

WOMEN'S LEADERSHIP PROGRAMME

29 September - 12 October 2025
Dar es Salaam, Tanzania



SUOMI
FINLAND



15 years of advancing
leadership for sustainable
development



Funded by
the European Union



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Need help or further information? Please contact the Programme Director Maria Kinyonge through +255 754 619 112, +255 743 275 360, or email women.leadership@uongozi.or.tz.

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CONTENTS

01 | Introduction

02 | Programme

03 | Resource Persons

INTRODUCTION

The Institute of African Leadership for Sustainable Development, commonly known as UONGOZI Institute, is a regional leadership development hub operating under the Office of the President of the United Republic of Tanzania. The Institute was established in 2010 by the governments of Tanzania and Finland to strengthen the capacity of African leaders to deliver inclusive and sustainable solutions for their nations. To achieve its mission, the Institute delivers executive education programmes, facilitates policy dialogues, provides advisory services and technical support to public and private institutions, and conducts action-oriented research to support evidence-based policies and decisions.

The idea of developing a leadership programme specifically for women was first discussed at a Women Leaders' Roundtable organised by the Institute and held on 12 April 2016, during which the then Vice President, now President of the United Republic of Tanzania, H.E. Dr. Samia Suluhu Hassan, advocated the need to actively work towards achieving gender equality in leadership.

The idea of developing a leadership programme specifically for women was first discussed at a Women Leaders' Roundtable organised by the Institute and held on 12 April 2016, during which the then Vice President, now President of the United Republic of Tanzania, H.E. Dr. Samia Suluhu Hassan, advocated the need to actively work towards achieving gender equality in leadership.

Women's Leadership Programme

The Women's Leadership Programme is dedicated to helping women advance into leadership roles. It provides women leaders, in both mid-level and senior positions, with unparalleled learning opportunities.

With support from the governments of Tanzania and Finland, and the European Union, the programme annually recruits 100 women leaders from various sectors across the African continent. Instructors are experts in the field of transformation and leadership, who can foster collaborative learning and assist participants make links between theory and practice. The learning journey of the programme has three components:

(a) Women's Leadership Forum

This forum brings together political and business leaders to exchange ideas and share best practices to promote women's inclusion in leadership roles. The forum features presentations, panel discussions and insights from the latest research on women in leadership. It offers a unique learning experience for WLP participants as they get to understand how senior women leaders overcome barriers in their organisations and industries.

(b) Training

A six-day training workshop aims to strengthen participants' ability to manage their inner selves (personal leadership), lead others (people leadership), and harness resources (organisational leadership). Different training methodologies are used, including presentations, self-assessments, discussions, theory-based techniques, role-playing, case studies and small-group exercises. Modules covered include personal leadership development, leadership branding, evidence-based decision making, financial analysis, and strategic communication.

(c) Coaching and mentoring

This third phase of the programme, which commences towards the end of the training workshop, and is run for a period of six months. It focuses on personal leadership development, such as helping participants nurture their unique leadership skills. In partnership with their instructors, participants identify areas where they feel less proficient and create key performance indicators to measure progress.

To complement these three elements, the programme integrates research on women's leadership in public, private and third sectors. This helps participants to fully appreciate the complexity of issues that women leaders face globally.

PROGRAMME

Cohort 7: 29 September – 5 October 2025

Day 1: 29 September 2025 | Venue: APC Bunju

7:30 AM – 8:00 AM	ARRIVAL AND REGISTRATION OF PARTICIPANTS
8:00 AM – 8:30 AM	OPENING AND INTRODUCTION TO THE WOMEN'S LEADERSHIP PROGRAMME <ul style="list-style-type: none">Ms. Maria Kinyonge, Programme Coordinator, UONGOZI InstituteMr. Emmanuel Tessua, Acting Director of Executive Education, UONGOZI Institute
8:30 AM – 9:00 AM	WELCOMING MESSAGE Mr. Kadari Singo, CEO, UONGOZI Institute
9:00 AM – 10:30 AM	THE ART AND PRACTICE OF LEADERSHIP Mr. Kadari Singo, CEO, UONGOZI Institute
10:30 AM – 11:00 AM	TEA BREAK
11:00 AM – 1:00 PM	LEADERSHIP OF HIGH-PERFORMING TEAMS Mr. Fortunatus Eklessia, UONGOZI Institute
1:00 PM – 2:00 PM	LUNCH BREAK
2:00 PM – 5:00 PM	LEADERSHIP OF HIGH-PERFORMING TEAMS Mr. Fortunatus Eklessia, UONGOZI Institute
5:00 PM – 5:15 PM	EVALUATION AND END OF DAY 1

Day 2: 30 September 2025 | Venue: APC Bunju

7:30 AM – 8:00 AM	ARRIVAL AND REGISTRATION OF PARTICIPANTS
8:00 AM – 10:30 AM	PERSONAL LEADERSHIP AND EMOTIONAL INTELLIGENCE Mrs. Zuhura Muro, UONGOZI Institute
10:30 AM – 11:00 AM	TEA BREAK
11:00 AM – 1:00 PM	PERSONAL LEADERSHIP AND EMOTIONAL INTELLIGENCE Mrs. Zuhura Muro, UONGOZI Institute
1:00 PM – 2:00 PM	LUNCH BREAK
2:00 PM – 5:00 PM	PERSONAL ASSESSMENT – DiSC <ul style="list-style-type: none">Mrs. Zuhura Muro, UONGOZI InstituteMr. Emmanuel Tessua, Acting Director of Executive Education
5:00 PM – 5:15 PM	EVALUATION AND END OF DAY 2

