



# DISCOVER LAPID LEADERS AFRICA



**REIMAGINE**  
*the possible*



# CONTENTS

## What will you find in this booklet?

1. Welcome from our CEO
2. Welcome to our story
3. Why should you join us
4. Our curriculum
5. Testimonials





## Dear you (one of our future leaders)

If you opened this document it probably means that you are an ambitious young person who believes that it's important that you become the best version of yourself. You are in the right place, welcome!

Before you read through the rest of this document, let me share with you some initial thoughts. We exist to serve you and equip you to be an exceptional and purposeful leader in the marketplace. We sincerely look forward to supporting you in your quest to become a purposeful leader for yourself, the society and Lapid at large.

You are in for an exciting and challenging journey! Apart from our commitment to equip you with the skills, mindset, networks and experiences that you need to succeed in the marketplace, you will be part of a community of young leaders that you will for sure bond with and make some lifelong friendships. Our goal is to make you feel part of the team as soon as possible and have clear goals that you'd like to achieve through the program.

I encourage you to step out of your daily routine and take the time to truly dedicate yourself to read through this document and understand who we are and why you should join us. You were built to be a pro! You were built to achieve!

**Yours Truly**

*Esther Mwaniki*

**Chief Service Officer, Lapid Leaders Africa**



# THE PROBLEM

In East Africa, 60% of graduates from local universities are ill-equipped for the marketplace upon graduation. Yet 80% of African CEOs see lack of human capital as the biggest threat to growth of businesses. This large opportunity gap for college graduates who aren't yet ready or prepared to join the workforce keeps economies moving slowly.

# OUR VISION

A community of value-driven young leaders, dedicated to being solution-providers and change-makers across the African continent.

# OUR MISSION

Our goal is to ignite prowess in the next generation of African leaders, and cause them to “re-imagine the possible”. Through our one-year flagship program, we equip the youth with the skills, mindset, networks and experiences that enable you to be an exceptional leader in the marketplace.







# WELCOME TO OUR STORY

**L**apid Leaders Africa (LLA) is a non-profit organization whose vision is to build a community of value-driven young leaders, dedicated to being solution-providers and change-makers across the African continent.

We deliver a distinguished experience that provides world-class leadership, innovation, and entrepreneurship education to Africa's young outstanding talent.

At Lapid Leaders Africa, we believe in Africa, and in the potential of its young people. We believe that in the same way that Africa is replete with gold, diamonds and all sorts of precious stones, it is rich in young men and women ready to stand up, be counted, and make a difference – young men and women ready to be shaped into the gems this continent needs.

Our goal is to ignite prowess in the next generation of African leaders, and cause them to “re-imagine the possible”. Through our one-year flagship program, we equip you with the skills, mindset, networks and experiences

## TIME FOR THE FUTURE

Over the past six years, Lapid Leaders Africa has developed over 600 transformational young African leaders, with over 75% of them going on to be employed or start their own businesses within six months. Over 100 young leaders have been deployed on business and study trips across various African countries, and they have gone on to impact lives in at least 11 African countries.

As we look into the future, we believe it is now time to...

**RE-IMAGINE THE POSSIBLE!**





# QUICK FACTS



Igniting Prowess



**7000**

7000 students have applied to join the program to date



**600+**

600+ to date



**60:40**

60:40 gender parity in our population



**74% EMPLOYED**

74% of our graduates find employment within 6 months or go ahead and start business



**6 COUNTRIES**

6 African countries represented in the Lapid Leaders Tribe; Kenya, South Sudan, Burundi, Uganda, Liberia, Rwanda



**CASH AWARDS**

USD 197k awarded to Lapid graduates in form partial program scholarship funding



**SOCIAL ENTERPRISES**

13 innovative social enterprises founded by our graduates, serving over 1000 people



**BUILDING SOLUTIONS**

5 countries where alumni are building solutions, Kenya, South Africa, Tanzania, Nigeria and Ghana

## LAPID AT WORK

Alumni from the first seven cohorts have mostly completed undergraduate studies. While some are building businesses, many are transitioning into the world of work and working for organisations like Milhan Capital, Hudson Sandler, KPMG East Africa, United Nations, Proctor and Gamble, Filamujuani, East Africa Breweries Limited among many others.



# WHY SHOULD



# YOU JOIN US?

**W**e are building a movement of Pan-African young leaders who will reimagine the possible and drive change in Africa and beyond. You want to be part of this tribe.

We will harness your inherent prowess and mold you into an innovative solution provider.

## 1 THE PROGRAM

It's said that in East Africa, 60% of graduates from local universities are ill-equipped for the marketplace upon graduation. In addition, 80% of African CEOs see lack of human capital as the biggest threat to growth of businesses. This large opportunity gap for college graduates who aren't yet ready or prepared to join the workforce keeps economies moving slowly.

