas. Yet what will create the greater transformation is when the leaders discover new ways of thinking, shift paradigms, think independently, and reach a synthesis of the best from the North and the South, to see things from multiple viewpoints including those of their enemies, to seek win-win solutions.



Above: Mr. Tony Lenart (left) at the conference during the awarding ceremony

5.0 CONCLUSION

In conformity with the theme of the workshop: **Accessing Global Opportunities through Entrepreneurship: Seeds of Success**. When one wishes to harvest good fruit, one needs to have good seed. You also need to nurture that fruit by planting the seed in good soil, giving enough water and light. You need to continually check on it and feed it well e.g. with manure and/or other soil nutrients. This youth entrepreneurship conference was an opportunity for every participant to learn to harvest success in whatever they do.

By the end of the conference, these are some of the benefits that the participants acquired from the Y.E.C. 2008.

1. successful entrepreneurship skills
2. social entrepreneurship skills
3. business skills and financial education -saving & access to finance
4. Career planning, employability and preparation skills
5. Youth leadership and management skills
6. Face to face interaction with future employers and fellow peers
7. Participation in several break-out sessions that included: media, health, environment, ICT, business, music and arts, creative skills, among others
8. Participation in social activities: music, dance and other creative arts.
9. Networking

The Y.E.C. 2008 was a great learning opportunity for all of the participants. Through entrepreneurship education, young people, learn organizational skills, including time management, leadership development and interpersonal skills, all of which are highly transferable skills sought by employers. For the participants of the PEDN Y.E.C. 2008, this conference largely provided that opportunity. We are hopeful for even better opportunities in future.

6.0 REPORT CREDITS:

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-Terah Kasozi –Business Development Service Officer

Special appreciation to: Mr. Peter Kimbowa (conference chief guest)

And more appreciation towards all conference facilitators:

ANNA WATT (Ms.)
APOLLO KIKULE (Mr.)
BABU TALIK (Mr.)
BEGONIA CAPARRO (Ms.)
CHARLIE MURPHY (Mr.)
DANIEL SEMAKULA (Mr.)
DAVID NSAIGA (Mr.)
DEBBIE KADDU-SERWADDA (Mrs.)
DENIS LINDO (Mr.)
FAGIL MANDY (Mr.)
FLAVIA NABUGERE
GRACE BAGUMA (Mr.)
IRENE MUTUMBA (Mrs.)
JENNY HIGGINS (Ms.)
KIRSA OJALA (Ms.)
KITI PASS (Ms.)
MICHAEL KAKOOZA (Dr.)
PAUL KINOBI (Mr.)
PETER KIMBOWA (Mr.)
RITA SEMBUYA (Mrs.)
SEKU MARTIN (Mr.)
STEPHEN MUSOKE (Mr.)
SUSAN LUBEGA (Mrs.)
TONY LENART (Mr.)
WASIKYE BUSIKU (Mr.)

APPENDICES

APPENDIX 1: LIST OF CONFERENCE SPEAKERS

NAME	ORGANISATION/COMPANY
ANNA WATT (Ms.)	Community Service Volunteers, CSV –United Kingdom
APOLLO KIKULE (Mr.)	
BABU TALIK (Mr.)	Uganda Gatsby Trust
BEGONIA CAPARRO (Ms.)	
CHARLIE MURPHY (Mr.)	
DANIEL SEMAKULA (Mr.)	
DAVID NSAIGA (Mr.)	Musician
DEBBIE KADDU-SERWADDA (Mrs.)	ICON Partners & Associates
DENIS LINDO (Mr.)	Small Medium Enterprise Development Agency (SMEDA)
FAGIL MANDY (Mr.)	Fagil Mandy Education Consultancy (FAMECON)
FLAVIA NABUGERE	Public Defender Association of Uganda
GRACE BAGUMA (Mr.)	National Curriculum Development Council (NCDC)
IRENE MUTUMBA (Mrs.)	The Private Education Development Network (PEDN)
JENNY HIGGINS (Ms.)	Community Service Volunteers, CSV –United Kingdom
KIRSA OJALA (Ms.)	Finland
KITI PASS (Ms.)	Finland
MICHAEL KAKOOZA (Dr.)	
PAUL KINOBI (Mr.)	African Leadership Institute
PETER KIMBOWA (Mr.)	
RITA SEMBUYA (Mrs.)	Joyce Fertility Support Centre
SEKU MARTIN (Mr.)	Musician
STEPHEN MUSOKE (Mr.)	Informa
SUSAN LUBEGA (Mrs.)	Quality Assurance and Management Consultants
TONY LENART (Mr.)	The International Institute of Advanced Leadership -Australia
WASIKYE BUSIKU (Mr.)	

