



From
**Seed to
Blossom**

**GROWi 2
CHRONICLES**

2022 - 2023

Watch Out Here We GROWi.

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ABOUT CIVSOURCE AFRICA

CivSource Africa is a philanthropy advisory firm committed to nurturing a more sustainable, effective and connected civil society that advances the dignity and voices of all people. We do this through promoting reflective, responsive and accountable philanthropic practice.

CivSource Africa is also passionate about promoting African philanthropy and telling the stories of African giving and generosity.

Our interventions span the areas of developing and supporting grantee relationships, grantmaking, and providing space for conversations on cutting edge development issues.

We foster collaboration among Civil Society Organizations and facilitate leadership strengthening through our Mopané leadership program, Growj is one of the offerings of the mopanre leadership program. We provide technical advice for resourcing models that place a premium on the dignity of both stewards and intended beneficiaries.

In so doing, we champion good stewardship of entrusted resources for civil society.

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Welcome To
GROW; 2
Chronicles

Asante!

This project and piece of work was made possible by the hard work and efforts of the Mopane` Leadership Program winning team led by Catherine Mugabo, Asiimwe Allen, Treasure Layola, and Jacqueline Asiimwe.

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To our dynamic and very resourceful team of coaches from ICF-U and John Maxwell certified coaches, Ms. Juliet Ntabgoba, Mr. John Bosco Gasasira, Ms. Christine Mukasa, Mr. Joseph Ajal, Ms. Mary Nassali, Mr. Richard Ssebaggala, Mr. Sam Mwogeza, Ms. Caroline Egesa, Ms. Lynda Nabayinda, Ms. Betty Ogiel, Ms. Josephine Mukumbya, Mr. Sam Bwaya, Ms. Hannah Owot, Ms. Jacqueline Asiimwe, Ms. Joan Larok, Ms. Shallon Mugabe, Mr. Wilson Asiimwe, Ms. Doreen Olowo. Thank you very much for not giving up on the GROWers and for committing to the process and for walking the path of leadership transformation with all the GROWers.

To the team at CivSource Africa, thank you for fueling our mentorship and coaching work in your different capacities. The fruitfulness of this project is for all of us to share and celebrate.

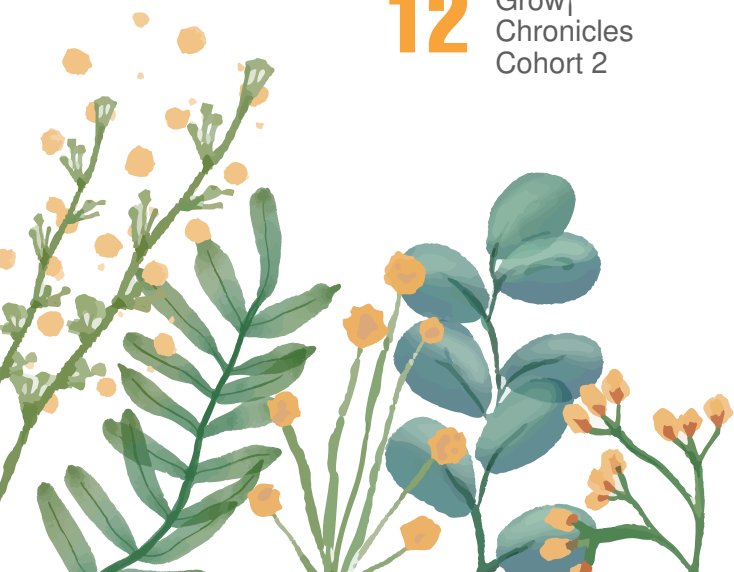
**Light
is the
task
where
many
share
the toil.**

_ Homer



Contents

2	Copyright Information	30	Learning! Unlearning! Re-Learning with GROW _i
3	About Civosource Africa	53	Lessons with GROW _i
5	Asante	74	GROW _i Reflections
7	GROW _i – A Lesson In Commitment!	88	GROW _i Support Team
9	Launching Grow _i Cohort 2	107	Chronicles of the Coaches
12	Grow _i Chronicles Cohort 2	119	Special Moments with GROW _i



GROWj – A Lesson In Commitment!

This is the second year of doing GROWj. GROWj is a one-year mentorship and coaching program for young and first time CEOs from across all sectors, but especially from the non-profit and social enterprise space.

GROWj is a passion project for me. GROWj came out of several years of attending NGO leader's meetings in which they decried the lack of a consistent mentorship program for leaders of non-profits. GROWj also came out of my own journey as a first time CEO of my own organization. I knew I was in desperate need of help and so I reached out to my coach – Moses Mukisa, who walked with me for close to eight months and helped me to think through and build the CivSource Africa we see today. GROWj also came out of an expressed need – many young leaders were reaching out to me for mentorship, and I was not able to spend as much one-on-one time with each of them, so I decided that we should do group mentorship. And thus, GROWj was born.

I remember the launch of GROWj 2 as if it were yesterday. There was so much joy, energy, and expectation in the room. The GROWers were charged to begin their year-long journey. They were literally on fire. And then the rubber hit the road...They soon found out that GROWj is first and foremost a commitment to self, to self-improvement, to oneself as a leader. We often think we are committed to ourselves until life gets in the way, and then we slowly allow the pressures and burdens of life to squeeze self out.



GROWj is also a deep commitment to growth. I guess we have a lot to learn about growth from plants and other life forms. Growth takes commitment. Growth is not accidental. It is intentional. Growth takes a commitment to intentionality. Growth also takes a commitment to presence, to clearing one's schedule and committing to be present, no matter what. I tested this myself when, for one of the sessions, I had to wake up and be present via zoom at 6:00 am in the time zone where I had traveled. It would have been easy for me to skip that GROWj session, to give my travel as an excuse, but I reminded myself that presence is very critical to growth. And presence in a program like GROWj cannot be delegated. You either show up, or you show up. The greatest lesson for me during GROWj 2 was commitment. How committed am I to growing myself, to growing my team, to understanding and growing the company resources, to growing my brand, to being mindful about legacy? I also continuously learned that we cannot rely on feelings for commitment to stick. We must reach deeper, draw from a well that connects to our higher purpose. We must be all in.

That is the lesson and challenge as we end GROWj 2. It has been a pleasure watching the leaders commit, despite the odds, despite life getting in the way, despite themselves getting in their own way. This reminds me of a little story.... One day, I was waiting for my farm hand. He was running late and so I called him to find out where he was. He said to me, "I am in my way". Of course, that was a grammatical error, but also a deep life lesson for me. Do I realize when I get in my own way of progress as a leader? Do I realize the times I need to get out of my own way because I am becoming a stumbling block to my success.

That is what commitment teaches us, to get out of our way, to step aside, no excuses, no grumbling, and commit to GROWj.

Jacqueline Asimwe

CEO, CivSource Africa

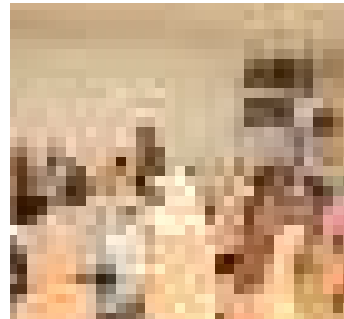
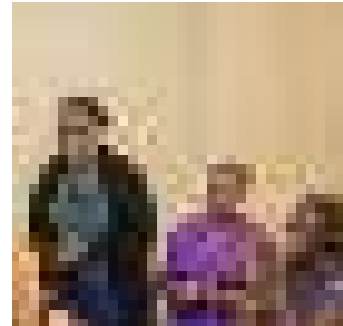


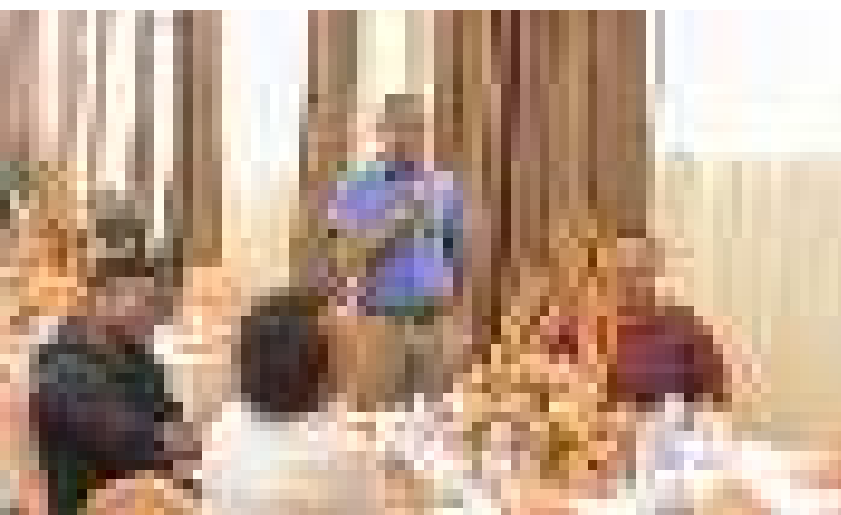
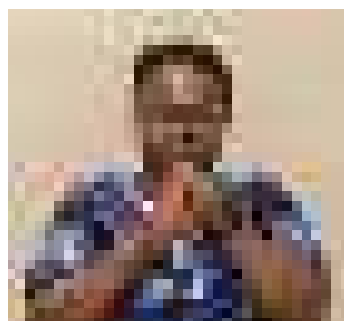
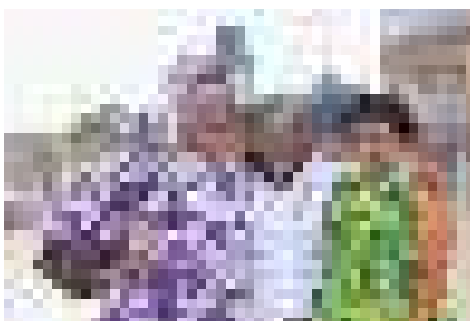
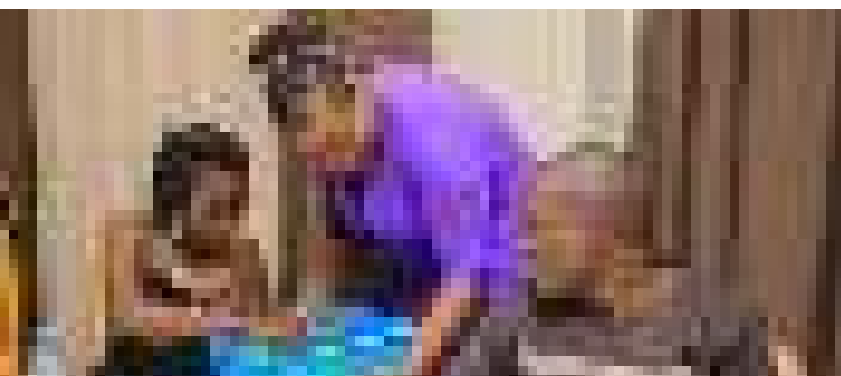
Launching GROWi COHORT 2



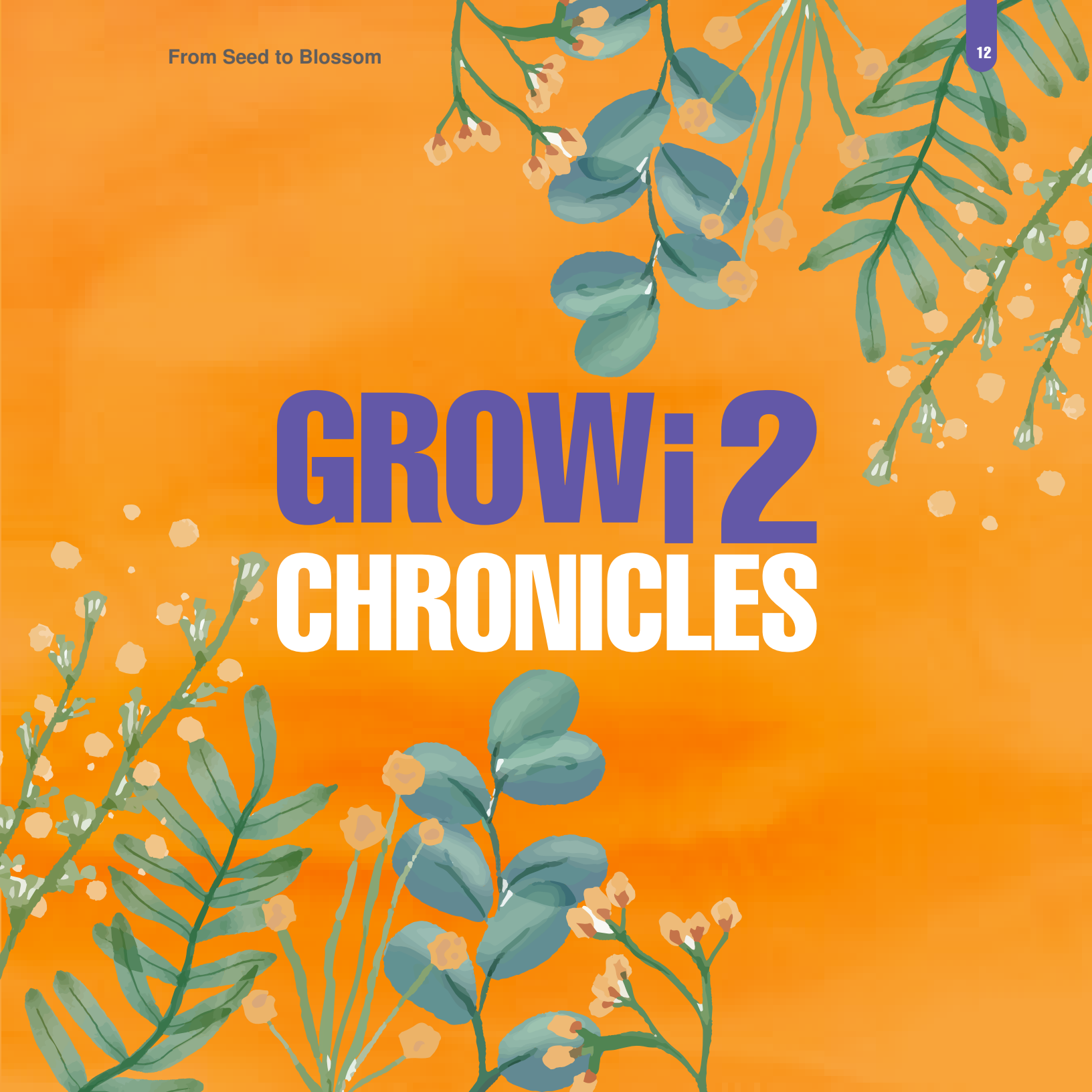
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GROWi2 CHRONICLES

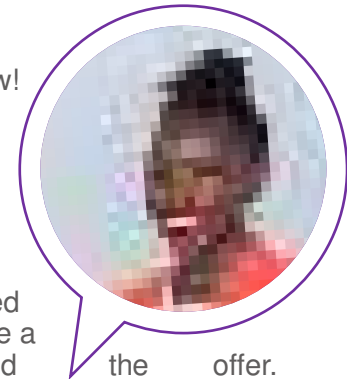


From Shy To Confident: The Power Of Self Discovery!

Racheal Kiiza

Racheal Kizza is an avid reader and book reviewer, podcaster and blogger who runs a passion and lifestyle blog at rachealkizza.com. She is passionate about art and culture and runs a podcast, 'Meet Your Author' which spotlights and celebrates African writers on the continent.

As a young girl, I was extremely shy (I know! It doesn't look like it but it's true), bookish and was always writing something (I am the queen of to-do lists. I write to process my thoughts). Being shy came with me saying no to responsibilities. I held myself back. I remember in my Senior Five at St. Lawrence Horizon Campus, my literature teacher walked up to me and said they wanted me to become a prefect. They gave reasons why, but I rejected. Looking back, I know she saw something in me



the offer. that I never saw.

I let myself lead in my Senior Six vacation when I joined the youth ministry group at my church then. I became a general secretary in the high school fellowship arm. That role led to many more in the wider youth ministry space. But for most I was shoved into them. I never willingly went in. Today, I love to lead. I am willing to bet on myself more and will sign up for self-development programs. I do not hold myself back anymore.

When I was applying for the GROWj program in May 2022, there was a question that until today has stuck with me: **'What makes this one-year mentorship journey important for you to participate in?'** Here is the response I gave:

I need help to grow and expand my brand and what better way to do it than through the GROWj program. I have been a leader most of my life through church leadership, family leadership, and work leadership. All these provided me with an opportunity to lead people while learning about myself. In 2021, when I started my passion project, the 'Meet Your Author Series', I never thought it would evolve to what it is now. This has made me realize the need for structures and the need to do things right. The program will give me an opportunity to build proper structures and learn how to lead well to steer my brand in the right direction. My dream is for the series to be a household name where writers come to be hosted, launch their books, and engage with readers, book enthusiasts and fellow writers. I want to see it on TV and radio.



I have always been a leader but in relation to ‘other people’s projects’ and when I decided to pursue my passion project, in great anticipation and excitement of fruit yet to ripen, it dawned on me that I needed assistance to build the brand, set up structures, and manage finances among other things. I was clueless on how to catapult the brand to higher levels and urgently needed to find the missing links. I saw the GROWj program as the perfect opportunity to scale up.

The first module, “Know Yourself to Grow Yourself”, shed light onto the farthest corners of my personality, leadership traits, perceptions, inner fears, inbuilt strengths, patterns, and belief systems. This light searched out and exposed my strengths, weaknesses, personality type, leadership style and all else that had been hidden for many years past! Sessions with my coach helped me understand and put into context the new revelations about myself and how I could leverage them to better lead both privately and publicly.

Module two, “Know your people to grow your people”, is strongly etched in my brain chamber as a vivid memory that will stay saved on my hard drive. Ah! Imagine trying to steer a ship when you have no clue about its make and capabilities. Can the blind lead the blind? Will they not both fall into the pit? As a leader, knowing those you lead is as important as knowing yourself. This module was eye opening and very timely since I am looking to grow a team for the ‘Meet Your Author’ brand.

I agree with Robert Rohil, that money can’t buy happiness. But it sure as hell solves a lot of problems! My biggest issue was raising finances; after funding cuts and dwindling savings, I was holding onto crutches! Module three, ‘Know your money to grow your money’, was pivotal and as a result, I have engaged a finance specialist pro bono, to streamline the entity’s finances. Emmanuel of ‘Faces Up’ generously shared his story and tips on how to dream, start and sustain an organization. With great resolve, I mapped out strategies to reduce debt, increase income, reduce unnecessary expenditure, and save to invest. The knowledge on personal and institutional finances was of great value to me.

All this has been made possible by GROWj. The sessions with Coach Christine have left a mark upon my life. Through her gentle probing and charisma, she showed me the possibility of my dreams. I walked away from our sessions inspired and encouraged to keep on the pursuit. From day one, she was always generous with me: time, resources (not once did she let me



pick the bill), knowledge and information. I asked questions and she always had answers and additional information.

‘Thank you, Coach Christine, for your generosity towards me. It has left an indelible mark on me.’

I remember how Catherine emphasized that when we talk to people, let us `listen and hear them out. But also give them the gift of trust.” As a self-assured leader, I went back home wondering whether I actively listen to people and whether I treasure the gift of trust given to me.

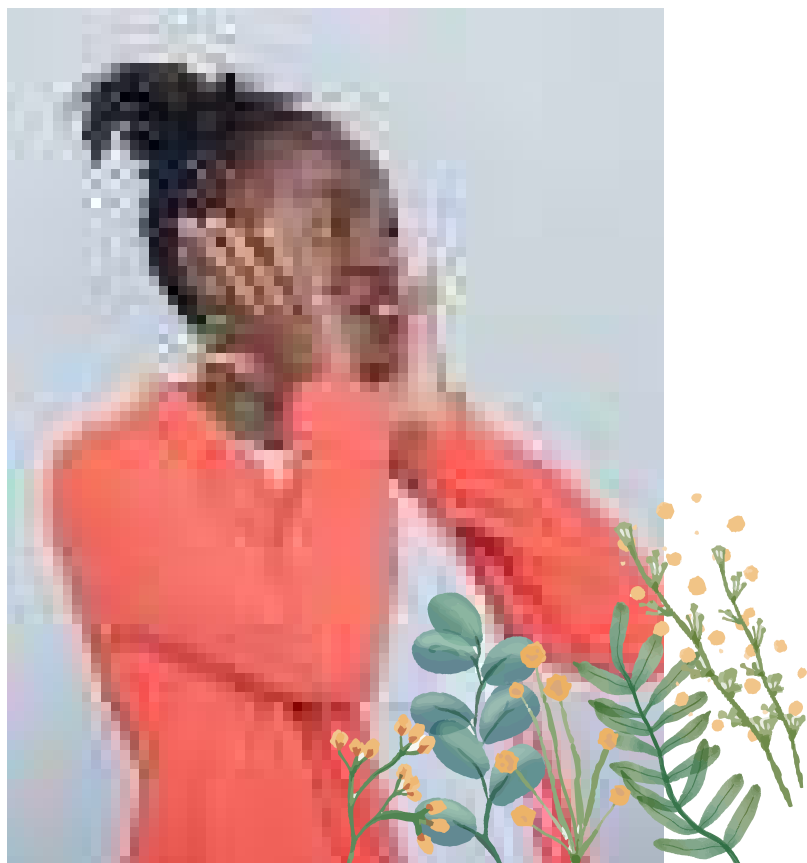
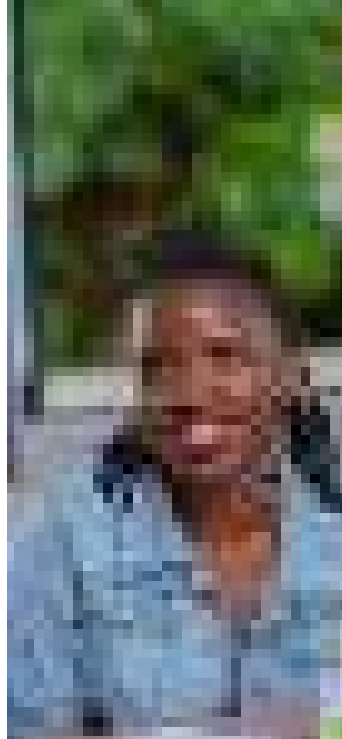
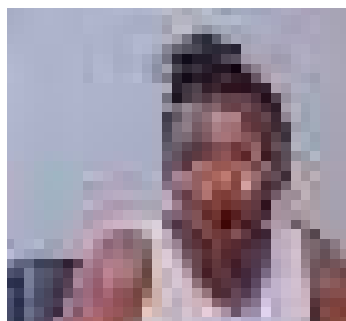
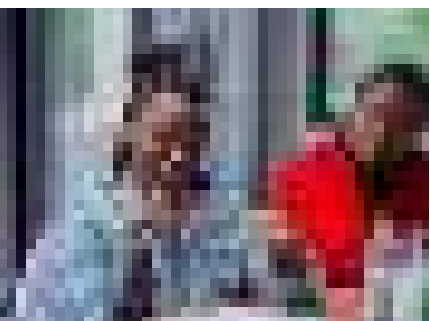
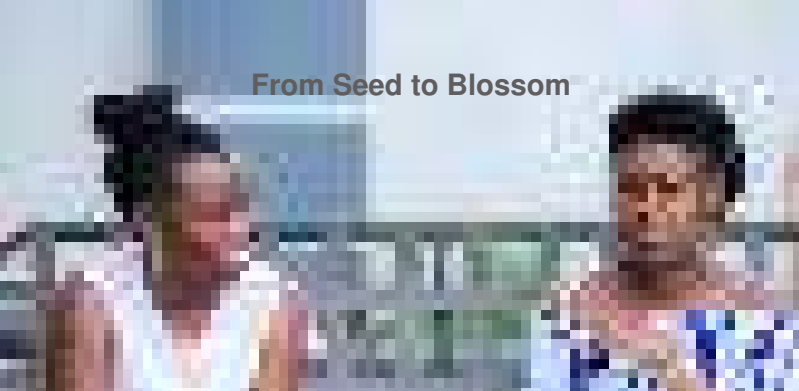
To the GROWj team, thank you for the most thoughtful leadership program ever. I love how every topic was centered around crucial topics along a leader’s life journey. Every space where our sessions took place was adorned with an abundance of love and warmth, creating an atmosphere that nurtured creativity and fostered a sense of belonging. Everything was done with `let’s give you an over and above experience because you are a leader and you matter, but also you need to get used to such spaces with this aura.