Our program ignites prowess by developing the leader in you holistically, pairing you with life coaches and mentors and delivering leadership experiences that change mindsets, build self-awareness, and cultivate exceptional character and skills to lead in the workplace.

As a result, 75% of Lapidars get employed within 6 months of completing the program, with some going on to start their own businesses. We currently have over 13 innovative Social Impact businesses have been set up; they are creating employment opportunities and serving over 1000 people in the country. As an ambitious young leader who is on a quest on what it means to be successful in the marketplace, you will find our program to be just what you need.



## ② STRONG PARTNERSHIP NETWORK

We have partnered with leading organizations including Bayer East Africa to provide support to innovative social enterprises and many other employers who provide mentorship to our young leaders. This ensures that you are set apart in the marketplace.

We also have several global partners. Our Founder is an Obama Fellow. She was selected in 2019 as the sole Kenyan to join the network of Obama Fellows. She is also the sole recipient of the 2020 African Women in Public Service funded by Oprah Winfrey Foundation. We have many other global partners including: Green Our Planet, Mentor Foundation, Meltwater Entrepreneurial School of Technology among others.

These partnerships provide opportunities for our young leaders to drive change locally and beyond.

## ③ PAN-AFRICAN NETWORK

We have deployed over 100 students to study trips in Rwanda, Uganda, Zambia and Ethiopia that have provided exposure to the students and build their self-management skills.

We have served students from Rwanda, South Sudan, Burundi, Uganda and many other countries. Our alumni are already building solutions in South Africa, Tanzania, Burundi and Ghana.

By joining the tribe of Lapid Leaders, you would be joining a Pan-African movement of young leaders.





# WHY YOU SHOULD JOIN US



## ARE YOU READY?

If there is anything the year 2020 taught us, it is that the world is changing, and very rapidly. We are in a highly disruptive age where digital disruption is changing the way we work, the way we live and the way we think. As a result, as a young person you are not only being faced with altogether new and unique challenges, you are also being presented with exciting new opportunities to reshape the future.

Yet for you to be able to take advantage of these opportunities, you are going to have to take a different approach to life and work with a different mindset. You will have to re-imagine what work looks like, re-imagine what education means, re-imagine their concept of money and finances, and ultimately, re-imagine your life. How will you prepare yourself to reimagine the possible?



A Program that authentically equips you for work and life



Belong to a Pan-African network of young leaders



Partners who connect you with exceptional career and business opportunities



Atula  
OWADE

"Beyond networks, Lapid helped me refine my vision in agribusiness. I studied agricultural engineering but didn't know how to feed into the industry with my skills and experience. Through the program, I also renewed my interest in blogging as I wrote about our class trip to Rwanda which gave me energy to set up a calendar schedule of publishing agricultural articles once a week for a year.

Lapid helped me fine tune the direction for my Pan-African blog on agriculture."

Atula Owade, Cohort 6  
Project Manager,  
Kings Agricultural Services.

**REIMAGINE**  
*the possible*





# THE PROGRAM

We've designed a program that ignites prowess by equipping you with the skills, mindset, networks and experiences necessary to build a purposeful career. The program includes the formation of professional networks, teamwork, development of career skills and project management. We pair you with life coaches and mentors as well as expose you to leadership experiences that change mindsets, build self-awareness, and cultivate exceptional character and skills to lead in the workplace.

# THE PROGRAM EXPERIENCE



Online Content



Squads and Cohorts



1:1 Coaching and Mentoring



Entrepreneurial Leadership Experiences



Project based learning



Lifetime Access







# THE PROGRAM EXPERIENCE

Many of our alumni term the program an experience of a lifetime. Our Leadership Development model was recognised by Africa Leadership Institute as one of the leading models across Africa. We offer a clear support system for the learning goals of each of our leaders and many opportunities to gain practical experience.





# OUR CURRICULUM

*Our curriculum has been built locally by industry experts who understand the local context and have a global worldview. This provides our young leaders with a uniquely African perspective. We collaboratively build your innovative thinking skills and mold you into a strong vessel; to go out, network and be the best you can. In the workplace, and in life.*



## LEAD SELF

While our motherland is with mineral resources, we consider you Africa's greatest resource, a gem. As gold passes through the refiner's fire; we take you through a self-awareness program that shifts your mindset through a Lead Self Training and Mentorship Program that runs for 12 weeks.



## LEAD MARKETPLACE

The Lead Marketplace Modules enable you to discover the careers that excite you. We provide you with a platform to grow your skills, showcase your talents and gain the confidence to land an awesome job.

