

ACTIVITY REPORT SUMMARY

Name of project	Women With Purpose
Name of program	Capacity building training in Creative leadership, for young women leaders
Supporting agency	US Embassy – Juba
Number of participants	37
Venue	Juba Land Mark Hotel
Date	22 – 23/03/2023



A Group photo of young leaders after the 2 days training workshop - 23/03/2023

SUBMITTED TO: ASAN JUMA- EXECUTIVE DIRECTOR

RISE INITIATIVE FOR WOMEN'S RIGHT ADVOCACY – RiWA South Sudan

HEAD OFFICE, JUBA SOUTH SUDAN

project Overview.

The Capacity building training in Creative leadership, for young women leaders is an activity implemented under the “**Women with purpose project**”, supported by the American Embassy - Juba and implemented by Rise Initiative for women's rights advocacy -RiWA, to train community mentors, School Teachers, law enforcers as role models who will be mentors to the girls and monitor the mechanisms of project sustainability.

The program targets 300 young women ambassadors to be trained during the Girl Talk Leadership Camps in two years by providing information on Body, Health and rights, socio economic leadership, menstrual and sanitation management, physical education, defensive, life skills and personal development skills, Sports and Games, with a goal of empowering women leaders and grass root in two selected states of Greater Wau and Juba to acquire knowledge and skills necessary to live improved, capacity-building and strengthen women's role in campaigns that will enforce women's rights and female empowerment, and with objectives of:

1. Strengthen the role of young women in peace, security, and governance
2. Engage women as partners in preventing terrorism and countering radicalization and recruitment
3. Promote protection of women and girls from violence, abuse, and exploitation
4. Support women's political, economic, and civic participation.

1. Key observation

The ready and organized hall started reception and registration of Participants/delegates at 8:30 am, by 9:00 am present were 35 invited strong leaders of various communities, organizations, institutions and Schools, who were ready to kick of the workshop.

To kick of the workshop, Mr. Tande moderated the workshop, and started by welcoming the participants/delegates. before introduction, he requested each and every participant to draw or write their mood on a sticky note to understand how each and every ones mood as they arrived. 7/35 were un happy, 17/35 were happy, 4/35 were nervous, 3/35 were feeling insecure, and 4/35 were feeling confused.

The exercise led to an introduction remark of what RiWA is, activities , value , mission and goals as an organization.

Day 1

Opening remark

Asan Juma – Executive director -RiWA South Sudan.



After the introduction remark, Asan Juma the executive director welcomed the participants and appreciated them for creating time to come and attend this great training that may help shape their leadership skills

Asan further told the delegates that, this Creative leadership training will strengthen their ability to create and realize innovative solutions especially in the face of structurally complex or changing situations in their communities. She said, the modules are prepared to refers to the leaders who are in the communities were all is shifting and new approaches are needed to create clarity of purpose in their leadership abilities.

In a conclusion of the opening remark, Asan emphasized that leaders need to seek to navigate and even benefit from the unpredictability environment around them, not just for the organizations or themselves, but also for society at large.

After this opening remark she then, Launched the workshop open.

Mr. Tande the Moderator then officially started engaging the participants by asking them to create the ground rules that will help guide them through the two days' workshop, of which some views suggested as seen below:

- Time management during arrival and through the workshop.
- Respect for each one's opinion
- Each participant to Pay attention to the facilitator.
- All Phones on silence to avoid interaction.
- Active participations for equal experiential learning
- No unnecessary movement to avoid destruction.
- One meeting to avoid Corus answers
- Full commitment

After setting the ground rules, they were asked what their expectations were, as they attended the workshop, below are some of the workshop expectations from the delegates:

- Learn how not to give excuse in leaderships
- Learn Risk taker in leadership
- Learn Management skills in leadership
- Learn how to be creative and innovative
- Learn how to understand local issues

After listing down the expectations from the delegates/participants, there was a 30 minutes tea break for the participants to refresh and get them selves ready to start the sessions with the facilitator.



After the tea break, the Moderator then welcomed the facilitator to take the participants through the sessions as planned and taking them through

Understanding leadership and components of leadership skills.

In the beginning of facilitation, the facilitator posed a brain storming question to the delegates/participants, What is a leader?