APPENDIX 2: List of Conference Participants

<i>Name</i>	<i>Organization/School/University</i>
Kyalimpa Ronald	ACCA -CAT
Grace McWilliams	Africa Mentoring Institute
Kintoi Paul	Africa Mentoring Institute
Kajjabwangu Jonathan	Aggrey Mem School (icon)
Muwanga Rogers	Aggrey Mem School (icon)
Gubadde Jelly	Aggrey Mem School (icon)
Moses Khisa	Ahead IFP Ford Foundation
Christoffer Maawilla	AIIESEC -MUBS
Navugu Milli	AIIESEC -MUBS
Kisaka Isaac	ASFY
Mikasa Godfrey	AWOFS
Olive Lindo	AWYCA
Kato Charles	AWYCA
Wasswa John	AWYCA
Rachel A. Babirye	Bugema University
Raeltel K. Babirye	Bugema University
Lucy N. Nsimbi	Bugema University
Namande Florence	Bukasa DD. Kalangala
Gumisirza Alex	Buloba Farming Estates
Tamale A. Mukasa	CBS FM
Twine Mukama Felix	CEEWA -UGANDA
Rosette Ndeezi	CEEWA -UGANDA
Namayanja Caroline	City High School
Kagoya Melissa Alice	City Parent's School
Kasi Alex	Community Resource Focus
Maguzi Isaac	Cornerstone Leadership Academy
Kamya Richard	Digital Lion Masaka
Birungi Jacob	Digital Lion Masaka
Noeline Kirabo	ECCA
Sandra leile Dirle	ECCA
Louisa Nakitende	Empower Childeren and Communities Against Abuse (ECCA)
Kousia Nakitende	Empower Childeren and Communities Against Abuse (ECCA)
Tom Muwanga Sembuya	Entebbe Youth Councilile
Emme	Farm
Robert kaiga	FLT -UGANDA
Isajja Moses	graduate student
Busiki Samuel	Great Africa Radio
Kizza Flavia	Horizons Personal Assistance
Nabulya Cathy	Horizons Personal Assistance
Nabulya Cathy Sanyu	Horizons Personal Assistance
Micheal Mukala	Humanitaria Response Uganda
Kiramda, Godfrey	Icon Partners & Associates
Peter Kimbowa	IFE Consultants
Emokori Elias	Ilibo Foundation
Akatia Dramail	In Movement
Barry van der Zeeuw	IPC