You will work with a career coach to prepare your job readiness assets including curriculum vitae, LinkedIn and interviews.



## LEAD AFRICA

The Lead Africa Modules aims to collaboratively build your innovative thinking skills. These modules are delivered over a period of three months.

We will equip you with the skill and the tools needed to be an exceptional entrepreneur or intrapreneur if employed.





## WHO SHOULD JOIN US?

You should only apply to join the program if you are:

- ✓ You can apply if you are an 18 to 28-year-old African who wants to build employable skills and reimagine the possible.
- ✓ An ambitious young person who aspires to realise their full potential and live out the greatness within you
- ✓ Willing to work very hard towards your goal of becoming the best version of yourself
- ✓ You are looking to be part of a community and seeking for an environment where you can learn from other (talented) people
- ✓ You are on a quest for real people and a space where you can open up to new perspectives and expand your networks (globally and locally).
- ✓ Looking to ignite your prowess, you want to transform from a consumer to a producer

## TIME COMMITMENT

Participants will attend virtual Learning Labs thrice a week (two weekdays from 6pm to 9pm and Saturday from 9am to 1pm).

The overall workload is very rigorous and requires completion of both projects and deliverables.

## COST

The program fee has been set at KSH 45,000 per level. However, our partners have subsidized the program fee for you to KSH 17,000 per level.

Cost is never a barrier to joining Lapid. Even if you can't afford to pay before the program, you can pay during or after in a monthly plan that will be determined in the application process.

The program fees include:

- ✓ 15 Classroom Modules
- ✓ Experiential activities that activate a new way of thinking
- ✓ All program materials required to participate in the program
- ✓ Lifelong access to mentors and a community of exceptional young leaders
- ✓ A network that speeds up your progress towards a career

## APPLICATION PROCESS

More details can be found on our webpage:

[www.lapidleaders.africa](http://www.lapidleaders.africa)





# TESTIMONIALS

WHAT PEOPLE

SAY ABOUT

US



# Marine

**KURIA**

My story is intertwined with Lapid. I joined FilamuJuani as a student and I'm now the acting CEO. In 2016, I'd just finished the program at Lapid and had tried doing some odd jobs, as I was done with my coursework at Campus preparing to graduate. I worked in print marketing but hated it because of being indoors. Then one of the mentors at Lapid took me to a friend's bakery but I left after a few months and went to serve at Lapid. Eventually I met the Founder of Filamujuani at yet another Lapid mentorship session and the rest as they say is history.

Acting CEO, FilamuJuani Foundation



# Miriam

**WANJIKU**

"I didn't know what to do with my life before joining as I didn't connect with anything. If anyone asked me what I'm doing besides school, I was clueless. Lapid led me to discover purpose, lead self and come out of my comfort zone. As I learnt about myself, I got to lead others too and did things I never thought I could do at this age.

Miriam Wanjiku, 22 years  
Third year-Bachelor of Arts in Sociology,  
Kenyatta University.  
Lapid Class: Cohort 9







# Ripper

**WANJA**

I joined Lapid during my 3rd year of campus. Doing the program, and then staying to serve and practice what I have been learning has been the best thing in my life. The greatest holdbacks in my life have been due to an unhealthy relationship with failure and inability to focus. This space has allowed me to understand the why of my problem and tackle it. I've learnt to be kinder and compassionate to myself; try out new things, take up more opportunities and risks which has liberated me. I am happier and more optimistic about life.



**2021**

Lapid becomes a place of belonging for her, she has a community around her

**2020**

Build strong sense of self awareness and strong leadership skills as she served in the Lapid Leaders Council

**2020**

Served as the President of the Lapid Leaders Council leading the team of over 10 volunteers

**2019**

Served as head of Community Service at Lapid

**2018**

Joining Lapid Leaders Africa



## PRESENT

The three founders all currently work part-time on the business. One is now working as a software engineer, the other is focused on hardware and firmware and Chang'ach has shifted to data science. All this knowledge they are acquiring will lead to better products as now the team will have broad knowledge with their skill sets

## 2020 MAR

Attended mushroom farmer's trainings to get target customers to market their humidifiers

## 2020

Worked with one of the Lapid mentors to increase their market

## 2018 APR

Secured \$ 30,000 in funding  
- Prototyping and working with poultry and mushroom farmers

## 2018 FEB

Worked on budgets and financial modeling to submit for funding

## 2017 DEC

Applied for Kenya National Innovation Agency and were selected for a fellowship in London