Information was always sent ahead of time and as a planner, I was able to work around my calendar and attend sessions.

Thank you for the truly remarkable experience. I am thoroughly content and fulfilled.



From Seed to Blossom



**Plant the
seeds you
want to grow-for
leadership and
life.”**



Embracing The Pressure!

Sarah Nakame

Sarah Nakame is a visionary enterprising leader, passionate about women, girls, and local communities. I am enthused by Ugandan indigenous foods, their richness in nutrition content varieties and diversities. On a very good day, spiced African tea with steamed yam or cassava is my love language. My mission is to support women and communities to leverage their agency and potential in making their worlds better, livable, and enjoyable. I believe that every dream matters.

When reflecting on my remarkable GROW_i journey, the words of Doc Rivers from the Coach Play book, “Pressure is a Privilege,” resonate deeply. I am forever grateful to CivSource Africa’s GROW_i Program for granting me the privilege to open up, embrace, and pursue my wildest dreams. This program has provided the exact pressure I needed to take courageous steps towards becoming the Sarah I envisioned.



Throughout this journey, I delved into introspection, taking profound and uninterrupted glimpses into my innermost self. I tapped into my abilities, identified potential threats, confronted discomfort, and identified areas for improvement. Looking back at the psychometric tests and comparing myself to who I am now, I can confidently say that I have grown.

One area of both strength and opportunity for growth that stands out is my visionary and enterprising leadership. I have always been focused on the big picture, envisioning numerous ways to accomplish goals. However, I often found myself growing impatient with small operational or administrative processes and routines, which affected my interactions with others. However, through the GROW_i program and the diverse sessions we attended, I committed myself to understanding and developing both myself and my team.

I have come to realize that even the ‘small things’ hold great significance. I have learned to appreciate the leadership styles of others and value their unique contributions to the collective vision. By actively listening to processes, paying closer attention to detail, and showing genuine interest, I have made significant improvements in how my colleagues perceive me as a leader. This newfound approach has fostered better collaboration and enhanced the overall experience of the way many of my colleagues experience me as a leader.

The GROW_i program has been a transformative journey that has pushed me to grow as an individual and as a leader. Through self-reflection, embracing pressure, and valuing the contributions of



others, I have made substantial leaps forward. I am grateful for the invaluable lessons and experiences that will continue to shape me on this remarkable path of personal and professional growth.

In the pursuit of personal growth, we were given a remarkable assignment—to pen down our dreams in the form of a letter to our future selves. It took time for me to sincerely affirm the aspirations I held for the person I aimed to become, the mission I longed to pursue, and the footprint I desired to leave behind. There is a distinct transformation that occurs when a dream resides solely in the depths of our hearts, compared to the moment we actualize it by inscribing it onto paper, sharing it with someone.

I am immensely grateful to Ms. Jackie Asiiimwe, whose guidance and encouragement nudged us to this profound revelation. As I composed and shared my letter with her, I began to truly believe that if I could articulate my dreams in ink, they had the potential to manifest in reality. The act of putting my aspirations into words solidified their existence and ignited a newfound sense of conviction within me.

By embracing the power of writing and sharing our dreams, we unlock the pathway to personal growth, cultivating a strong belief that the visions we hold in our hearts can indeed be transformed into tangible accomplishments.

Top of Form

GROW_i has been a time for letting my elasticity take its full stretch. I am particularly thankful for my Coach Mr. Sam Bwaya. He understood my dream and coaching goal and once we settled in, he asked me the hardest questions, gave me assignments that pushed me to think, act and mark off milestone after milestone. I am thankful for that privilege.

I am thankful to Allen Asiiimwe, who consistently supported me throughout the GROW_i program. She made sure that I refilled and re-fueled for this transformative journey, regularly checking in to ensure I stayed on track with assignments and commitments. Her unwavering support and guidance made her an incredible sister figure to me.

I am also incredibly grateful for my fellow growers, who created the perfect environment for growth. They provided me with encouragement, challenged me to push my limits, and inspired me to reach new heights. Together, we formed a community that nurtured each other's aspirations and dreams.

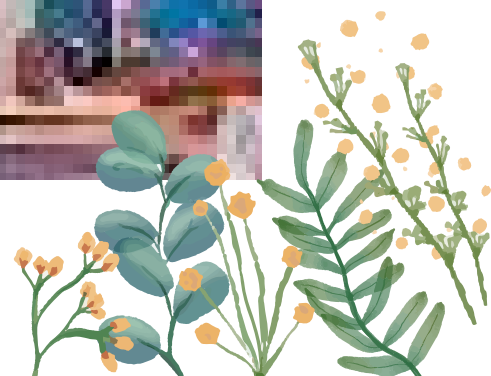
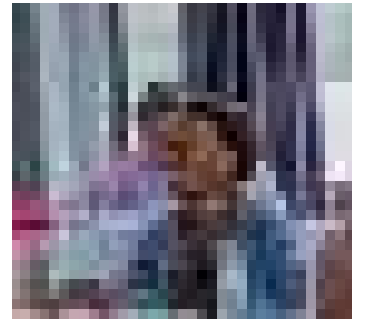


Thanks to the profound impact of GROW_i, I now wake up every day with a smile, eagerly anticipating the future. Each day presents an exciting opportunity for me to chip away at the obstacles that stand in my path, just like removing rocks at the bottom of a mountain. With renewed enthusiasm and determination, I embrace the challenges and possibilities that lie ahead.

The GROW_i program has empowered me to approach life with optimism and a sense of purpose. I am grateful for the support system and the newfound perspective that has enriched my personal and professional journey.



From Seed to Blossom

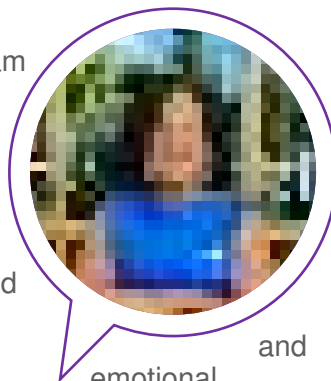


I Came, I Learnt, I Grew!

Lillian Nalwoga

Lillian Nalwoga is a multifaceted individual who takes on the roles of a mother, wife, and counselling psychologist. My personal philosophy is nothing is impossible if you put your mind to it. I embrace life with an unwavering belief in the power of determination. I find joy in vibrant colors, engaging in deep and soulful conversations, and sharing hearty laughter. My heart resonates with a deep passion for supporting and empowering girls and women, as I am wholeheartedly committed to helping them discover and embody their fullest potential. I strive to make a positive impact on the lives of others. Through my expertise, and dedication, I aim to guide individuals on a transformative journey towards becoming the best versions of themselves.

Being a part of the GROW_i Program is one of the best decisions I have made for my life. After the first module, “Know yourself to grow yourself”, I knew that the GROW_i program was where I needed to be in that moment in time. Earlier, I did the psychometric tests and was astounded by the results. The resonance with who I was then, my strengths weaknesses, leadership style and intelligence quotient were revelatory. I am a counselor and part of my work routine is to support women and girls when they are at crossroads. My psychometric results brought to light elements that I needed to grow to become a better psychologist for the girls and for myself.



I gained skills, knowledge and understanding about people management and situation analysis within the human resource. I now appreciate that there is always a ‘**Story behind a story**’. One of the areas I am most proud of is that now I’m always cognizant of people’s needs and areas of support at both individual and organizational level. Knowing my team has made it easy for me to identify the “scoopers” and support the “less scoopers” as well. Allocation of tasks has become easy after being intentional on knowing my team. I have become more confident as a leader and found new ways of influencing the team that I lead. In doing this, my passion for the work has grown in tandem.

GROW_i enabled me to start and to grow some disciplines. I want to highlight two of those; one on money and the other on reading. The Module on “Know your money to grow your money” was informative, timely, provocative, and demanding of immediate lifestyle and attitude changes. The metaphor of the seven years of plenty and the seven years of scarcity is now a guiding principle in both my personal and organizational finances, it has pushed me to redesign my life. Before this session, I was the typical’ You



only live once (YOLO)' person. Shopping on the whim was my weakness and somehow, money just flew out of my hands. Now this attitude is no longer my portion and I refuse to be included among the insane who repeat the same actions and expect different outcomes. I now have an accountability partner to help me through the pain of financial discipline. I started being deliberate on growing my small business that I used to look at as a "by the way" and consistently track my income and expenditure. Being a good steward for my personal and organizational finances is one of my ultimate goals.

Learning that leaders are readers as was emphasized in the program, has inclined me to become an avid reader. I recognized the need to have a broad range of knowledge on various subjects to be able to pour into others. After all, what is growth if you are not supporting others to grow as well? 'Tiny Habits' taught me to identify my anchor to avoid losing the motivation. I have realized the power of making small changes to my routine to enable me to unleash the full power of the reading habit. Reading this book provided me with a new perspective to life. I recognize minor efforts, I appreciate perfection as desirable but consistency as preferable, I celebrate even small accomplishments both for myself and for others and I appreciate my contribution rather than focusing on my mistakes and imperfections. Embracing these, has made life more meaningful than before.

Unless I snoozed, there was no way I could miss the opportunity to learn from the facilitators as a leader and trainer. The amazing presentation skills they used to pass on the information to us. Each one of them was unique. While I listened to what was being said, I observed the presenters' facial expressions, projection and tones of their voices, and the way they organized their loaded yet easy to understand power point presentation and the power of a smile that was evident by the way the classes kept vibrant. It was a great opportunity to learn from the best.

I came, I learnt, I grew.

I describe the GROWj Program as a game changer, No turning back.





A Diamond In The Rough: Growing Through GROW_i

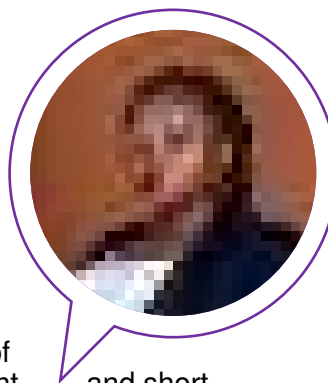
Amanda Felly Baisuka

Amanda, is a lover of music, is a powerhouse of happiness and joy, a world changer, hope wielder, light and anchor. In addition to her role as a business development and management advisor, Amanda currently holds the position of a sales and marketing executive at Protea Hotels. Her dedication to childcare is evident through her innovative mobile babysitting service, which caters to career parents. Furthermore, Amanda's passion for both people and social entrepreneurship is demonstrated by her provision of career guidance and marketing services (Nze Marketing) to young individuals in various communities.

Life is simple – live it to its fullest – tomorrow at about this time – you will be in a better place....

Like diamonds formed under the heat and pressure of earth's gravity, the leader in me was and still is a work in progress. Before

GROW_i, I struggled with lack of focus, procrastination, misguided perceptions of self and others, poor money management sightedness. Reading "Tiny Habits" by BJ



and short Fogg guided me as I developed tiny habits to breakdown elephant problems. As a result, I have developed healthy listening and reading habits. I have learnt to put my dreams on paper through vision boarding; a tool that keeps me motivated and focused on my individual and organizational goals. My journey with GROW_i can best be described by four billboards:

'The Road – am coming, the Flower – am sprouting, The Door- opportunities, The Ear – I am hearing and learning'.

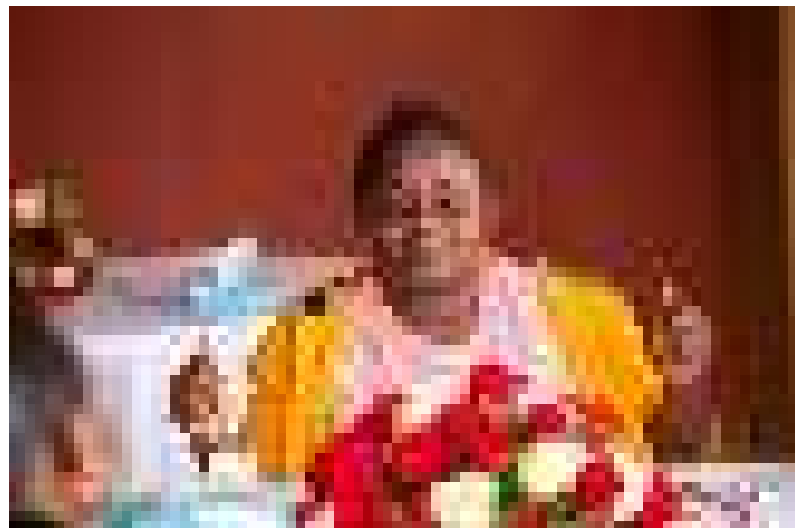
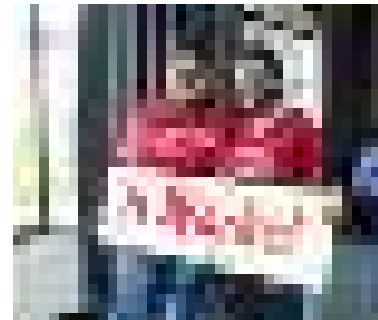
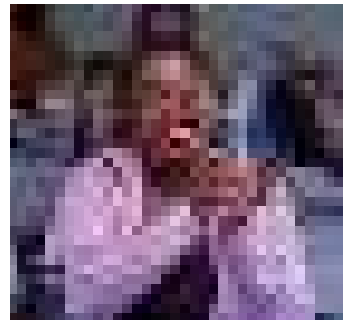
Module one, 'Know yourself to grow yourself' exposed me to myself through psychometric tests and the JOHARI window. Through these tools and the help of my coaches and facilitators, I was equipped with knowledge on how to leverage my qualities to create a better me. The letter about my future self, brought clarity, expectation, and courage to dream through personal development plans and mission and vision statements.

I learnt that a leader must know their people to grow their people and that communication, empathy and role modeling are key. My knowledge of management and growth of individual and organizational finances has greatly increased and so has my confidence in handling various financial matters. I have had to return to school to master my craft and offer a better version of myself.



During the course, I was hindered by conflicting priorities, burn out, demotivation, self-doubt, societal demands, time management, less interactive time with fellow growers and limited sessions with my coaches. I am grateful to CivSource Africa for this opportunity to grow and become a better version of myself.

GROW_i is such a wonderful mentorship program.



From Rock Bottom To Hope!

Grace Kabatangare

Grace is a transformational problem solver, knowledge facilitator and leadership development trainer, who is anchored by justice, authenticity, and resourcefulness. I am an enthusiastic, resourceful, passionate, and creative being! I am grateful for the gift of work and the privilege to spread my wings in fields of Forestry, Agribusiness Management, Leadership Training, Interior/Exterior Design, Education, Hospitality and Wellness!

“Omutwe omwaavu gukooya’ebigere’. _
Luganda Proverb

My GROW_i journey is a path among very many, intertwined within a longer route I embarked on in 2014. It’s at rock bottom that one must choose between giving up and fighting like crazy. I began fighting and showing up for myself, in 2014; I had reached the dark cold depths of despair and was literally hanging



onto a
dim flicker of light for hope!

I was insatiably hungry for more meaningful self-improvement courses when I learnt of the GROW_i mentorship Program. I had had an opportunity to interact with leaders from the first cohort and was determined to get a piece of that pie. Additionally, with my consultancy in the different fields bringing in more revenues, greater influence, and wider connections, I desired mentorship in personal growth, people management and financial stewardship. The GROW_i program offered much more than I expected.

Module one, ‘Know yourself to grow yourself’ dissected my personality and leadership DNA. I was as amazed as was dismayed by the results of the psychometric tests, the bitter truths, sweet reflections, and gaping cracks! I was almost hijacked when in a nick of time I recalled the session on the Amygdala hijack! I have come face to face with who I am today as I chisel myself into the Grace I desire to see. I was shocked when I looked at myself through the JOHARI window; the different views invoked multiple emotions which made me conclude that we are never who we think we are!

When I imagine myself as a product on a shelf, I strive daily to define, refine, redefine, and add value to my brand. My dynamic vision board reminds me daily of how smart, brave, talented, and wonderful I am and how bright every aspect of my future is. Using tiny habits, I have developed a reading culture and

changed many other habits that seemed impossible in the past. The emphasis on reading as a leader reminded me of my childhood; raised by a mother who was a librarian and believed in exploration and adventure through books.

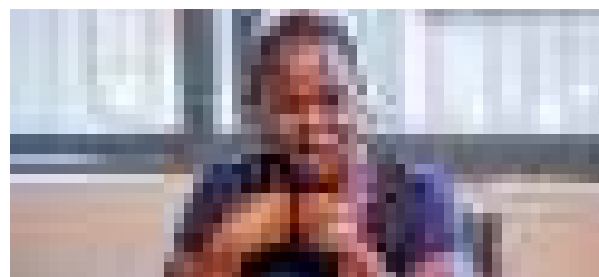
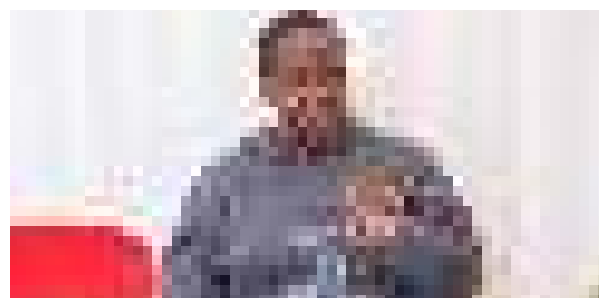
In the past, I struggled with communication, delegation, and connection at business level. I always failed at maintaining boundaries and suffered for it. The module, 'Know your people to grow your people' offered fundamental, practical, and common-sense strategies on people management. I am a better leader today and I am grateful.

The module on money matters was my favorite, as the theatrical and illustrative facilitator took me on a roller coaster trip of personal financial management; I laughed, and I cried, and I laughed yet again! The fact that I act like I have been bewitched shook me back to my senses and I made a promise to act otherwise through- financial planning, delayed gratification, intentional saving and investing, living below my means and thoughtful giving.

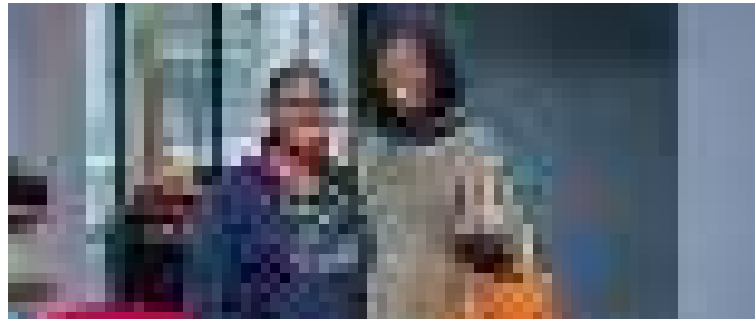
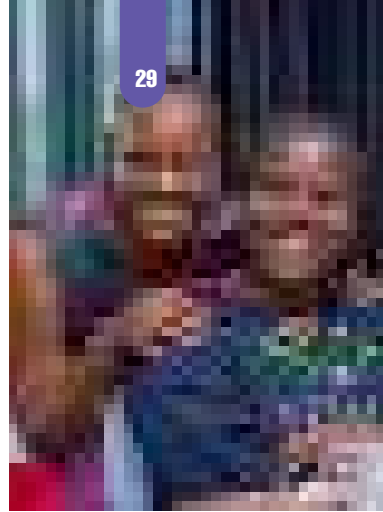
I am very grateful for the opportunity to learn, relearn, unlearn, and grow under the mentorship and guidance of professional, experienced, and knowledgeable facilitators and coaches. The inestimable contribution of my magnanimous coach, Joan Larok, will forever be valued, appreciated, and paid forward. What a journey it's been!

To the CivSource Africa team, thank you for showing up for us and walking the talk in all aspects.

Sweat more in practice, bleed less in war!



From Seed to Blossom

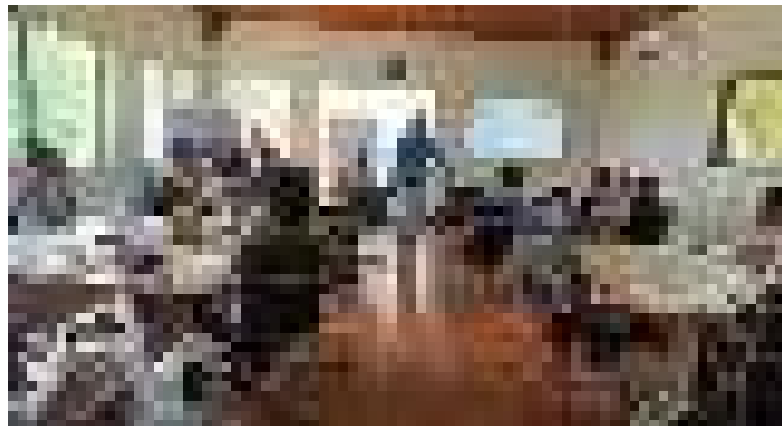
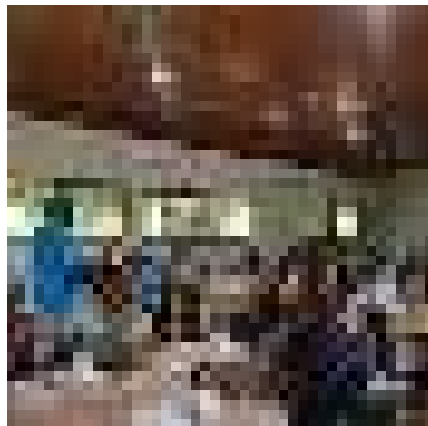


Learning! Unlearning! Re-Learning **GROW**!



