

TRANSFORMATIONAL LEADERSHIP: ADDRESSING AFRICA'S CHALLENGES AND SHAPING A FUTURE FOR NORTHERN MOZAMBIQUE

LAUNCH OF THE THIRD EDITION

TERMS OF REFERENCE

Event Date: August 9

Location: Catholic University, Lichinga, Niassa

I. Context and Relevance of Transformational Leadership

Transformational leadership emerges as a crucial element for sustainable development and social cohesion in Africa, a continent facing a wide range of socioeconomic and political challenges. In times of crisis, inequality, and uncertainty, the presence of visionary and inspiring leaders is not only desirable but essential. These leaders have the ability to drive profound change, advance progress, and promote social justice—key components for balanced and inclusive development in African societies.

Contemporary Challenges in Africa and Mozambique

Africa is a continent of great diversity and complexity, with challenges ranging from poverty and inequality to conflict and political instability. In many African countries, including Mozambique, the ability to address these challenges heavily relies on the strength and effectiveness of local leadership. Mozambique, rich in natural resources, faces several issues such as persistent poverty, regional inequalities, and conflict. In this context, transformational leadership becomes vital to addressing these problems and promoting sustainable and equitable development.

Importance of Transformational Leadership in Northern Mozambique

In northern Mozambique, the relevance of transformational leadership is particularly pronounced. This region faces specific challenges, including armed conflict, forced displacement of communities, and significant economic difficulties. The complexity and intensity of these challenges require leadership that not only manages but also inspires and mobilizes. Transformational leadership can help create an environment where unity, innovation, and social resilience are promoted and strengthened.

Transformational leadership in northern Mozambique must align with local needs and aspirations. Effective leaders in this region must be able to foster cohesion among diverse communities, promote economic and social development, and create space for dialogue and reconciliation. Implementing leadership programs that develop these competencies is vital to catalyzing sustainable change and strengthening local capacity to confront and overcome challenges.

Transformational Leadership Program: A Strategic Response

Recognizing the urgent need for leaders capable of transforming realities and creating opportunities, the Center for Democracy and Human Rights (CDD) has developed the Transformational Leadership Academy (ALT). Developed as part of the civil society initiative to strengthen social cohesion in northern Mozambique, this program aims not only to empower young leaders but also to create a network of individuals committed to progress and justice in their communities. By providing comprehensive and focused training, ALT seeks to prepare leaders who can tackle complex challenges and promote positive change in their regions.

Transformational leadership, by integrating vision, innovation, and mobilization capabilities, is essential to addressing the specific challenges of northern Mozambique and contributing to a more prosperous and cohesive future. Through ongoing capacity building and critical skill development, ALT aims to reinforce leadership capability in the

region, creating a solid foundation for sustainable development and social cohesion.

Experience from Previous Editions

The first edition of the Transformational Leadership Academy (ALT) was successfully held in Cabo Delgado. This event not only set a milestone for developing local leaders but also demonstrated the positive impact that transformational leadership can have on promoting peace and recovery in conflict-affected areas.

Following the success of the first edition, the second edition was held in Nampula. This edition expanded the approach of transformational leadership to a new region, reinforcing the importance of adapting the program to local specifics and providing opportunities for the growth and development of new leaders.

Now, with the third edition about to be launched, CDD is pleased to announce the event scheduled to take place in Lichinga, Niassa, on August 9th at the Catholic University. This new edition seeks to continue the work of empowering emerging leaders in northern Mozambique, with the expectation of inspiring and equipping a new generation of transformational leaders.

II. Objectives of the Third Edition of ALT

- **Capacity Building and Empowerment:** Equip participants with the tools and knowledge necessary to become effective transformational leaders in their communities.
- **Continuity and Expansion:** Build on the success of previous editions by incorporating lessons learned and adapting the program to the specific needs and challenges of Niassa.
- **Networking and Collaboration:** Facilitate the exchange of experiences and the development of networks among former participants, new participants, mentors, and various stakeholders.

III. Event Program

The launch session will feature former ALT participants who will share their experiences and impacts in their respective fields, as well as current mentees from various sectors of society. Additionally, various stakeholders will be present to support and acknowledge the progress and significance of transformational leadership in the region.

IV. Conclusion

The third edition of the Transformational Leadership Academy represents a significant step towards strengthening leadership capacity in northern Mozambique. By bringing together participants, mentors, and stakeholders, CDD reaffirms its commitment to fostering inspiring and transformative leadership, essential for development and social cohesion in the region.

III. Program

| HORA | ACTIVIDADE | ORADOR/A | MODERADOR/A |
|-------------------|---|--|---------------|
| 08:00h – 08:30h | Arrival and Registration of Participants | Protocolo | Sheila Wilson |
| | | | |
| 08h40min-9h | Context and Objectives of the Event | Palmira Revula, Coordenadora da ALT | Sheila Wilson |
| 09h-9h30min | Transformational Leadership in Action: Promoting Social Cohesion in Northern Mozambique | Prof. Adriano Nuvunga | |
| 09h30min-9h-40min | Partner Interventions | Prof. Nobre Canhanga (tbc) | |
| 09h40min-9h-50min | Official Opening Ceremony | S. Excia Governadora da Província do Niassa, Dra. Elina Judite Victor Massengere | |
| 9h50min-10h | Group Photo | Todos | |
| 10h-10h10min | Presentation and Message from the First ALT Cohort | Adija Inácio Ntecha | |
| 10h10min-10h20min | Presentation and Message from the Second ALT Cohort | Antonio Ali Baltazar | |
| 10h20min-10h30min | Presentation and Message from the Third ALT Cohort | Tuafa Momade | Sheila Wilson |
| 10h30min-10h40min | Video of ALT in Community Work | CDD | |
| 10h40min-10h50min | Closing Remarks | Prof. Adriano Nuvunga | |



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