## 2017

Utilized the lesson in Lapid to participant in the JKUAT Annual Engineering Expo

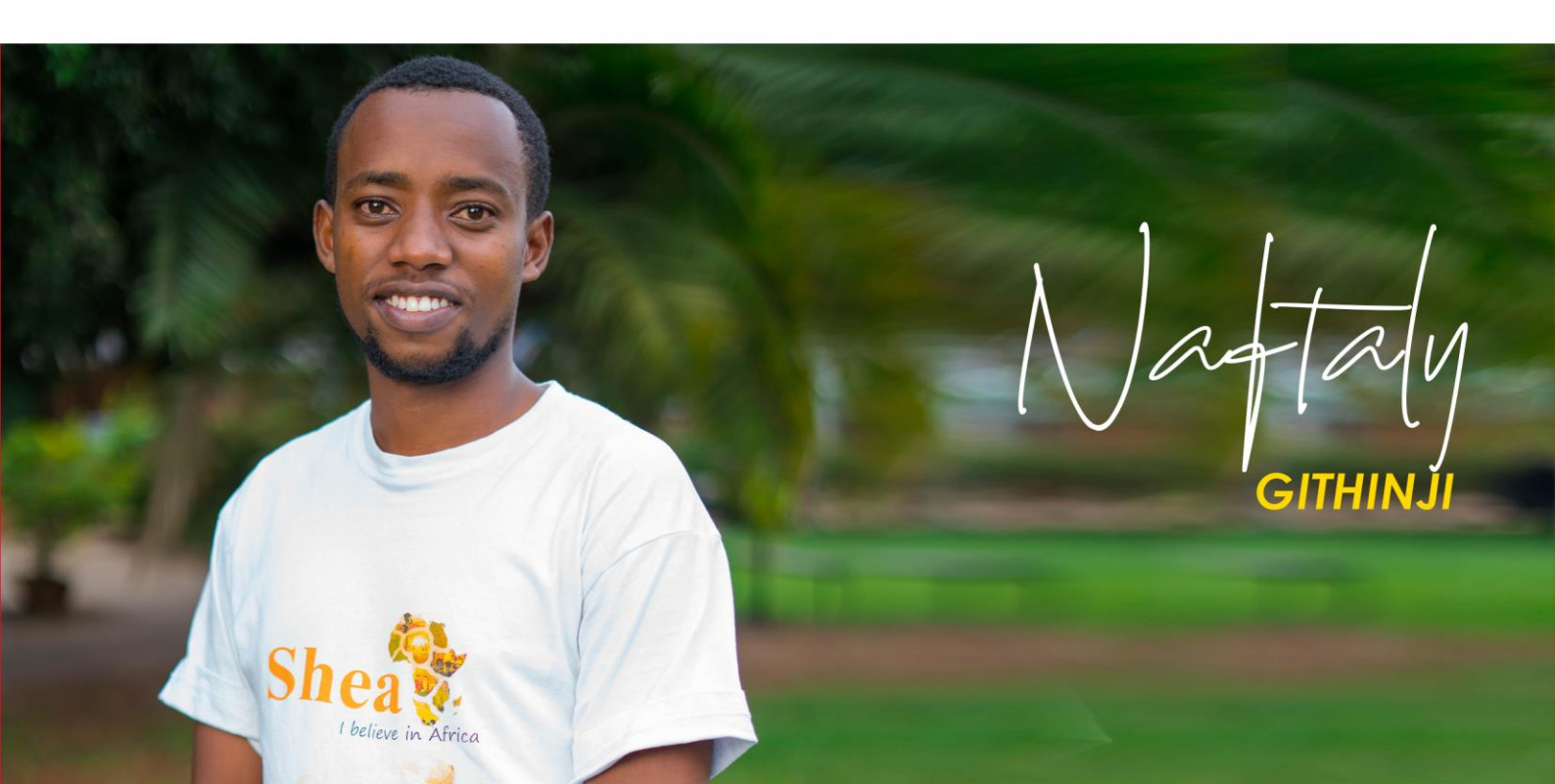
## 2017

Joining Lapid Leaders Africa



*Dennis*  
**CHANGACH**





Naftaly  
GITHINJI

**2020**

Certification from Kenya Bureau of Standards

**2018 APR**

Registered business as Shea Africa  
- Winning two awards : 254 Youth Entrepreneurship Awards in the Manufacturing Category and the second was by the Kenya Business Awards where the Kenya National Chambers of Commerce and Industry recognized them as a winning SME in manufacturing

**2018**

Team formed with some of the team members dropping off leaving Martin and Naftaly, both of whom are Lapid Leaders

**2018**

Setting up the business, business name and raising initial capital

**2017 JULY**

Traveled to Uganda for the Lapid Leaders study trip and met ladies who produce Shea butter but did not have a market for it

**2017**

Joining Lapid Leaders Africa







-    @LapidLeaders
-  info@lapidleaders.com
-  +254720359840
-  www.lapidleaders.africa