Day 3: 1 October 2025 | Venue: APC Bunju

7:30 AM – 8:00 AM	ARRIVAL AND REGISTRATION OF PARTICIPANTS
8:00 AM – 10:30 AM	NEGOTIATION SKILLS FOR EXECUTIVES Ms. Shanta Nagendram, UONGOZI Institute
10:30 AM – 11:00 AM	TEA BREAK
11:00 AM – 1:00 PM	NEGOTIATION SKILLS FOR EXECUTIVES Ms. Shanta Nagendram, UONGOZI Institute
1:00 PM – 2:00 PM	LUNCH BREAK
2:00 PM – 4:30 PM	NEGOTIATION SKILLS FOR EXECUTIVES Ms. Shanta Nagendram, UONGOZI Institute
4:30 PM – 6:00 PM	PHYSICAL HEALTH AND WELLNESS CULTURE Ms. Ayesha Samji, UONGOZI Institute
6:00 PM – 6:15 PM	EVALUATION AND END OF DAY 3

Day 4: 2 October 2025 | Venue: APC Bunju

7:30 AM – 8:00 AM	ARRIVAL AND REGISTRATION OF PARTICIPANTS
8:00 AM – 10:30 AM	INTRODUCTION TO PROTOCOL AND ETIQUETTE Amb. Peter Kallaghe, UONGOZI Institute
10:30 AM – 11:00 AM	TEA BREAK
11:00 AM – 1:00 PM	FINANCIAL SKILLS FOR EXECUTIVES Prof. Sylvia Temu, UONGOZI Institute
1:00 PM – 2:00 PM	LUNCH BREAK
2:00 PM – 5:30 PM	FINANCIAL SKILLS FOR EXECUTIVES Prof. Sylvia Temu, UONGOZI Institute
5:30 PM – 5:45 PM	EVALUATION AND END OF DAY 4

Day 5: 3 October 2025 | Venue: APC Bunju

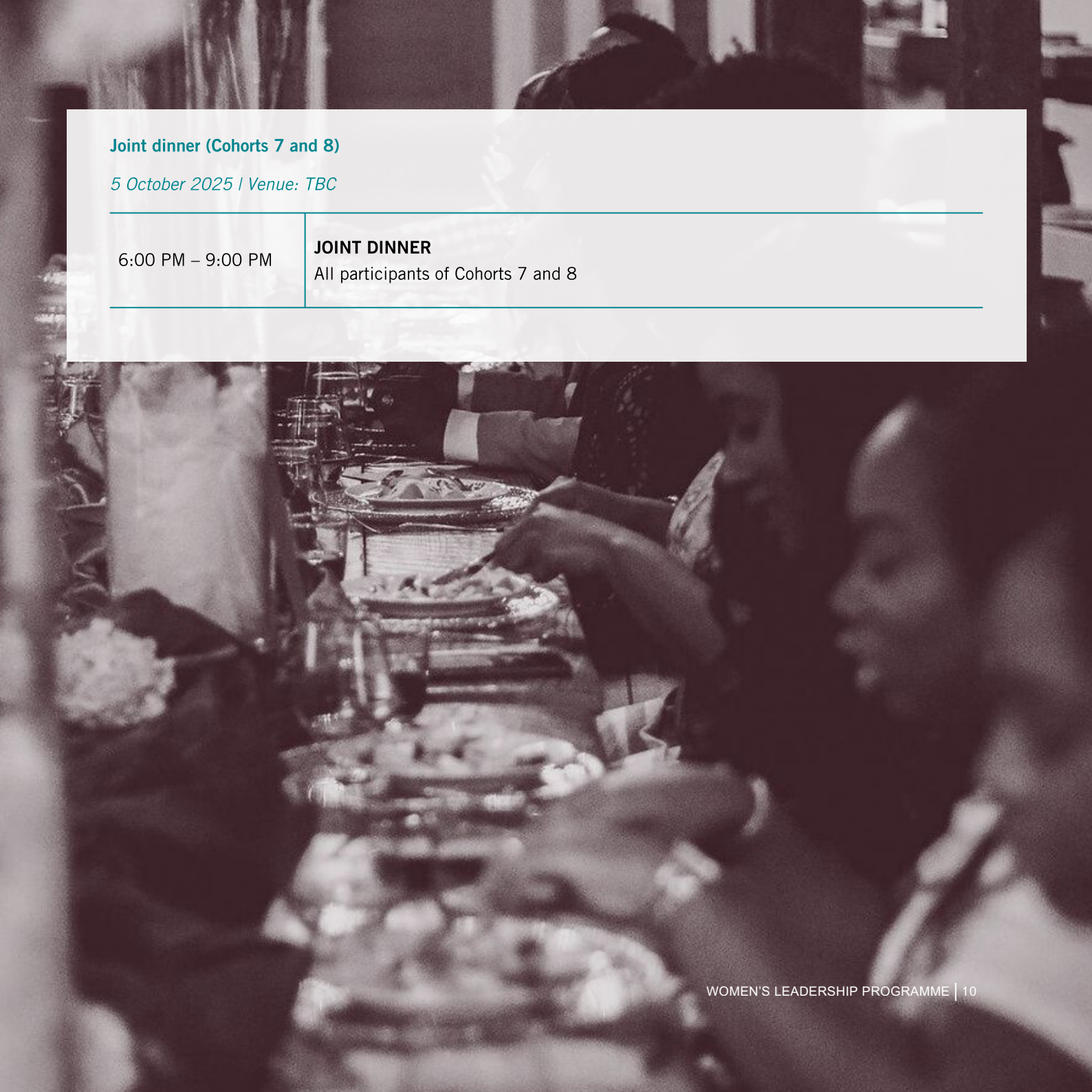
7:30 AM – 8:00 AM	ARRIVAL AND REGISTRATION OF PARTICIPANTS
8:00 AM – 10:30 AM	MASTERING STRATEGIC ANALYSIS SKILLS Ms. Shanta Nagendram, UONGOZI Institute
10:30 AM – 11:00 AM	TEA BREAK
11:00 AM – 1:00 PM	MASTERING STRATEGIC ANALYSIS SKILLS Ms. Shanta Nagendram, UONGOZI Institute
1:00 PM – 2:00 PM	LUNCH BREAK
2:00 PM – 4:30 PM	MASTERING STRATEGIC ANALYSIS SKILLS Ms. Shanta Nagendram, UONGOZI Institute
4:30 PM – 4:45 PM	EVALUATION AND END OF DAY 5
5:30 PM – 9:00 PM	DINNER AND NETWORKING

