



ALL-AFRICA STUDENTS UNION
UNION PANAFRICAINNE DES ETUDIANTS
UNIÃO DOS ESTUDANTES DE TODA A ÁFRICA
اتحاد طلاب عموم إفريقيا



CAPACITY BUILDING
WORKING GROUP

LEADERSHIP WORKSHOP REPORT

Theme

INTENTIONAL LEADERSHIP; Leading with diligence



24 - 26 MAY
2024



KNUST IDL CONFERENCE
CENTRE, KUMASI



FOREWORD



The Leadership Workshop marks a significant milestone in our ongoing efforts to cultivate intentional leadership among student leaders and across diverse sectors. In an era where rapid technological advancements and socio-economic challenges demand agile and effective leadership, it is imperative that we equip current and future leaders with the skills and insights necessary to navigate these complexities. The theme of this workshop, "Intentional Leadership: Leading with Diligence,"

resonates deeply with AASU's commitment to empowering individuals through education and capacity building. This workshop was designed to inspire and empower participants from various sectors, including student leaders, government officials, business executives, religious leaders, and community advocates. By bringing together a diverse group of leaders, we aimed to create a dynamic platform for shared learning, networking, and the exchange of innovative ideas.

Capacity Building, one of AASU's core strategic priorities, was at the heart of this workshop. We recognize that the growth of any nation, organization or community is intrinsically linked to the development of its human resources. The Leadership Workshop provided a unique opportunity for participants to enhance their leadership skills, gain practical insights from seasoned experts, and explore new strategies for effective governance and management. Through a series of interactive sessions and group discussions, attendees were encouraged to reflect on their leadership practices, identify areas for improvement, and commit to continuous personal and professional development.





FOREWORD

Moreover, this workshop underscored the importance of gender advocacy, another key pillar of AASU's strategic framework. We firmly believe that promoting gender equality and empowering women leaders is essential for achieving holistic and inclusive growth. The Leadership Workshop addressed critical issues such as gender bias, barriers to women's leadership, and strategies for fostering an inclusive leadership culture. These discussions not only highlighted the challenges faced by women leaders but also celebrated their achievements and contributions, inspiring both male and female participants to champion gender equality within their spheres of influence.

I extend my heartfelt gratitude to all the participants, speakers, and organizers who contributed to the success of the Leadership Workshop. Your passion, dedication, and insights have made this event a remarkable and impactful experience. Let us carry forward the lessons learned and continue to lead with diligence, intentionality, and a commitment to excellence.

Peter Kwasi Kodjie

Secretary General
All-Africa Students Union





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1.0 EXECUTIVE SUMMARY

The Leadership Workshop was organised by the All-Africa Students Union in collaboration with Equip Ghana - Beyond Success. The main objective of the workshop is to inspire and empower individuals across various sectors to embrace intentional leadership. The workshop hosted an intergenerational audience including student leaders, business professionals, organizational leaders, and institutional heads. It brought together distinguished speakers, experts, and enthusiasts, and inspired proactive engagement under the theme: "Intentional Leadership: Leading with Diligence." Participants were engaged in workshops that delve into key topics from intentional leadership, diligence and knowing your identity and energy level as a leader. The Leadership Workshop offered meaningful networking opportunities, access to valuable resources and training materials. It was attended by a total of 97 participants from different regions in Ghana.





2.0 INTRODUCTION

2.1 Background and Objectives of the Summit

The Leadership Workshop was a three-day event designed to inspire and empower individuals from various sectors to embrace intentional leadership. Participants included student leaders, government leaders, business leaders, religious leaders, community leaders, prospective leaders, and all who aspire to achieve personal and organizational growth. The focal point of this year's workshop was on intentional leadership. Attendees were provided with insights into practical, value-based leadership through the John C Maxwell model of leadership. The workshop aimed to foster personal growth and professional development, emphasizing that significant achievements require a commitment of time and resources to become a better version of oneself. Additionally, the workshop underscored the importance of organizational and institutional growth and efficiency, highlighting that the growth of an organization is directly proportional to its investment in human resource capacity building. Another key objective was to facilitate the creation of meaningful networks and support opportunities. Recognizing that one's network significantly impacts their net worth, the summit provided a platform for shared knowledge and contacts, enabling participants to propel themselves to the next level.