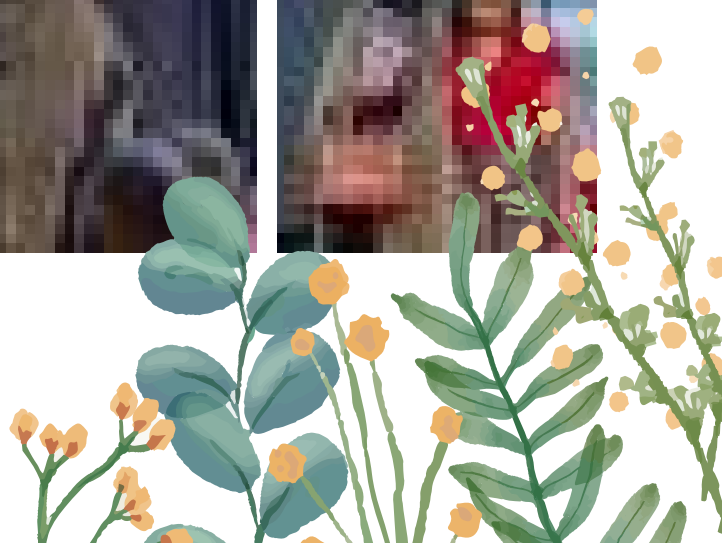
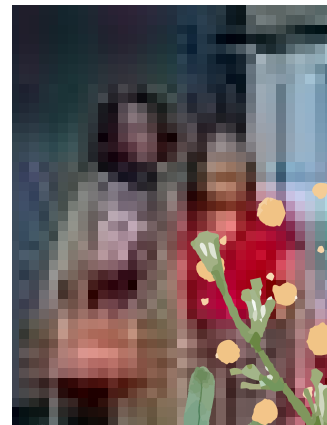
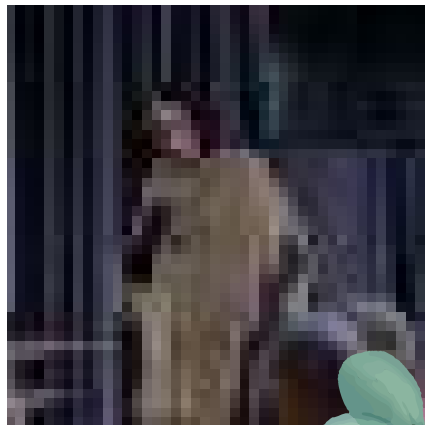
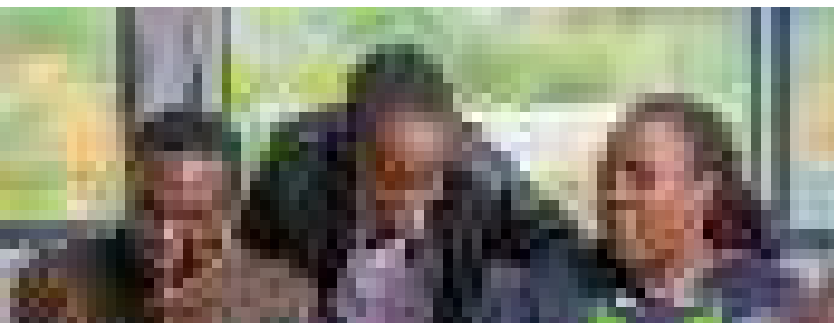
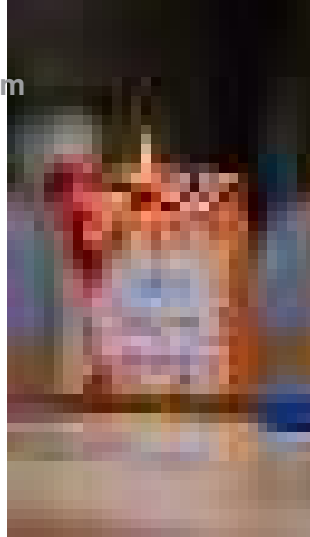


**Know Your
People to
GROWj Your
People:
People
Relations
With Joseph
Ajaj.**



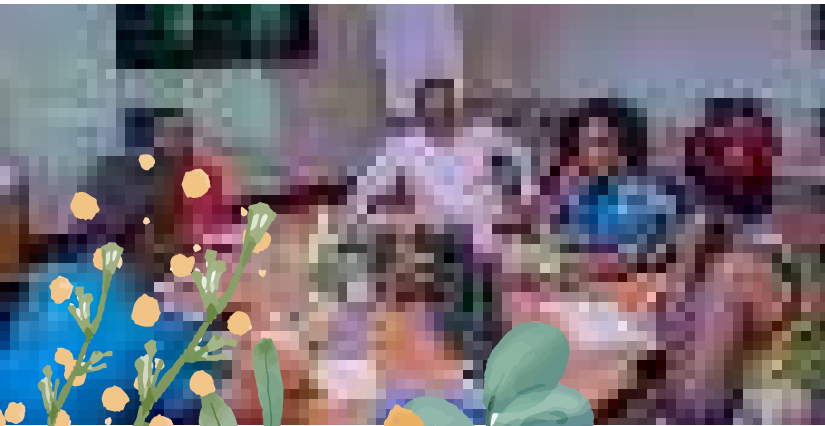
From Seed to Blossom

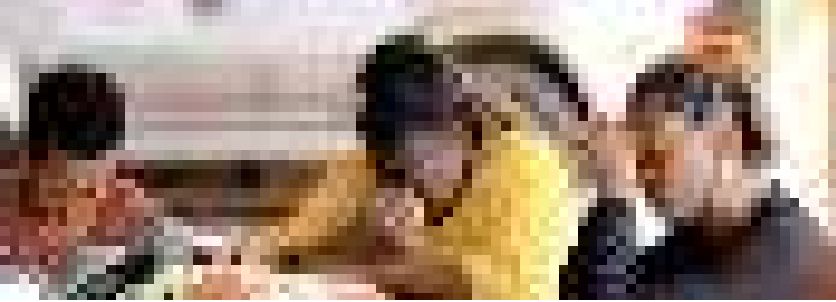
**Know Your
Money to GROW;
Your Money!**
**Personal
Finances With
Grace Makoko.**



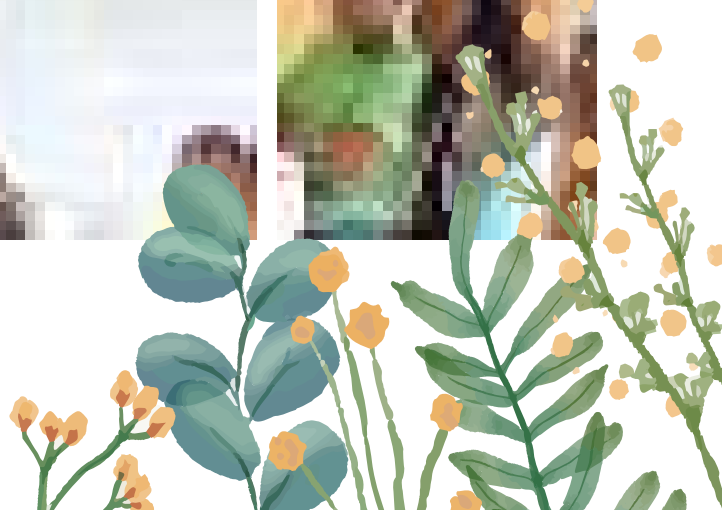
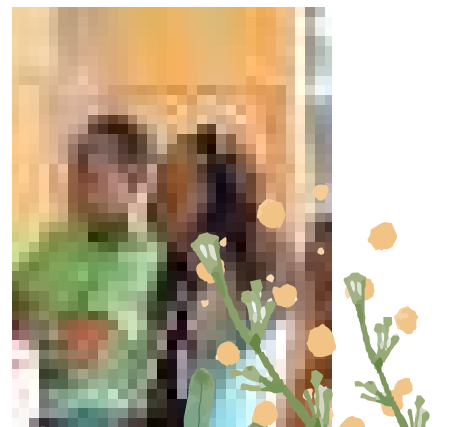
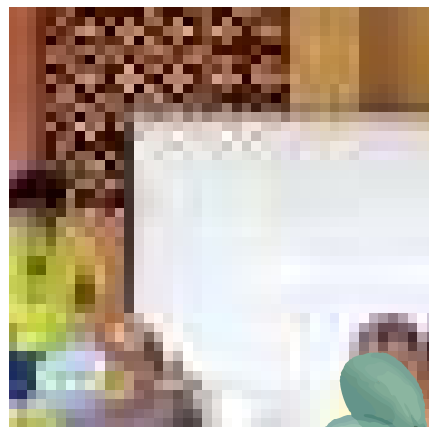
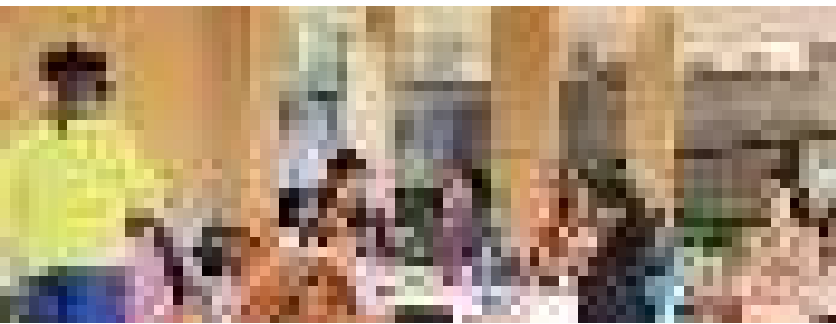


Know Your Money to GROW; Your Money!
Institutional Finances With Moses Rutahigwa.

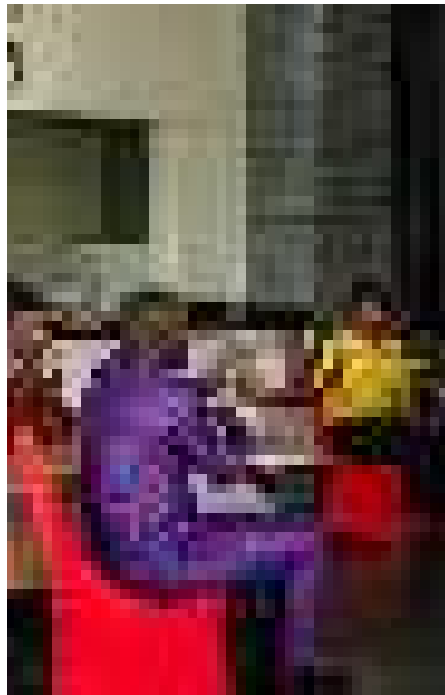
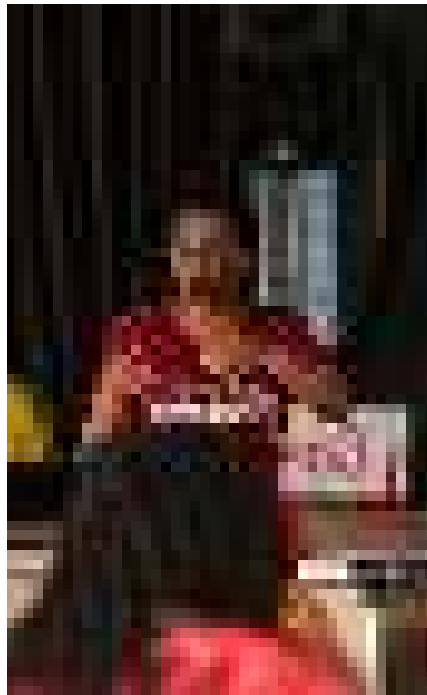
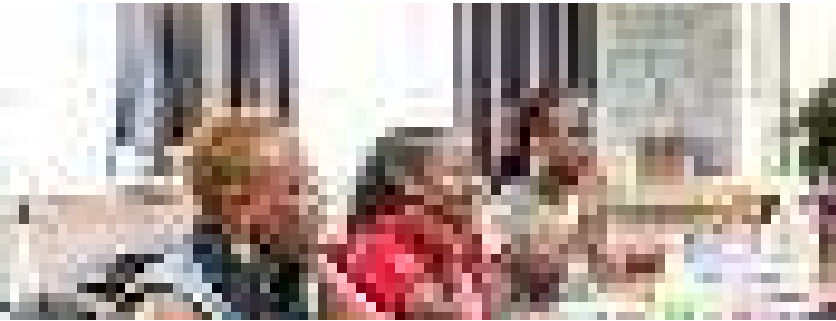
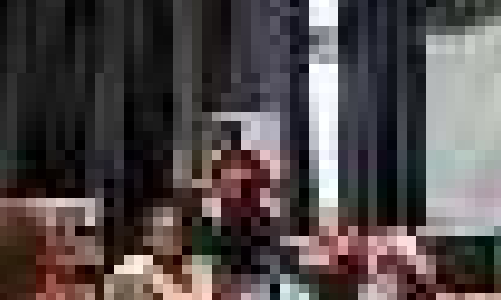


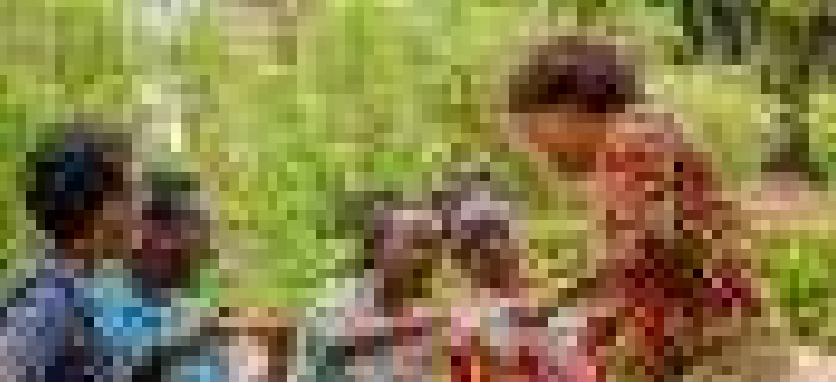


**Vision
Boarding
With Gloria
Mugarura.**

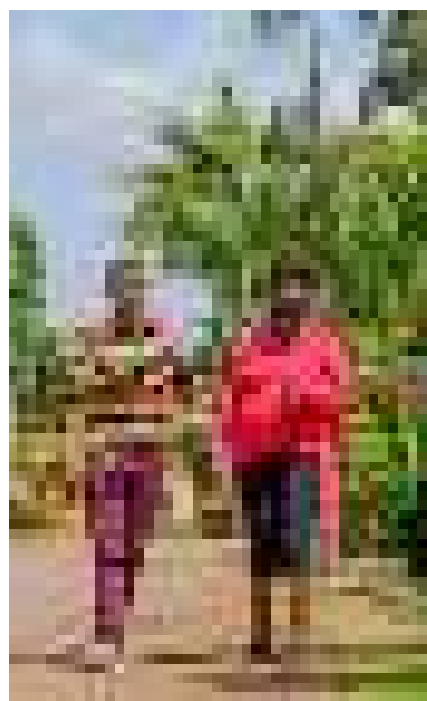
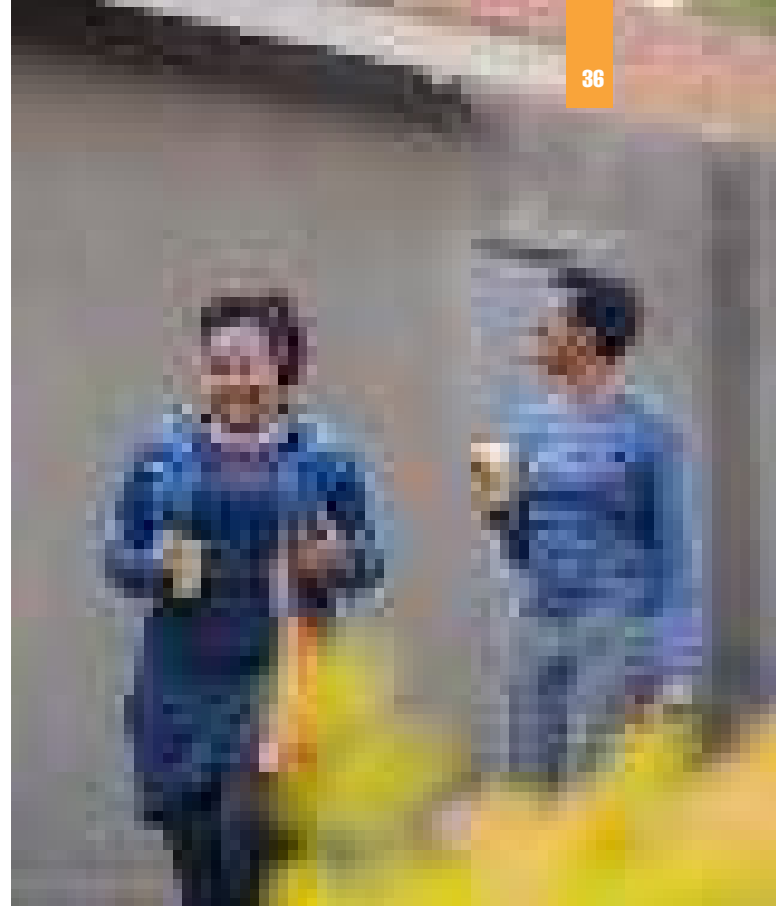


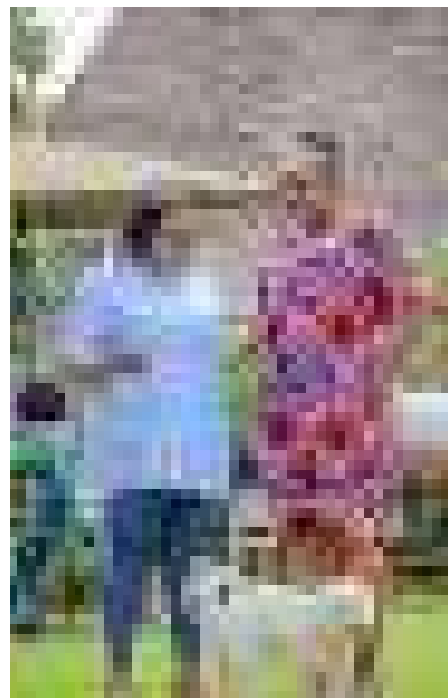
Know Your Brand To GROW;
Your Brand: Valuable
Insights On Branding With
Belinda Namutebi.

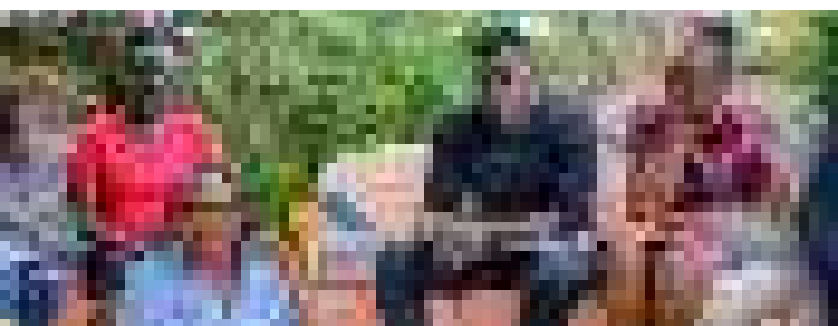
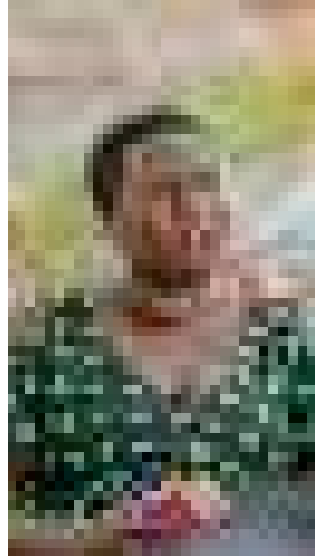




**Succession, Footprint,
And Legacy: With Jackie
Asimwe And Grace Nayiga.**









Don't judge
each day by the
harvest you reap
but by the seeds
that you plant.

_ Robert Louis Stevenson ”

GROW: A Life-Changing Experience!

David Okayan

David is a religious, confident, hard-working, realistic, sociable, and efficient man who draws on biblical principles to manage his life and businesses. He is a young entrepreneur who is starting out in the paint manufacturing industry under the brand name 'Colorsy'.

I was going through a rough patch and desperate need of motivation and encouragement, when a friend told me about GROW_i. I enrolled for GROW_i with great expectations, anticipation, and excitement. I was not disappointed!

I had the extraordinary opportunity to meet and forge meaningful collaborations with likeminded 'growers', knowledgeable and illustrative facilitators, dependable and thoughtful. The experience has been exhilarating, motivating and worthwhile. I am confident to apply what I now know from the training to my daily life dealings. The psychometric tests mirrored my strengths and weaknesses and motivated me to act on self-improvement strategies. The tests helped me embrace myself as a dynamic, multifaceted, multitalented, complex, and wonderfully created being with a mind, body, and soul.

I am a brand, and my brand is my promise!

I learned a lot from the branding session, where I was challenged to intentionally and daily build the function, emotional connection, appeal, and community connection of my brand Colorsy. I understood that customers buy value, so I need to offer complete solutions in terms of skill, competitive edge, and sustainability. I also learned the importance of understanding my people and mastering my money. I am grateful for the opportunity to learn about branding and how to build a strong brand. I am confident that this knowledge will help me to grow my business and achieve my goals.

My big take home was the importance of understanding my team to effectively lead them, as well as the significance of managing my finances to foster growth. Through this experience, I developed a strong understanding of fundamental money principles, such as delayed gratification and strategic planning. I also gained insight into the metaphor of seven years of abundance versus years of scarcity and learned valuable techniques for leveraging limited resources.

The entire process was like the polishing of a diamond, insightful and gainful; I am now guided by personal vision and mission



in

to with

highly

committed coaches.

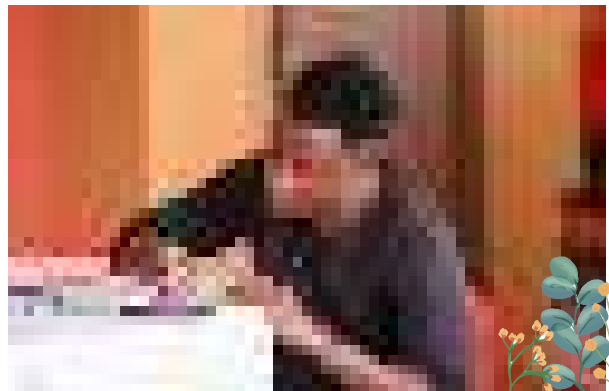
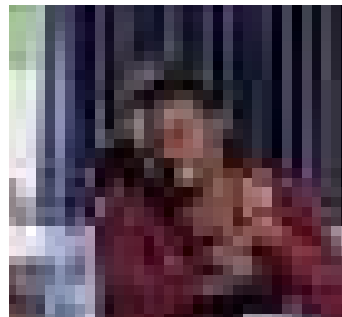
thought provoking,



statements, personal development plan, practical tools and experiences shared by the facilitators and coaches. I am morphing into the great leader I was created to be! I know what is good for me and have discarded impediments like alcohol consumption and other negative habits so that I can travel light on this amazing new journey.

My legacy ambitions rotate around building 'Colorsy' to last for more than seven generations. Andrew Carnegie and James Mulwana are my inspiration.

I am grateful for the GROWj program and wonderful experiences.

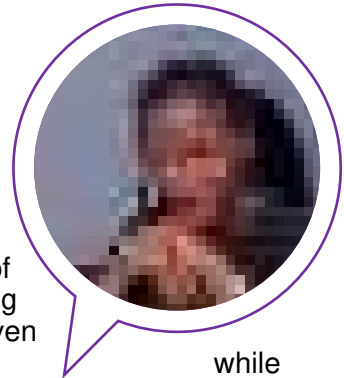


Ask Someone Who Has Been There Before!

Caroline Nyangoma

Caroline is very passionate about justice, fairness, and equity. She is deeply committed to human rights, actively engaging as a writer, gender analyst, and social entrepreneur. As the founder and Executive Director of Warm Hearts Foundation, an organization dedicated to women and children's rights, Caroline tirelessly works towards creating a more inclusive and equitable society.

Lozen Noris once wisely stated, "If you cannot see where you are going, ask someone who has been there before." The year 2022 brought about a profound sense of isolation and loneliness within my workspace. As both a team leader and a social worker primarily dealing with victims of gender-based violence, I found myself feeling empty and drained, unlike any other time, even when I consistently poured into others' lives neglecting my own.

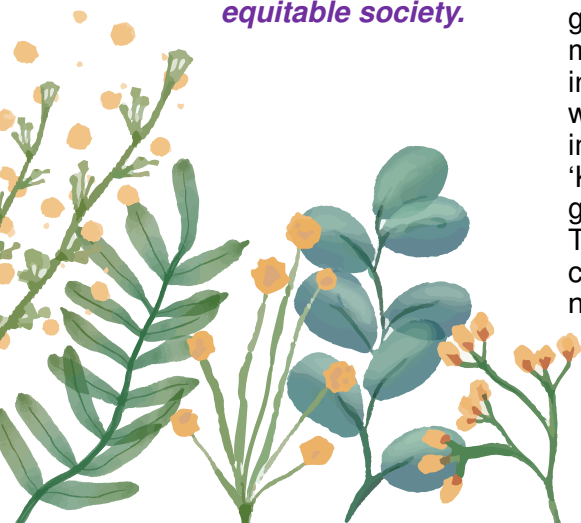


while

Resigning from my job to focus on my social enterprise only added to the difficulties I faced. I dedicated everything I had without taking the time to replenish myself. Simultaneously, we were wrapping up a project, which further depleted my energy and sanity. Recognizing my need for support, a colleague recommended the GROW_i mentorship program, fully aware of its potential to meet my needs for learning and mentorship.

Despite having experienced a challenging mentorship journey in the past, I eagerly embarked on this new opportunity, fuelled by a strong desire to share my story with those on similar paths. The loneliness of leadership became apparent, and the prospect of connecting with fellow CEOs instilled a sense of hope, as it seemed no one truly understood the complexities of leading an organization in such a dynamically indifferent socio-economic environment.