Day 6: 4 October 2025 | Venue: APC Bunju

7:30 AM – 8:00 AM	ARRIVAL AND REGISTRATION OF PARTICIPANTS
8:00 AM – 10:30 AM	ETHICAL LEADERSHIP Amb. Ombeni Sefue, UONGOZI Institute
10:30 AM – 11:00 AM	TEA BREAK
11:00 AM – 1:30 PM	GENDER TRANSFORMATIVE LEADERSHIP <ul style="list-style-type: none">Dr. Suma Kaare, UONGOZI InstituteUsu Malya, UN Women
1:30 PM – 2:30 PM	LUNCH BREAK
2:30 PM – 4:00 PM	CREATING IMPACTFUL VISUAL ENGAGEMENTS Mr. Emmanuel Tessua, UONGOZI Institute
4:00 PM – 4:15 PM	EVALUATION AND END OF DAY 6

Day 7: 5 October 2025 | Venue: APC Bunju

7:30 AM – 8:00 AM	ARRIVAL AND REGISTRATION OF PARTICIPANTS
8:00 AM – 10:30 AM	COACHING AND MENTORING <ul style="list-style-type: none">Ms. Maria Kinyonge, UONGOZI InstituteProf. Linda Mhando, UONGOZI Institute
10:30 AM – 11:00 AM	TEA BREAK
11:00 AM – 1:00 PM	EXPERIENCE SHARING UONGOZI alumni
1:00 PM – 2:00 PM	LUNCH BREAK
2:00 PM – 4:30 PM	WELLNESS AND MINDFULNESS FOR WOMEN LEADERS (SCREENING SERVICES) Dr. Keziah Tessua, UONGOZI Institute
4:30 PM – 5:00 PM	EVALUATION AND END OF IN-CLASS SESSIONS FOR WLP COHORT 7



Joint dinner (Cohorts 7 and 8)

5 October 2025 | Venue: TBC

6:00 PM – 9:00 PM	JOINT DINNER All participants of Cohorts 7 and 8
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Launch of the programme in June 2022.



Some photos from previous in-class sessions.

5th Women's Leadership Forum

Women leaders are increasingly recognised as instrumental to achieving inclusive and sustainable development. In Africa, throughout history, women have played integral roles in economic activities and governance structures, shaping the culture of their communities and society. In more recent years, the rise of women in leadership across Africa marks a transformative shift in the continent's socio-economic and political landscape. This is evidenced by increased number of women presidents in African countries like Liberia, Malawi, Ethiopia, Tanzania and Namibia. In addition to Ghana's female Vice President, Togo, Uganda, Gabon, Tunisia, have had women Prime Ministers in their countries. Equally important, Rwanda boasts the world's highest parliamentary representation of women at 60%.

The increasing proportion of women in leadership roles is reshaping industries, governments, and communities, making changes to structural policies, steering the continent towards an inclusive and sustainable future. A growing body of literature and research highlights the unique contributions women bring to leadership spaces, including empathy, communications skills, teamwork and transformational leadership, conflict management skills, inspirational skills and mentorships.

A UN Women study uncovers positive trends in how women leaders in the Global North and Global South approached COVID-19.¹ It indicates that women leaders were particularly adept at crisis management and communication, striking the right balance between empathy and science, swift yet collaborative decision-making, and helping people make sense of the pandemic.

Despite growing recognition that societal progress and sustainable development hinge on unleashing the full potential of women's leadership, women continue to be under-represented in decision-making across all sectors. Further, their leadership contributions in advancing sustainable development on the continent and how they are leading with impact is limited.

It is against this background that the 5th Women's Leadership Forum on "*The contribution of women to leadership in Africa*" is being proposed.

The forum is organised as part of UONGOZI Institute's Women's Leadership Programme (WLP), dedicated to helping African women advance into leadership roles. It draws upon from the Institute's research study, which examines the transformative contributions, challenges, and lived experiences of women leaders across Tanzania's public, private, and civil society sectors. The study provides compelling evidence to advocate for increased female representation in decision-making spaces, addressing the persistent gender gap and advancing recognition of their qualitative attributes in promoting holistic gender justice in leadership spaces.