2.2 SPEAKERS



PATRICK UDUMA

Inspirational and Leadership Coach, Human and Business Development Expert Author and CEO ICREN SERVICES NIGERIA



REV. MRS ANGELA CARMEN APPIAH

President, Institute of Directors - Ghana (IoD-Gh), Board Member, Africa Corporate Governance Network (ACGN) and a Certified Executive Trainer - EQUIP Leadership, Ghana



PROF IBOK N. ODURO (MRS)

Former, First Female Provost - College of Science, KNUST Board chair - International Leadership Foundation (ILF) Ghana, Facilitator - Executive EDL, program- Southern and Eastern Africa, pilot by International Leadership University, Ghana.



BISMARK AMEFIANU KUDOAFOR

Chief Technical Officer,
All-Africa Students Union (AASU).



BERNARD QUARM

Human Capital and Career Development Consultant. Author and CEO, LUP Consult.
Country Coordinator, EQUIP Leadership: Ghana





DAY ONE

3.0 Arrival and Registration of Participants

On Day One, the arrival and registration of participants marked the beginning of the Leadership Workshop. As attendees arrived at the venue, they were greeted by the event staff who facilitated a smooth and efficient registration process. Each participant received a welcome package containing workshop materials, including a detailed agenda, speaker bios, and informational brochures about the event.

The registration area buzzed with excitement as participants from diverse sectors and backgrounds gathered, setting a positive tone for the workshop. This initial phase provided an opportunity for attendees to meet and greet each other, fostering a sense of community and anticipation for the sessions ahead. Participants engaged in light conversations, sharing their professional backgrounds and what they hoped to gain from the workshop.

The welcoming atmosphere and organized registration process ensured that everyone felt comfortable and ready to embark on the three-day journey of intentional leadership. The event staff were on hand to answer any questions and provide guidance, ensuring that all participants were well-informed and prepared for the transformative experience that awaited them.





3.1 The Opening Session



The opening session commenced in the afternoon, following the arrival and registration of all participants. To set a welcoming tone, the MC Madam Gifty Koffe began the workshop with an informal networking session. During this time, attendees had the opportunity to engage in meaningful conversations, introducing themselves and sharing their professional backgrounds, aspirations, and specific goals for attending the workshop. This initial interaction was designed to foster a sense of community and collaboration among participants from diverse sectors.

The informal session allowed participants to break the ice and establish connections that would be beneficial throughout the workshop. It provided a platform for leaders from different fields to understand each other's perspectives, creating an environment conducive to open dialogue and mutual learning. This engagement was pivotal in setting the stage for the subsequent sessions, ensuring that participants felt comfortable and prepared to delve into the deeper aspects of intentional leadership.

In addition to personal introductions, this session featured interactive activities aimed at building rapport and enhancing communication skills. Facilitators guided discussions on the importance of networking and shared insights on how to maximize the benefits of the workshop. By the end of the opening session, participants had not only familiarized themselves with one another but also started forming the collaborative spirit that would drive the workshop's success.





3.2 Welcome Address

The welcome address for the Leadership Workshop was delivered by Dr. Benjamin Obukowho Enikpe, a distinguished representative of the Vice Chancellor of the Kwame Nkrumah University of Science and Technology (KNUST). Mr. Benjamin began by expressing the Vice Chancellor's regrets for being unable to attend in person, followed by warm greetings to all participants. He emphasized the importance of leadership in today's rapidly evolving world and praised the workshop's focus on intentional leadership, highlighting how such initiatives align with KNUST's commitment to fostering leadership and innovation among its students and the broader community.



In his address, Mr. Benjamin underscored the critical role of intentional leadership in driving positive change and achieving sustainable development. He spoke about the transformative power of leadership that is deliberate, value-driven, and focused on long-term goals. He encouraged participants to actively engage in the sessions, absorb the valuable insights shared by the speakers, and apply these lessons in their personal and professional lives.

Mr. Benjamin concluded by reiterating KNUST's support for such initiatives and expressing hope that the workshop would inspire and empower all attendees to become exemplary leaders.





