Centre for Leadership Development Africa

Strategic Plan Presentation
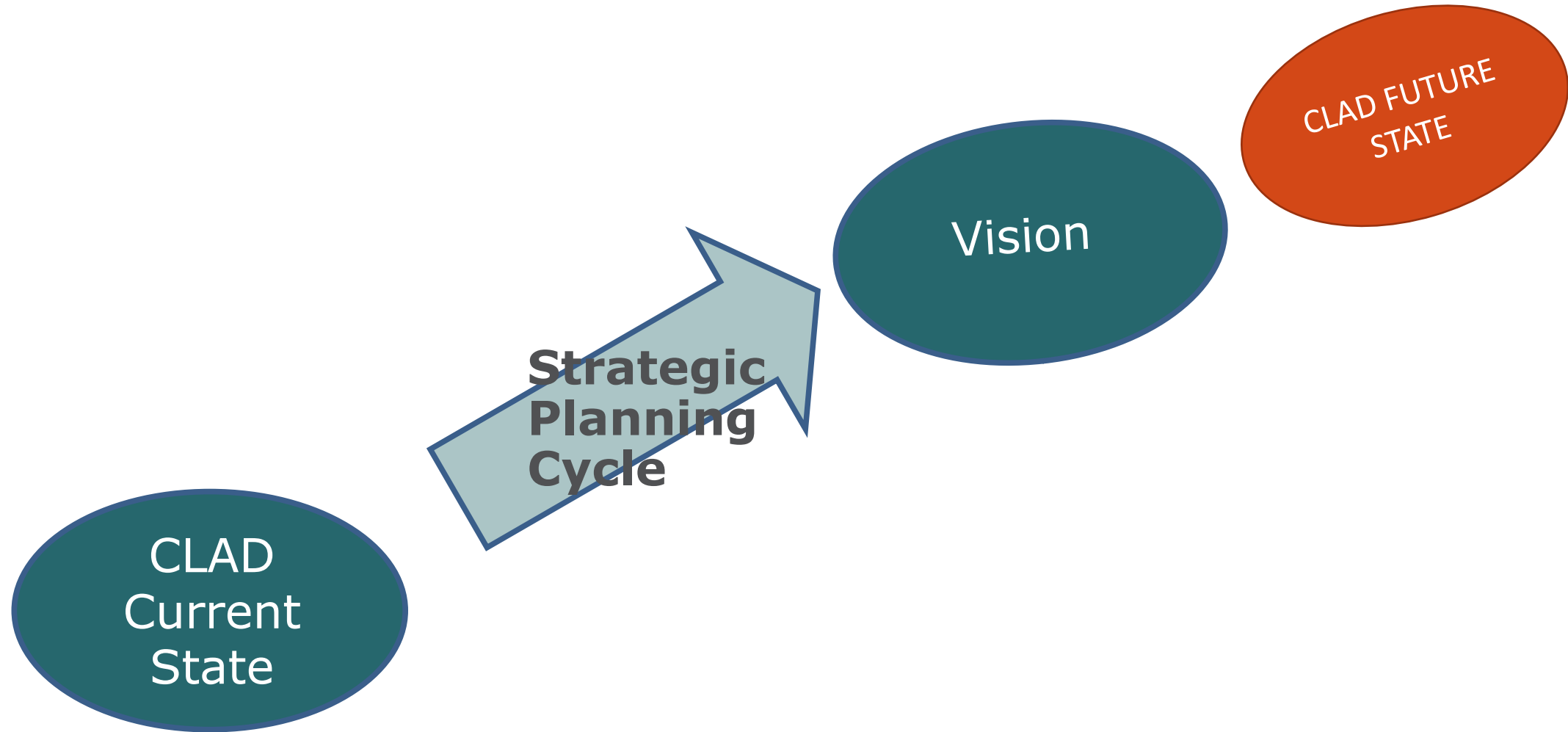
Facilitators:

