

Youth Leadership Development Programme (YLDP)
Module 1- 23-24 February 2008
Report

Theme: Leadership Styles and Presentation Skills

Objectives:

- Share the characteristics of good and bad leadership
- Learn different types of leadership
- Learn presentation techniques

Background

The Friedrich-Ebert-Stiftung has successfully complete its pilot programme (youth leadership development programme) last year (2007). It has therefore decided to continue with the programme this year (2008), with new participants from various political and faith-based organisations and learning institutions.

Gender Representation

In order to achieve gender equality, which is also in line with FES Policy, 11 males and 12 female candidates are participating in the programme.

Attendance

Out of 23 participants who have passed the interview, only 17 attended the first module. The others 6 did not attend and have provided reasons for their absence.

Method of Activity

To acquire information from participants on leadership, they were asked to brainstorm in groups and give their opinion about a bad leader and a good one. Presentation was made on how to give feedback with regard to performance, that is starting with the positive and ending with negative comments.

Target Group

The youth leadership development programme is targeting the youth, from age 18-30 only. These participants are mainly from political organizations. Few are from academic and faith based organizations.

Brief Summary

The first activity for the youth leadership development programme for the year 2008 was held on the 23-24 February at the FES Forum.

The new participants were welcomed by the FES Representative Mr. Hubert Schillinger who shared with them some words of encouragement.

Participant were introduced to different characteristics of good and bad leadership, different leadership styles and presentation skills.

The participants were requested to share their expectation and what they want to achieve from this programmes.

Expectations of the participants YLDP 2008

- Empower my Self Esteem
- Conflict Resolution
- Negotiations –Win/Win
Lose/Lose
Win/Lose
- Contribute to vision 2030 through learning
- Application
- Learn to lead peacefully
- More knowledge
- To learn/gain skills on leadership
- Protocol on youth activities
- To gain leadership skills
- What it takes to be a leader
- Enrich myself with some knowledge
- Young leader in modern Namibia
- Improve my leadership skills
- I expect a good friendship between different parties after this programme
- Skilled on leadership
- Leaders common goal
- Youth involvement in political development
- The meaning of youth leadership to the socio-economic development
- Integrate and socialize with colleagues
- How to overcome challenges as a leader
- Networking
- Youth activities
- Meet new people and learn something new (ideas)
- Learning new skills
- Meaning of leadership styles
- To truly know what it mean to be a leader
- To handle the audience who know the subject more than you do
- Youth on move towards vision 2030
- Leadership experience
- Organised leadership
- Leader to my fans and community

It is in the same module when rules and regulation of the programme brought under the attention of the participant. At the same platform two participants were selected to be responsible for internal discipline committee.

Principles of the course

- Listening
- Respect -Appearance (e.g. bubble gums, cleanliness of the venue)
- Time Management
- Cell phones not to be used during the proceedings
- Speak your mind
- No Smoking
- English – used as a medium of instructions

Red card (disciplinary committee)

Jaloo
Reagan

Module contents

In groups of five, participants designed a good and bad leader and then prepared a presentation on what their groups have identified about a good and a bad leader. By doing so, they have identified some characters which they will want to keep as a leader and some of the characters they do not want to have as a leader. Some characters identified are as follows..

Group Work's Results

Values of a bad leader and a good leader

Values of a good leader	Values of a bad leader
<ul style="list-style-type: none"> • Democratic/Situational • Democratically elected • Leadership who Obey • Committed/time management • Participative/Consultative leaders • Transparency • Leader who lead by their words • Sharing responsibilities • Who give power • Adopt to the change situation • Bottom up leadership style 	<ul style="list-style-type: none"> • Autocracy/Dictatorship • Taking power by force • Does not respect the law • Impunctuality • Not listening to others/arrogance • Corruption • Not stick to their promises • Does not delegate • Who stay long on power • Lack of transparency • Inflexibility
<ul style="list-style-type: none"> • Anti-corruption • Attentive • For the people • Live by examples • Neutral • Respectful • Does not forget the people • Democratic • Does not use bad language 	<ul style="list-style-type: none"> • Practice Corruption • Ignorance • Fearful • Tribalistic/ Discriminate • Disrespectful • Bad leaders forgets the people • Dictators • Bad languages
	<ul style="list-style-type: none"> • Autocratic • Self-centered • Monopoly • Not practicing principles of good governance • Does not care about social and economic development of the country • Makes rules that suit themselves • Wants to be leaders forever • Don't take advices or corrections • Favouritism

Outcome of the Activity

Although, not all expectation could be met, participants gained the sense of good leadership and that a leader must have the interest of the people at heart. He/she must be determined to lead through times. Finally a leader will have to make sacrificing when leading. They also gained skills on how to provide feedback to someone, starting with the positive and ending with the negative comments.

Recommendations:

Ensure that training venue is opened on time for beginnings

Debates were good but tended to be overextended. Be flexible but limit unproductive debates