My efforts, resilience, commitment, and consistency yielded greater rewards than I had anticipated. Each session of the mentorship program proved to be educational, illustrative, insightful, thought-provoking, and perfectly timed. As someone who had lost their grounding, I experienced a revitalization almost immediately. Topics such as 'Know yourself to grow yourself,' 'Know your people to grow your people,' and 'Know your money to grow your money' were precisely what I needed in that moment. The wise words shared by guest speakers, facilitators, and coaches continue to resonate within me, reminding me that it is not only about how I begin, but also how I finish. I learned the



importance of embracing the pain of discipline rather than succumbing to the pain of regret.

The mentorship journey not only trained me to become a mentor but also transformed me into a living embodiment of the message I convey to those around me. I am not only a practitioner of the teachings but also a conduit for sharing the wisdom with others.

I had nearly lost my sense of direction until I crossed paths with the incredible team at CivSource Africa, led by the remarkably inspiring CEO, Jackie Asimwe, whose infectious smile lights up the room. Being part of this team reminded me that I am not alone in my journey. The mentorship provided was nothing short of exceptional, surpassing any other description I can find. In our current era, countless leaders are emerging, yet many lack the vital guidance and mentorship they need. How fortunate are we to be among the few who have access to such invaluable opportunities!

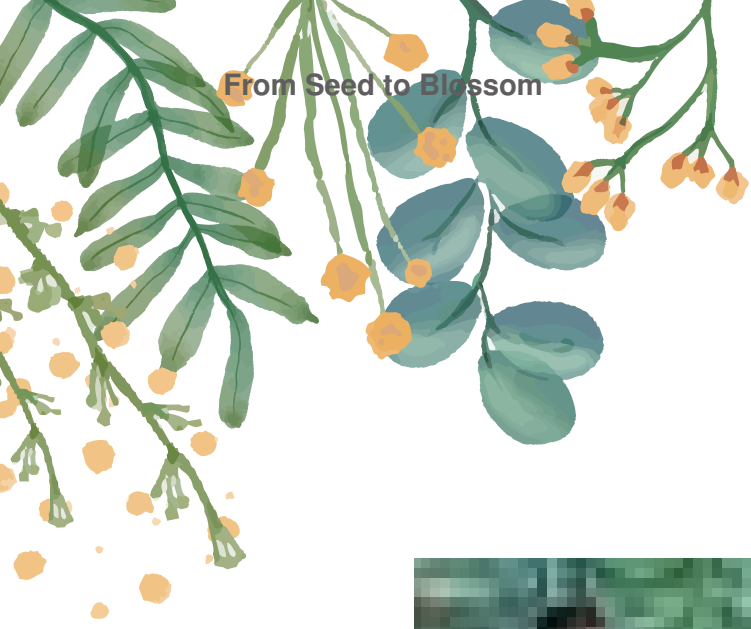
Oh, and the coaches assigned to us! They have been instrumental in catalysing a remarkable transformation within me. I eagerly anticipate witnessing myself soar beyond the confines of my previous limitations. I am filled with a newfound energy and a sense of being that I cannot contain. A zillion thanks to whoever put a brick to this journey, and my loving family for their unwavering support. The CivSource Africa team deserves all the blessings galore.

Top of Form

In one word, the GROW_i program can simply be described as 'Timely'. It came through in 'A perfect timing'.



From Seed to Blossom



'Be Not As You Are, But As You Should Be!

John Grace

John Grace is an amazing and charismatic vocalist, fashionista, great conversationalist, and lover of life! His core values revolve around justice. He possesses a profound dedication to supporting individuals who confront prejudice, violence, segregation, stigma, and injustice, especially in relation to their sexual orientation or gender identity. Having grown up and continuing to reside in a conservative and inhospitable society, he has firsthand experience of the challenges and adversities faced by homeless sexual minorities in Uganda. In light of this, he has committed his entire life to the establishment of secure havens through the Uganda Minority Shelters Consortium (UMSC). This organization plays a pivotal role in providing essential aid, such as housing, counselling, and legal assistance, to those who are in need.

Inrolled into the GROW_i program with great expectations, anticipation, and hunger to learn and grow as a leader. The modules covered aspects around knowing and growing personal and organizational self, brands, people, money, and legacy. Pertinent topics included self-awareness and self-evaluation,

personal development plans, personal and institutional financial management and growth, branding, and legacy. I have learned new concepts, tools (vision boarding, JOHARI window), and strategies that I have applied to my work and life. My personal development plan outlines my vision, mission, values, goals, and action steps which direct my every decision and action.

As a leader, surrounded by numerous but fleeting opportunities and complex challenges, I needed to develop my leadership skills and competencies to be more effective and impactful. GROW_i has offered me tools, knowledge, and strategies to streamline my personal and professional ambitions through the inestimable mentorship of professional coaches and facilitators. I am grateful.

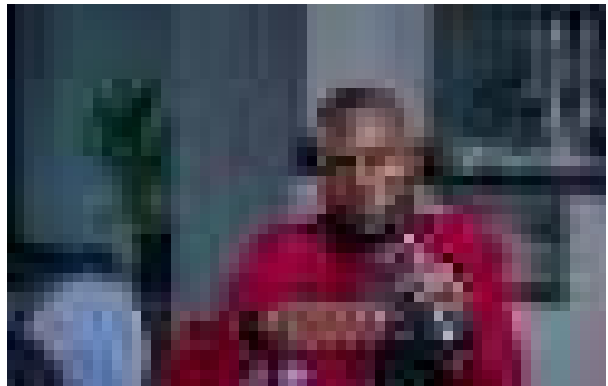
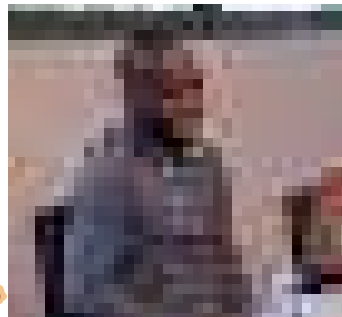
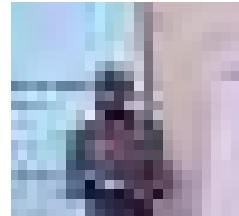
Managing my personal finances has been a thorn in my flesh and after listening to Ms. Grace Makoko's 'are you bewitched?' metaphor, I cringed, shivered, and woke up to my financial senses! Grace emphasized living below one's means, saving, investing, delayed gratification, investing in financial literacy and change of attitude towards our spending. I will never forget this session and the impact it has had on my financial growth! I am grateful. I am no longer be-witched, the curse was lifted!



The lovingly brutal feedback and guidance from my coach, Mr. Richard Ssebagala, has challenged me to rewrite my script and expanded my control and desire to leverage my strengths and weaknesses, with full awareness of my nature to be idealistic, creative, compassionate, and flexible. I have improved greatly in communication, delegation, and decision-making.

I am practicing the tiny habit of clearly and frequently communicating with and delegating to my team and this has empowered them and cultivated ownership, accountability, authenticity, engagement, motivation, innovation, and efficiency within the organization. I am confident and competent as a leader.

My GROW_i journey has been of passion, growth, and transformation.



I Am 'Because We Are!

Emmanuel Ssekitto Kalule

Emmanuel is a lifelong learner, serving as an inspirational leader with a deep passion for the welfare of children, particularly those facing disadvantages and financial hardships. He serves as a bridge, connecting young individuals to their aspirations and dreams. As the founder of 'Faces Up Uganda,' an ethical, awe-inspiring, impactful, and truly remarkable Non-profit Organization (NGO), Emmanuel envisions a world where all young people have their 'Faces Up' in the direction of their own dreams.

One can lift a spoonful of flour with the mouth only if they focus and balance their movements regardless of the blowing wind, unlevelled ground, and other external distractions. For a long time, I sought to join and commit to a Ugandan based mentorship program tailored to and relatable to our social, economic, political, and cultural ecosystem. Off a LinkedIn post of Ms. Jackie Asiimwe, I got to learn about the amazing, relevant, and timely GROW_i mentorship program! It was exactly what I was looking for.



applicable,

The program was specifically tailor made for me to meet my unique needs, and it has proven to be the most significant and rewarding investment in my leadership journey thus far. As a leader, I was in desperate need of replenishment, as I had almost depleted myself during the earlier stages of my leadership path. Today, I can proudly say that I face the world with confidence, optimism, and a radiant smile. This journey has been immensely valuable and worthwhile!

The modules were packed with information, illustrations, appropriate examples, and magnanimous experiences shared by coaches, facilitators, and fellow growers. Module one concentrated on unearthing, analyzing, and leveraging Emmanuel's personality and leadership strengths and weaknesses. I experienced a wide spectrum of emotions ranging from shock, surprise, and excitement. I was hungry for more knowledge about myself and for personal growth.

The session on branding got me fired up and excited about how I was building the brand house of Faces Up Uganda. In what state is the function, emotional connection, appeal, and community connection of Faces Up Uganda? Is Faces Up delivering on its promise? Understanding my brand to grow my brand was eye opening and confirmed that people buy value!



How can you grow your people if you don't know them? This interrogation challenged me to invest time, emotion, resources, and information in the people I lead. Creating strong teams improves efficiency, communication, and connection.

The GROW_j program linked me to an amazing coach who literally walked with me and shared her time, wisdom, experience, and connections. The walking routes traversed Nalya, Kololo and Lugogo bypass. As we walked, we shared conversations about my personal and organizational growth journey. Who we are is how we lead; we cannot give what we don't have! These statements keep my thoughts active and challenged me to chase my dreams.

As a young leader at a fledgling organization, with a background in industrial art, the experience of engaging in civil society work is truly unique and exhilarating. Each day presents a fresh chapter brimming with opportunities for learning, unlearning, relearning, and confronting dynamic challenges that push my boundaries. I have achieved numerous noteworthy milestones, including securing funding from two United Nations agencies, forging strategic partnerships, establishing Memorandums of Understanding with two aligned Ministries, hosting delegates from one of the Ministries at our community center, expanding my team from 4 to 8 members, and taking personal time to celebrate my accomplishments. Additionally, I have embarked on a reading journey, immersing myself in books each morning and concluding with the practice of writing a note to myself. Through this journey, I have connected with incredible individuals who share a deliberate commitment to personal growth and have become like family to me. This rewarding and exhilarating experience continues to unfold. *To whom much is given, much is expected!*

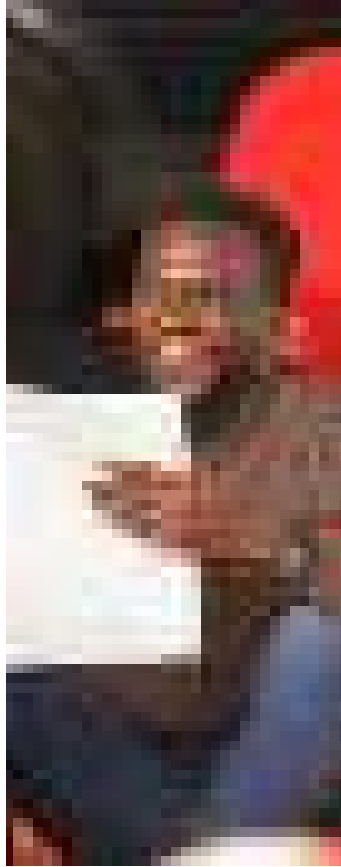
Now that you have reached this far reading my story, let me wow you with what Faces Up Uganda does. We use art for the rehabilitation and empowerment of children and youth from less privileged communities. We sustain them in school by taking care of school fees from funds raised through the sale of artwork and merchandise. You are invited to pour into the ocean of the future of Uganda's children.

Reach out to admin@facesup.org | +256-393240768 | www.facesup.org

Invest in your growth because you are one in a "melon".

Enjoy your day and stay awesome!





Managing Self!

Andrew Mfitimukiza

Andrew is a devoted Christian, a happily married and a proud father of two adorable children. Additionally, he is actively engaged in meaningful work with the United Nations.

Around a year ago, when I enrolled in the AGROW_i program, I had three main aspirations:

1. To push myself beyond my comfort zone and experience personal growth.
2. To acquire essential leadership skills and principles that would enable me to lead my teams towards success and growth.
3. To connect with like-minded individuals, establish networks, and engage in fruitful idea-sharing, consultation, and exchange of credible advice.



Looking back now, I am filled with gratitude as all three of these expectations have been fully realized.

The accuracy of the psychometric test was astonishing. It affirmed traits about myself that I already knew but hadn't paid much attention to. It allowed me to conduct a SWOT analysis and explore how I could leverage my personality and leadership qualities. I can now confidently say that I am comfortable in my own skin, understanding the reasons behind my tendencies and having the ability to self-correct when needed.

With a solid understanding of myself, I received guidance in developing a personal development plan. This period involved deep self-reflection, thoughtful consideration, and realigning my priorities. I came to realize that although I was busy with many things, aspects that were dear to me, such as my family and our shared vision, were being adversely affected. I gained the courage to eliminate non-essential commitments and focus solely on those that were necessary and contributed to our family vision. The relief of having clarity and focus is remarkable! Decision-making has become effortless. Currently, if an opportunity or activity doesn't align with our family vision, I happily let it pass. I now have more



time to spend with my wife and son, while still experiencing personal growth. I invest my time in activities that foster growth, such as reading books and nurturing relationships.

Through the GROW_j program, I have had the privilege of meeting and connecting with extraordinary individuals who have inspired me with their ambitious visions and challenged me to sharpen my own aspirations. These connections are not ending here; some of them will undoubtedly develop into lifelong relationships.

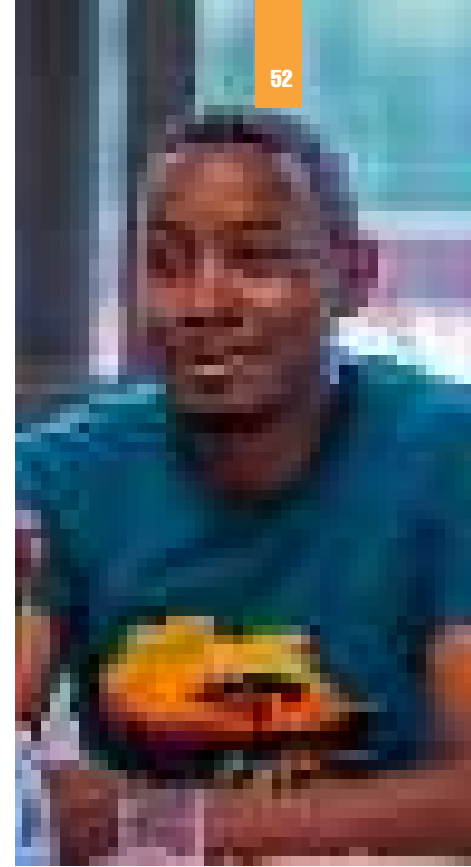
Prior to GROW_j, the concept of having a coach was foreign to me, and I wasn't particularly enthusiastic about it. However, my coaching sessions turned out to be significant highlights in my GROW_j journey. My coach has a knack for asking thought-provoking questions, and by the end of each session, I discover that I possessed the answers all along. What initially seemed confusing, and overwhelming become broken down into simple, achievable goals. As a result of these sessions, I have begun pursuing tasks that I had known I needed to undertake but had put off for years due to their perceived complexity. One notable achievement is intentionally initiating connections with my paternal extended family. You can imagine the feeling!

I have acquired practical leadership principles that will enable me to better understand my team and guide them towards greater accomplishments. Managing personal and organizational finances has become a top priority for me, setting me on a lifelong journey of growth and personal development. I eagerly anticipate the achievements my team and I will make for our families, our nation, and the world. The foundations have been laid, and I am ready to build upon them with enthusiasm.

“You cannot manage other people unless you manage yourself first.” Peter Drucker

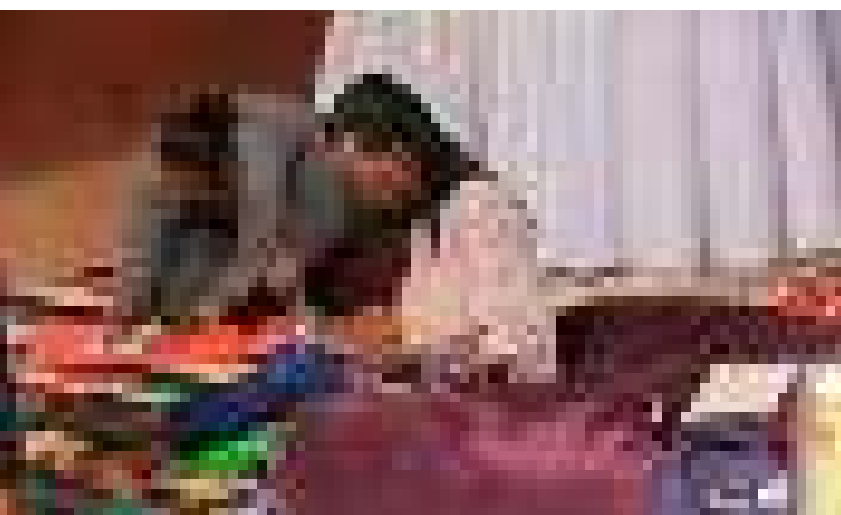
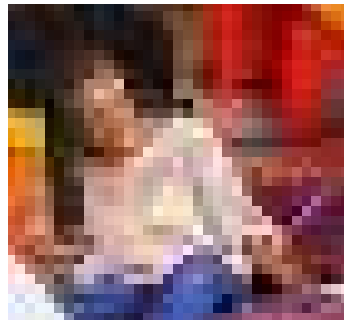
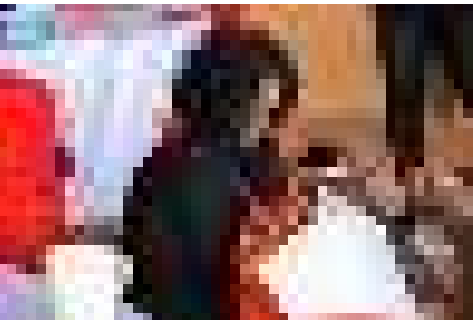
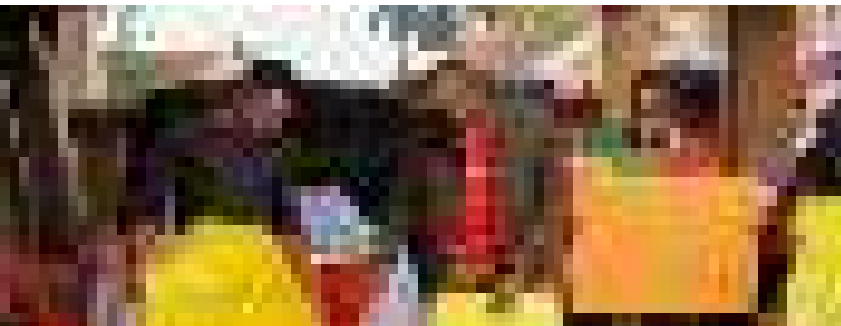
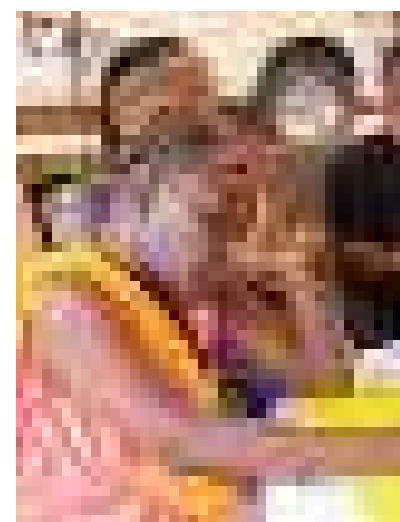
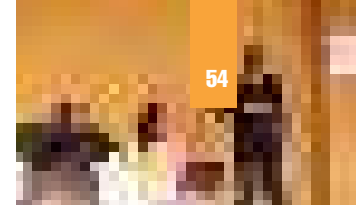
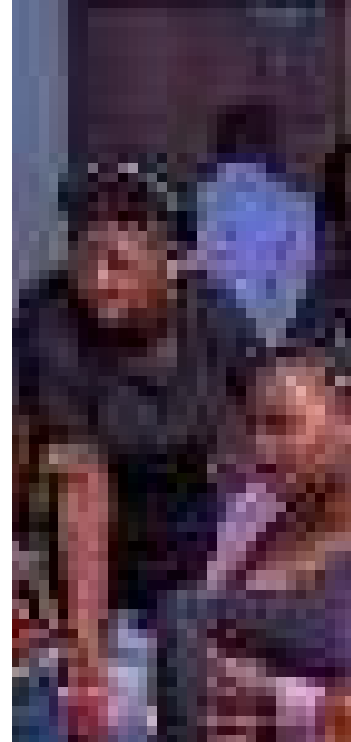
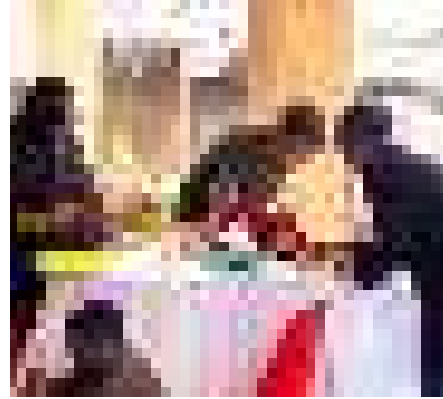
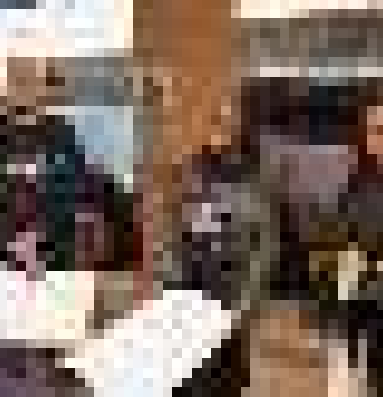


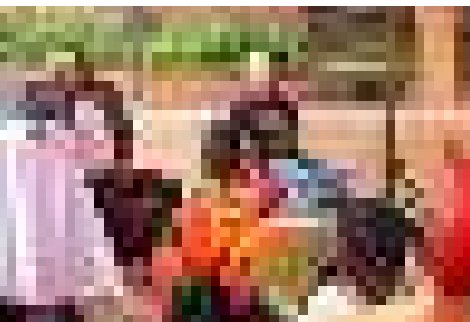
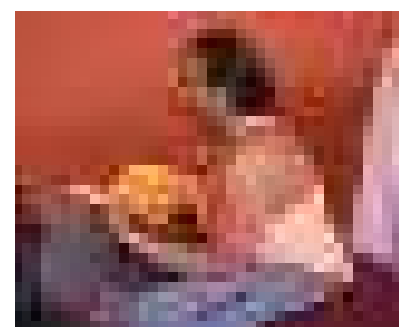
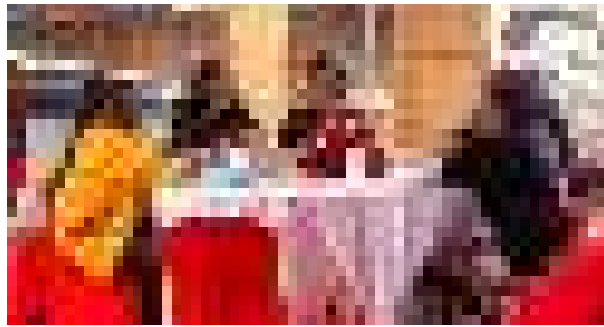
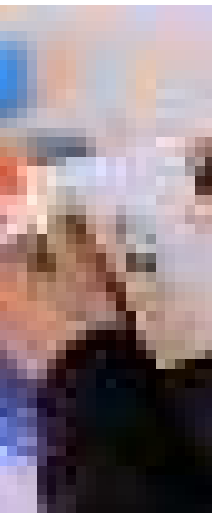
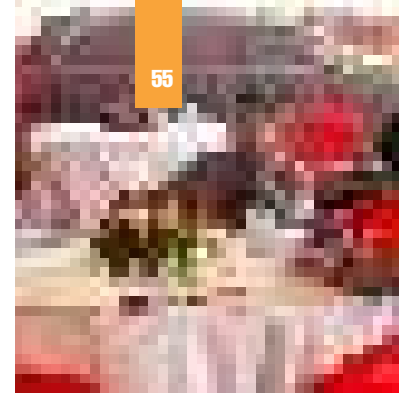
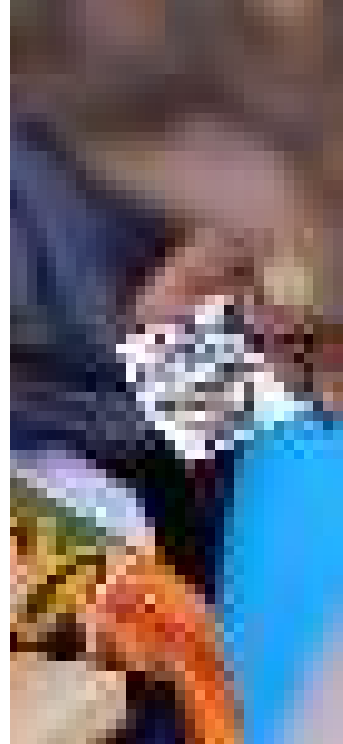
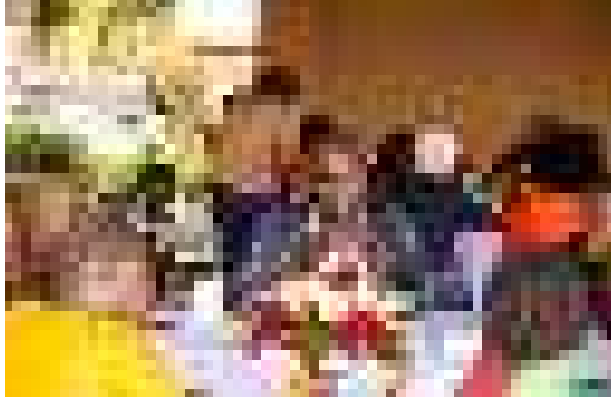
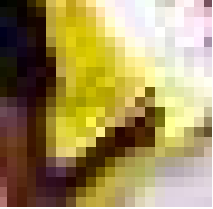
From Seed to Blossom



Lessons with **GROWi**





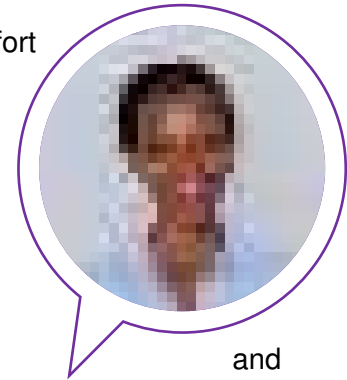


Scripting A New Journey!

