



Steering for Greatness
FOUNDATION



L.E.T BOOTCAMP

WEBUYE, KENYA

14th–15th October 2022

Report by **RE**



Steering for Greatness
FOUNDATION

BACKGROUND

Leadership, Entrepreneurship and Technology (L.E.T) Boot Camp is a flagship program of Steering for Greatness Foundation (SfG), a Nigerian non-profit social enterprise geared towards bridging the gap in conventional education in Africa through Leadership, Entrepreneurship, and Technology education. SfG started running LET Boot Camp in 2016 with an aim of delivering high-impact skills to young people while connecting them with mentors. The camp methodology emphasizes experiential learning and co-creating the experience with the participants. A total of 1600 teenagers have directly benefited from this programme while 2500 receiving indirect support. Usually the camp runs between 3 - 7 days.

This year, the camp was held in Kenya under the invitation of friends and partners from Webuye, Bungoma County. The two days BootCamp was co-delivered by Re-Imagining New Communities, a Nairobi based Peace and Communication organization.

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**LEADERSHIP, ENTREPRENEURSHIP AND
TECHNOLOGY (L.E.T) BOOTCAMP**

October 14- 15, 2022 | Webuye, Kenya



Main Objective

The main objective of the two day BootCamp was to help the participants reflect on their personal journey, learn, unlearn and discover the potential embedded in them. The camp provided a space for encouragement, resources, and network for the participants to bloom again.

Participants' Profile

The BootCamp participants included both school/college going youth and out of school youth (employed and self-employed) aged between 16- 25 years old. Total number of participants was 20 (males: 15; females: 5) who belonged to the local church and other organizations within Webuye.

Venue and Date

The BootCamp was organized at **Gospel Lighthouse Church, Webuye** from **14th -15th October 2022**.

Opening Remarks

Oluwabusola Oni (Busola), SfG's Executive Director, joining through zoom, welcomed the participants with a concise introduction to the program. In addition, the participants were also informed of what to expect especially from experienced facilitators from Kenya, Rwanda, South Africa, Nigeria and Uganda. Ms. Busola encouraged the participants to enjoy and utilize their two days as well as contribute actively toward a successful and fruitful BootCamp. Furthermore, she thanked the Webuye team led by Ms Nancy Mutali and Re-Imagining New Communities for the organization of the BootCamp, and the participants for their attendance and remarked that the overall arrangements were very satisfactory.

Ms. Busola stated that she hoped that this year's BootCamp could build on its previous success since 2016. She emphasized that everything is designed specifically for teens and youth with the aim of bridging the gap between conventional education (everyday school) and what is needed in the real world- to support self-reliance and competency to economically sustain personal and community interventions.

Enjoy the sessions, be open minded. Have your notepads ready, ask questions and engage!

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To start off, the participants were invited to put down their personal expectations and thereafter came up with some ground rules to guide the two days engagement.

Sessions

The sessions were carefully designed so as to respond to the needs of the participants as captured in the pre-assessment survey. Each presenters focused on equipping the participants with the right skills, knowledge and resources.

Day One

Session one:

1

Purpose and vision

The first session of the BootCamp was facilitated by Chineze Oluwasina, a Nigerian development practitioner based in Rwanda.

Chineze started off her session by sharing images of different items and asked the participants to state the purpose of each of them.

The images included

- A bridge – for crossing.
- Wildlife park – a source of income, recreation.
- Fish – food, tourist attraction, fishing as a sport.
- Cashew tree – bird nests, gum, cashew fruit, fuel.

After highlighting the usefulness or what makes the objects valuable, the participants did an exercise.

Exercise: List 3 traits about you that you consider valuable. Think about yourself, what are some of the things that makes you valuable?

Some of the participants' responses;

- Courageous
- Hopefulness
- Respectful

The participants delved deeper into understanding purpose, vision and the difference between the two.

Purpose is the "why" E.g. why are you here? Purpose can come from various things; things that come naturally to you (innate passion).

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1

Vision is where you are going. E.g. your purpose is to counsel people, you have the gift of wisdom, therefore, your vision will entail how to build your purpose into a brand that will leave you. Therefore, Vision is the big picture! Where you see yourself in the line of your purpose. Once you discover your purpose, you can envisage; what it (purpose) looks like in the grand scheme of things). Vision gives a sense of direction to life that projects the path you should take. As an individual, while culture says "let them be" when it comes to purpose and vision, no one was created without, it is just that you have not yet discovered it yet.