Some few answered saying:

- Someone who directs
- Someone who coordinates
- Someone who speak and stand for the people
- A person who leads
- A person in charge
- Someone who influences
- Someone who guides

The facilitator then told them that each one of them is right in his or her own way of understanding leadership, and dived into explaining that;

Leadership is a process by which a person influences others to accomplish an objective and directs the association in a way that makes it more understandable and organized.

And said that, a good leader is one who is always three steps ahead of the others. He looks out for the people before himself.

Qualities that Make Good Leaders

Honesty and Integrity

Leaders succeed when they stick to their values and core belief

Confidence,

To be an effective leader, you should be confident enough to ensure that other follow your commands. If you are unsure about your own decisions and qualities, then your

Inspire Others,

as a leader you are to encourage others to follow you. & It can only be possible if you inspire your followers by setting a good example. When the going gets tough, they look up to you and see how you react to the situation.

Keep good Communicator,

Until you clearly communicate your vision to your team and tell them the strategy to achieve the goal, it will be very difficult for you to get the results you want

Decision making capabilities ,

a leader should have the ability to take the right decision at the right time. Decisions taken by leaders have a profound impact on masses. As a leader you should think critically before taking a decision

Accountability,

As a leader Holding them accountable for their actions will create a sense of responsibility among your subordinates and they will go about the business more seriously.

Transparency,

One of the best ways to win the trust of your followers is by being transparent. Instead of hiding information, you should openly share it with them. By giving visibility to your followers, they will buy into your vision and support you with conviction in achieving the goal

Delegation and Empowerment,

As a leader you cannot do everything, It is important for a leader to focus on key responsibilities while leaving the rest to others. By that, I mean empowering your followers and delegating tasks to them.

Emotional Intelligence,

Good leaders always have higher influence but how do they increase their influence on the point where people accept what they say. They do this by connecting with people emotionally. That is where emotional intelligence comes into play and Emotional Measure, is the ability to identify and manage one's emotions as well as the emotions of others.

Resilience,

When the going gets tough, the tough gets going. You might have heard this adage many times, but did you know that great leaders also follow this rule

leadership styles



Be open, honest and transparent- establish trust, school-wide communication needs to be transparent and open to discussion Show your gratitude- Openly thank your colleagues and teammates by being very specific Identify areas to improve- Our perception is not always the perception of others

Own up to our actions

Be responsible and accountable for our actions

Harvest Wins

As leaders we must harvest mutual wins in our relationships

Autocratic: "I tell, you listen and I decide."

Democratic: "I raise issues, we discuss and we decide."

Situational: "Let's look at the situation first before we tackle the problem."

Consultative: "I ask, you answer, I explain, and I decide."

Laissez-faire: "You decide as you please-don't worry me."

Autocratic Style: Task centered style Spends less time on explanations and discussions and more on orders.

Use it when the decision would not change with input from others the advantages is that it gets things done quickly and the disadvantages can distance participants. It does not allow participants to think for themselves. Often just and easy option.

Democratic Style; Leader involves team in decision making and the advantage – everyone gets a say this motivates and develops participants and disadvantage sometimes not appropriate to the situation

Laissez Faire: Leave a group to make a decision Works best when people are capable and motivated and there is no requirement for a central coordinated.

Sometimes not appropriate and they need to make decisions and followers are looking for stronger leadership

Situational Leadership: Look at motivation and capability of the team and the leaders' perception of the follower and the situation will affect what they do rather than the truth of the situation.

The leader's perception of themselves and other factors such as stress and mood will also modify the leaders' behaviour.

Learning to delegate: Identify a "whole task "to one person, Identify the actual outcome you want & expect, Identify the "right "individual for this project, meet to outline results & any limitations

Don't underestimate one's potential to do things for you,

Make sure they understand what is expected

Make arrangements for feedback

Make sure they come with recommendations to avoid surprises



Before breaking off for A lunch break the facilitator emphasized that good Leaders are people who? Model the way, inspire a shared vision, Challenge the process, enable others to act or participate Relinquish leadership whenever necessary for to take over, Respect & protect the rights of others, Communicate issues right time & right forum

The participants then broke off for a 1 hour lunch break characterized of networking and exchange of numbers for creating a bigger and supportive collaborations among the leaders of various communities, organizations, institutions and Schools.

After the lunch break, participants were asked to get back for the resumption of the remaining topic of discussion which would act as the final topic of day 1

After the settlement of the participants in the session hall, the facilitator immediately introduced.