**Winnie Evelyn
Mahoro**

Winnie Evelyn Mahoro is a vibrant and enterprising leader who excels when confronted with challenges, perceiving each day as a chance for personal growth and learning. With an unwavering commitment to self-improvement, she consistently evolves, sheds outdated beliefs, and embraces innovative approaches that push the limits.

Before GROW_i, I was content in my comfort zone, stuck in a self-made cage with no room for growth. I was blindly prone to external manipulation and control, and this negatively impacted my self-identity, life's purpose and interactions with family and friends. I was blindfolded with no sense of direction and almost fell into a pit of depression and mental challenges! GROW_i started me on a journey of self-discovery and God willing I will share my experiences and knowledge in the book I am currently writing.

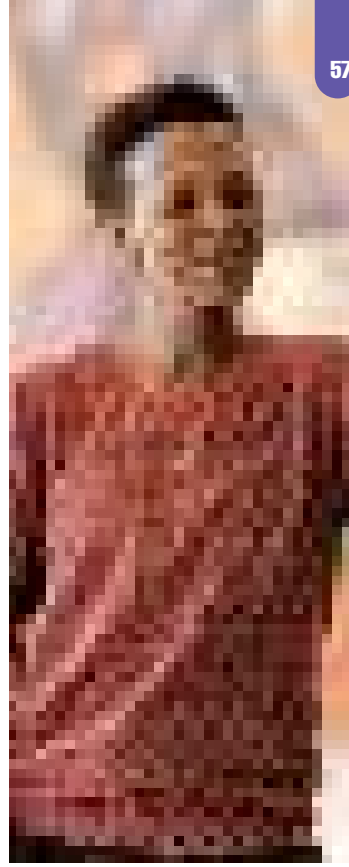


and

Module one, 'Know yourself to grow yourself' revealed my personality and leadership traits and what I needed to work on to be the leader I desired. As a leader, people connect to my heart, head knowledge, emotions, and skills and therefore commitment, alignment and direction are required of me. Through the course, I was equipped with tools to harness my emotional intelligence and improve on my general outlook and approach to self, others, and leadership. The JOHARI window was particularly helpful as I got to see myself through the lenses of those around me. I am excited to continue learning, unlearning, relearning, and experiencing the budding version of myself. Empathy, mindfulness, self-care, compassion, gratitude, intentionality and setting healthy boundaries are practices that I observe as I tread my healing journey. I am confident in who I am becoming as a brand and, in the story, I am scripting for myself.

The amazing journey with GROW_i has been an experience of a lifetime, packed with revelation, wisdom, connection, memories, new dreams, and lasting skills. I am grateful to CivSource Africa for holding our hands during the journey and entrusting us with wonderful facilitators and coaches.





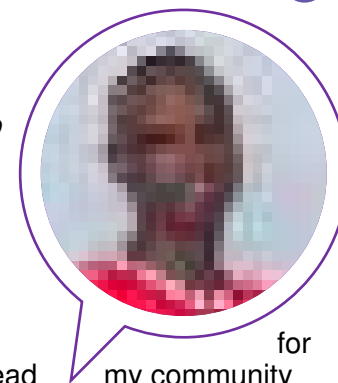
A Journey To The Promised Land Of Wisdom; A Once In A Lifetime Opportunity!

Eric Ssali

Eric is a sensitive, energetic, and sociable person whose mission in life is to foster a profound sense of belonging and companionship for those who have experienced abandonment. He aspires to lead by example, maintaining a balanced lifestyle while adhering to ethical principles that allow him to create meaningful and impactful change.

“To have fun in my journey through life and learn from my mistakes. Love God and inspire others to achieve great things and make the world a better place.” _ Eric Ssali

With a mix of trepidation, anxiety, and anticipation, I embarked on a journey that introduced me to unfamiliar territory—sharing personal experiences. Driven by the desire for personal growth and the ability to represent and lead in a challenging social and economic environment, I knew I needed to step out of my comfort zone and expand my sphere of influence to effect positive change and alter prevailing narratives. The essence of “GROW_i” encompasses greatness, resilience, optimism, and wisdom.



In the first module, numerous aspects of myself became illuminated and clarified, shedding light on both my strengths and weaknesses. This newfound awareness enabled me to leverage these traits and areas for improvement to become a better leader. The psychometric tests, utilization of the JOHARI window tool, exploration of branding principles, and other lessons all contributed to enhancing my sense of direction, alignment, and commitment as a leader.

As Kanter’s law suggests, **“Everything looks like a failure in the middle”**. As the course progressed, the demands intensified, requiring my complete dedication and a transformation of old habits, mindsets, attitudes, and patterns. However, the journey has proven worthwhile as I review my personal SWOT analysis, vision, mission statement, and personal development plan. I owe a debt of gratitude to my coach, Ms. Jackie Asimwe, whose unwavering support and investment in my growth were instrumental in guiding me throughout this process.

Tiny Habits by BJ Fogg helped me recognize and respect the power of daily small habits as building blocks for significant changes, personal growth, and leadership. I have incorporated the elements of motivation, ability, and prompts into my habit formation, and I’ve learned to identify the moments where each should be applied. Celebrating small victories along the way toward my goals and honing my abilities has become an exhilarating experience.



My brand is not only a promise to myself but also to those who consume my products or services. Just as birds build nests, I must secure the functional, emotional, appealing, and community connection walls of my brand house, ensuring that those around me recognize my value and buy into it. I now have a dynamic and carefully crafted LinkedIn profile, expanding my network to various fields.

George Shinn once said, ***“There is no such thing as a self-made man”. You will reach your goals only with the help of others.*** As a leader, I have learned the importance of understanding and connecting with my team members to foster a positive work environment where everyone can seize opportunities and overcome obstacles. Collaboration, communication, and connection are the keys to empowering, motivating, and empathizing with others.

Throughout the course, I gained invaluable wisdom and understanding regarding personal and organizational financial growth and management. The module on finances provided essential takeaways, such as financial literacy, upholding financial integrity, diversifying income sources, monitoring cashflow, and building reserves.

With GROW_i I have come to learn to; ***“Get It,” “Keep It,” and “Grow It.”***

Thank you GROW_i.





Only The Best Of Me!

Annet Namugosa

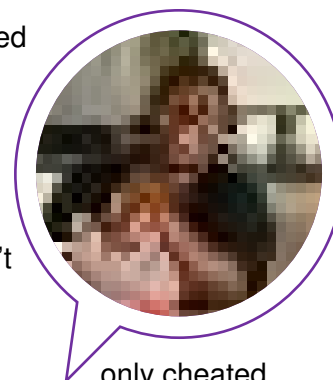
Annet Namugosa, is a remarkable individual, known for her sociable nature, meticulous attention to detail, and versatile approach to life. Her warm and engaging personality, coupled with a genuine passion for connecting with others, sets her apart. Annet's unwavering commitment to excellence and her ability to thrive in any environment make her an invaluable individual, leaving a lasting impact on those around her. With a caring and nurturing spirit, Annet finds joy in taking care of others and ensuring their well-being. Exploring new places is another passion of hers, as she delights in discovering the wonders of different cultures and environments. A good meal and hearty laughter bring her immense happiness, as she values the simple pleasures that life has to offer. Professionally, she serves as a Program Manager at Vijana Corps.

Before GROW_i, I had just been promoted and was feeling like an imposter, a situation that required immediate action. At that time, I was pegged down by hectic daily schedules, overwhelming operational and tactical work. Additionally, I had no prior experience in executive positions and was not aware of what I didn't know regarding strategic leadership and management.

I was in control of everything, and this not only cheated my colleagues out of opportunities to lead on tasks, but also placed a heavy load on my shoulders. I needed time to rest and recharge and the team I was leading needed to grow. GROW_i presented a perfect opportunity for me to learn from leaders that have walked this desired journey before me. I agree with Stephanie S. who stated that; ***“Strategic leaders must not get consumed by the operational and tactical side of their work. They have a duty to find time to shape the future”***. It was time to sharpen my saw!

At the launch of the program, I was given a symbol of growth, a plant to nurture and tend to during the one-year mentorship period. I placed it by my office window to remind me of the promise to find time for myself in each day. Finding time meant change. Change meant that I was to suffer loss of something I held dear, whether that was time spent watching a movie, or checking my phone. It meant adopting new habits and leaving the old behind. Change meant learning and expanding my knowledge, and this would mean stretching my brain to accommodate new perspectives, beliefs, and ideas of doing things differently. It also meant learning from unlikely sources and people.

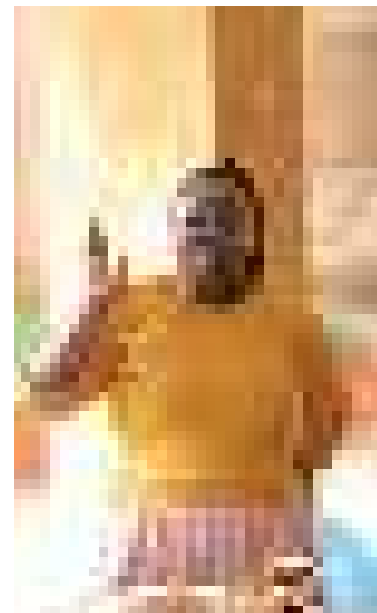
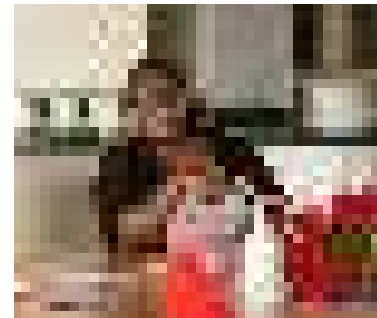
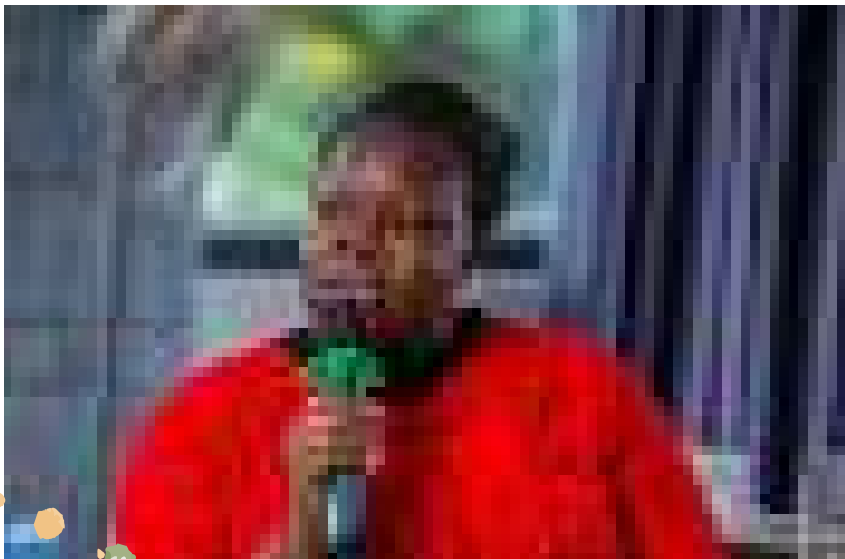
The journey was rough, marked with personal misfortunes and organizational growth that both demanded my time. While I have always believed in the power of collaboration and team strength, I understood that to lead effectively under the prevailing circumstances, I needed to delegate trust, give up control, and lead strategically. It was a mindset I had to cultivate, and this formed the objective of my coaching sessions on the program. The sessions allowed me to dissect and take in the feedback I was receiving from



my colleagues as an opportunity to lead better.

The fear of failure, being critical and a perfectionist were all revealed by the JOHARI window tool. This helped me assess myself through multiple lenses and begin chiseling myself into the leader my followers deserve. I recognized that by relinquishing control, I allowed my team members to develop their problem-solving abilities and build their confidence. I became the leader they deserve. I have since then encouraged my team to think critically and find innovative solutions. Whenever challenges arise, I facilitate open and transparent communication, fostering a culture where everyone feels comfortable sharing their ideas and concerns.

Intentionality, learning, unlearning, relearning, growth, and consistency are strategies embedded in my personal treaty.



**It is from a
small seed that
the giant Iroko
tree has its
origin.**

African Proverb

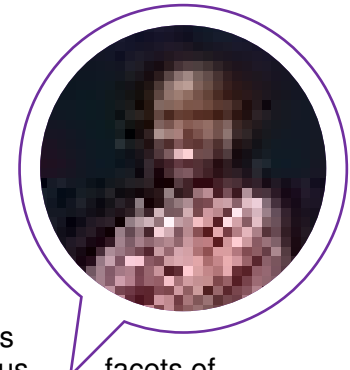


GROW_i: A Catalyst for Change!

Evaline Mudondo

Evaline is a passionate professional photographer who captures and documents moments as they happen. She is the founder of Nze Eve Photography, the go-to company for exceptional portraits, headshots, cityscapes, landscapes, food, and event photography. Evaline and her team of talented photographers have a unique approach to capturing stunning visuals that help your brand stand out in a crowded marketplace. They strive to create lasting impressions and help you achieve your business objectives through exceptional service, attention to detail and creative vision.

Being a photographer, I had the incredible privilege of immersing myself in diverse environments. It was during one such occasion that I first encountered GROW_i, and while it piqued my interest, I initially lacked the immediate drive to participate. However, to my surprise, an inner voice persistently nudged me to seriously contemplate joining the second cohort of GROW_i. As I actively engaged with the program, I gradually began to witness how its ideas and teachings seamlessly applied to various facets of my leadership role. It became evident that I was undergoing a transformative journey, gradually evolving into the person I aspired to become.



facets of
undergoing a

Overcoming my initial reluctance, I gathered the strength to submit my application for the second cohort. The subsequent waiting period seemed interminable, riddled with self-doubt and unease. Would the response be a disappointing rejection, informing me that I hadn't met the criteria? Nonetheless, I clung to hope, refusing to let it waver. At last, the eagerly anticipated email materialized, affirming that I had indeed been accepted. The realization that I, Evaline, would be participating in GROW_i cohort 2 filled me with sheer delight, prompting an impromptu dance of joy!

Becoming a leader or manager can be both exciting and daunting. It comes with numerous challenges. However, with the right guidance and actions, one can overcome these challenges and succeed in their new position. This is precisely what the GROW_i program has provided for me in my leadership journey.

One of the most significant hurdles I encountered revolved around managing a team composed of individuals with distinct personalities, work styles, and priorities. Module three, titled "Know Your People to Grow Your People," proved to be a valuable resource on this subject matter. Recognizing the importance of investing time in understanding each team member's strengths and weaknesses became crucial. By leveraging their strengths and offering support where necessary, trust

and rapport could be cultivated, facilitating smoother collaboration towards shared objectives.

Reflecting on my GROW_i sessions, it is challenging to pinpoint a single standout moment. The facilitators, coaches, online sessions, and fellow Growers collectively provided a roller-coaster of learning experiences throughout the year. Nevertheless, a few notable instances stand out. In module two, “Know Your Brand to Grow Your Brand,” facilitated by Belinda Namutebi, I learned that a brand’s essence lies in the experience it delivers. As Nze Eve Photography, our team’s collaboration and exceptional service contribute to fulfilling our clients’ dreams.

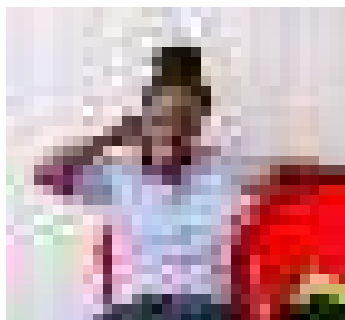
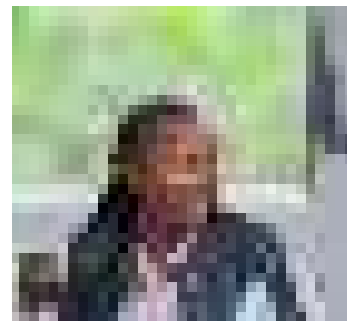
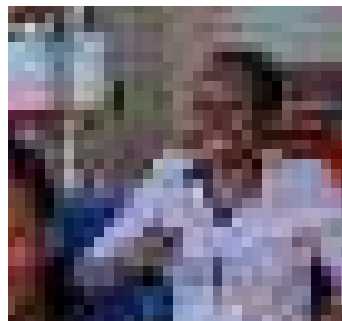
Another pivotal takeaway centered around establishing an emotional connection with our target audience. By comprehending their needs, aspirations, and pain points, we can craft brand messaging and storytelling that deeply resonates with their emotions and values. Authenticity and relatability play critical roles in forging lasting connections and fostering brand loyalty. Belinda Namutebi’s session underscored the significance of consistency in building a thriving brand.

Module four, “Know Your Money to Grow Your Money,” facilitated by Grace Makoko, empowered me to confront personal financial fears and adopt a deliberate approach to managing my finances. This session ventured into conversations and lessons that many of us tend to shy away from, and I am grateful for the knowledge I gained in this area.

I want to sincerely convey my deep appreciation to the entire GROW team for providing a nurturing environment for me and my fellow Growers. A special thank you goes out to my personal coach, Coach Mary Nassali, whose guidance, encouragement, and unwavering support have been invaluable on this transformative journey. I am also immensely grateful to all the facilitators for their dedicated efforts in our sessions, which have played a crucial role in fostering positive change and fostering my personal and leadership growth.

In summary, the GROW_i program can be described in a single word: *‘Impactful’*.



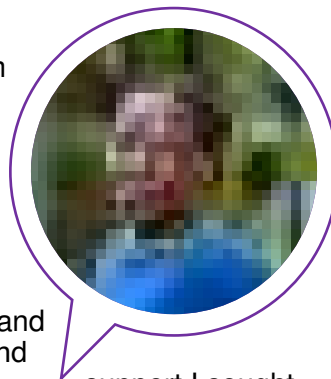


A Treasured Find!

**Lucy Akello Ebong
(Lucill)**

Lucy Akello Ebong is an inquisitive person with a deep passion for exploring new horizons, embarking on thrilling adventures, and discovering distinctive destinations. She finds immense joy in immersing herself in these experiences as they offer invaluable opportunities for personal growth, expanding her knowledge, and forging connections with individuals from diverse backgrounds. Lucy's insatiable curiosity fuels her desire to constantly seek out unique places that provide enriching experiences and serve as catalysts for her own development.

Discovering the GROW_i mentorship program has been an invaluable gem in my journey. It arrived just in time, addressing the myriad of questions that had plagued my mind for a considerable period. As a leader, I grappled with the complexities of navigating the ever-shifting landscapes of social, economic, political, environmental, emotional, and mental realms. Amidst the turbulent waves of internal and external insecurities, I longed to find stability and grounding. GROW_i provided the guidance and to foster personal development, enhance people master financial stewardship, and ensure sustainable growth, and continuity.



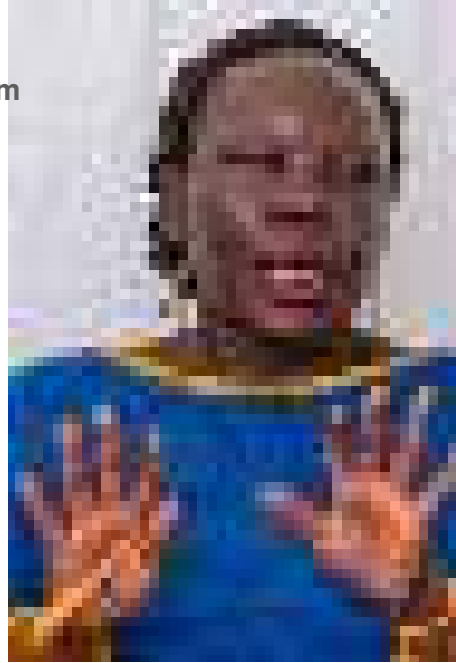
support I sought management skills,

An adventurer's mind craves for the next new exciting experience and may miss out on stopping to evaluate past moments! GROW_i offered me the much-needed opportunity to halt in my tracks and be still. I learned a great deal about the complexity of self, practical strategies of people management, financial stewardship, and the importance of leaving a worthy footprint. Throughout the course, I fed off knowledgeable, experienced, and highly illustrative facilitators, coaches, and fellow seekers. The spaces offered a special ambience that made me feel very special, loved, and appreciated. The book 'Tiny Habits', by BJ Fogg has strengthened my habits for transformative leadership resulting from this GROW_i program. The **Review, Realize, React and Reward (The 4Rs of leadership development)** is now deeply rooted in my daily routine.

Meanwhile as a Grower, I am very aware of the limitless opportunities that can be accessed through the friendship created during this program. As I embark on my lifelong journey to growth, I will follow the quote by Chris Grosser, "**Opportunities don't happen. You create them**".

I am grateful to CivSource Africa for the opportunity to rediscover myself and continue my great adventure.





Taking Flight!

Sophie Kange

Sophie is a friendly and approachable person who flourishes in environments that prioritize collaboration, teamwork, and transparent communication. Sophie firmly believes in creating inclusive spaces that empower individuals, ensuring that every voice is acknowledged, and diverse perspectives are embraced. Moreover, her vibrant personality and infectious smile serve as a testament to her love for life, leaving a lasting impression on those she encounters.

Imagine a young woman, at crossroads, eager to fully unlock her potential and desperately yearning to make a positive impact on the world. That was me in 2022 September when I embarked on the GROW program with hope that it would become the catalyst for a remarkable personal transformation. And boy did it transform me!