<i>Name</i>	<i>Organization/School/University</i>
Kim van Rijt	IPC
Nakabiri Teure	ISED
Falumali Abus	Journalist
Katubi Tamis	Journalist
Nambasa Rose	Joyce Fertility Support Centre
Rita Sembuya	Joyce Fertility Support Centre
Consolata Ombogo	Joyce Fertility Support Centre
Kasujja Joseph	K. Energy Plus Kaboura
Makumbi Edward	Kawempe youth Centre
Adero Ja.. Koba	KIBO Foundation
Muyama Louice	KIBO Foundation
Emorut Simon Peter	KIBO Foundation
Akera Emmanuel	KIBO Foundation
Abraham Temu	KIBO Foundation
Opolot Godfrey	KIBO Foundation
Balikurungi D Solomon	KIBO Foundation
Jennifer Mubuin	KIBO Foundation
Muyama Lovice	KIBO Foundation
Ajok Stella	KIBO Foundation
Emerut Simon Peter	KIBO Foundation
Abooi Catherine	KIBO Foundation
Mutto Emmanuel	Kyambogo University
Mulumba Herbert	Kyambogo University
Luwandagga Christoffer	Kyambogo University
Namalwa Doroas Pauline	Kyambogo University
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Kisakye Dorothy	Makerere University
Namarome Sandra	Makerere University
Kaddu David	Makerere University
Batuuka Hajara	Makerere University
Mukiibi Rose	Makerere University
Odomel Joseph	Makerere University
Matoyo Noah	Makerere University
Doreen Murungi	Makerere University
Luwaga Mathius	Makerere University
Kagumba Andrew Kaiyowa	Makerere University
Namirembe Gillian	Makerere University
Catherine Kiyai Onabito	Makerere University
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Katuchabe Maureen	Makerere University
Gubandja Eric Buh.	Makerere University
Basemera Racheal	Makerere University
Ariim Theodora	Makerere University
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<i>Name</i>	<i>Organization/School/University</i>
Setyabula F. Edward	Makerere University
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Amony Mercy Nicole	Makerere University
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Barungi, Hellen	Makerere University
Allan Kajubi	Makerere University
Akankwana Ronald	Makerere University
Sylvia Kirabo	Makerere University
Twelese B Angelo	Makerere University
Mugula O.	Makerere University
Oketcho Gerald	Makerere University
Bu... G.T.V.	Makerere University
Omitta Michael	Makerere University
B.M. Katende	Makerere University
Nabaggala Winnie	Makerere University
Ndikuonwami Dan	Makerere University
Tumuhairwe Vicky	Makerere University
Munu Martin Luther	Makerere University
Muganzi Sherry	Makerere University
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Kigongo Christofher	Makerere University
Mawa Haduna .P	Makerere University
Kialusimbi Moses. B	Makerere university
Charlotte NK	Makerere University
Kaliisa Micheal	Makerere University
Anita Tibasaaga	Makerere University
Opokot Charels	Makerere University
Namuaad Florence	Makerere University
Charles Thyapala	Makerere University
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Kugonra Nancy	Makerere University Business School (MUBS)
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Namubiru Mubiru Sophia	Makerere University Business School (MUBS)
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Namuddu Dorcas	Makerere University Business School (MUBS)
Paul Aelen	Makerere University Business School (MUBS)
Senoga Ritah	Makerere University Business School (MUBS)
Namubiru Mubiru Sophia	Makerere University Business School (MUBS)
Leeta Ronald	Makerere University Business School (MUBS)
Businge Diana	Makerere University Business School (MUBS)
Malko Tshibangu Dadima	MONTESSORI
Eunise K. Mufisha	Nabisunsa Girls Secondary School
Kiumbi Joy	Nakasongola SS
Kivumbi Joy	Nakasongola SS
Gnagenda James	Nakawa Vocational
Mutebi Andrew	Nkumba Senior S.S
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<i>Name</i>	<i>Organization/School/University</i>
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Nakaudhe Asp	Police officer
Klankiya Thomas	Police Officer
Omodina Francis	POSTBANK -UGANDA
Ssoubonbo Raymond	POSTBANK -UGANDA
Buyego Thomas	Private Education Development Network
Zack Lwanga	Private Education Development Network
Kasozi Terah	Private Education Development Network
Nabbanja Aisha	Private Education Development Network
Nakalembe Flavia	Private Education Development Network
Kikoyo Gerald	Private Education Development Network
Namusisi Agnes	Private Education Development Network
Flavia Nabugere	Public Defender Association of Uganda
Hamet K. Nakumuli	Public Defender Association of Uganda
Otim Joel	Pure Souls
Julius Mukesa	Pure Souls
Trophimis Obre	Pure Souls
Nabirko Berna	S. Nakasongala
Nabasirye Jane	Salute (Wakiso)
Asiimwe Esther	School
Assimwe Esther	School
Kisakye James	Self Employed
Nakaggwa Christine	Single Parents Association of Uganda
Tezitta Irene	Single Parents Association of Uganda
Nabulya Esther	Single Parents Association of Uganda
Denis Lindo	SMEDA
Okwi Anthony	St. Mark S.S
Kyabaggu Andrew	St. Mary's K.Tends
Keedi David	St. Steven Youth Luzira
Ssajja Ssali Godfrey	St. Steven Youth Luzira
Anicia Rose	Student
Nabulya Esther	Student
Mugerwa Peter	Student
Nakatubi Hasarah	Summary Girls School
Nanjum. Eye	Sxlute
Tendu Jacob	Tendo J. Enterprises
Tushabe Modern B	Tigmar...
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Mukova Gloria Angela	Uganda Christian University -Mukono
Imaam Muliadur	Uganda Gatsby Trust
Baire Doreen	Uganda Woman Entrepreneurs Association
Anna Watt	UK
Jenny Higgins	UK
Prince Komakeck	Unido - K'la
Margaret Mutumba	University of London (Kings)
Dr. Kiyimba Silver	University of Sunderland, UK
Nakabuye Claire	Vacation
Wandera Joseph	Vacation
Najeero Farida	Vacation

<i>Name</i>	<i>Organization/School/University</i>
Asiimwe Barbra	Vacation
Kiirya Emmy	Youth OGA Luzira
Mbulamberi Moses	Youth OGA Luzira
Arin Pamela Rosemary	
Carol Kamakono	
Nabaja Lydia	
Muhangue Arnold	
Alkun Pamela Rosemary	
Adriko Bari Baba	
Awet Adhana	