

Conversation with Jackie Chimhanzi

In this People First Talk, we learned about how the African Leadership Institute's [Archbishop Tutu Leadership Fellowship](#) is developing influential leaders across Africa. Watch the talk [here](#).

Key ideas

- The Archbishop Tutu Fellowship has graduated 400 leaders from nearly 50 African countries, deliberately attracting a diverse array of leaders from many sectors who occupy significant positions across the system (e.g., senior government officials, CEOs, civil society leaders). The **diversity of the cohort is a major asset** as it enables rich peer-to-peer learning.
- The program is grounded in a set of values, inspired by Archbishop Tutu, including openness & respect, integrity & moral courage, Ubuntu, and higher purpose. These values **challenge an individualistic model of leadership** and call for a more collective, service-based approach.
- Participants are invited into **deep self-introspection** exploring questions such as: “*Who am I as a leader? What are my values? Where do I draw the line? How do others experience me?*” Fellows also work with a psychologist to examine their childhood patterns and how this affects their behaviors today, as well as the “shadow” sides of their leadership strengths.
- The program also enables **honest feedback from peers** in a lower risk space than one’s own work environment, where leaders often face politics or don’t hear the truth. Within the fellowship, **vulnerability is encouraged and seen as powerful** rather than a weakness.
- **Experiential learning further enables leaders to grow in self-awareness.** For example, fellows attend a cooking school where a cook barks unreasonable orders. The fellows later reflect on how blindly they followed the authority figure, and use this to understand similar dynamics in the macro African context where patriarchal leaders wield a lot of power.
- **The context in which leadership is exercised is also examined** through discussions with renowned experts, from global economists to foreign secretaries, exploring trends in the African context (e.g., demographics, unemployment, climate). Through this exposure, fellows learn to embrace multiple perspectives and anticipate environments in which they’ll lead.
- Fellows also engage in several activities to **crystallize thoughts on their own leadership and what is needed for Africa** including an individual essay, a group-based *Future of Africa* scenario planning exercise and a community project that emphasizes servant leadership.



Jackie Chimhanzi

CEO, African Leadership Institute

“ We wanted leaders with agency who are deeply disturbed by the status quo.. who raise their hand to say ‘*I want to be the solution*’ and have the courage to do it.”

— Jackie Chimhanzi

Our next People First Talk will be with **Nedgine Paul Deroly, CEO and Co-Founder of Anseye Pou Ayiti** on June 25 at 10am EST / 2pm GMT / 4pm CAT. You can register [here](#).

For more information on the People First Community and effort, please visit peoplefirstdev.org or sign-up [here](#).