Planning Event Date: 21ST 2023
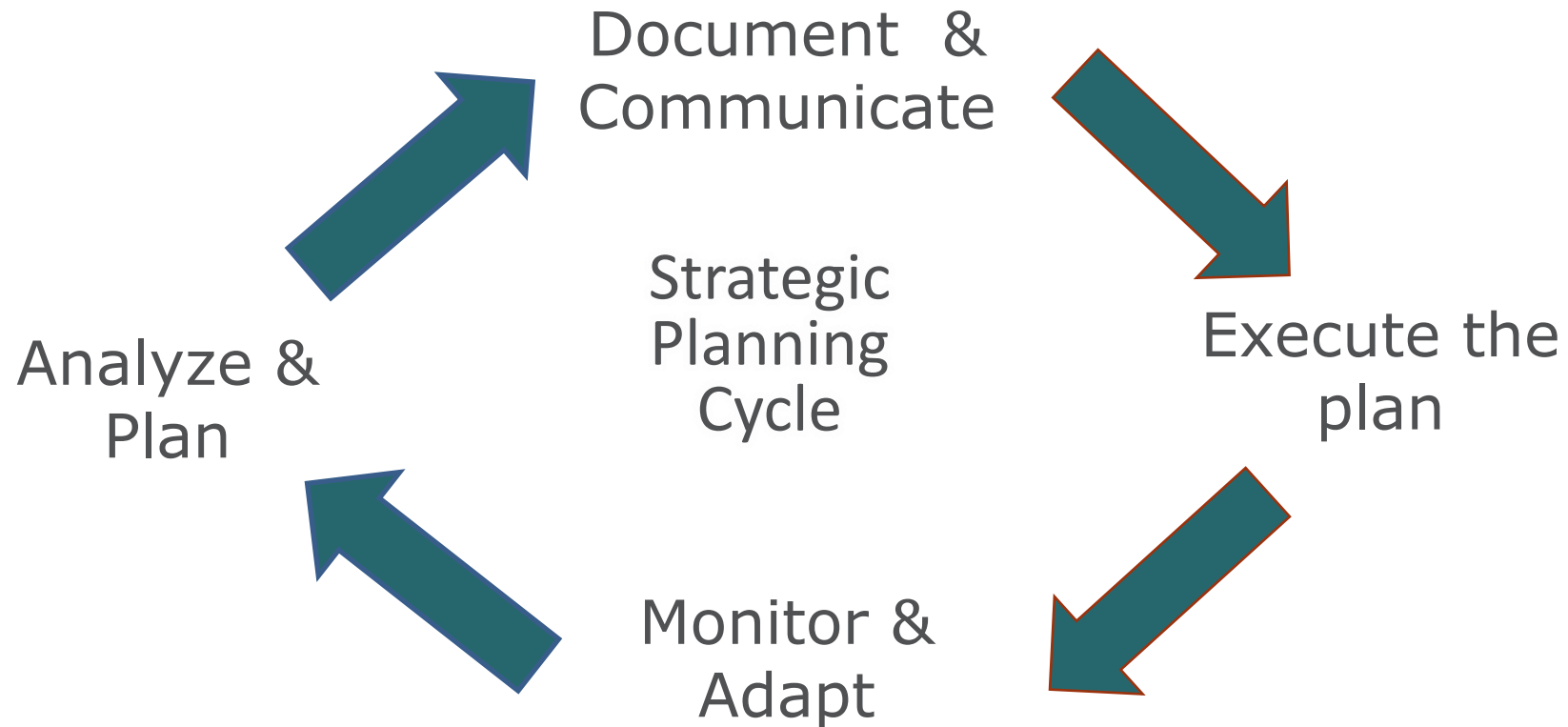
The best way to predict your future is to create it.

— Peter F. Drucker

CLAD FUTURE STATE

Vision

Strategic Planning Cycle

CLAD Current State

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Document & Communicate

Strategic Planning Cycle

Analyze & Plan

Execute the plan

Monitor & Adapt

- Africa (CLAD-Africa) is a pan-African organization Founded in 2005.
- It exists to transform communities and their leaders to in in all areas of life ranging from social, economic, political and religious
- CLAD-Africa exists to equip, promote and advance good leadership.
- CLAD-Africa serves leaders in positions of influence to the greater public comprising children, youth groups, women, men, religious and church leaders, government and non-governmental organizations.
- CLAD-Africa is a not-for-profit organization that serves the public and private sector.

- The purpose of this strategic plan is to
  - Set out a road map with a clear vision, mission, goal and objectives of CLAD-Africa for the period 2022-2026,
  - Establish practical strategic initiatives for the organization.
    - Provide a blueprint and direction to achieve the organization's objectives over the next five years
- The target audience for CLAD is the entire population divided into segments
- CLAD goal is to build a strategy that leverages our strengths while mitigating our vulnerabilities

Strategic Plan Methodology

- The development of this strategic plan was a highly participatory process that involved the CLAD members and external stakeholders.
- Research and analysis was carried out on the environment – both internal and external
- The process is yet to be concluded and will involve face to face strategic interviews with other key stakeholders
- The process will also include interviewing the board members

Mission
Why we exist

Values
What's important to us

Vision
What we want to be

Strategy
Our game plan

Communicate and Operationalize
Translate strategy and create initiatives

Quality Management
What we want to improve

Monitor and Adapt
What do we measure?