3.3 Special Remarks

Professor Amevi Akakpovi, the acting Vice Chancellor of Accra Technical University, delivered the Special Remarks at the Leadership Workshop. He focused on the evolving nature of leadership. He introduced the concept of "leadershift," highlighting its focus on transformation, new perspectives, and innovative approaches in leadership. Professor Akakpovi encouraged participants to engage actively in the workshop, stressing the importance of personal growth and the dissemination of these values to colleagues and institutions. He underscored the workshop's aim to help participants live and lead beyond their vision, and on behalf of the organizing organizations expressed his pleasure in welcoming everyone to the second edition of the Leadership Workshop.

3.4 Solidarity Remarks from Partner Organization



Mr. Benard Quarm, Country Coordinator of Equip Ghana - Beyond Success, delivered opening remarks, focusing on the concept of beyond-the-surface leadership sampling and the significance of personal life stories. He emphasized that every individual has a unique story, some of which are inspirational and significant. He stressed the importance of living a life of true intentionality, which

involves making a positive impact on others and leading a proactive life. Quoting John C. Maxwell, he noted that success is about personal achievements, while significance is about improving the lives of others. Mr. Quarm highlighted the dangers of passivity and apathy, urging attendees to be fully intentional and active citizens. He explained that the Leadership Summit, focuses on personal growth and professional development, using the John C. Maxwell model of training.





3.5 Keynote Address

Mr. Bismark Amefianu Kudoafor, the Chief Technical Officer at the All-Africa Students Union (AASU), delivered the keynote address under the theme "Intentional Leadership: Leading with Diligence." Bismark emphasized that intentional leadership goes beyond having a clear purpose; it involves purposeful decisions and actions that align with an overarching vision. He defined intentional leadership as the act of being a proactive architect of one's future rather than a reactive responder to external circumstances. He stressed the importance of leaders anticipating challenges, devising plans, and creating opportunities, thereby steering towards a desired future. According to Bismark, intentional leadership is a strategic imperative that equips leaders to navigate the complexities of the modern business landscape. This proactive approach brings stability and positions organizations to seize opportunities, especially in a world where uncertainty is the only certainty.



Bismark further highlighted that intentional leadership permeates organizational culture, transforming a group of individuals into a cohesive unit working harmoniously towards a common goal. By setting a shared commitment to purpose and direction, intentional leaders inspire their teams and foster a dynamic environment where everyone understands their role in achieving the collective vision.

He noted that intentional leaders employ a meticulous approach to decision-making, considering the long-term impact of their choices and aligning decisions with organizational values. This mitigates the risk of short-sighted choices and fosters trust among team members. Moreover, intentional leaders foster innovation by creating a culture of experimentation and learning, encouraging their teams to think creatively and take calculated risks. Intentional leaders prioritize the well-being and development of their team members, leading to increased satisfaction, productivity, and loyalty. He described intentional leadership as a philosophy that transforms individuals and organizations by aligning actions with vision and nurturing a thriving culture. He urged attendees to embrace this approach with diligence to shape the successes of tomorrow.





3.5 Wrap Up of Day One

At the conclusion of the first day, the Master of Ceremonies, Madam Gifty Koffe, outlined the activities planned for the subsequent days of the Leadership Workshop. Gifty encouraged participants to relax and recover from their journeys to ensure they were fully energized for the sessions in the coming days. Gifty highlighted the importance of taking the evening to unwind and prepare mentally for the intensive and enriching experience that lay ahead. She set a positive and anticipatory tone for the workshop, urging everyone to make the most of the networking opportunities and the wealth of knowledge that would be shared over the next two days.





DAY TWO

4.0 WORKSHOPS

Day Two was dedicated to the core workshop sessions, with three distinct workshops focusing on various aspects of intentional leadership. Mr. Samuel Sasu Adonteng, the Programs Officer for Education and Students Rights at the All-Africa Students Union, served as the Master of Ceremonies for the day.

Samuel began the session with a brief but comprehensive recap of the previous day's events, highlighting the key moments and setting the stage for the day's activities. To energize the participants and foster a sense of camaraderie, he led a brief ice-breaking session. This activity was designed to re-engage the attendees, helping them to relax and become more comfortable with one another, thereby creating an atmosphere conducive to open dialogue and active participation.