GROW_i presented a unique blend of self-reflection, experiential learning, and collaborative engagement, which allowed me to cultivate my strengths and address my areas for growth. The program empowered me to embrace my vulnerabilities and turn them into strengths. I discovered my authentic leadership style, one that is founded on empathy, collaboration, and the unwavering belief in the potential of those around me. I went through a furnace of deep heat with the most outstanding coach Caroline Egesa; those coaching conversations were no joke! They'd make me feel pain down my gut, but then I'd come out with renewed hope that I could be a better version of myself.

One of the most impactful aspects of the GROW_i program was the emphasis on self-awareness to grow yourself. Through various assessments, feedback sessions, and reflective exercises, I gained deep insights into my values, passions, and purpose. Armed with this newfound self-awareness, I was able to align my personal and professional goals, igniting a renewed sense of determination and focus. This didn't come easy! I was challenged to make a choice between focusing on the negative energy around me or purpose to rise, smell the coffee and face my fears. Today I am a new brand with a higher value to my name.

I am now a collaboration and learning specialist helping 'purpose-full' organizations in diverse sectors, local and global, with a strong belief that Internal and external collaboration is the key to success. With 16+ years of experience both domestically & internationally, I help purpose-based organizations in a range of sectors to become more strategic,



collaborative, efficient and impactful. Creativity and highly participatory internal-facing formats for visioning, strategic planning, and adaptive management are my specialty.

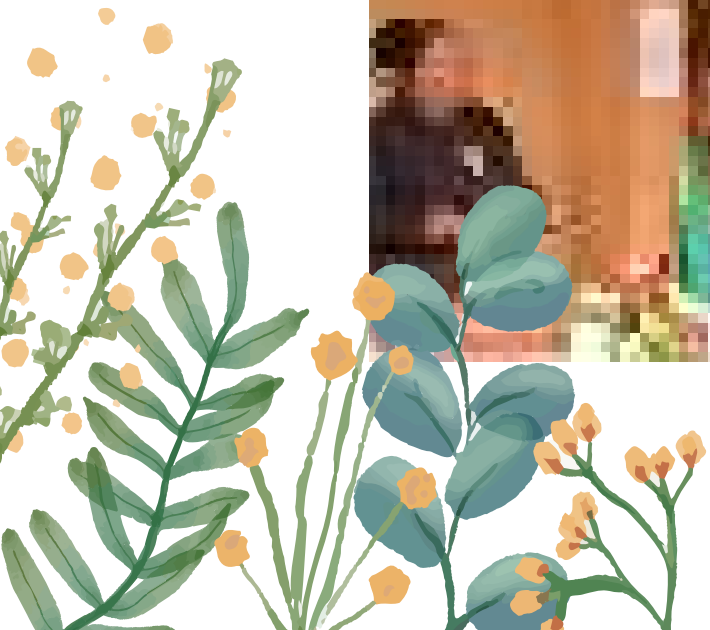
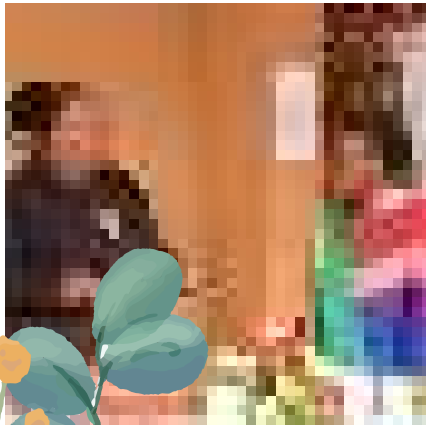
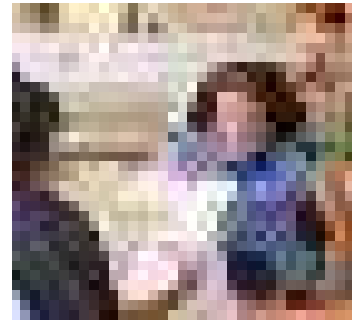
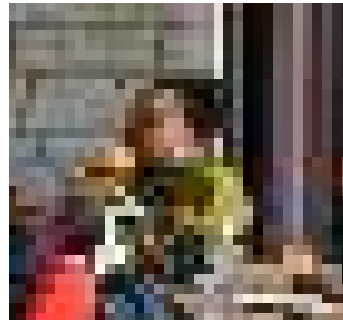
The GROW_i program didn't just transform my leadership abilities; it transformed me as an individual. I have become more resilient, adaptable, and resourceful in navigating the complex challenges that arise in today's dynamic world. I learned the importance of continuous learning, embracing failure as an opportunity for growth, and inspiring others through my actions. Talk about the tough economic times we live in today and the extended demands that haunt us daily from our extended families and friends that aspire to milk your cow without feeding it even with the little crumbs that fall from their tables!

The learning experience on know your money to grow your money was phenomenal. While Mrs. Grace Makoko shared her journey and nuggets to financial freedom, I felt betrayed, thrown down the gauntlet and could feel butterflies racing in my stomach because of how wasteful I had been with my money. Imagine I would be a millionaire now! Such phrases like "If you don't buy it, will you bleed, will your kidneys fail...." keep ringing in my mind every time I must dish out money. And the wisdom to set aside an hour daily to think about money has remained transformative till today. My savings have gone up and I am now able to make wise choices on what I spend on.

Now, armed with the wisdom and experience gained through the GROW_i program, I am ready to take flight. I am eager to embrace new leadership opportunities that will enable me to make a profound difference in the lives of those I serve. My vision is to create inclusive and empowering environments where individuals can flourish and reach their highest potential.

I am resolute in making a lasting impression on the organizations and communities I engage with, all while approaching my endeavors with gratitude and unwavering enthusiasm.





The Power Of Intentional Growth!

Josephine Akia Luyimbazi

Josephine is rejuvenated through nature walks and possesses strong communication skills, adaptability, and a deep passion for sustainable development. She excels at multitasking and is driven by her fervor for both God and genuine personal connections. Engaging in charitable endeavors holds a special place in her heart. During her upbringing, her mother instilled in her the importance of generosity and justice, values that serve as the foundation for all her endeavors. It was her father who first recognized her leadership potential and blessed her future leadership roles. Josephine has a unique ability to see the best in people, actively supports them in pursuing their purpose, and walks with them throughout their journey of growth.

Just as I had been promoted to a senior leadership position, the opportunity to join the GROW| program presented itself. Despite initial hesitation, I recognized that my team deserved the best version of me. Guided by my mentor, I came to understand the significance of intentional, progressive, consistent growth as a leader. It became clear to me that a transformative journey was on the horizon. Stepping outside my comfort zone, I pursued my long-held dream, and to my delight, a long-awaited and timely gift began to unfold before my eyes.



As I grappled with establishing my leadership legacy, I engaged in self-reflection and realized the urgent need for change. I understood that a successful and fulfilling leadership path necessitates ongoing effort, growth, and a willingness to adapt. The first module, 'Know yourself to grow yourself,' presented thought-provoking personal and organizational questions that jolted me awake like ice-cold water. Effective leadership demands self-awareness and a commitment to continuous learning, unlearning, and relearning. Like a diamond, a leader must endure crushing, polishing, and other transformative processes to become, 'a radiant jewel' admired by many.

The session on personal and organizational branding proved to be exciting, informative, illustrative, and challenging. I discovered that building brands follows a similar process to birds building nests. As a nature lover, I deeply appreciate the time, effort, expertise, and patience birds invest in constructing their nests, and I found this comparison intriguing. My brand is my promise! I questioned whether my personal and organizational brands attract loyalty.

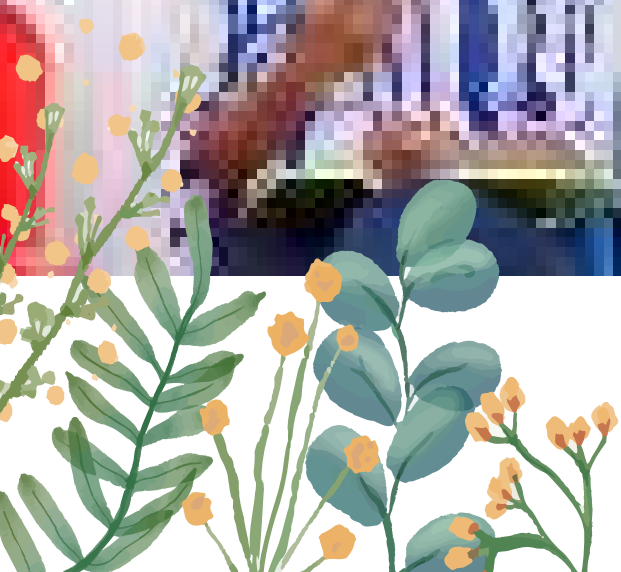
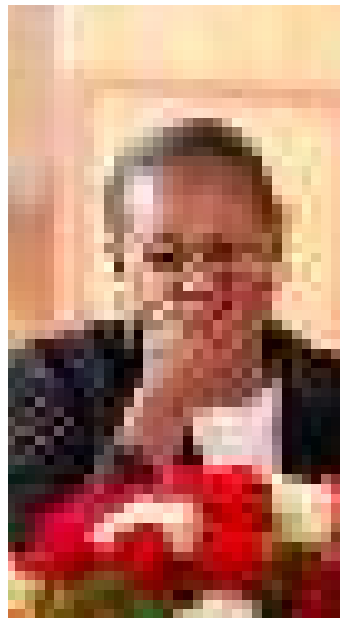
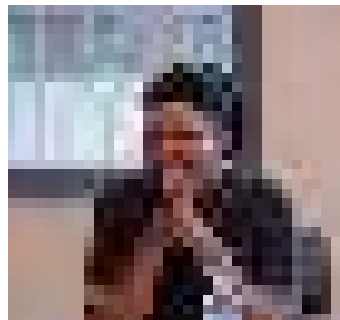
In the module 'Know your people to grow your people,' I realized that the people we surround ourselves with shape who we become. As a leader, it is essential for me to be mindful of the physical, mental, psychological, spiritual, and emotional well-being of those I lead in order to nurture a winning team.



This requires discipline, hard work, humility, patience, determination, resilience, and intentionality. The GROWj program challenged me to explore every avenue, expand my leadership boundaries through personal growth and development, and ultimately influence others.

Confronting complacency head-on was the most crucial part of my GROWj journey. I identified and acknowledged areas of weakness, committed to self-improvement, engaged in regular reading, practiced gestures of humility, and consistently sought ways to appreciate my team. This journey has taught me the value of creating safe spaces for leadership, refusing to settle for mediocrity, and consistently challenging myself to achieve professional leadership breakthroughs.

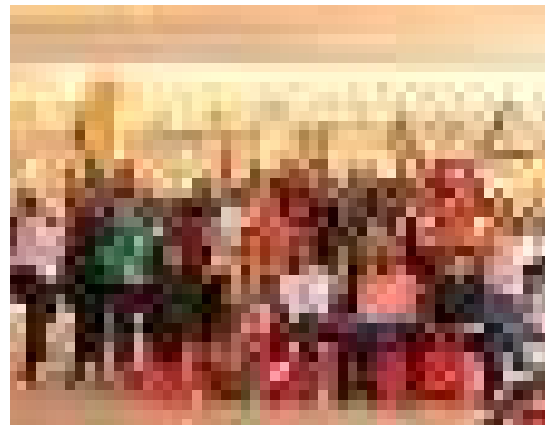
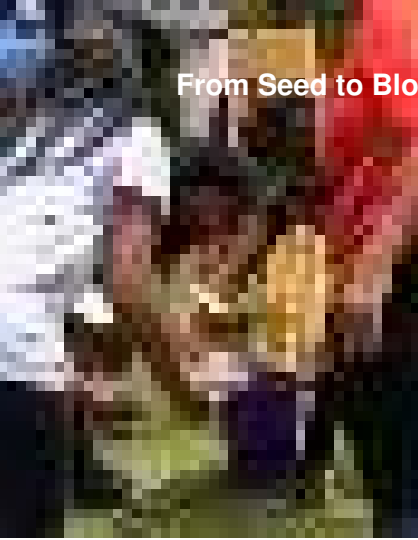
I have connected with exceptional facilitators, coaches, and fellow GROWers along the way.



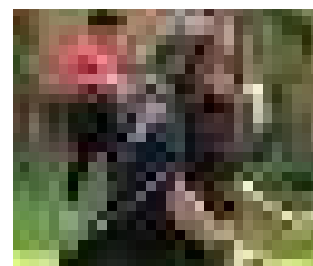
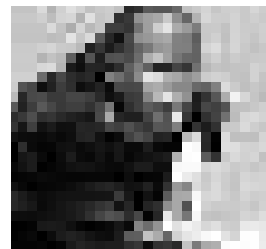
GROW: Reflections!

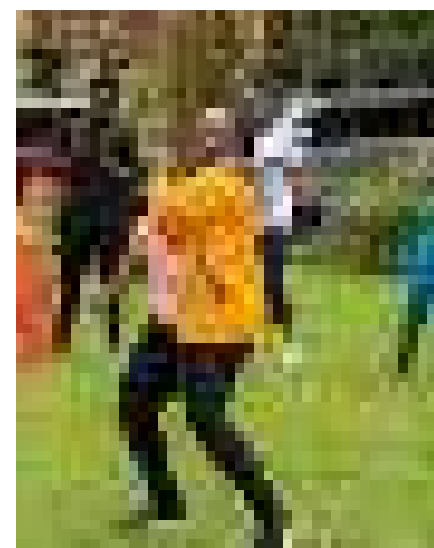
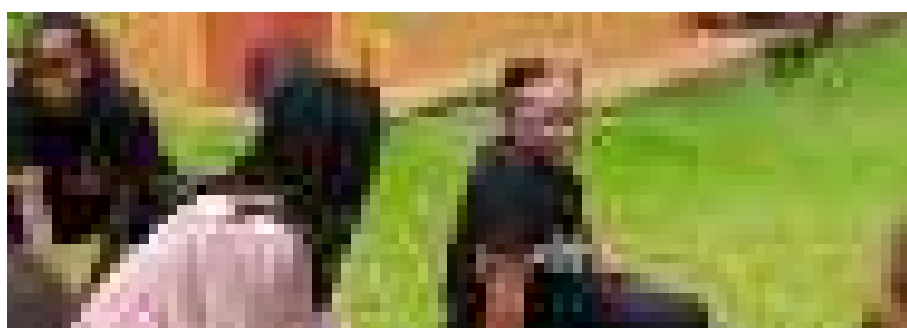


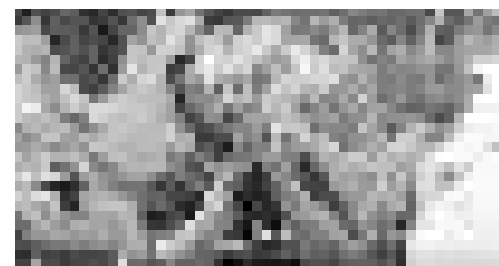
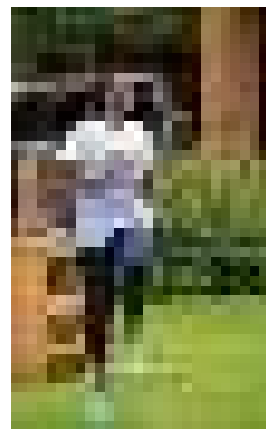
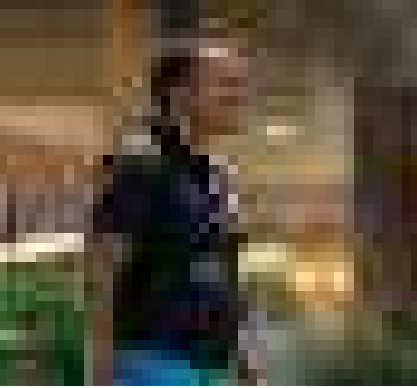
From Seed to Bloom



**Building
With
GROWi**

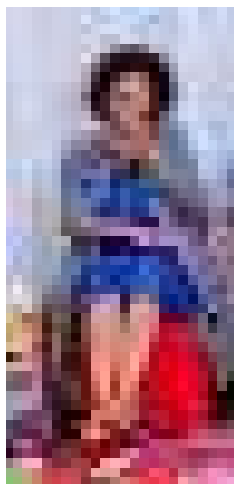








**A kobozi
Session
With
GROWi**



Finding Me And Redefining Myself!

Winfred Mugambwa aka Mother Nature

Winfred Mugambwa is a woman that embodies a free-spirited nature, accompanied by a heart overflowing with emotion and compassion. Rooted in a deep connection with both Nature and God, she possesses the remarkable ability to find light in every situation and maintain an unwavering hope for the best outcomes. She fulfills various roles in her life, including that of a loving mother, visionary dreamer, mentor, counselor, writer, herbalist, and agri-preneur. Each facet of her being encompasses a unique species, blending together to create a truly extraordinary individual.

Have you ever experienced inner conflict within yourself?

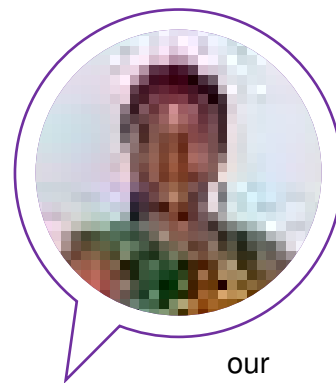
Often, we navigate through life without realizing that we are in conflict with our own selves. We overlook the signs that indicate our disconnection from our true selves, neglecting our own needs and losing sight of our own goals. Our self is the essential element that guides us towards desired destination and purpose. Without are bound to lose at the game of life.

Have you ever reached a point where you recognized that your life has become stagnant and that you need to go back to the drawing board?

Life presents numerous opportunities and GROWj has provided a space for these opportunities. When I entered, my cup was empty, but as I am leaving, it overflows with abundance. Through the five different modules, I was able to identify the areas where I had lost my way and gather the strength to return to those places and untangle the mess. Until we heal, we will continue to create obstacles in our lives.

Based on my personality, I ended up losing myself because I lacked the skills to balance my powers effectively. I struggled with knowing when to pause and when to persevere. When I joined GROWj, I had lost my sense of identity and purpose. I was on the verge of giving up due to the challenges and hardships I had encountered. However, the initial assessment I took at the beginning of my GROWj journey gave me hope that I could rediscover myself.

It has been a challenging year for me, filled with obstacles and setbacks. Nevertheless, I have grown through these experiences and reconnected with my true self. There were moments when I wanted to quit the GROWj program, but the support from my coach encouraged me to persevere.



our
nurturing it, we



I have learned to be more mindful of my social circle, environment, weaknesses, strengths, and personal needs. Being present and actively participating are vital aspects of my journey. As a leader with aspirations, I must always be aware of my personal brand and how I present myself to the world.

The book “Tiny Habits” has taught me the importance of taking one step at a time, embracing the process, and being accountable. I now appreciate the purpose of consistent practice.

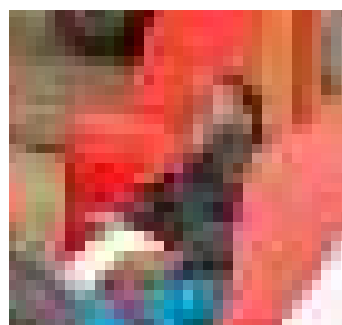
We often believe that we are with the right person or in the right place at a given time, but sometimes it turns out to be the opposite. Through the various sessions, I have learned to evaluate and define my ‘WHY’ before embarking on a new endeavor or remaining in a particular space.

As leaders, we can only grow our organizations financially to the extent that we have grown personally. Understanding the relationship between our expenditure and revenue is crucial at every level.

Above all, I have realized the significance of people capital on our journey of GROWTH.

Throughout my GROWj journey, I have undergone a profound transformation, redefining myself, exploring new territories, and ultimately evolving into a vastly improved version of who I once was.





Thirst For Growth!

Hellen Nakawooya Kasujja

Hellen is a passionate advocate for personal and professional growth, firmly rooted in the belief that lifelong learning and continuous improvement are essential components of a fulfilling and successful life. From an early age, she recognized the power of knowledge and the transformative impact it can have on individuals and their ability to navigate the ever-changing world. For her, growth is not just a fleeting goal but an ongoing journey that shapes her life strategy. She understands that true growth often requires stepping into unfamiliar territory and embracing the unknown. This mindset has allowed her to cultivate resilience, adaptability, and a fearless approach to tackling challenges head-on. As a natural collaborator and mentor, she finds joy in sharing her knowledge and experiences to uplift and inspire those around her.

With a proactive mindset and a commitment to holistic development, Hellen is a catalyst for growth not only in her own life but also in the lives of those around her.



The pursuit of growth has always been a fundamental part of my life strategy, and my experience with the GROW_i program has been a remarkable journey of personal development. When a friend recommended that I join GROW_i, I eagerly embraced the opportunity without hesitation, knowing that we both shared a deep desire for growth as leaders. As I embarked on this journey, I approached it with an open mind, ready to discover new possibilities and surprises that awaited me. One significant moment was when I was tasked with writing about my aspirations for the next five years to Jackie Asiimwe, which prompted profound reflection on my goals and made me confront the limitations that held me back.

At times, I find myself experiencing mixed emotions as the program nears its end, but despite this ambivalence, I remain committed to my personal growth. I continue to stretch myself and strive to satisfy my insatiable thirst for development. The thought of an entire year dedicated to growth prompted me to craft a personal plan to fully engage in the GROW_i program. However, it feels like time has flown by, and here I am, reflecting on the transformative journey I have undergone.

Throughout this experience, I have evolved into an intentional connector, negotiator, energizer, and a grateful and benevolent individual. I have become a better collaborator, stress manager, and gained improved control and guidance skills. Some moments have been challenging, especially when I initially confronted my psycho-metric test results, which brought forth emotions I suspected but had not been openly acknowledged. Despite considering myself self-aware and skilled in building relationships, this revelation pushed me to delve deeper into my growth journey. The joy of learning



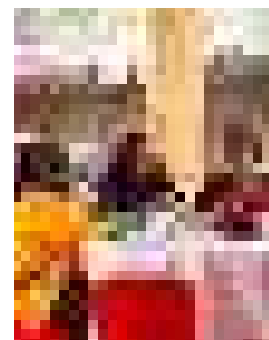
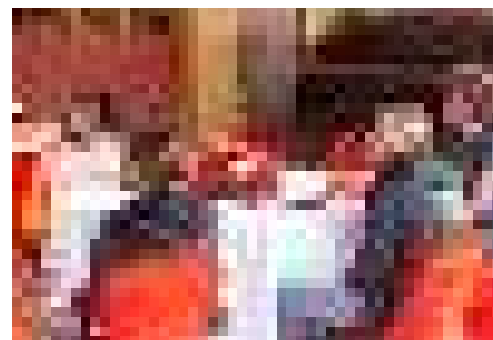
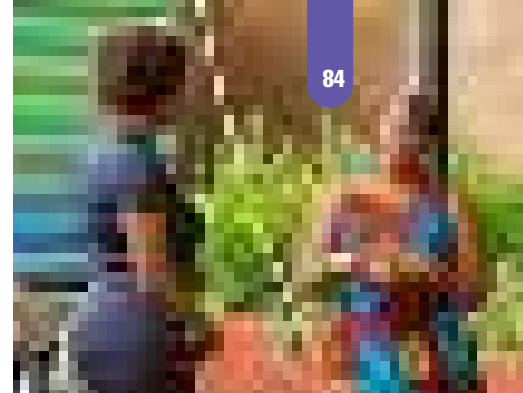
during this incredible experience has taught me that I am a work in progress, requiring periodic pruning and refinement, much like a brilliant diamond.

One significant lesson I carry with me is the recognition that just as I need personal maintenance and growth, my team also requires routine nurturing to flourish. I understand the importance of supporting and guiding them, allowing them to be chiseled and polished into brilliant pearls. It has become my mission to truly know my team members and facilitate their growth.

The acquisition of various skill sets has been pivotal in my growth journey. I have come to realize that growth entails more than just self-motivation; even in moments of emotional overwhelm, I can exercise self-control. A fellow GROWer reminded me 'not to sweat the small things'. Some areas have required immediate action, such as building a personal brand, which necessitates taking small steps. Knowing that I am not alone on this lifelong journey fills me with excitement, as I have discovered newfound anchors, individuals who support and inspire me along the way.