The participants were urged to move from "I should" to "I can" being a doer. As someone with a purpose, they should envision their vision and believe in their ability and value

Mindset and principles on how to accomplish ones vision:

- Believe in yourself against all odds - break the stereotypes and backgrounds that tell you can't.
- Understand phases - some phases in life are inevitable. When you are in the phase of learning, externally it may seem that you are not making progress, but you are doing your ground work and embracing it, it is a transition. There is no competition, the focus is on you.
- Embrace change and growth - come to terms with the fact that something about your life needs to change. For example, if you are still learning about photography and also have no camera, enroll in a photography class (change) and once you enroll, you need to grow (sharpen your skills). Find something that works for you, if not you will stagnate.
- How do you handle failure? - fear of failure has kept a lot of young people from pursuing their potential. How you handle failure will help you in fulfilling your vision. See failure as an opportunity not to fail again, for example when you fail your exams, you could say "school is not for me" or "why did I fail biology?" "I didn't prepare properly; come to terms with it and tell yourself the truth, this way you will give yourself a chance to do well.

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"Your association will either pull you up or down. Your life reflects that of your friends."

1

In pursuing your purpose, one is faced with lots of hurdles. This is how you can handle;

- Remember your WHY - you have to have a why first.
- Have a support group - people you can call and talk to and ask questions.
- Affirm yourself - your purpose is not for you alone. People around you benefit as well.
- Re-strategize - question.

Summary - One can have a vision for several areas of life; family, education, spirituality, finances, learn a skill. To create a vision board; Envisage what you want to see happen (a goal). On a piece of paper, in the areas that are core to you, set a specific timeline.

Between sessions activity

The participants did an ice breaking activity before getting into next session.

Ice breaker; Speed networking

The participants had 5 minutes to complete the exercise. They were required to move around the room after each of the below prompts.

- *Find people whose first name starts with the letter "B".*
- *People who are wearing red.*
- *People that enjoy music.*

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Session Two:

2

Self-Awareness and Leading Self

The session was facilitated by Shiba Amutuhaire, a student at Duke Kunshan University, China.

This session had three main objectives;

1. Learning personal strength and how it affects self-confidence.
2. Developing personal ability to self-lead by recognizing and overcoming obstacles.
3. Learning how to lead yourself in order to lead others.

The session started with an exercise where the participants were to introduce themselves using one adjective that starts with the same letter as their names.

Activity: Introduce yourself using one adjective that starts with the same letter as your name. (It should be a trait you already have or an aspiration you want to be)

Response from one of the participants:

- My name is Ann, my chosen adjective is attractive. So I am attractive Ann.

Self - Awareness

The participants learnt what the terms self-awareness means, what to focus on and

Definition and how to realize it - Self-awareness is the ability to focus on oneself and how actions, thoughts and emotions do or do not align with one's internal standard - It is who you are as a person. When one understands who they are, there is clarity in their values and what they stand for.

Example: If I am Attractive Ann and I call someone stupid, then I will be attracting bad energy and that goes against my values of being an attractive person from the inside.

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Therefore, if your personal value is “honest”, you will be honest no matter the situation. Knowing what one stands for and not leaving their values for anyone (compromising); making sure that you are not swayed by peer pressure.

How well do you know yourself? The participants were asked to share with each other on a scale of 1-10, how well they think they know themselves. Further, they were challenged to evaluate themselves- be reflective of their actions at the end of the day and ask themselves how they did.

Shiba emphasized that evaluation is the ability to think about the things one does internally or publicly. For example, if you set an alarm for 6 o'clock, do you wake up at that time and or not? Evaluation is being able to ask yourself why.

Key aspect to consider;

1. Managing emotions - Be aware that there won't always be successes. Be level headed.
1. Aligning behavior with personal values- ones action should speak to their values as a person. Authenticity is key.
2. Understand others perceptive- be self-assured and ask yourself how others perceive you. For example; when one does their work diligently and others perceive you as incredible.

Self-awareness is the beginning of the journey one wants. It is taking control of ones actions to determine desired outcomes. Public self-awareness is being actively aware of how one appears to others. E.g. if they appear sad in a happy environment, what is causing that? Being self-aware is knowing oneself at the core and being able to communicate that well.