Following the ice-breaking session, Samuel introduced the distinguished speakers for the day's workshops. Each speaker brought a wealth of knowledge and experience in intentional leadership, promising a day filled with insightful discussions and practical learning. The workshops were planned to cover different facets of intentional leadership, ensuring a comprehensive exploration of the theme.

The first workshop delved into the fundamentals and essence of intentional leadership, emphasizing the importance of aligning personal and organizational values. The second workshop focused on authenticity in leadership, providing tools and techniques for effective decision-making and long-term planning. The final workshop addressed the role of diligence in leadership, underscoring the significance of understanding and connecting with others.





4.1 Workshop Presentation 1



Prof. Ibok N. Oduro led the first workshop. Professor Ibok's presentation emphasized the essence of intentional leadership, highlighting that it transcends mere attendance at workshops and requires actionable commitment. She reflected on her own experiences, expressing a desire to understand the proliferation of leadership organizations in China and their impact. She recounted how witnessing inadequate healthcare

inspired her to be deliberate in her choices, particularly in her professional and personal life. She resolved to only engage with those willing to learn and progress, fostering a culture of strategic decision-making and intentional actions.

This approach extended to her personal sphere, where she supported friends and family in pursuing education, many of whom have since become doctors and nurses. Professor Ibok stressed that intentionality should permeate all aspects of life: workplaces, arts, entertainment, social, and religious sectors. She urged participants to identify and commit to specific projects, demonstrating their intentional leadership by sharing progress in future meetings. Her address concluded with a call to embrace intentional leadership with diligence, reinforcing its critical role in all spheres of life.





4.2 Workshop Presentation 2

Mr. Patrick Uduma's presentation focused on authenticity in leadership. He enlightened the participants on the importance of being nurtured and trained from a place of strength rather than weakness. Mr. Uduma shared personal anecdotes, contrasting the excitement of external expressions with the internal strength of genuine self-awareness. He recounted an instance where a seemingly powerful individual revealed a lack of true self-connection, illustrating the disparity between outward appearance and inner reality. Highlighting the wealth and potential within Africa, Uduma criticized the continent's leaders for failing to leverage this potential due to a lack of true intentionality and values-driven leadership. He stressed that true leadership stems from understanding one's identity and purpose, encouraging leaders to seek internal validation rather than external approval. Uduma outlined three essential identities for effective leadership: personal identity, professional identity, and divine identity. He emphasized that understanding these identities is crucial for meaningful leadership. Drawing from his own experiences, he urged leaders to engage in self-reflection, personal growth, and to adopt a global perspective. He concluded by advocating for value-driven actions, explaining that values, rather than needs, should guide leadership decisions to foster genuine progress and development.





4.3 Workshop Presentation 3



Rev. Mrs. Angela Carmen Appiah's presentation centered on the critical attributes of diligence in leadership. She began by defining diligence as the quality of being intentional, intelligent, genuine, and energetic in one's actions. Highlighting the importance of these traits, she elaborated on how effective leaders must

possess strong negotiation skills and unwavering commitment to their goals. Appiah emphasized that exceptional leadership requires a deep understanding of diligence and the ability to manage people effectively. She argued that leaders who are diligent not only demonstrate these qualities but also inspire and cultivate them in their teams, fostering an environment of continuous improvement and success. By combining intelligence, genuine energy, and a commitment to excellence, leaders can navigate challenges and achieve remarkable outcomes. Rev. Mrs. Appiah's insights underscored the necessity for leaders to be deliberate in their actions and strategic in their approach to people management, ultimately driving their organizations towards sustained growth and development.





4.4 Key Takeaways

The key takeaways from the workshops are summarized below:

★ All three speakers lay emphasis on the importance of intentionality in leadership. Leaders must be deliberate and purposeful in their actions, decisions, and strategies to create meaningful impact and drive positive change within their organizations and communities.

★ Mr. Patrick Uduma highlighted the necessity of understanding one's identity and strengths. Self-awareness is crucial for personal development and effective leadership. Leaders need to continuously reflect on their values and goals to align their actions with their purpose.

★ Rev. Mrs. Angela Carmen Appiah underscored diligence as a fundamental quality of exceptional leaders. Commitment to tasks, coupled with genuine effort and energy, ensures that leaders can overcome challenges and achieve their objectives.