Objective

This forum will bring together leaders from across Africa to discuss the role and contribution of women to leadership in Africa. The discussion will include how women are leveraging their unique qualities and attributes to lead with impact and create meaningful transformations in their organisations and Africa at large. The forum will also examine what structures and systems need to be in place to reduce the bottleneck facing women in leadership, ensuring that there is a pool of women leaders in Africa.

THEME: The contribution of women to leadership in Africa.

DELEGATES: Leaders in government, business, academia, and civil society from all parts of the continent, as well as 100 women leaders selected to join cohorts 7 and 8 of the WLP.

¹ UN Women. (2021). Effective, decisive, and inclusive: women's leadership in COVID-19 response and recovery. <https://www.unwomen.org/en/digital-library/publications/2021/10/effective-decisive-and-inclusive-womens-leadership-in-covid-19-response-and-recovery>.

5th Women's Leadership Forum

6 October 2025 / Venue: Dar es Salaam Serena Hotel

8:00 AM – 9:00 AM	ARRIVAL, REGISTRATION, TEA/COFFEE
9:00 AM – 9:30 AM	WELCOMING MESSAGE Mr. Kadari Singo, Chief Executive Officer, UONGOZI Institute
9:30 AM – 9:45 AM	REMARKS <ul style="list-style-type: none">Embassy of FinlandEuropean UnionUN Women
9:45 AM – 10:10 AM	KEYNOTE ADDRESS: WOMEN'S CONTRIBUTION TO LEADERSHIP – AN AFRICAN PERSPECTIVE Dr. Linda Ncube-Nkomo, Chief Executive Officer, Nelson Mandela Children's Fund
10:10 AM – 10:40 AM	SPEECH BY THE GUEST OF HONOUR Dr. John Jingu, Permanent Secretary, Ministry of Community Development, Gender, Women, and Special Groups
10:40 AM – 10:50 AM	GROUP PHOTOS
10:50 AM – 11:15 AM	TEA BREAK
11:15 AM – 11:30 AM	PRESENTATION: RESEARCH FINDINGS FROM “THE CONTRIBUTION OF WOMEN TO LEADERSHIP IN TANZANIA” Ms. Caroline Israel, Acting Director of Research and Policy Analysis, UONGOZI Institute
11:30 AM – 11:45 AM	ICE BREAKER

11:45 AM – 12:45 PM	PANEL DISCUSSION AND Q&A: THE TRANSFORMATIVE POWER OF WOMEN IN LEADERSHIP ROLES <i>Panellists</i> <ul style="list-style-type: none">Dr. Patricia Laverley, Country Manager, African Development Bank Group – TanzaniaDr. Rosemary Nakijoba, Associate Professor and Dean Faculty of Social Sciences, Arts and Humanities, Royal University – UgandaMs. Beatrice Schultz, Chief Executive Officer, LeadHership Foundation – NamibiaMr. Abdul-Razaq Badru, Commissioner, Ngorongoro Conservation Area Authority – Tanzania <i>Moderator</i> Ms. Namwaka Omari, Development Specialist – Tanzania
12:45 PM – 1:45 PM	PANEL DISCUSSION AND Q&A: ADVANCING WOMEN INTO LEADERSHIP ROLES – RESULTS THROUGH POLICY AND SYSTEMS <i>Panellists</i> <ul style="list-style-type: none">Prof. Penina Mlama, Emerita Professor, University of Dar es salaam – TanzaniaDr. Suma Kaare, Team Leader, EU-funded Technical Assistance Project for the Ministry of Community Development, Gender, Women and Special Groups – TanzaniaDr. Mzuri Issa, Executive Director, Tanzania Media Women's Association – ZanzibarMr. Frank Nyabundege, Managing Director, Tanzania Agricultural Development Bank – Tanzania <i>Moderator</i> Ms. Namwaka Omari, Development Specialist – Tanzania
1:45 PM – 2:00 PM	CLOSING REMARKS Amb. Begum Taj, Deputy Chairperson, UONGOZI Institute's Board of Directors
2:00 PM – 3:00 PM	LUNCH



Some photos from previous forums.

Cohort 8: 7 – 12 October 2025

Day 1: 7 October 2025 | Venue: APC Bunju

7:30 AM – 8:00 AM	ARRIVAL AND REGISTRATION OF PARTICIPANTS
8:00 AM – 8:30 AM	OPENING AND INTRODUCTION TO THE WOMEN’S LEADERSHIP PROGRAMME <ul style="list-style-type: none">Ms. Maria Kinyonge, Programme Coordinator, UONGOZI InstituteMr. Emmanuel Tessua, Acting Director of Executive Education, UONGOZI Institute
8:30 AM – 9:00 AM	WELCOMING MESSAGE Mr. Kadari Singo, CEO, UONGOZI Institute
9:00 AM – 10:30 AM	THE ART AND PRACTICE OF LEADERSHIP Mr. Kadari Singo, CEO, UONGOZI Institute
10:30 AM – 11:00 AM	TEA BREAK
11:00 AM – 1:00 PM	LEADERSHIP OF HIGH-PERFORMING TEAMS Mr. Fortunatus Eklessia, UONGOZI Institute
1:00 PM – 2:00 PM	LUNCH BREAK
2:00 PM – 5:00 PM	LEADERSHIP OF HIGH-PERFORMING TEAMS Mr. Fortunatus Eklessia, UONGOZI Institute
5:00 PM – 5:15 PM	EVALUATION AND END OF DAY 1