ANALYSIS

PESTEL ANALYSIS

Aspect	Strategic Implication	Strategic Response
Political factors		
Political instability	Elected leaders focused on reconciliation	Civic education
Susceptible to a volatile political landscape	Effect on society	Mobilization of resources to restore dignity to affected communities
Changes on regulation	Impact on NGO's	
Socio-cultural factors		
Influence in the society	The need to redirect the youth	Empowering the youth
Lifestyle changes		Relevant Response
Attitudes towards God and work	Adopting worldly views not keen on work	Guide youth in faith and correct values
Vulnerable section of society	Lack of Social Welfare	
Technological factors		
Connectivity	Ease of reach	Exploit technology to enhance effectiveness
Varied methods of communication	Speed of reach to donors,	Use of social media

SWOT ANALYSIS

STRENGHTS	WEAKNESSES
Commitment from members Good team work Links with local communities Skilled and engaged Board Advocacy skills	Inadequate funding and human resources Inadequate volunteers Inadequate visibility – presence on the web Few partnerships with like minded organizations
OPPORTUNITIES	THREATS
People with a desire to know God Finding new sources of funding Expanding beyond Kenya Partnering with other organization	Inadequate resources to support prevailing needs Other more established organizations with similar work Changes in Legislation

THE PROBLEM

- Africa is blessed with 54 independent States, filled with natural and human resources.
- However with all the distinct and admirable qualities there is an evident challenge of bad governance.
- There is the inability to manage the resources of the people in a country and consequently, the country herself.
- A Government maintains law and order in all affairs of human existence
- Africa has been bedeviled by leaders who are no longer in tune with the purpose of forming good governance.

- Poor governance as a result of the following:
  - Leaders not implementing reform agendas,
  - Not ensuring the citizens have access to basic needs, no accountability,
  - Passing of policies and laws that oppress people,
  - Not fighting impunity and providing an environment where citizens don't enjoy their rights
  - No strategies for the youth

Africa's Leadership Problems

- Bad governance emanates from various issues such as:
  i.   Absence of Accountability
  ii. Corruption
  iii. Disregard of the Rule of Law
  iv. Poor democracy
  v.   Incompetence in Leadership
  vi. Marginalization

- CLAD comes to address the leadership gap created by incompetence in the society.

- An estimated 1.8 billion people are between ages 10 and 24 with majority living in developing countries.
- How well they navigate adolescence will determine not only the course of their own lives, but that of the world.
- Many youth are unable to participate fully in society
- Around 175 million young people in low–income countries are not educated
- Over 73 million are unemployed
- For girls, the barriers to participation are even higher.
- Young people are too often excluded by decision-makers – to the detriment of youth themselves and future generations

- Kenya and Africa continues to grapple with many development challenges:
  - Civil society, the government and the private sector
- For civil society to play the rightful role in the development it has to overcome challenges which include
- **Poor leadership** and **corruption**, **lack of capabilities** to fulfill the desired roles,
- Approaches to development that are not responding to the needs of communities among other challenges

- In Kenya, decades of poor governance have seen systematic diversion of funds meant for economic development.
- Poor governance characterized by corruption and disregard for the rule of law, resulting in a poor environment for foreign investment
- Work with educational institutions, civil society, the private sector and youth-led organizations to advocate for more investment in young people as a development priority.
- To empower young people and to enable them to become drivers of change

- Poor leadership- in society and institutions.
- Dysfunctional leadership in family, educational, religious, government and para governmental institutions.

Solution:

- How to solve the problem: CLAD Vision
  - A responsible populace and leadership

. A responsible populace and leadership

What we will do -Mission

- To transform communities into responsible leaders with dignity and equity through advocacy, education and partnership

Problem /Solution

	Objectives	Activities
1	To inspire the development of effective servant leaders with life skills and Godly values.	Thematic talks and presentations to Mission Leadership
2	To transform communities by inspiring them to be visionary, morally upright and corruption free.	Youth: Mentor to build spirituality, leadership and life skills – 6 Family: Counselling and life skills Workshops: Relationships, marriages and families
3	To transform children and youth through the word of God	To reach 5 categories of Civic leaders in Kenya and train them on leadership Children: To introduce PPI in 10 School Children's clubs: Support Two Children's homes Create awareness PPI in 6 counties Mobilize teachers through churches
4	To provide civic education for responsible citizenship and transformation of nations	Conduct civic education
5	To equip youth with financial literacy	Youth empowerment through training and equipment

CLAD STRATEGY
TRANSFORMED TO TRANSFORM