Peace and conflict Management: with the following questions for the participants:

- What is Peace?
- Why do we need peace?
- Who is responsible for peace?
- How can we promote peace?
- Peace is a concept of societal
- friendship and harmony in the
- absence of hostility and violence.

Then dived to explaining each of the questions one by one to the participants saying In a social sense, peace is commonly used to mean a lack of conflict and freedom from fear of violence between individuals or groups.

Why do We Need Peace?

So many people strive for one thing more than any other—peace. The reason they seek it is because there's no lasting comfort or freedom in their lives. It's like they are always unsettled.

He further Biblically explained that the Bible defines peace primarily in three ways

- Psychological peace, the comfort within.
- Relational peace, harmony among humanity.
- Spiritual peace, which is between God and man

He then asked who is responsible for peace? And How can we promote peace?

The facilitator told the delegates that Understanding Conflict and its Management Styles could be the answer.

conflict management



Is a state of incompatibility of ideas between two or more parties or individual as they gear towards archiving their goals..

Conflict management, is the practice of identifying and handling conflict in a sensible, fair and efficient manner.

What is a conflict management style and why do I need to know this?

Conflict Management Style: Form of behavior that a person practices in response to conflict with others

He told them that When living and interacting with others on campus, you need to know how to resolve issues in different situations.

Causes of conflict -

conflicts over resources: Competing for inadequate (or perceived to be inadequate) resources over a period of time

conflicts over psychological needs is a conflicts which cannot be seen but affect the psyche of the individual and group self-actualization

Where does it come from?

- Goals
- Personality conflicts
- Scarce resources
- Leadership Styles
- Values and beliefs

Conflicts over psychological needs conflicts which cannot be seen but affect the psyche of the individual and group self- actualization

The Positive

This means peace in existence, in addition to above, also includes the absence of unjust structures, unequal relationship, justice and inner peace at individual level.

This is real or complete peace since it includes both absence of war (direct violence) and absence of unjust structures (indirect violence)

Every society in Africa has the concept of peace and also promotes culture of peace. (What is cultural stand on peace?)

Conflict can teach you to make the most of each situation and use it as a learning opportunity or a leadership opportunity.

negative peace

If not well managed it can destroy relationships and it may promote ethnic divide among other negative effects

This means that peace in coexistence includes only the absence of direct violence, war, fear and conflict at individual, national and international levels.

What are some of these examples in the community we live in?

TYPES OF CONFLICTS



Intra-Group Conflict: This refers to conflict between individuals, or faction within a group i.e NGOS/Companies etc.

Inter-Group Conflict: This refers to conflict between groups such as club, class versus class, family versus family.

National Conflict: This refers to conflicts within a nation, involving different groups within the nation. This could be interethnic, inter-religious, or competition for resources.

International Conflict: This refers to conflicts between nations. This could be for ideological reasons, territorial claims, and political competition.

Styles of Conflict Management

Accommodating

People who accommodate are unassertive and very cooperative.

Give in during a conflict

Acknowledge they made a mistake/decide it was no big deal. Put relationships first, ignore issues, and try to keep peace at any price

Avoiding

People who avoid conflict are generally unassertive and uncooperative. Avoid the conflict entirely or delay their response instead of voicing concerns Can create some space in an emotional environment Not a good long-term strategy

Collaborating

Collaborators are both assertive and cooperative, Assert own views while also listening to other views and welcoming differences,

- Seek a “win-win” outcome
- Identify underlying concerns of a conflict
- Create room for multiple ideas
- Requires time and effort from both parties

Competing

People who approach conflict in a competitive way assert themselves and do not cooperate while pursuing their own concerns at another's expense.

In conclusion of the first day, the facilitator encouraged the participants to always use the best methods of conflict management to minimize causing more conflict instead find everlasting solution for the peaceful coexistence of their communities.

Participants were then set free and told to come back for the final day of discussions keeping in mind the time management factor to help us finish the lessons for the 2nd day sessions.



DAY 2

In the second day and the final day the participants started arrivals and registration at 8:30 am and by 9 am the volunteers from day one took their peers through a recap of day one to remind them what they learnt to keep consistency and flow of lessons.



Tandé the programs officer at the same time moderating the two days sessions caught up after the recap, taking the participants through Conflict sensitivity in leadership saying that, all of the different types of leadership in you can appear at separate times or multiple at once. the better questions to ask themselves are:

What type of leader do people need you to be?