Activity: Self-reflect

The participants were supposed to look at areas of strength and weaknesses and what their values are. They did this by answering the following questions.

- *What am I good at?*
- *What do I need to improve on?*
- *What are my values? -*

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"Inner leadership precedes outer leadership." Robin Sharma.

Ms. Shiba explained that self-leadership is knowing your values, setting a course/cause and correcting as you go. By writing down the values and areas to improve on; that is knowing oneself. She further advised the participants to get on and take control, not to wait for the perfect moment. That they had the power to define their circumstances.

The participants learnt the importance of journaling – through writing, one is able to become more self-aware of areas they want to improve. Setting a routine - waking up, knowing what to do; planning.

Summary - Self-awareness is the beginning of knowing yourself and the values you should keep while personal journals help keep track of activities and self-reflection and where one is heading.

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Session Three:

3

Communication Skills

Facilitated by Sahim Charles, the team leader at Re-Imagining New Communities.

In this session the participants were introduced to communication and why is it important especially when it comes to communicating about one's purpose and vision.

To be able to share your purpose and vision one must be an effective communicator.

The participants were encouraged to always go into a conversation with an open mind to avoid creating in their communication. Some of these barriers may include; jumping to a conclusion and thoughts easily wandering.

Through learning, one can improve their communication skills through the following active listening skills; paying attention, looking at the speaker directly and putting aside distracting thoughts.

Summary - Developing effective communication skills is very important for anyone who has interest to work in community. These skills can boost your value in the workplace hence boosting your career growth, enhance your written and verbal communication, helps in critical thinking among others.

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Session Four:

4

Skill Acquisition- Photography

This session was facilitated by Kevin Ochieng, Lead photographer at the Re-Imagining New Communities.

Photography was one of the key skills that the participants were interested in as per the pre-assessment exercise they did prior to the Bootcamp. This fell into skill acquisition category. Photography class- Kevin Ochieng.

The participants were introduced to the fundamentals of photography. They learnt the importance in consent before taking photos, requirement for taking photos and how to take the actual photo. Kevin started by teaching that before taking pictures one needs a camera. Photography requires a lot of practice and that there is no "one way" of doing things.

Key terms in photography;

- **ISO**- (*International Organization for Standardization- it is the camera's sensitivity to light as it pertains to either film or a digital sensor.*)
- **Aperture**- (*controlling the exposure as well as adjusting the depth of field and the image sharpness.*)
- **Shutter speed**- (*device through which the lens aperture of a camera is opened to admit light and thus expose the film*)

The participants did a few practicals by taking different types of photographs e.g. Portrait- from the head to below the chest.

4

Activity;

Take a portrait photograph of your colleague while moving from point A to point B.



Note: While taking a photo it is important to talk and smile with the person who you are photographing.

Summary;

1. Always ask for permission before taking a photo of a person.
2. Look for an angle before taking the pictures; you must produce a good image with a good angle that portrays the subject in the best manner.
3. Use the correct lighting.
4. Practice taking pictures.
5. Use the right settings to take pictures e.g. the shutter speed.

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Session Five:

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Vision Board

Facilitated by Deborah LongJohn, a Demand Creator with Steering For Greatness Foundation.

The participants learnt that a vision board is a resource that helps you map out your heart's desires e.g. if three people got the same magazine their vision boards would be different because they have different interests and personality. A vision board says who you are. Each of the participants were tasked to come up with their own vision boards.

What you required to come up with a vision board; A board. A magazine or newspaper. Scissors. Glue.

Instructions

1. Get the magazine and flip through it, looking at pictures that interest you.
2. Tear out the images that interest you; both words, phrases and images that you love.
3. Sort out the pictures, and set out aside at least ten, this will help reduce crowding in your vision board.
4. Glue the clippings onto the board.
5. Own your creativity and imagination.

The vision boards were presented at the end of the two day BootCamp.

Key take away from day one:

- Choose wisely.
- Skill acquisition is very important.
- Developing effective communication skills is critical to one's development.
- Good communication helps you have a good relationship with other people.

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Day Two

Day 2 started off with an open discussion with a focus on previous day's recap; participants were asked to share the learning of previous day. Participants also provided feedback on training contents and delivery. To ensure active participation, the participants were encouraged to be present and involved throughout the day.