Day 2: 8 October 2025 | Venue: APC Bunju

7:30 AM – 8:00 AM	ARRIVAL AND REGISTRATION OF PARTICIPANTS
8:00 AM – 10:30 AM	PERSONAL LEADERSHIP AND EMOTIONAL INTELLIGENCE Mrs. Zuhura Muro, UONGOZI Institute
10:30 AM – 11:00 AM	TEA BREAK
11:00 AM – 1:00 PM	PERSONAL LEADERSHIP AND EMOTIONAL INTELLIGENCE Mrs. Zuhura Muro, UONGOZI Institute
1:00 PM – 2:00 PM	LUNCH BREAK
2:00 PM – 5:00 PM	PERSONAL ASSESSMENT – DiSC <ul style="list-style-type: none">Mrs. Zuhura Muro, UONGOZI InstituteMr. Emmanuel Tessua, Acting Director of Executive Education
5:00 PM – 5:15 PM	EVALUATION AND END OF DAY 2

Day 3: 9 October 2025 | Venue: APC Bunju

7:30 AM – 8:00 AM	ARRIVAL AND REGISTRATION OF PARTICIPANTS
8:00 AM – 10:30 AM	NEGOTIATION SKILLS FOR EXECUTIVES Ms. Shanta Nagendram, UONGOZI Institute
10:30 AM – 11:00 AM	TEA BREAK
11:00 AM – 1:00 PM	NEGOTIATION SKILLS FOR EXECUTIVES Ms. Shanta Nagendram, UONGOZI Institute
1:00 PM – 2:00 PM	LUNCH BREAK
2:00 PM – 3:30 PM	NEGOTIATION SKILLS FOR EXECUTIVES Ms. Shanta Nagendram, UONGOZI Institute
3:30 PM – 5:30 AM	INTRODUCTION TO PROTOCOL AND ETIQUETTE Amb. Peter Kallaghe, UONGOZI Institute
5:30 PM – 6:30 PM	PHYSICAL HEALTH AND WELLNESS CULTURE Ms. Ayesha Samji, UONGOZI Institute
6:00 PM – 6:15 PM	EVALUATION AND END OF DAY 3

Day 4: 10 October 2025 | Venue: APC Bunju

7:30 AM – 8:00 AM	ARRIVAL AND REGISTRATION OF PARTICIPANTS
8:00 AM – 10:30 AM	CREATING IMPACTFUL VISUAL ENGAGEMENTS Mr. Emmanuel Tessua, UONGOZI Institute
10:30 AM – 11:00 AM	TEA BREAK
11:00 AM – 1:00 PM	FINANCIAL SKILLS FOR EXECUTIVES Prof. Sylvia Temu, UONGOZI Institute
1:00 PM – 2:00 PM	LUNCH BREAK
2:00 PM – 5:30 PM	FINANCIAL SKILLS FOR EXECUTIVES Prof. Sylvia Temu, UONGOZI Institute
5:30 PM – 5:45 PM	EVALUATION AND END OF DAY 4

Day 5: 11 October 2025 / Venue: APC Bunju

7:30 AM – 8:00 AM	ARRIVAL AND REGISTRATION OF PARTICIPANTS
8:00 AM – 10:30 AM	MASTERING STRATEGIC ANALYSIS SKILLS Ms. Shanta Nagendram, UONGOZI Institute
10:30 AM – 11:00 AM	TEA BREAK
11:00 AM – 1:00 PM	MASTERING STRATEGIC ANALYSIS SKILLS Ms. Shanta Nagendram, UONGOZI Institute
1:00 PM – 2:00 PM	LUNCH BREAK
2:00 PM – 4:30 PM	MASTERING STRATEGIC ANALYSIS SKILLS Ms. Shanta Nagendram, UONGOZI Institute
3:30 PM – 5:30 PM	ETHICAL LEADERSHIP Amb. Ombeni Sefue, UONGOZI Institute
5:30 PM – 4:45 PM	EVALUATION AND END OF DAY 5

Day 6: 12 October 2025 / Venue: APC Bunju

7:30 AM – 8:00 AM	ARRIVAL AND REGISTRATION OF PARTICIPANTS
8:00 AM – 10:30 AM	GENDER TRANSFORMATIVE LEADERSHIP <ul style="list-style-type: none">• Dr. Suma Kaare, UONGOZI Institute• Usu Malya, UN Women
10:30 AM – 11:00 AM	TEA BREAK
11:00 AM – 12:30 PM	COACHING AND MENTORING <ul style="list-style-type: none">• Ms. Maria Kinyonge, UONGOZI Institute• Prof. Linda Mhando, UONGOZI Institute
12:30 PM – 1:30 PM	EXPERIENCE SHARING UONGOZI alumni
1:30 PM – 2:30 PM	LUNCH BREAK
2:30 PM – 4:30 PM	WELLNESS AND MINDFULNESS FOR WOMEN LEADERS (SCREENING SERVICES) Dr. Keziah Tessua, UONGOZI Institute
4:30 PM – 5:00 PM	EVALUATION AND END OF IN-CLASS SESSIONS FOR WLP COHORT 7
6:00 PM – 9:00 PM	DINNER AND NETWORKING



Some photos from previous graduations.

RESOURCE PERSONS



Amb. Ombeni Sefue

Chairperson of the Board of Directors, UONGOZI Institute

Amb. Sefue previously served as Chief Secretary to the President of the United Republic of Tanzania (2011 – 2016) after a successful career as a diplomat. His postings included: Permanent Representative of Tanzania to the United Nations, Ambassador to the United States of America, High Commissioner to Canada, and Counsellor in the Embassy of Tanzania in Stockholm, Sweden.