★ Effective leadership involves managing people well, as noted by both Professor Ibok and Rev. Mrs. Angela Carmen Appiah. Leaders should invest in their team's growth, foster strong relationships, and create an environment where everyone feels valued and empowered to contribute.

★ Professor Ibok's presentation highlighted the importance of making strategic decisions with intentionality. Leaders must be thoughtful and calculated in their choices, ensuring that their actions align with long-term goals and contribute to overall success.

★ Mr. Patrick Uduma emphasized the significance of recognizing and operating from a place of strength rather than weakness. Leaders should focus on their strengths and seek to cultivate them further while addressing and managing their weaknesses to enhance their overall effectiveness.

Following the insightful presentations by Professor Ibok, Mr. Patrick Uduma, and Rev. Mrs. Angela Carmen Appiah, the audience had the opportunity to network with the speakers and each other during the lunch break. This session of engagement and connection provided a platform for attendees to discuss the key takeaways and share their perspectives, fostering a collaborative atmosphere. The networking session marked the conclusion of the productive and enlightening Day 2 of the workshop.





DAY 3

5.0 CLOSING CEREMONY

5.1 Group Exercises

The final day of the Leadership Workshop began with an overview of the previous day's workshops. MCs Samuel Sasu Adonteng and Madam Gifty Koffe jointly led the session, recapping the key takeaways from Days One and Two. They highlighted the main points discussed in the opening remarks, the keynote address, and each of the three workshops. Samuel and Gifty then invited participants to share their reflections and insights gained from the workshops. Attendees eagerly contributed their thoughts, expressing how the sessions had impacted their understanding of intentional leadership.

Following the recap, Samuel and Gifty organized participants into smaller groups for focused discussions on the following topics: value-based leadership, strategic leadership, and the role of empathy and emotional intelligence in leadership. Each group was tasked with delving into these themes, sharing their lived experiences of intentional leadership within their respective fields. Participants discussed practical applications of the concepts learned, exchanged stories of successes and challenges, and brainstormed strategies for incorporating intentional leadership practices into their daily routines.

These group exercises provided a dynamic platform for peer learning and mutual support. Attendees were able to relate theoretical insights to real-world scenarios, enhancing their understanding through the collective wisdom of their peers. The discussions were rich with diverse perspectives, reflecting the varied backgrounds and experiences of the participants. By the end of the session, each group had developed actionable plans for implementing intentional leadership in their personal and professional lives, reinforcing the workshop's overarching goal of fostering intentional and transformative leadership.





5.1 Evaluation Session

The evaluation session provided a platform for attendees to deeply engage with the concepts discussed over the three days. The session opened with participants reflecting on their experiences and insights gained from the workshop. One pertinent question raised was, "If everyone becomes a leader in an organization, who leads?" This question sparked a thoughtful dialogue about the nature of leadership and the importance of shared leadership responsibilities.

Participants recognized that leadership is a continuous journey requiring personal responsibility and intentionality in all aspects of life. They emphasized that becoming an exceptional leader involves ongoing learning and development. The feedback also highlighted the necessity of being deliberate in one's actions and decisions to drive positive outcomes.

Throughout the three-day Leadership Workshop, attendees gained valuable insights from various speakers on intentional leadership, the integration of digital ecosystems, and future access to personal development through the Beyond Success program. These comprehensive discussions underscored the transformative potential of intentional and collaborative leadership, equipping attendees with actionable strategies for driving positive change in their organizations and communities.

To ensure comprehensive feedback and continuous improvement of the workshop, participants were also led to complete an online evaluation form. This form allowed them to provide detailed feedback on the content, delivery, and overall impact of the sessions. The feedback collected will be invaluable for refining future workshops and ensuring they continue to meet the needs and expectations of all attendees.