Session six:

6

Future Readiness Panel Discussion

Future Readiness Panel Discussion

Panelists: Foluka, Maureen Atieno, Toluwani Aliu and Alex Oladikpo.

"There is nothing too far that you can't reach, if you can envision it"

The panelists shared skills and opportunities that can help one thrive in this century. The session was meant to inspire the participants to expand their horizons and go beyond their limitations.

According to Alex, some of the most important future skills that he applies in his careers and that could be beneficial to the participants are faith, curiosity and boldness.

Faith is the strongest weapon to doing anything useful, it makes you believe in your capabilities and goals you have set.

Maureen Atieno emphasized on the need for the participants to gain soft skills - it is important to learn such skills as they can help one make money, how to speak to other people (communication, negotiation) and how to relate to one another. Soft skills compliments ones technical skills and experience.

While sharing his experience as a L.E.T alumnus, Toluwani stated that prior to attending L.E.T 2018 he was not very articulated or professional enough in his chosen path.

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The BootCamp opened him up and he connected with the right minded people and learn from their experience and what they are doing.

In conclusion, he noted that collaborative skills and people management skills are important at both personal and professional level. In the boot camp I learnt many fascinating things.

For many young people it is difficult to manage your organization while still in school and future readiness assists in that.

Summary: Perfecting what you have learnt is key to putting this knowledge into application. It is also important organize in groups so as to share relevant information and resources.

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Session seven:

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Design thinking and Prototyping

Facilitated by Busola, the team lead at Steering for Greatness Foundation

This session commenced with an activity called *secret handshake*. The participants were asked to pair up and come up with their own secret handshake. They were to think of a unique gesture to share with the entire team. Each pair shared their secret with the larger group.

Busola explained that the whole idea of secret handshake is to inspire courage, some playfulness, energy and lightness.

Introduction – Design Thinking is a tool, concept, philosophy- basically it is an idea that we can designers and is not limited to a certain group of professions.

Therefore, design thinking a human centered approach to solving problem in non-tradition way of coming with solution having the end user in mind. Design thinking focuses on putting on the people facing the problem, understanding their underlying issues before trying to solve their problems.

Everybody has an inner ability to be a designer, create a solution to their problems in a creative way and human centered way. Design thinking ensures that whatever problems we are solving we are meeting the needs of the user.

“Design is not merely about the visuals, it's also about how it works.”

Design Thinking Process- The first stage of design thinking is empathizing with the people affected by the problem then defining what exactly the problem is by coming up with clear problem statement. There is two ways to come up with a problem statement

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1. *How might we solve x, y, z-* e.g. how might we ensure young people in Webuye complete their education.
2. This person needs this so that they can do this- e.g. young people in Webuye need a way to complete their education because in their world

Ideation- having clearly defined what the problem is, we now get into brainstorming or inventing solutions. Come up with ideas, listen to others ideas, document these ideas, stay on topic and be visual. After this process, the next step is to narrow down the ideas based on feasibility, user value, technicality and interests or skills.

Test- this is when you gather feedback from your user. You share with them a low- resolution prototype, listen to how they interact with it. After this, you either revert to define and ideate or redo the prototype.

Prototype- is an early sample or model built to test a concept or process or to act as a thing to be replicated or learned from. It is a visual representation of an idea.

Activity- In pairs, design an ideal water bottle or backpack for a partner/ friend.

In part two of design thinking, the participants put into practice the new knowledge they had acquired from part one of the session by completing a task. The essence of this task was to make sure that the participants understood the concept of design thinking and able to apply the same in their communities. They were divided into a group of 4 people and each group was tasked to design a solution for one of these issues;

- Water challenge
- Education
- Health
- Agriculture

The participants were reminded of the key stages of design thinking:

1. Understand the pain point.
2. Define the problem statements
3. Invent

Having completed the tasks, each group presented their work.

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GROUP 1-WATER

Using a sketch, the group explained how local industries pollute water in rivers, farm waters and even drinking water at the wells.

On water shortage, the group proposed that it should be mandatory for everyone to use the available water sparingly, recycle water, avoid cutting down trees and construction of dams.

Engagement with the facilitator

Q - How can you improve your idea?

A - Draft an attractive campaign that would attract the companies to join you in your campaign.

Q - What would be your approach to the campaign, what slogan would you use to bring the campaign to life? "Your chemicals are killing our young ones!" "Stop pollution!"