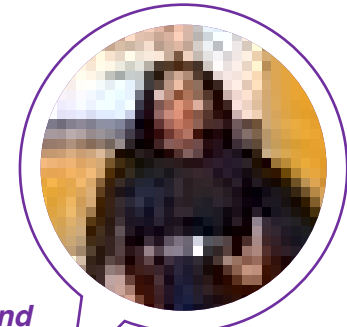
I am incredibly humbled and grateful for the opportunity to be a part of this transformative journey with extraordinary individuals from CivSource Africa. The facilitators' profound knowledge, the guidance of an amazing coach, and the vibrant energy of fellow growers have made this experience truly remarkable.





Be Afraid But Do It Anyway!

Flavia Kalule Nabagabe



Flavia Kalule Nabagabe is a prominent figure in Ugandan politics and advocacy. She currently serves as the Woman Member of Parliament for Kassanda district in the 11th Parliament of Uganda. Flavia holds within the National Unity Platform (NUP)/People Power Movement, Chairperson of the Women League. She also represents Uganda as the Opposition Representative in the Inter Parliamentary Union (IPU).

key positions including

In Parliament, Flavia actively contributes to important committees, including the Standing Committee for Human Rights and the Sectoral Committee for Finance, Planning, and Economic Development. Before entering politics, she worked as an independent consultant specializing in leadership, governance, gender, and social work. Her experience includes seven years with the Forum for Women in Democracy, where she mentored women and girls, trained women legislators, and developed gender programs and policies.

Flavia's background includes teaching English Language Studies and Literature in English at various secondary schools. She was actively involved in school activities, holding positions such as Class teacher and patron for the School Prefects and Rugby at Namilyango College.

Her commitment to leadership led her to become the Chairperson of the Young African Leadership Initiative (YALI) Regional Leadership Centre, East Africa, Alumni Chapter of Uganda. Flavia was recognized as the most outstanding YALI Alumni in 2018. She has also completed a Public Management Course at Bridgewater State University in the USA as a Mandela Washington Fellow. Currently, she is pursuing a Master's degree in Arts with a focus on Human Rights at Makerere University, having previously obtained a Bachelor's Degree in Arts with Education from the same institution.

Outside of her work, Flavia enjoys watching movies, reading novels, and traveling.



Throughout my GROW_i leadership journey, I found great inspiration in the phrase ‘carry your team along’. This simple yet profound statement shed light on the significance of fostering strong relationships with my team and establishing a shared vision for our collective work. Applying this insight, I witnessed a remarkable improvement in our teamwork and collaboration.

GROW_i not only enriched my understanding of team leadership but also equipped me with invaluable knowledge in diverse areas, including branding and financial growth. The program’s emphasis on continuous learning and extensive networking provided me with an opportunity to expand my professional connections and stay ahead in my field.

I extend my heartfelt gratitude to the dedicated staff, my coach, and my fellow GROWers for their unwavering support and guidance throughout my journey. The skills and knowledge acquired from GROW_i have undoubtedly enhanced my leadership capabilities, and I am confident they will continue to shape me into a more effective leader in the future.

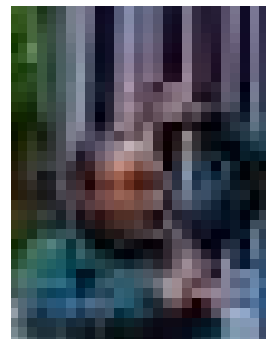
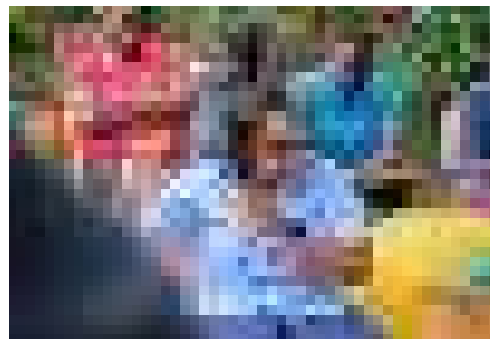
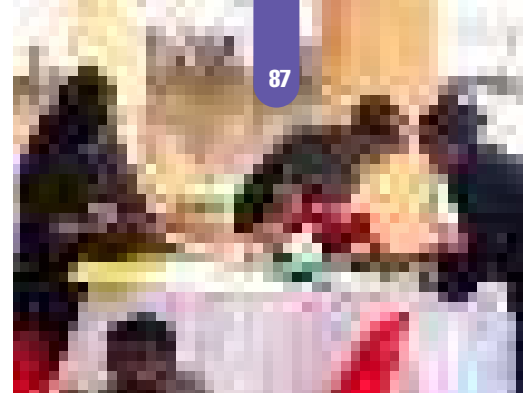
Here are specific instances of how GROW_i has helped me enhance my leadership skills:

- I acquired a deeper understanding of my team members’ motivations and effectively inspired them.
- I created a more collaborative and nurturing work environment.
- I honed my time and resource management skills.
- I improved my communication with team members and stakeholders.

I firmly believe that these newfound skills will greatly contribute to my effectiveness as a leader moving forward. I am immensely grateful to GROW_i for providing me with an enriching learning experience and a platform for personal growth and development.

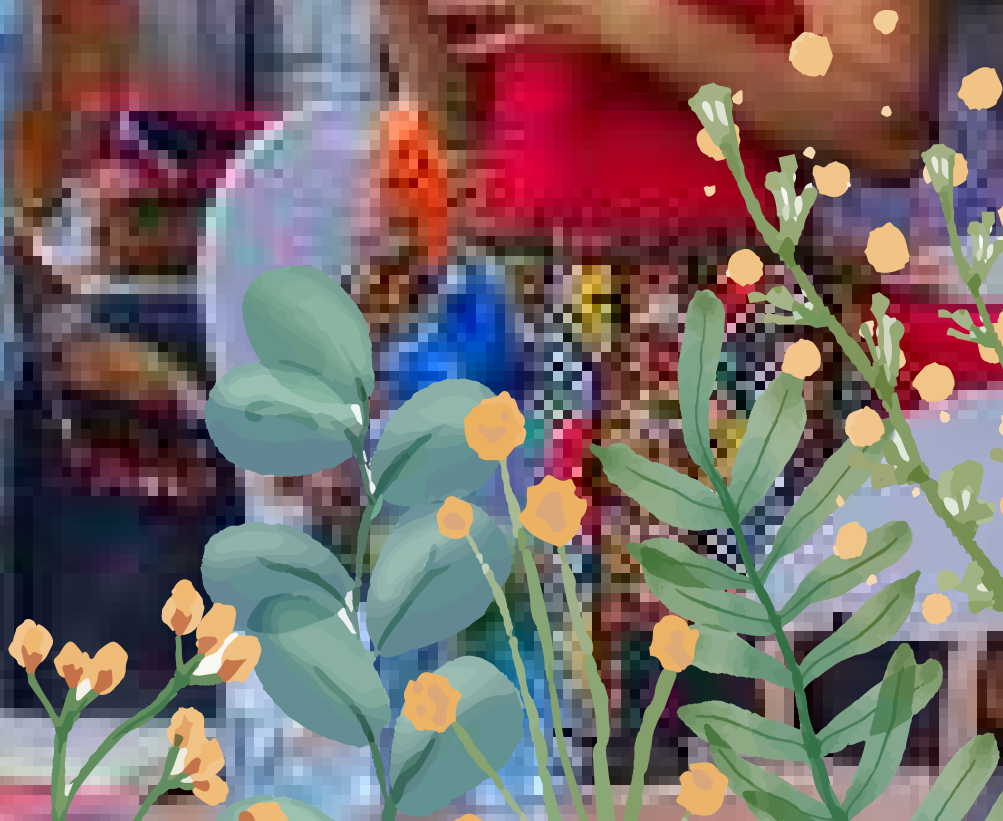


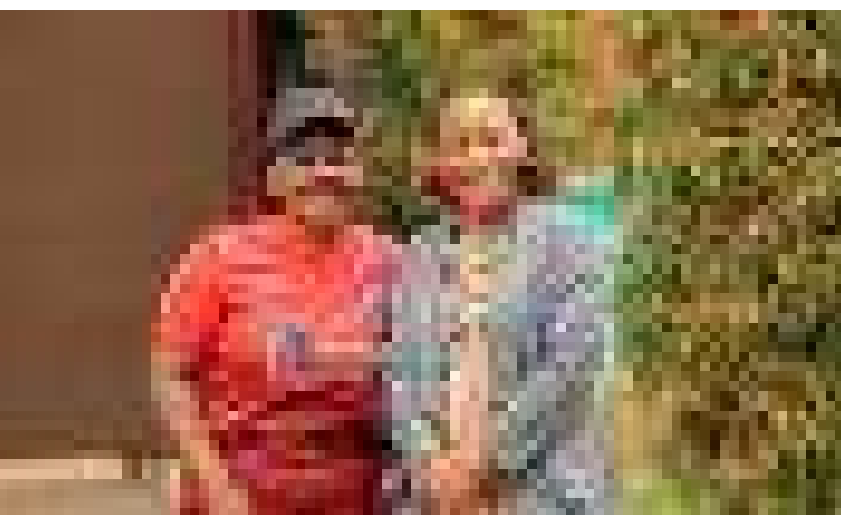
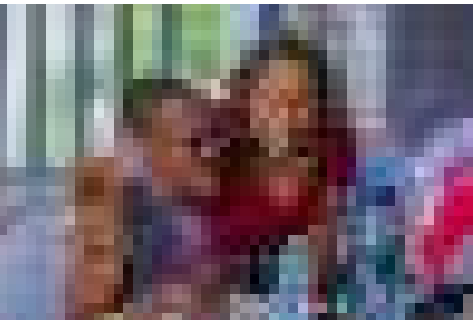
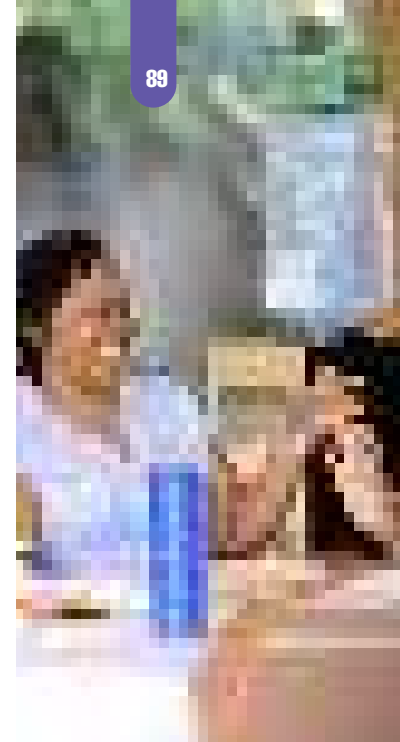
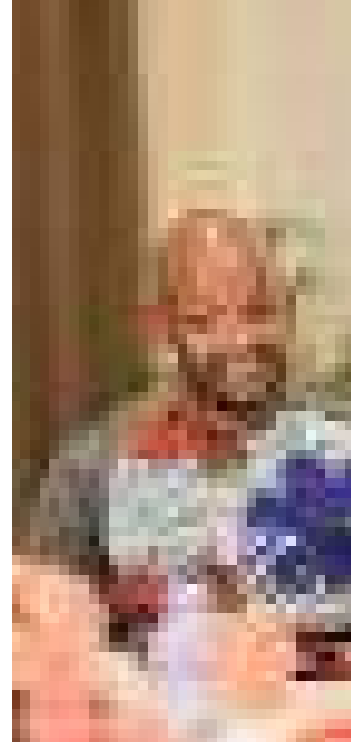
From Seed to Blossom

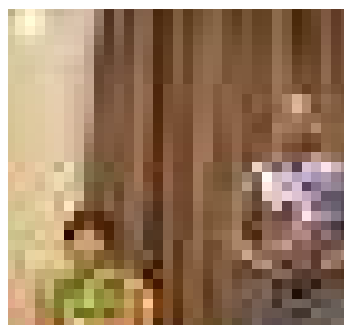
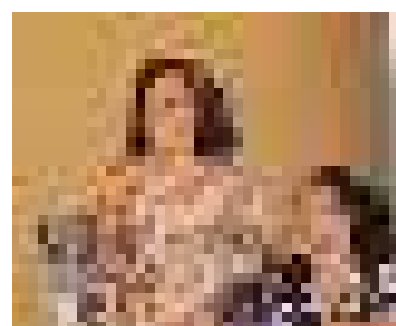
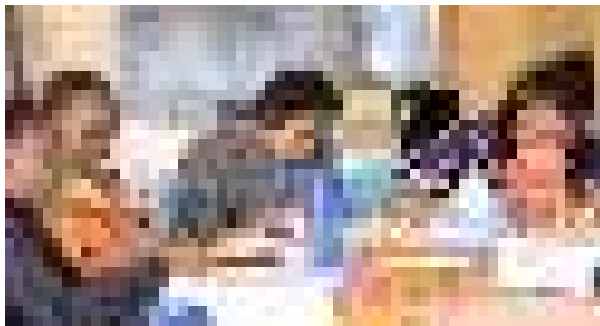
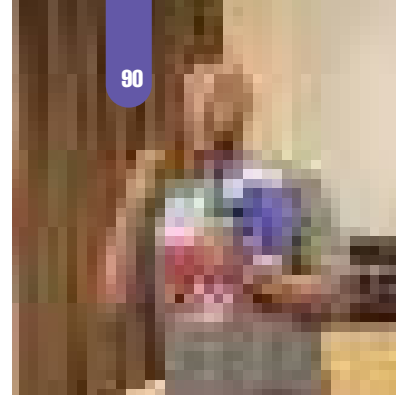
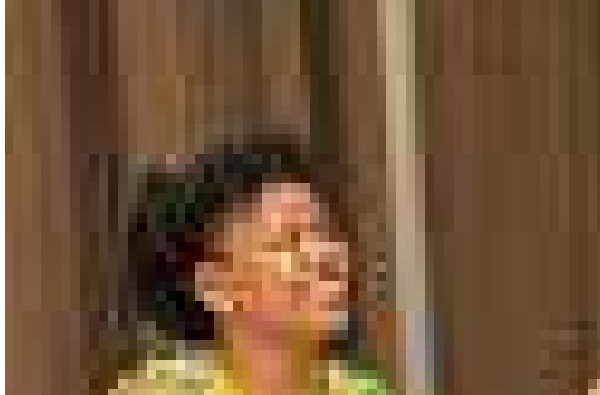
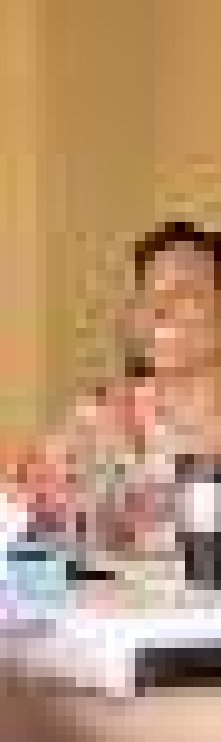




GROW: Support Team









A worthwhile investment!

Treasure Layola

Executive Assistant, CivSource Africa

Hello there,

My name is Treasure I take great pleasure in nature's diverse hues, forms, and complexities. I have a special fondness for people, particularly children, and I am committed to effecting positive change to guarantee their safety in the environment they inhabit. During my childhood, I frequently found herself in positions of leadership, guiding not only myself but also my younger siblings and cousins.

As I matured, my desire to provide solace through motivation intensified. I have always been inclined towards looking after others to ensure their well-being. I recall an instance from several years ago when my sister Winnie remarked, ***“You have a fondness for taking care of people. Maybe you should ponder over it as a potential career path”***. Prior to 2021, I couldn't envision what taking care of others would entail, until I joined CivSource Africa and was given the opportunity to participate in the inaugural GROW_i cohort by Ms. Jackie Asiiimwe. Initially, the prospect of supporting more than 25 leaders on their GROW_i journey was daunting, but I was more thrilled than worried. What made the experience even more fulfilling was the timing.



GROW_i commenced when our country was grappling with the repercussions of the COVID-19 pandemic.

Amidst a lock down we had the first GROW_i launch online. And it was magnificently breathtaking to feel the energy, passion and excitement come alive during the launch. Even covid 19 couldn't take away the hope that resonated with the different leaders as they embarked on a journey to GROW_i. And with each passing session I learned and grew alongside the GROWers.

Participating in GROW_i has had a profound impact on my life, representing a transformative experience that I will carry with me for years to come. I remember it like it was just yesterday when we had the first GROW_i graduation. The excitement in the voices of the participants as they shared their experiences and how far they had come from the start of their journey. Needless to say, the crowning moment of the journey was when we went Bungee jumping in Jinja. 'Overcoming our fears' being the theme of the last activity; I can still hear the screams from the GROWers as they each took that plunge of faith down into the Nile as the waters coursed violently stripping their greatest fears away. The leaders couldn't wait for the next GROW_i cohort, so they could bring on board their colleagues, friends and other leaders.

I can still vividly hear the sound of the poppers as they burst open to a loud joyous shout of excitement as the participants in cohort 2 shouted out in unison; 'LET'S GROW_i' Marking the start of GROW_i cohort 2.

Supporting the process that is GROW_i required utmost commitment and deliberate effort to be able to walk alongside the GROWers as they transformed into their individual journeys. For some it was seeking clarity from the various assignments that emerged after every module session, to assisting them navigate the various challenges that came with multitasking and keeping on track. Encouraging some that needed to be reminded that their growth was worth every effort.

The modules were delivered creatively with various approaches that encompassed lots of fun and play. The session on creating a vision board stood out for me. Facilitated by a GROWer from cohort 1; Gloria Mugarura took us on a journey where dreams become a reality. The notion was as simple as, if you dream it, envision it, and put it down where you can constantly see it.

Wikipedia defines a dream board or vision board as; 'a collage of images, pictures, and affirmations of one's dreams and desires, designed to serve as a source of inspiration and motivation.' The usefulness of vision boards has been endorsed by celebrities such as Oprah

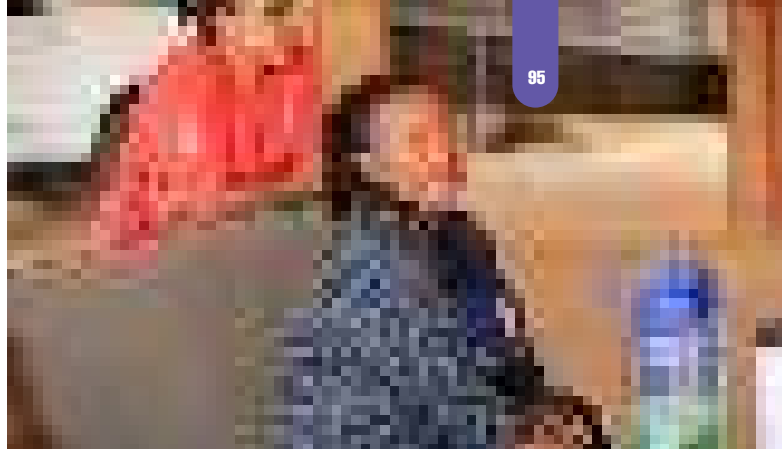


Winfrey, Steve Harvey, and John Pierre.

I have been thoroughly impressed and proud of the leaders who enrolled in the GROW_i mentorship and coaching program. I have noticed a significant enhancement in their leadership skills across various areas, including communication, decision-making, delegation, conflict resolution, and employee development. These leaders have shared their diverse experiences in actively embracing capacity building programs for their team members, providing guidance and support. The inclusion of 'Personal Development' plans in the program has resulted in better alignment with organizational values and goals. Additionally, it has increased self-awareness among the leaders, enabling them to gain a deeper understanding of their own strengths, weaknesses, and blind spots. Consequently, this personal growth has translated into improved leadership effectiveness.

So, for any leader looking to increase their performance and grow their varied capacities, The Grow_i Mentorship and Coaching Programme for Leaders is a worthwhile investment.





For a seed to achieve its greatest expression, it must come completely undone, the shell cracks, its insides come out and everything changes. For someone who understand growth, it would like complete destruction.



Cynthia Occeci

Diamonds in the Rough: Sparkle And Shining In Our True Authentic Selves!

Allen Asiimwe

*Associate Support Mopane` Leadership Program,
CivSource Africa*

Drawn from the first module of the GROW_i Mentorship and Coaching Program, led by Dr. Lydia Mpanga Sebuyira, Director of Capacity Building at Imprint Limited (Ltd), we are all likened to “Diamonds in the Rough.” Initially filled with dust, sadness, and frustration, our leadership journey is often hindered by stereotypes, barriers, lack of information, mentorship, opportunities, coaching, support, skills, and a conducive growth environment. All these lacks and misgivings keep us in the rough, denying us a chance to sparkle and shine in our true authentic selves, a thief of potential!

However, through the transformative power of the GROW_i Mentorship and Coaching Program, we have witnessed a multitude of individuals from various backgrounds and circumstances undergo remarkable transformations over the course of one year. All that was required was a nurturing space and a process to refine and polish our unique facets, enabling us to radiate brilliance and reflect optimal light. If you are a leader seeking to enhance your sparkle, brilliance, and



refinement, GROW_i is the ideal space for you—an opportunity to become a true *‘diamond in the rough’*.

I am privileged to have been involved in implementing and supporting the GROW_i program. Witnessing the growth, transformation, and the sparkle of these leaders has been an incredible honor. Through this journey, I have also experienced personal growth and advanced in my own career. The program has provided invaluable lessons in self-awareness, branding, building relationships, financial matters, and leaving a legacy.

Throughout the program, significant growth and development have been observed in the GROWers. They have gained confidence in their abilities, deepened their knowledge in their respective fields, and become better prepared to take on leadership roles. The mentorship component has been particularly valuable, providing personalized guidance and support from successful professionals in their fields.

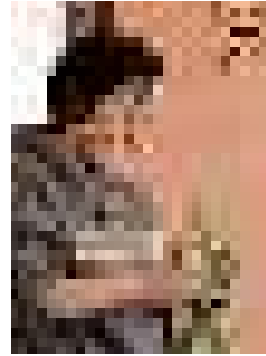
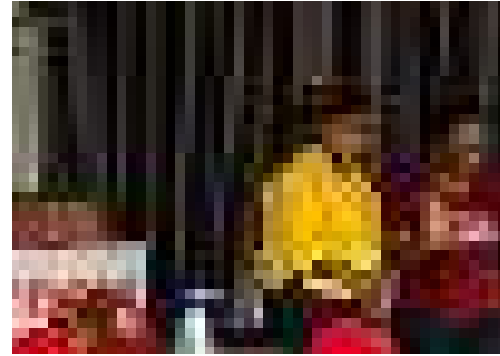
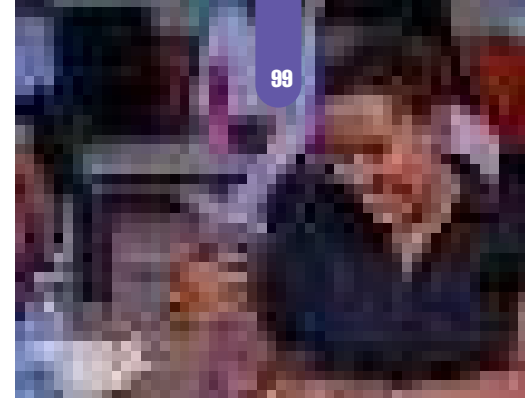
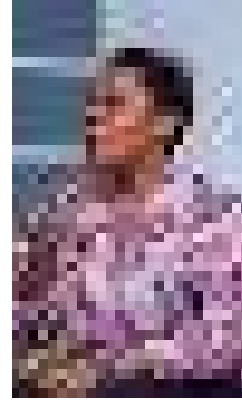
Not only have the GROWers experienced personal growth, but the program has also had a positive impact on the communities in which they serve. Many Growers have taken on leadership positions within their organizations and have redefined their roles as mentors, giving back and supporting others.

Overall, the GROW_i Leadership, Mentorship, and Coaching Program has been a resounding success for the organization, the Growers, and our implementing partners, ICF Uganda Chapter, Imprint (U) Ltd. It exemplifies how mentorship and coaching can empower young professionals to develop their leadership skills and advance in their careers. We extend our heartfelt appreciation to the facilitators and coaches who have supported the GROWers throughout this transformative year of growth. Their dedication and love for their work will forever be remembered.