What type of leader do you want to be?

What type of leadership does the situation call for?

He further went on and told the participants that leadership is not a position or a title, it is action and example.

Being a leader doesn't always mean you're the official head of a company or of a team. You can be a leader in smaller ways, like when you:

Lead a project

Take the lead in a meeting

Present a new idea

Ans asked the participants how they feel finding themselves in a leadership position?

SOME said Challenging, others happy and sometimes they find themselves their.

Tande then explained to them that whatever leadership situation you're in, know how you want to lead and how others need you to lead.

H further told them that leadership has shifted in the last twenty years away from an autocratic style and towards a more collaborative approach, fostering greater teamwork, productivity, innovation and creativity, but arguably, the fundamental qualities of effective leaders haven't really changed. We still need leaders:

who have a clear vision.

who can communicate that vision in an inspiring and memorable way.

who work hard and are committed.

We still need leaders who act with integrity, honesty, and transparency.



“It’s just the commercial environment has changed so radically that we’ve had to adapt how we lead in order to keep peace and pace which needs their conflict sensitive leadership and Conflict sensitivity means, the ability to understand the context of how you operate and act towards an individual or the community, how the context affect your intervention and how the intervention affects the context. I really learnt how to be sensitive by properly learning the impact of what I am to do or say towards individuals or the communities.

The purpose of a conflict sensitivity is to increase the probability that our action (what, who, how, when) has a ‘best-fit’ with the particular drivers of the ‘conflict’, so that it is likely to make a positive contribution and for that purpose, a leader should put thorough assessment for drivers of conflict and

contributors of conflict.

Different situations call for different types of leadership. A good leader can switch between those leadership types when they need to. And typically, every leader will need to, because one size does not fit all businesses.

Why conflict sensitivity in leadership.

Tande told the participants that, conflict sensitivity enables an explicit, systematic and informed approach to identifying and navigating dilemmas and as well support informed judgment and decisions and besides, the purpose of a conflict sensitivity is to increase the probability that our action (what, who, how, when) has a ‘best-fit’ with the particular drivers of the ‘conflict’, so that it is likely to make a positive contribution.

what to do as a conflict sensitive leader.

In depth Tande explained that purpose, a leader should put thorough assessment for drivers of conflict and contributors of conflict.

Assessment needs: to include actor and stakeholders in the different dynamics of conflict, and cannot be subjected to ‘taboos’ or ‘spin’ so as to respect sensitivities or that of other likely users of the assessment.

Conflict has two sides, mainly the divider and the connector, however both relies on issues and behaviors.

There might be a time where an issue raises then the behavior boosts the conflict to divide. On the other hand, issue raises but the behavior may entrust to connect back the division.

All a leader has to do is answering the questions of what creates connections, what creates divisions and take the step to minimize the negative impacts and maximize the positive.

In that case What should a leader do?

- First minimize harm
- Contribute to the stability
- Deliberately and directly address drivers of conflict

However, for deliberately and directly addressing the drivers of conflict, a leader needs to do proper assessment and to dig into the below steps;

However:

Identify

Identify the extent of harmfulness of the situation or activity. See what kind of good or bad alternatives could be involved. Is there any legal implication or so?

Find the facts

Explore the facts to the extent possible. Finding and exploring properly the facts is a feeder for getting into the depth of the situation and to make justified decisions. Fact finding approach should cover the parties engaged in the process, the actors and stakeholders.

Make a Decision

Considering the facts explored, a justified decision can be made.

Implement and reflect

When the decision is made, it should be properly implemented and as well reflected to give an outlook of how things happened. The lessons learnt could be of future use for others.

In conclusion of the first session Tande told the participants that the last twenty years have seen organizations shift from an autocratic to a more collaborative leadership style; from task-oriented to people-oriented and yes change can be good, but it can also be bad.

But as a community leader "ALL you need to know is"!!!!

What and how I should approach the situation with conflict sensitivity for a longer sustainable peace?