For the water scarcity solutions:

- Are there local solutions that can be used to purify the water, are there experts or elders the group can approach?
- Are there technologies that villagers can use to clean the water? How localized will the technology be; in every homestead?



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GROUP 2- EDUCATION

How to improve access to quality education. The group responded using sketches and their solutions were

- Provide learning materials- textbooks, desks, exercise books, etc.
- Build classrooms.
- Improve road conditions so as to make the schools accessible.
- Hire more qualified teachers.
- Educate illiterate parents on the importance of education.
- Government intervention; arrest parents who do not take their children to school.

Feedback from the facilitator: The group was challenged to think more of their own intervention and not to be reliant on the government.

GROUP 3- HEALTH

The group recited their problems on health as follows;

Hygiene- *unclean environment as well as homesteads. Teaching people how to take care of themselves in terms of hygiene.*

Few clinics and hospitals and lack of medicines in available clinics.

To solve this, they proposed the below solutions;

- They would first form an organization that would help renovate the available hospitals and build more of them in Webuye.
- Raise awareness/ teach people how to maintain hygiene and sanitation.

Feedback from the facilitator- Busola commended the group on the idea of breaking it into hygiene and medical aspects

Challenge to the group; if the government was not building hospitals in those areas, how do we ensure community members get health services?

The group was encouraged to come up with a model that would enable them to provide improved medical services to community members.

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GROUP 4 - AGRICULTURE

Using sketches, the group analyzed food problems in Webuye as follows;

Scarcity of food; Solution

- Educate people on how to practice crop rotation.
- Encourage intercropping so as to ensure there is produce all year round.
- Train people on the use of organic manure so as to increase production.
- Due to unpredictable rainfall, practice irrigation to ensure growth of crops

Feedback from the facilitator - As a youth, to avoid being taken advantage of, after harvest, try selling some of the produce or processing it and store it so that there is food all year round. By doing the sales personally you get good value for your money rather than when it is sold through middle men, you can also form farming cooperatives to ease this process.

Summary - Young people need to be aware of the opportunities around them that they can utilize and turn them into local enterprises- either social enterprise or for profit enterprise.

Session eight:

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Entrepreneurship 101

The session was facilitated by Lemekeza Kavayi, a Malawian Coach based in Johannesburg, South Africa

After going through part one of the design thinking session, the participants had were introduced to entrepreneurship 101. They learnt what entrepreneurship entails, its importance, how to identify business opportunities and how to get the right resources.

The most important part of entrepreneurship is identifying a problem and using tools to help you recognize and entrepreneurial opportunity; this is the guide to starting a business.

Entrepreneurship offers a unique way of solving most of today's problems in our local communities. Before the government comes and solves the problem, one can ask how entrepreneurship can solve this problem.

For example; Let say in the health sector and specifically a rural clinic, there is no access to technology. How can entrepreneurship be used to solve such a problem, how can one find people to start manufacturing things to provide to this clinic so as to solve the technological problems?

The participants learnt that entrepreneurship calls for innovative ways of problem solving; using what you have and building on it.

For example; if a person teaches business education and they have been innovative in their teaching style, this unlocks a lot of potential in the learners.

Innovation allows one to build an entrepreneurial mindset.

It is important that note that innovation is not coming up with new ideas, it is building on existing ideas.

For example: Apple did not innovate phones but there were phones in existence already. What Apple did was to build on the idea.

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Key Attributes of an entrepreneur

- Innovative
- A risk taker
- Curious
- Problem solver
- Creative

What is the difference between creativity and thinking outside the box?

- Thinking outside the box is thinking outside the normal, thinking differently about the situation in front of you.

For example: the problem is lack of water. In this scenario, thinking outside the box could be looking for solutions. Creativity allows you to come up with as many ideas as possible and, the more ideas you have the more you are thinking outside the defined parameters. They are intertwined and this goes back to the ideation process that allows you to challenge your mind.

Creativity and thinking outside the box go together in the ideation process.

Types of Entrepreneurs: There are different types of entrepreneurs depending on the business.

1. For profit entrepreneurs- they solve a problem in their space but they want to make money out of it. Success is symbolized by how much revenue has been collected in the company at the end of specific period.
2. Social entrepreneur- They are driven by making a change in society. For it to work, it has to be sustainable so as to keep the social enterprise running. To be financially sustainable, one needs to do something else so as not to rely only on donor funds.