He also worked as a speechwriter and personal assistant to two Tanzanian Presidents — Ali Hassan Mwinyi (1993 – 1995) and Benjamin William Mkapa.

He was part of the team behind the landmark Our Common Interest: Report of the Commission for Africa, published by the Commission of Africa (The Blair Commission) in March 2005. Alongside President Mkapa, he participated in the 2005 G8 Summit that discussed the report.

Amb. Sefue also serves as Chairperson of the Board of Directors of Tanzania Petroleum Development Corporation. Furthermore, he has been a member and chairman of the Panel of Eminent Persons of the African Peer Review Mechanism (APRM).



Mr. Kadari Singo

Chief Executive Officer, UONGOZI Institute

Mr. Singo boasts twenty years of experience across various sectors, including seven years of teaching high school (physics) in California, USA, and working at the United Nations headquarters in New York, USA, particularly in global change management programmes.

He has a strong background in learning and leadership development; change management; and project planning. He is an internationally certified change management practitioner.

Between 2015 and 2021, he headed the Executive Education Department at UONGOZI Institute and delivered some of the leadership courses, including the art and practice of leadership, personal leadership, and emotional intelligence.

Mr. Singo has an MBA from the USA, a postgraduate diploma in leadership from Aalto University Executive Education, Finland, and a bachelor's degree in education (political science) from the University of Dar es Salaam, Tanzania. In addition, he has completed professional training with the Harvard Kennedy School of Government, the London Business School, and the HAUS Finnish Institute of Public Management.



Amb. Peter Kallaghe

Former Tanzanian Ambassador

Amb. Kallaghe has a career spanning over 34 years, distinguished by invaluable diplomatic expertise. Notable among his roles are his tenures as Tanzania's High Commissioner to Canada, Cuba, the United Kingdom, and Ireland. Additionally, he held various leadership positions within the President's Office. Complementing his diplomatic service, he imparted strategic insights as Senior Directing Staff at the prestigious Tanzania National Defence College.

Presently, he shares his experience through specialised executive training sessions. These sessions focus on refining soft skills competencies, particularly in international protocol and corporate etiquette. Moreover, he offers strategic counsel on bolstering relations between corporate entities and governmental bodies, enhancing communication strategies for productive partnerships.

Amb. Kallaghe serves as a Board Member of Tanzania Petroleum Development Corporation, enriching the operations of the national oil, petroleum, and gas corporation. His multidimensional expertise in international relations, strategic communications, and economic diplomacy underscores his global outlook and commitment to excellence.



Ms. Shanta Nagendram

International Management Consultant, Coach and Trainer

Ms. Nagendram is an international management consultant, coach and trainer in the field of leadership, negotiation, conflict management, communication, presentation, interpersonal skills and professional excellence. She served as an Administrative and Diplomatic officer for 22 years, at the Prime Minister's Department Malaysia, and the Ministries of Finance and Information, and in sector training institutes, before starting her own consultancy practice. She has conducted training in more than 30 countries.

Ms. Nagendram was educated at the London School of Economics and the University of Malaya, where she obtained her MSc in International Relations and BA in economics (Hons), respectively. In addition, she was a Hubert Humphrey Fellow at the Fletcher School of Law and Diplomacy, Tufts University; and has participated in the basic and advanced negotiation workshops at the Harvard Law School.



Mrs. Zuhura Muro

*Founder and Managing Director,
Lindam Group Limited*

Mrs. Muro work focuses on training and talent development, human resource support and management consultancy. She has extensive experience in working with African leaders in leadership development programmes, both in public and private sectors.

She understands national culture in terms of mindset and work ethics, and can engage participants in honest and difficult conversations. She enables participants to appreciate the need to make a positive transformation in their leadership styles, which is critical in creating operational efficiency and effectiveness.

In the past, she served as chairperson for the boards of directors of the Tanzania Telecommunications Corporation, Mwananchi Communications Limited, and KCB Bank.



Prof. Linda Mhando

*Founder and Chief Executive Officer,
Hekima Coaching and Consultant Boutique*

Prof. Mhando, a lawyer by profession, is a seasoned gender and leadership development expert. Her work spans from helping businesses grow to supporting people dive out of their comfort zones that keep them from evolving.

She is also a certified coach, and a member of the International Coaching Federation. Her other specialties include mindfulness, diversity equity and inclusion; emotional intelligence; and IP mediation.

Prof. Mhando serves on the board of Nurturing Minds Africa, and is the chairperson of the board of trustees of the Tanzanian Diaspora in New York.

She holds a LLB in law from the University of Dar es Salaam; and an LLM from the Penn State Law; and a PhD in Sociology from Binghamton University.



Prof. Sylvia Temu

Associate Professor, University of Dar es Salaam Business School

Having served as an independent non-executive director on board of directors and governing councils, Prof. Temu has gained valuable experience in corporate governance from both the public and private sectors.

Through her leadership as Deputy Vice Chancellor for Research and Director of Planning and Finance (2008 – 2011), she played a pivotal role in shaping the 50-year Vision of the University of Dar es Salaam.

In the realm of regional and international cooperation, she partnered closely with the Inter University Council of East Africa and held the role of financial expert on the Finance and Administration Committee at UNESCO in Paris.

Currently, she holds the position of Chairperson at the National Board of Accountants and Auditors (NBAA) and also at the Board of Trustees of the Private Agriculture Sector Support Trust. Additionally, she has a history of serving on the boards of Standard Chartered Bank Tanzania (ten years), CRDB Bank Plc (six years), and University Councils in both Tanzania and Kenya.