The participants were then give 30 minutes tea break and after, the facilitator introduced

Communication skills



He asked the participants brainstorming questions,

why is communication important to you, what ways forms of communication do you know? in what ways do you communicate and with who? are you a good communicator? what are examples of poor communication? Some participants contributed saying:

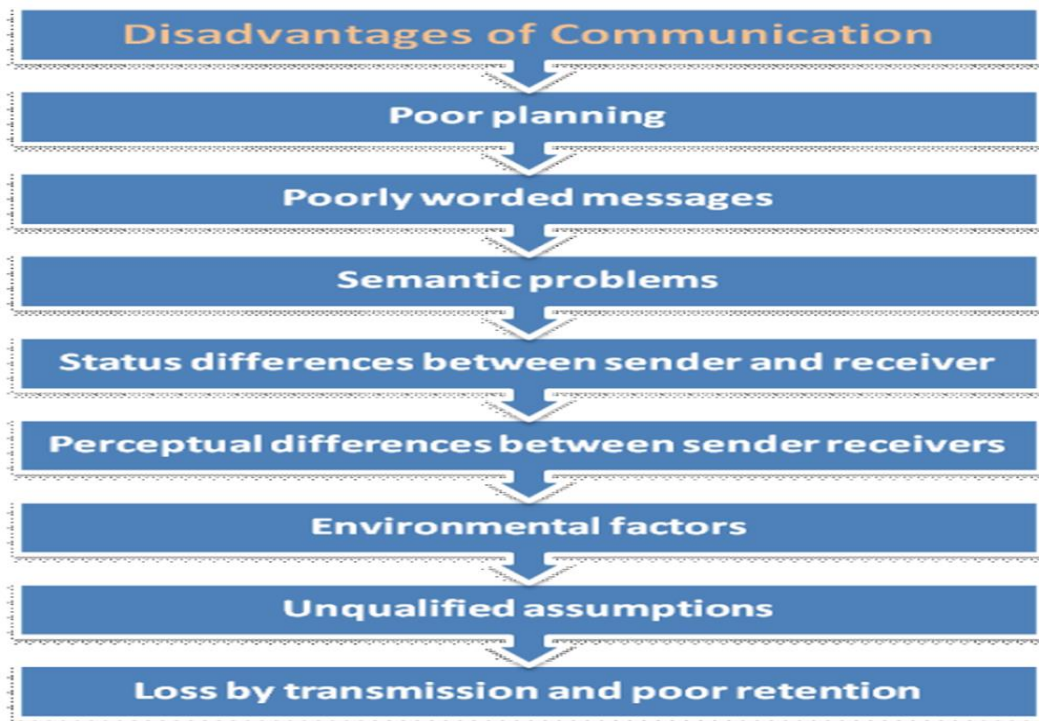
Then dived into understanding communications saying that, Communication is to get your message across to others clearly and unambiguously'

Merits of good communication skills

Advantages of Communication



Disadvantages of communications



7 cs of communications

Clear

When writing or speaking to someone, be clear about your goal or message. What is your purpose in communicating with this person? If you're not sure, then your audience won't be either.

To be clear, try to minimize the number of ideas in each sentence. Make sure that it's easy for your reader to understand your meaning. People shouldn't have to "read between the lines" and make assumptions on their own to understand what you're trying to say.

Concise

When you're concise in your communication, you stick to the point and keep it brief.

Your audience doesn't want to read six sentences when you could communicate your message in three.

Concrete

When your message is concrete, your audience has a clear picture of what you're telling them. There are details (but not too many!) and vivid facts, and there's laser-like focus. Your message is solid.



Correct

When your communication is correct, your audience will be able to understand it. And correct communication is also error-free communication.

Make sure your message is correct by asking yourself the following questions:

Coherent

When your communication is coherent, it's logical. All points are connected and relevant to the main topic, and the tone and flow of the text is consistent

Complete

In a complete message, the audience has everything they need to be informed and, if applicable, take action.

Does your message include a "call to action," so that your audience clearly knows what you want them to do?

Have you included all relevant information – contact names, dates, times, locations, and so on?

Courteous

communication is friendly, open and honest. There are no hidden insults or passive-aggressive tones. You keep your reader's viewpoint in mind, and you're empathetic to their needs.

After taking the participants through the session on communication, they were given a short 30 minutes tea break as they continued discussing and brain storming with their peers.

After the tea break the facilitator straight away dived in to another topic

understanding management in leadership

And told the participants that, management is the administration of organizations, government and businesses. It can also be defined as the art and science of handling resources both human and materials.

Management skills can be defined as certain attributes or abilities that an executive should possess in order to fulfill specific tasks in an organization. They include the capacity to perform executive duties in an organization while avoiding crisis situations and promptly solving problems when they occur.