Closing Activity for the participants

- *What is your passion? What is your "Why"?*
- *What frustrates you in your community?*
- *Identify the actual problem and write down your problem statement.*
- *Come up with crazy ideas to solve the frustration.*
- *Use design thinking as a guide.*

Summary - We all have the tools, all we need is guidance on either to become an entrepreneur or have an entrepreneur mindset which will help to solve the challenges African continent is facing.

Session nine:

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Skill Acquisition - How to start a Business Venture

The session was facilitated by Zachuas Ongoji, a social entrepreneur and community organizer based in Vihiga County, Kenya.

"You can do anything" and "the desire to do something leads you to learn about it albeit through trial and error."

Participants learnt that acquiring the right set of skills is very essential in the journey of an entrepreneur as it enables a person to do things differently, Becoming conscious of the timelines they have you set and effects to one's life.

For example; if you are interested in football you train with your peers in the hood and to go the stadium to watch your different team but when you get distracted/ digress and start abusing drugs, you are likely to be arrested and end up in jail for a certain period; that time is time taken from you to learn more skills and to progress. When coming back from jail, you are a year behind in achieving your potential in football.

"What have you done today to contribute towards your skills in the area you are passionate about?"

Steps to acquiring skills:

1. Desire
2. Conscious of what you want
3. Making the difficult choice - let go of things that do not contribute to your cause.
4. Volunteer with an organization in your area of interest - opens an opportunity to learn and be taught. This also gives you an opportunity to interact with experts in the field.
5. 10,000 hour rule - Put in extra hours of learning and practice. Concentrate and work. Be consistent, persistent and keep trying until you get your desired results.
6. Desire to learn from experts

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Example: To be a good farmer, start with what you have; the smallest piece of land you have, basic tools, with the acceptance that you are not an expert farmer, but with the mind that you want to do it and learn. Your produce will give you feedback; you will harvest less than you put in, then ask yourself "what has made me not harvest as I had anticipated?"

Summary - As you do things, you learn from the feedback that you get and you will let go of the things that do not bring in results and adopt new ones.



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CLOSING CEREMONY

After intensive days of learning, unlearning and sharing, the first L.E.T Kenya BootCamp came to an end. Post- BootCamp assessment test was conducted to help gauge the perceived change in knowledge by the participants at the end of the two day meeting as well as gather feedback on the process of delivery and content.

Closing ceremony was led by Ms. Nancy Mutali. The ceremony was initiated with a note of thanks and she addressed the participants and asked about their learning experience and what they expect after this. She thanked the participants for their active participation. She acknowledged everyone involved in the planning of the event- from her Webuye team to the SfG team and its partners.

Lastly, Deborah appreciated all the participants and everyone involved in this year's BootCamp. She stated how grateful Steering for Greatness Foundation was grateful for active participants for the participants in the room and that they were glad they enjoyed themselves while they did the assignments and activities.



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**LEADERSHIP, ENTREPRENEURSHIP AND
TECHNOLOGY (L.E.T) BOOTCAMP**

October 14- 15, 2022

| Webuye, Kenya

Appendix I – Agenda

Time / period	Friday	Saturday
8:30-8:40	Icebreaker	
8.40 – 9.30am	Welcome Address/Let's get acquainted	Recap
9.30 – 10.30am	Purpose and Vision - Chineze	Future Readiness Panel - Maureen, Foluke, Jackstone, Victor and Alex
10:30 - 11:30am	Leading Self - Shiba	Design Thinking 2 - Game Design - Busola
11:30 – 11.45am	Break	
11:45-11:55	Icebreaker	
11:55 – 12.30pm	Communication	Entrepreneurship 101 - Keza
12.30 – 1.45pm	Design Thinking 1 - Game Design - Busola	
1:45-2:15pm	Lunch	
2:15 –4.00pm	Skill Acquisition - Re-imagining Communities	
4.00 – 4:20pm	Camp song activity	Group Presentations and feedback
4.20 – 4.50pm	Trajectory Map/Vision Board Assignment	Daily Evaluation
4:50 - 5:30pm		Closing pictures and remarks



**RE-IMAGINING NEW
COMMUNITIES**

hello@rncommunities.org
www.rncommunities.org
KENYA



Steering for Greatness
FOUNDATION

steeringforgreatness@gmail.com
www.steeringforgreatness.org
NIGERIA