Dr. Suma Kaare

Team Leader, EU-funded Gender Responsive Budgeting Project under the Ministry of Community Development, Gender, Women and Special Groups

Dr. Kaare is a trailblazer in gender equality and public sector transformation. With a Ph.D. in Public Sector Management from the University of Canberra, Australia, she brings over three decades of cross-continental expertise spanning Africa and Australia.

She is a mother, executive leader, and international development strategist, who intimately understands the weight and wonder of being a woman navigating both boardrooms and bedtime stories. She has led socio-economic reform initiatives that have shaped inclusive policy across governments, international organizations, private sector and civil society.

Dr. Kaare has authored and co-authored thought-provoking works, and her contributions to poverty research and academic innovation have earned her national and institutional accolades. She leads not just with intellect—but with heart, courage, and a deep commitment to lifting others as she rises.



Mr. Deogratias Usangira

Director of Corporate Services, UONGOZI Institute

Mr. Usangira has over 20 years of experience spanning the public and private sectors. His areas of expertise are accounting and financial management, audit and assurance, tax and advisory, investment management, and corporate governance.

He is a practising certified public accountant with an executive MBA from the Eastern and Southern Africa Management Institute (ESAMI) Business School. Furthermore, he has completed leadership programmes with the Gordon Institute of Business Science of University of Pretoria and Aalto University Executive Education.



Ms. Effua McGowan

*Founder and Chief Executive Officer,
Amazing You, LLC*

Ms. McGowan is a multi-lingual expert in advancing the human capacity of organisations, helping them to strategically assess and align their talent to preserve their competitive edge. She has over 24 years of senior corporate experience, including serving as a Vice President at JP Morgan Chase, leading multimillion-dollar businesses across the USA.

She designs and facilitates transformative leadership and diversity programmes for corporate and community clients. Her leadership programmes and workshops have been adapted and applied globally. She is the author of “ABC’s of leadership: Uncommon leaders from the bottom up”. This book has been embraced by educational institutions and communities for their people operations and organisational development needs.

Ms. McGowan was educated in Liberia, Kenya, Swaziland, The Ivory Coast, and the USA. She holds a master of management in human resource management from the University of Phoenix.



Mr. Henry Kulaya

Education and Leadership Development Expert

Mr. Kulaya is an international consultant, who specialises in education and development. In Tanzania, he has supported the government plus development partners, such as the World Bank and UNICEF, in the process of education reforms. Furthermore, he has over 20 years' experience in education research and leadership in the UK where he worked for the local government authorities in Nottingham and Derbyshire before taking leadership roles at Multi-Academy Trusts.

He is a University of Capetown, Hasso Platner certified Coach in Design Thinking in Practice (DTP) and has mentored and coached senior leaders from the public, private and third sectors in the UK and Tanzania as part of their continuous professional leadership development.

Mr. Kulaya holds a mix of graduate and postgraduate qualifications in multiple disciplines ranging from BEng in electronics and systems engineering (Portsmouth University, UK), postgraduate diploma in education leadership (Nottingham Trent University, UK) and national qualification for school headship (The National College for Teaching and Leadership, UK).



Dr. Patricia Murugami

Chief Executive Officer and Founder, Breakthrough Leadership Transformation and Rise School

Dr. Murugami is a globally recognised leadership educator, speaker, transformation catalyst, and author. She has elevated leaders in over 30 countries, working with Fortune 500 companies, high-impact enterprises, and visionary professionals.

A trusted advisor to executives and boards, she has shaped leadership at the highest levels. Dr. Murugami is also the author of three impactful books—Rise, Pause, and Re-invent—which have inspired professionals to lead with purpose and transform their lives.

A Doctor in Transformational Leadership & Governance, she has pursued executive education at Harvard, Wharton, and Cranfield. She has been recognised among the Top 50 African Most Impactful Female Leaders Using Their Voices and Digital Content as a Tool for Change Award by ABCD and the Guardian in Nigeria, Top 50 Most Influential Women in Kenya, Top 20 LinkedIn Influencers, and Top 60 Transformative CEOs in East Africa.



Ms. Itumeleng Dlamini

Advisor, African Peer Review Mechanism under the African Union

Ms. Dlamini is a multi-disciplinary corporate lawyer with expertise in Corporate Law, Public Policy, African Development, Corporate Governance, and global partnerships. She has advised African governments on policy reforms to strengthen corporate governance standards in Africa, assessing governance practices in Ghana, Egypt, Liberia, Algeria, Senegal, Uganda, Kenya, South Africa, Ethiopia, and Nigeria.

Prior, she was the first black woman partner at Bowmans, a Pan African law firm in South Africa where she specialised in corporate law and cross border Mergers and Acquisitions. She was also the Executive Director of a Business Federation in SA.

Ms. Dlamini is an international and TEDx Speaker and has written articles on the role of corporate governance in Africa to promote inclusive growth and has served on several boards including JSE Listed Companies.

She holds a BSocSc in Politics and Industrial Sociology from the University of Cape Town and a Master's in Public Administration and Public Policy from the Harvard Kennedy School Government.



Ms. Nancy Overholt

International Capacity Development Expert

Ms. Overholt has conducted training for the government, corporate and private sectors over the past 30 years in the U.S. and globally. Clients have included ministerial level executives from the Kingdom of Saudi Arabia, Chile, Tanzania, Senegal, Uganda, USA, Malaysia, and Germany. Her corporate sector trainings include clients such as Toyota Motor Sales, USA, Inc., LG, and Aramco. An example of her work in the judicial sector includes a series of trainings for judges and judicial experts from North Africa and the Middle East in the post-Arab Spring context. She has also provided the leadership, design and evaluation of several capacity building initiatives for senior ministers and officials of the Government of Afghanistan, the initiatives were conducted in Malaysia.