5.2 Closing Remarks

Mr. Bismark Amefianu Kudoafor, the Chief Technical Officer of The All-Africa Students Union (AASU), delivered the closing remarks for the Leadership Workshop, he expressed profound gratitude to all attendees, speakers, and organizers for their active participation and contributions. He highlighted the workshop's key themes, including the importance of intentional leadership, the integration of digital ecosystems, and the ongoing journey of personal and professional development. He emphasized the necessity of continuous learning and self-improvement, urging participants to apply the insights and strategies gained over the past three days to their respective fields and communities. He acknowledged the collaborative spirit fostered during the workshop and encouraged everyone to remain committed to fostering positive change. He finally reiterated the transformative potential of intentional leadership and the collective effort needed to drive sustainable development across Africa. He wished everyone success in their endeavors and looked forward to witnessing the impactful changes inspired by the Leadership

The Country Coordinator of EQUIP Ghana - Beyond Success, Mr. Bernard Quarm delivered the final closing remarks and vote of thanks at the Leadership Workshop. He also began by expressing sincere gratitude to all participants for their active engagement and to the distinguished speakers for their insightful presentations. He acknowledged the hard work and dedication of the organizing team, whose efforts ensured the success of the event. Mr. Quarm emphasized the workshop's key messages on intentional leadership, the role of digital ecosystems, and the importance of personal and professional growth. He highlighted the value of the collaborative spirit and the meaningful connections made over the three days. In closing, Mr. Quarm encouraged everyone to apply the knowledge and skills acquired to make a positive impact in their communities and organizations. He thanked the sponsors and partners for their invaluable support and looked forward to future opportunities to come together to drive transformational leadership across Africa.





6.0 CONCLUSION

The Leadership Workshop concluded successfully after three days of engaging presentations and discussions on effective leadership in the digital era. With insights from notable speakers like Professor Ibok, Mr. Patrick Uduma, and Rev. Mrs. Angela Carmen Appiah, among others, participants gained valuable knowledge on intentionality, collaboration, and personal growth. Interactive sessions and feedback underscored the importance of leading with purpose and fostering positive change. Attendees left with renewed enthusiasm and actionable strategies to implement in their organizations, marking the workshop as a catalyst for impactful leadership.





APPENDIX 1 - PROGRAM OUTLINE

DAY ONE		
TIME	ACTIVITY	LEAD PERSON(S)
12:00PM - 13:00PM	Arrival and Registration	Organizing Team
13:00PM - 14:00PM	Lunch	Organizing Team
14:00PM - 14:30PM	Breaking the Ice/Protocols	MC
14:30PM - 14:45PM	Welcome Address	Representative of the VC, KNUST
14:45PM - 14:55PM	Special Remarks	Prof. Amevi Akakpovi
14:55PM - 15:05PM	Coffee break	Organizing Team
15:05PM - 15:20PM	Solidarity Remarks	Bernard Quarm
15:20PM - 15:35PM	Keynote Address	Bismark Amefianu Kudoafor
15:35PM - 16:00PM	Photography	MC
16:00PM - 17:00PM	Dinner	Organizing Team
DAY TWO		
07:00AM - 08:00AM	Breakfast	Organizing Team
08:00AM - 09:30AM	Workshop 1	Prof. Ibok N. Oduro
09:30AM - 10:00AM	Peer-to-Peer Discussion	MC
10:00AM - 10:30AM	Coffee Break	Organizing Team
10:30AM - 12:00PM	Workshop 2	Mr. Patrick Uduma
12:00PM - 12:30PM	Peer-to-Peer Discussion	MC
12:30PM - 13:00PM	Lunch	Organizing Team
13:00PM - 14:00PM	Workshop 3	Rev. Mrs. Angela Carmen Appiah
14:00PM - 14:30PM	Peer-to-Peer Discussion	MC
14:30PM - 15:00PM	Review of Workshop & Closing Remarks	MC
13:00PM - 14:00PM	Dinner	Organizing Team
DAY THREE		
07:00AM - 08:00AM	Breakfast	Organizing Team
08:00AM - 09:30AM	Group Exercise	Bismark Amefianu Kudoafor
09:30AM - 11:00AM	Talk About Yourself/Organization	Samuel Sasu Adonteng
11:00AM - 11:30AM	Coffee Break	Organizing Team
11:30AM - 12:30PM	Workshop Evaluation	Bismark Amefianu Kudoafor
12:30PM - 13:30PM	Lunch	Organizing Team
13:30PM - 14:00PM	Closing Remarks	Bismark Amefianu Kudoafor & Bernard Quarm
14:00PM - 14:30PM	Vote of Thanks	MC
14:30PM - 15:00PM	Photography	MC
	Dinner	Organizing Team





APPENDIX 2 - GALLERY





GALLERY





GALLERY





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LEADERSHIP WORKSHOP REPORT

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