Management skills can be developed through learning and practical experience. The skills help the manager to relate with their fellow co-workers and know how to deal well with their subordinates, which allows for the easy flow of activities in the organization

Types of management skills

1. **Technical Skills:** Technical skills involve skills that give the managers the ability and the knowledge to use a variety of techniques to achieve their objectives. These skills not only involve operating machines and software, production tools, and pieces of equipment but also the skills needed to boost sales, design different types of products and services, and market the services and the products.
2. **Conceptual Skills:** These involve the skills managers present in terms of the knowledge and ability for abstract thinking and formulating ideas. The manager is able to see an entire concept, analyze and diagnose a problem, and find creative solutions. This helps the manager to effectively predict hurdles their department or the business as a whole may face.

- Human or Interpersonal Skills:** The human or the interpersonal skills are the skills that present the managers' ability to interact, work or relate effectively with people. These skills enable the managers to make use of human potential in the company and motivate the employees for better results.

Essential Management Skills



Leadership:

Managers are responsible for overseeing the work of others and motivating a team toward a common goal. They also lead meetings, assign workloads and support collaboration across teams and departments.

Well-developed leadership skills can aid you in coordinating tasks and

directing employees to complete work on time and according to plan.

These skills includes, Decisiveness, Team building, Empathy, Constructive criticism, Delegating tasks, Empowerment. Integrity, Mentoring, Motivating others, Patience and Relationship management

Planning:

whether you're managing people, projects or a combination of the two, the ability to prepare a vision for the future and strategize solutions is essential to good management. Planning skills help when setting goals and determining the most efficient path to meet objectives.

They can also be useful when conducting administrative activities like budgeting and scheduling and examples of planning skills: Adaptability, Business development, Critical thinking, Flexibility and Logical reasoning

Strategy:

A strategic manager is someone who can identify inefficiencies and make improvements quickly. They can also determine how to overcome obstacles, complete projects and reach targets.

Good managers try different strategies until they find one that works well, connecting project methods to overall company goals can ensure strategies are effective.

Strategy skills include, Strategic thinking, Problem-solving, Conflict resolution, Creativity and Analytical thinking.

Organization:

as a manager, you may be responsible for balancing many tasks at the same time. Often, this means overseeing multiple project timelines, deadlines and calendar events such as meetings, conferences and presentations.

Staying organized can help you complete tasks efficiently. Arranging your work logically ensures you have access to important information when you want it.

Examples includes, Goal setting, Administrative skills, Project management, Time management, Deadline management, Event coordination, Recordkeeping and Scheduling.

How to develop management skills

Seek opportunities to lead:

Like with all professional abilities, perfecting managerial skills requires time, effort and practice. To practice applying management abilities, look for opportunities to lead within your current position.

Find a role model:

look for great leaders both inside and outside your organization, and take time to observe how they interact with others. Pay close attention to the character traits they exhibit, how they behave under pressure and what they do when they encounter complex challenges.

Also, consider asking a leader to mentor you to help nurture your managerial talents.

Ask for feedback:

while self-evaluation is important, asking for feedback from others can help you identify areas to improve that you may have otherwise missed. ask your supervisor for feedback on your organization, planning and strategy, communication and people management skills.

Once you know your strengths and weaknesses in these areas, you can continue developing your best attributes and work on areas in need of improvement.

The Top 1Management Skills You Need:



Being a manager is a tough job, but being a great one is even tougher. Just consider the array of knowledge and skills it takes to deal with a variety of people, tasks and business needs.

He further told the participants that "Management is about getting things done by working with people

- Building good working relationships with people at all levels.
- Prioritizing tasks effectively for yourself and your team.
- Considering many factors in decision-making.
- Knowing the key principles of good communication.
- Understanding the needs of different stakeholders and communicating with them appropriately.
- Bringing people together to solve problems
- Developing new ideas to solve customers' problems.
- Cultivating relationships with customers.
- Building trust within your team.
- Using emotional intelligence.

The Importance of Management

In today's flat, lean organizations, many individual contributors assume that they don't need to be led or managed. We sometimes think that people can work alone, motivate themselves, and figure out every problem without input from others. So why is management still relevant?