She received a Bachelor of Arts in French and American History from Albion College, and an Arts Master from the University of Michigan. Her awards include the IIE Centennial Medal, Fulbright Specialist Award, Antananarivo (DoS/ECA); IIP, Morocco (DoS); Director's Citation (DoS/ECA); and the Exemplary Service Award, VEGA.



Ms. Franda Graves

Executive, and Professional Recovery Coach,

Ms. Graves is an ICF Professional Certified Coach (PCC), EMCC-EIA accredited coach, and Certified Executive, Leadership and Mentor Coach with more than 30 years of experience in the healthcare profession. Holding a BS in Respiratory Therapy/Healthcare Management, she blends a strong academic foundation with a passion for empowering others to break through barriers and create meaningful, sustainable success. As a Resilience and Performance Strategist, she partners with high-achieving professionals and leaders to gain strategic clarity, lead with confidence, and build lives and careers they are proud of. Her approach is unapologetically direct, deeply grounded, and intentionally focused on helping clients disrupt limiting patterns and achieve lasting momentum.

Ms. Graves's leadership extends globally as a member of the ICF Ethics Board (since 2023) and President of the ICF-UAE Chapter (2024–present). She is the founder of Journey with Franda Lifestyle Consultancy, where she partners with clients to create positive life changes through coaching, motivational techniques, and building mental resilience. An avid reader, traveler, and writer, she embodies a lifelong commitment to learning and continues to inspire growth and transformation in leaders and coaches around the world.



Ms. Christel Berghäll

Head of Career Business, Mercer Finland

With over 20 years of international leadership experience across Finland, Germany, Spain, China, and as a short-term expert in Africa, Ms. Berghäll has a strong track record of driving human-centric transformation and business growth in diverse industries and markets.

As a Master Certified Coach (ICF) and Master Practitioner (EMCC), as well as a Certified Agile HR Coach, she runs her own coaching practice, helping senior leaders, groups, and teams to unleash their potential and achieve their goals.

A passionate advocate for learning and innovation, she is fluent in Swedish, Finnish, and English, and converses in French and Spanish, bringing a truly global perspective to her coaching of women leaders



Ms. Usu Mallya

*Senior Advisor (Policy and Strategic Planning),
UN Women – Tanzania*

Gender equality, women's empowerment, and social justice are causes that Mallya passionately advocates for. She has extensive experience as a facilitator, excelling in bridging macro and micro issues through a gender and social justice lens, and effectively translating these concepts into policy, planning, and budgeting across various levels. She is a proficient Integral Master Coach™ who can aid individuals and organisations in overcoming barriers and constructing enduring methods to successfully attain desired goals.

She has offered assistance and technical guidance on gender transformative leadership, which involved managing various strategic collaborations with African governments, UN agencies, development partners, and CSOs.

Mallya was formerly the Executive Director of the Tanzania Gender Networking Programme.



Ms. Ayesha Samji

*Chief Executive Officer, Mukti Wellness Centre, and
Founder, Yoga for Wellness Africa*

Ms. Samji is a mindfulness and wellness coach. She delivers personalised coaching, workshops, and organises mindfulness meditation retreats to help executives experience rejuvenation, self-discovery and transformation.

Her leadership ethos prioritises holistic team development and aligning brand identity with well-being. Her therapeutic mindful approach is informed by advanced training and experience in MBSR (Mindfulness Based Stress Reduction), yoga therapy, meditation and somatic therapy, and health and life coaching. She is passionate about self-care and enjoys collaborating with other healing professionals including acupuncturists, nutritionist bodyworkers and alternative medicine practitioners to further support clients with their healing journeys.

Ms. Samji is a certified mindfulness coach with a master's degree in organisational psychology.



Mr. Fortunatus Ekkelessiah

Leadership and Team-building Expert

For longer than a decade, Mr. Ekkelessiah has actively influenced and taught executives across sectors on the subjects of team dynamics, leadership, strategy, and communication.

As Founder of Fortune Management Consulting Limited, he has worked with over 200 institutions across sectors, offering capacity building programmes, while managing a workforce of over 300 staff.

He is a certified Board Director (Institute of Directors Tanzania), Certified Financial Educator (Bank of Tanzania), and HRCI-certified human resource specialist. His deep understanding of human behavior and how it drives leadership and team performance has earned him both local and international recognition.



Dr. Keziah Tessua

Specialist, Ocean Road Cancer Institute

Tessua is a well-sought-after expert in internal medicine (oncology) and healthcare leadership.

She has played a critical role in the diagnosis and treatment of cancer patients, as well as in the supervision of treatment administration and the provision of palliative care to improve the quality of life for those who require it. Her research work contributes to facilitating advancements in cancer treatment and care in Tanzania and beyond.

A passionate advocate for community health, Tessua actively participates in various initiatives, including serving on the national response team for viral hemorrhagic fevers, where she also trains others in best practices for handling such diseases. She conducts free screenings for cancer and non-communicable diseases, making healthcare accessible to diverse populations.

She holds a Master of Medicine in Internal Medicine from Muhimbili University of Health and Allied Sciences and a Doctor of Medicine degree from Kilimanjaro Christian Medical University College.

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