Because individual contributors are working so hard on their own tasks, they might not be able to see the big picture like a manager would

Build Loyalty, when employees reflect on the importance of management in their career development, they often remember the managers who really cared about them. Showing that you care is the top way that managers can build loyalty in their team members

- Motivate Team Members When They Struggle,
- Understand Team Members' Strengths & Delegate Accordingly
- Empower Team Members to Innovate

In conclusion of the topic in management skills the facilitator said that, as a leader train Teams for Professional Growth, Coach for Performance and Growth and lead Workplace Communication, a manager can model and encourage the type of communication that is healthiest for each individual and the whole team. You can certainly schedule weekly and monthly meetings with each team member.



Just before a lunch break, the facilitator divided the participants into three working groups each group with a question for the group to work on and have presentations after their lunch.

The participants broke for a 1 hour lunch.



Group One

Qn. what ways/ forms of communications do you know?

Ans:

- Verbal communication
- Non-verbal communication
- Mass communication
- Visual communication
- Written communication
- Listening communication

Group Two

Qn. in what ways do we communicate and with who? And Ways to communicate? To who we communicate?

Ans:

a)

Verbal communications

Written communications

Non-verbal communications

Visual communications

b)

- Students and pupils at schools
- Communities
- To the public
- To the disable through non-verbal communications
- Government; verbally and written forms
- Family and friends

Group Three

Qn. what are the dangers of poor communications?

Ans:

- Leads to misunderstanding or disagreement leading to unnecessary conflicts
- Missing of opportunities
- Create mistrust
- Less effective collaborations
- May cause poor productivity of work
- Low moral
- Lack of compromise
- Leads to poor relationship
- Leads to pressure and stress

After discussion of feed backs and answers of the Group discussion, the work shop was concluded by asking the participants to give a brief remarks of their opinion of how the workshop was the finding were as seen below:

4. Activity Impact and findings

Based on the feedbacks from the participants who are leaders in their own spheres at the training, showed that they want to be effective leaders. Yet, they face a myriad of

challenges. More than two decades of civil war has left many communities in South Sudan alienated and discouraged from participation in leadership process. Despite their significant presence within society 79 percent of the population is under the age of 35 the youth feel marginalized by the ruling elite and need more of such trainings to elevate their effective leadership skills.



The participants attested that several factors have led to this marginalization, including high illiteracy rates and a general lack of opportunity. Elizabeth the chairperson of Women living with Disability -UWWD, believes that limited education remains the biggest obstacle facing THEM in the country. *“Most the people living with disability, youth and marginalized groups are traumatize and don't feel like participating in leadership positions Young women are even more*

vulnerable, as cultural norms limit youth and women from access to education which is essential for leadership.” she says

Another finding from the contribution of participation is that, currently a lack of capacity in government ministries formal NGOs and youth organizations to meet the challenge of engaging young people at scale and with quality programs. This means that for secondary education, there currently exists a patchwork of programs across the country, with mixed quality and capacity. Awal Junior a national basketball team Coach said there is need to work hard to ensure representation of People living with disabilities and responsibilities of their fellow youth. *“Ask the youth to ask themselves what have I done for my country?, its not about us who have attended this training but about the people we lead out there the street children, PWs, help inclusively, invest time money services and take roles in the country”*

Charles, the Executive Director for Golden foundation initiative said building institutional and capacity is necessary to support programs that will perform effectively, including incorporating socio-emotional and psychosocial resources *“One of the ways in which different youth programs can be strengthened and sustained is through more effectively linking sites and services, such as youth centers for leadership training and through incorporation of various forms of sports, arts, drama, music, radio and other media what the youth love most”*

Finally Incorporating increased youth participation can help guide investments and program priorities and contribute to the process of building capacity and effectiveness responsiveness. *“However, there are existing realities of mistrust between many young people and their leadership skills”*

5. Challenges

Price fluctuation which affected the exchange rate of the local currency against the dollar which affected market commodity prices, and also affected the project budget, leading to the team replanning to adjust to the current ever fluctuating prices inclusive of having limitation of the number of participants for the creative leadership training from 50 to 35 participants only.

6. General comments and recommendations

The creative leadership training was successful and had a positive influence on the lives of the participants and almost all the participants requested RIWA to continue with more leadership trainings which will help improve the leadership skill the young generation is trying to pursue.

7. Conclusion

The program was a success and the comments from participants indicates that we (the people of south sudan) need to normalize having conversations on trauma and issues to do with mental health because almost everyone have been through traumatic experiences. RIWA would like to extend its sincere heartfelt gratitude to the U.S Embassy for supporting this great initiative.