I know I am a diamond in the rough. All I need is some polishing and I will shine and sparkle!



From Seed to Blossom



Balancing My Boat And Grateful!

Catherine Mugabo

Associate Advisory, CivSource Africa

When Jackie asked me to lead our Leadership work, Dr. Caroline Adoch reassured me, saying, “Cathy, you can do it, just take it one step at a time. I believe in you.” Her smile was comforting as she continued with her tasks. However, the question echoed loudly in my mind, “Where will I find the time to lead the Mopane Leadership Program?” I found myself pondering over the “how,” unable to sleep. Eventually, a reassuring voice from within told me, “You are ready, just step through that door, and you will find your way.” That was my turning point. I took a leap of faith and moved forward.

Around the same time, the launch of GROW; 2 was underway. I made sure to contribute in various ways, from casual conversations with Jackie, Allen, and Treasure, to attending meetings. I wanted to immerse myself in the essence of our methodology. Supporting GROW; 2 has stretched me in terms of time and has also compelled me to address some long-standing challenges I had been avoiding for years. And you know what? This journey is just beginning. I’m buckled up, ready for this adventure, with my first destination being a journey to discover my inner self.



Walking alongside the GROW_i 2 leaders has been a journey of curiosity, an observatory adventure that echoed some of the results from my psychometric test. It was scary at times, but it also solidified my resolve. One of the factors that emboldened me to step forward, even when I felt some leaders were far ahead, was the Mopane` Leadership program team - Jackie, Allen, and Treasure. It's an incredible combination, capable of achieving practically anything when we put our minds to it. The deep investment in our thinking, envisioning events, and processes, generating diverse ideas, planning, and coordination is all aimed at creating a unique experience every time. I am humbled by the dedication behind the scenes, and I want to celebrate Allen, Treasure, and Jackie. To our operations team - Bobby, Florence, Mathias, and Sandra - thank you for infusing your magic, which makes our events shine. It takes intention to recognize the hidden aspects of our work (the processes that power up the events). May we never be the type of leaders who forget to acknowledge them.

Dear 2022-2023 GROWers, also known as GROW_i 2, it has been an honor to learn alongside you. Observing the interactions in the chat and occasionally joining in, I have gained valuable insights from your sharing. Thank you for investing in yourselves, for choosing to prioritize your growth, and for persevering even when faced with challenges.

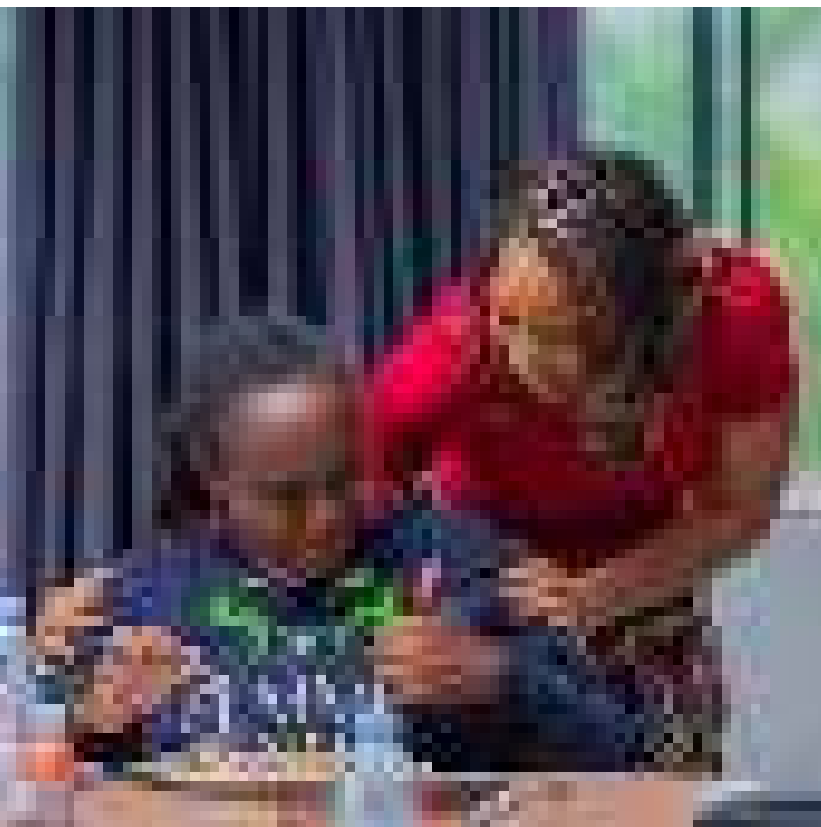
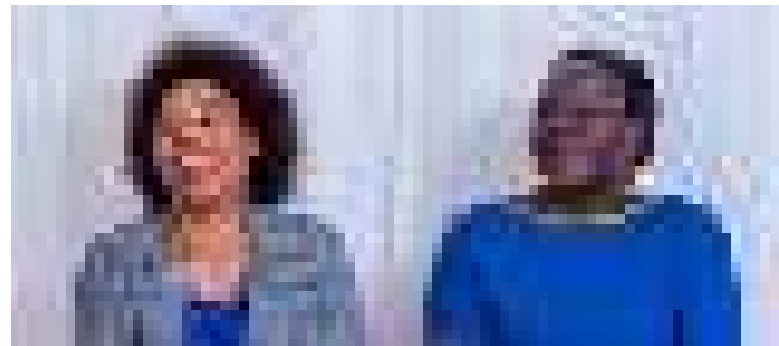
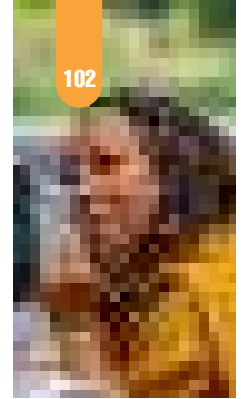
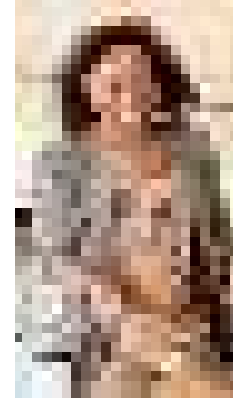
To our partners, ICF Uganda Chapter, Imprint (U) Ltd, and the various facilitators who not only bring their expertise but also their passion, thank you so much. I have learned many lessons, but I want to highlight one: the importance of enduring the pain of discipline rather than the pain of regret. This lesson will continue to drive me forward.

Last but certainly not least, keep an eye on the Mopane` space. For those who pray, please pray with us and for us. Send us leaders to journey with, and above all, be intentional about nurturing and growing another leader.

And now that you have completed GROW_i, consider investing in your well-being through our "Experience Wellness Retreat." Remember, you are a unique and limited edition - take care of yourself!

Embracing the Journey: Unleashing





The Fierce Lioness Within!

Edna Rebecca Namugere

*Associate Support Kuonyesha / Communications,
CivSource Africa*

Hello there!

Please allow me to introduce myself. I am Edna, and I am on an extraordinary lifelong journey of personal development, striving to become the best version of myself.

As the renowned Jim Rohn wisely stated, ***“You are the average of the five people you spend the most time with,”*** emphasizing the significant impact our social circles have on our personal growth and accomplishments.

But how did I reach this point? Let’s take a trip back in time, back to where it all began.

Since my childhood, I have always possessed an insatiable curiosity and an adventurous spirit. I yearned to explore beyond the confines of familiarity, venturing into worlds discovered through books, movies, and the realms of my own daydreams.

Observing the unhealthy lifestyles of many of my friends, a realization struck me: I needed to create a balanced lifestyle for myself. Motivated by this, I started a fitness routine, dedicating six days a week to the gym. The initial soreness and fatigue were challenging, but soon my body adapted, allowing me to extend my workouts.

My aspirations didn’t end there, I set my sights



on a new endeavor: learning a new language. I specifically chose French, and every day I devote myself to taking intentional steps toward my dream, such as learning a new word. With each passing week, my confidence steadily grows, allowing me to construct complete sentences with ease. While fluency may elude me for now, I take solace in the fact that I can express myself in writing through coherent sentences.

Yet, amidst my pursuit of well-being, a profound truth surfaced. I was hesitant to step outside my comfort zone. Fear persistently whispered doubts, attempting to convince me that greatness was beyond my grasp. It painted me as peculiar, out of sync, and incapable of fitting in. However, deep within the core of my being, I firmly believed in my untapped potential for growth and transformation. It became clear that if I truly wished to grasp my dreams, the journey of growth had to commence within myself.

One bright morning, as the sun painted the sky with vibrant hues, I embarked on a boda boda ride to Fairway Hotel. I joined the GROW_i session as part of the support team. That particular session was led by the remarkable facilitator Grace Makoko. Though fatigued from the previous day and struggling not to sleep, I eagerly embraced this new opportunity for growth.

Listening to Grace's wisdom on personal finances sparked a journey of self-discovery. It compelled me to confront my fears head-on and embrace the challenges that lay ahead. The session allowed me to authentically reflect on my current financial journey and chart a path forward.

Armed with determination, I ventured into the unknown, guided by the lessons I gleaned that day. I was resolute in rewriting my story, purposefully dedicating myself to intentional growth.

My first GROW_i experience was truly transformative. The program challenged my thoughts and beliefs, coaxing me out of my shell. I discovered the courage to unleash the fierce lioness within me, fully embracing my potential.

What I valued most about GROW_i was its emphasis on self-reflection. The program granted me the invaluable opportunity to assess my strengths and weaknesses, paving the way for personal improvement. Equally important were the participants I met along the way. Despite our diverse backgrounds and experiences, we shared a common goal of becoming better versions of ourselves.

Certainly, the journey hasn't been without obstacles. Each challenge tested my resilience, pushing me beyond my perceived limits. Yet, with each trial, I unearthed hidden reservoirs of strength that I never knew existed within me.



Throughout my GROW_i journey, as a member of the support team, I have been privileged to meet remarkable individuals from diverse backgrounds. Their stories, experiences, and wisdom have become invaluable lessons for my personal growth. From a wise friend, I learned the significance of patience and self-reflection. As an artist, I discovered the beauty of embracing imperfections and finding creativity in unexpected places. And, as a communications person, I witnessed the transformative power of empathy and kindness in effectively conveying the work we do at CivSource Africa.

I am immensely grateful for the opportunity to participate in GROW_i. It has been an enriching experience that I know will continue to shape me long after the program concludes.

Furthermore, I firmly believe that GROW_i has the potential to make a significant impact on leadership development. The program's emphasis on self-reflection and building strong relationships are two integral aspects that contribute to its effectiveness. By helping leaders understand themselves better and fostering robust connections with others, GROW has the power to create a more collaborative and efficient world.

Excitement brims within me as I contemplate the future of GROW_i. I firmly believe in the program's ability to make a tangible difference in the world, and I am immensely proud to have been a part of it, even if from the outside looking in or as they say in the 'Kamoli,' listening intently.

Remember when I mentioned earlier that I have a love for dreaming? Well, even though some of my dreams may seem out of this world, I have made a conscious decision to engage in a game called "believe." And here's how it works:

Whatever you aspire to do, you must wholeheartedly believe in it. Yes, believe it, believe it, believe it! Even when doubt tries to seep in, hold steadfast to your belief until your very soul is moved to embrace it.

As I bid you farewell, I leave you with this thought: Believe in your personal growth. Take decisive actions that propel you forward on your journey of growth. Picture yourself in the exquisite garden of GROW_i, where we all flourish and blossom. And there, on the serene patio adorned with lush greenery, by the gentle stream of self-reflection, we will gather and reminisce about our incredible journey to GROW_i.

The journey continues, and I eagerly anticipate the growth that lies ahead.





Chronicles of the Coaches

Learning From Each Other!

Coach Caroline Egesa

When the opportunity to be a coach in the GROW_i program came my way, I eagerly embraced it because I wanted to pay forward the support I had received for my own development and transformation. As I was introduced to my coachees, I discovered their passion for personal progress and career advancement. They were open to having a coach accompany them on their journey. One aspect I valued greatly was the chance to go through their psychometric test results together. It was a profound journey of self-discovery as we peeled back layer after layer, like unraveling an onion. Witnessing their expressions as they made new discoveries about themselves and embraced their truths was truly rewarding. The truth indeed sets us free, as it fostered an atmosphere of openness and guided them in setting personal goals for their coaching journey and the program. It is essential to determine the peak before embarking on the climb.



It was both an honor and a privilege to spend quality time with my coachees as they came to terms with their reality and learned to appreciate it. They delved deep within themselves to explore their untapped potential, which they weren't sure existed but had been waiting for the right time to emerge. I witnessed their courage in making difficult choices and their understanding of the importance of prioritizing self-care. They didn't take for granted the privilege of experiencing and learning through the program, and they showed up for themselves despite their busy schedules. Along the way, they encountered obstacles that they overcame with determination, knowing that these changes were necessary for their growth and development.

As my coachees grew and transformed with my support, I, too, learned valuable lessons from them based on their business and life experiences. They shared openly and authentically, reaffirming the value of trust in any relationship. My time spent with them and the GROW_i program has further reinforced my belief that people are full of potential, and with the right mindset, they can achieve greatness by exploring and harnessing that potential.

One of the aspects I appreciated the most about the program was the platform it provided for all of us to support one another through group sessions and one-on-one coaching. Together, we can accomplish remarkable growth and transformation.

Thank you to the team at CivSource Africa which is deliberate about impacting lives for the better.

Our actions are guaranteed to affect others. Because we are not alone in this world, much of our learning about ourselves comes from our interaction with others, our relationships are our teachers. We learn from each other.

”

_Tae Yun Kim

”



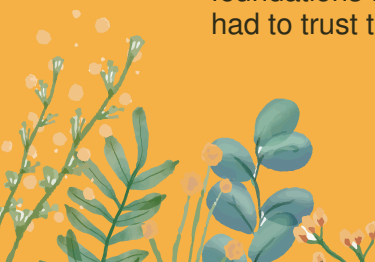
My Many Hats In GROW!

Coach Jackie Asimwe

Thinking back over the past one year of GROW_i cohort 2, I reflected on the many hats that I wore as I journeyed alongside the cohort.

GROW_i is one of the CivSource Africa flagship offerings for leaders under our Mopane` leadership program. In year 1 of GROW_i, I felt like I was a mother who had just birthed her baby. I had birthed GROW_i and I guarded it with the jealousy of a lioness watching over her cubs. I was involved in every detail. I was very protective about who I let near my 'baby'. I only allowed myself to work with a few chosen 'midwives' and baby minders, including my able assistant, Treasure Layola, and the 2 partners of GROW_i - International Coaching Federation, Uganda Chapter (ICF-U) and Imprint (U) Ltd.

Because the first year was a heavy lift, I decided that in year 2, I would wean the GROW_i baby and send it to its proper home, to be managed and overseen by the Mopane` team. One key lesson I learned is, it's not only babies that go through the weaning process. Mothers too have to wean themselves from being the all in all to the child, to taking on a new role as they separate themselves from the child, in order to allow the child to grow. I had to continuously learn to let go and trust that in year 1 we had set the right foundations for the GROW_i program to run. I also had to trust that the new people loved my baby as



much as I did and would nurture it and bring new and better ideas. I wore the hat of a mother being weaned from her child.

I wore the hat of a coach. I am a certified professional coach and a member of ICF Uganda Chapter. I offered to be a coach for GROW_i 2 to hone my skills and also as a way to serve. Part of the success of GROW_i is the ability to provide each participating leader with a coach.

Like all the other coaches on the program, I waited to receive my assigned coachees. During the GROW_i year, I too was receiving coaching as a leader heading an organization. I also participated in as many 'coffee hours' as possible. ICF Uganda Chapter, organizes learning sessions for its members as a way to keep us skilled and tooled. I wanted to give my best to my GROW_i coachees, and so I had to continue my own growth journey.

I was honored to coach Eric and Emmanuel. It's been a journey of getting to know these amazing leaders, to know their struggles, their lessons, and their questions. Getting to know them was like gently peeling layers of an onion to find and support the core.

I always looked forward to the coaching sessions and in between sessions, my coachees, and I checked on each other via WhatsApp. It was beautiful to watch their journey of growth, to watch the smiles spread across their faces by the end of each coaching session. The coachees did all the hard work. They did the growing. My role was to support this journey through questions and through keeping them accountable.

I wore the hat of a facilitator. My parents told me that when I was about 3 years old, we had a house help who taught me a song called 'Mistress Jacqueline'. In the early days of formal education in Uganda, female teachers were called mistresses. As I sang that song as a toddler, little did I know that I was prophesying my future. Little did I know that I would get to 'teach' leaders. I've enjoyed my facilitator hat. I love the process of preparation and delivery. I think about my sessions long and hard. My aim as a facilitator is always to make my sessions as fun, different, and memorable as possible.

The other hat I wore was that of a fellow learner alongside the other leaders who participated in GROW_i. I was honored to attend many of the sessions that the GROWers did. I too developed a personal development plan. I reconfirmed my personal mission statement. I was more intentional about knowing my people through a process I called 'Walk With the CEO'. I used this opportunity to listen to my teammates. I have paid more attention to our organization



money as I get to know and understand it better. I still have a steep learning curve in this area, but I also know I have made strides. I kept looking for ways to polish my leadership diamond (we learned about diamonds in the rough in the first module - Know Yourself to GROW_i yourself).

I've thought a lot about the CivSource Africa brand promise and how we can deliver on it more efficiently, effectively, faithfully, and joyfully. In April this year, the Mopane[®] team held a retreat during which we shared our lessons learned and how we can deliver the leadership offerings better - delivering on our brand promise. We committed to being intentional about and documenting our succession journey even as we teach the GROWers about legacy and footprint.

I have enjoyed these various hats. I have stretched. I have grown. I am honored both to serve as a leader and to serve leaders. This is my true heartbeat.



A Mutually Beneficial Experience!

Christine Mukasa-Mugerwa

During the few months that I have worked with my client in the GROW_i 2 program, I have embarked on an exhilarating journey filled with tangible successes, evident progress, and meaningful connections. As coaches, our role is to accompany our clients on their path and empower them to see a world full of positivity and possibilities.

The GROW_i 2 journey has been transformative for both my client and myself, as we have achieved significant milestones, celebrated successes, and overcome challenges. It has been a continuous process of growth where learning never ceased. Our sessions not only focused on personal development, team growth, financial aspects, and brand building, but occasionally ventured beyond coaching boundaries to embrace the multifaceted nature of individuals.

This journey has been mutually beneficial, and for that, I am immensely grateful. As a coach, the GROW_i 2 coaching experience has allowed me to evolve and expand my own capabilities. It has bolstered my confidence, reminded me of the importance of lifelong learning, and equipped me with valuable lessons to carry forward. I had the privilege of coaching a vibrant, energetic, and entrepreneurial individual who consistently challenged my thoughts in each session. I am delighted that I made the decision to participate in GROW_i 2 coaching, a choice I have never regretted.

I express my gratitude to GROW_i 2 for providing me with another opportunity to contribute and GROW_i personally.



Can Africa Win?

Sam Bwaya

Scepticism about Africa's chances runs deep. The apathy is not just about the World Cup. It pervades most things African. Our leaders, presiding over maggot-filled economies, live in opulence and own luxury properties and massive investments abroad. In our countries, across the continent, the gulf between the haves and have-nots continues to grow widely. Offices are gravely abused with impunity. When fights erupt in our capital cities, our own people, using the meagre resources that have been extracted from the helpless people, purchase the most sophisticated weapons from abroad to destroy the little infrastructure that there is and everything that lies in the path of that weaponry; little children and all. Our young brains, no wonder, see no chance for Africa and choose to stay away from the continent, given a chance. Can Africa Win?

Hope, they say, dies hard. St Paul, writing to the Corinthians (2 Cor 4:8) almost 2000 years ago expresses similar sentiments about the situation in Ephesus: "We are hard pressed from all sides but not crashed". Sometimes hope is all we have. But hope can only go so far. Hope expects something exterior to affect our circumstances. Often, we have little control, if any, about exterior circumstances. Is refreshing when one comes across programs that put achievement on what one draws from within.

The GROW_i Program: Gallant leaders Reach within themselves On a journey to Win together is a fresh breath of air, sending our new hope for Africa. For too long we have been conditioned to expect 'take off' to be spurred from outside. Hope, for many



people, goes with another four-letter word: HELP. The GROW_i program lays it succinctly: Reaching within...a journey.... winning together.

I was privileged to walk part of this journey with a gallant leader, determined to wrestle back what winning to her community would mean. As with many of us, the start was hazy and the targets appeared to be fluid and in constant motion. But that is what part of this program is about. The Coach's role is to keep asking:

“What do you see?”

“Are there other angles from which we could look at this target?”

“How different is the perspective from this angle and what does this tell us about our original goals and perspectives?”

“Is there a need to change focus or not and if so, what else do we need to consider to get to our goal”.

The journey bit was equally exciting. There was the temptation to whisper to the coachee a better route compared to the options being discussed but that could have taken the thunder and joy from the celebration of ‘I did it!’. ‘A bend in the road, they say, is not the end of the road’, unless one fails to make the bend. The coach's role is to challenge the coachee to see around the bend. And when the coachee does, believe me it is difficult for the coach to suppress Handel's Hallelujah from floating out.

Winning together.... Most times we relate winning to competitions. When one wins, inevitably someone loses. It is, for many, a paradigm shift to consider that when one wins others do not have to lose. Leadership is certainly a road where one cannot walk alone. It was a joy seeing the gallant leader quickly identify the stakeholders who would walk with her and what their win in the game could be.

Yes, there is hope for Africa. CivSource Africa's leadership program demonstrates that we can live our legacy now. I walked a bit of one gallant leader's journey and I know for sure that there are going to be many winners from her bold dreams. It might be a trickle now. But that is where the mightiest rivers all start.



With Gratitude To The Coaches!

**Eric Ssali
to Coach
Jackie
Asiimwe.**



*No Gesture
is too small
when done
with Gratitude.*



_ Oprah

Thank you for inspiring me to be my best, and for being there to guide me when I needed help. Having you in my life has opened my eyes to my inner strength and has motivated me to become and do more. You have been an incredible coach offering lessons both inside and outside of the leadership program. You have done more than prepare me academically, you are preparing me for life. Thank you for all the lessons you've taught me so far and are still teaching me. Thank you for helping me to express my creative side and come out of my shell. You have given me a confidence that is priceless! I will always remember these lessons. I could never thank you enough and I will never forget who you are in my life.



Josephine Akia to Coach Juliet Ntabgoba.

”

It's been such a journey towards self-discovery and unleashing my leadership potential through each of the coaching sessions that I have had. The coaching and GROW_i program further affirmed John Donahoe's statement to me that, ***“Leadership is a marathon, not a sprint, it is a process, not an outcome”***. Am truly a diamond being crushed and polished and YES, am trusting and following each process as I grow! Sincere gratitude for supporting me on this journey Coach Juliet.

I am forever grateful!

Annet Namugosato Coach Juliet Ntabgoba.

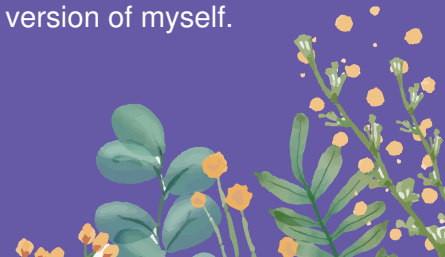
We discussed the change project I was handling at work and why I joined the GROW_i leadership course. Coach Juliet took me through how to craft a vision, mission, and personal development plan and how to handle feedback from the JOHARI window. We talked about different tools for self-development like vision boarding, goal setting, the wheel of life, and about realigning my development plan, adjusting my work schedule, and prioritizing my mental health. Coach Juliet walked with me as I identified and articulated how to balance vulnerability and authenticity with the need to maintain professionalism and respect for boundaries. I was able to document my personal leadership story.



Grace Kabatangere to Coach Joan Larok.

”

Dear Coach Joan, we've made it through the year, it wasn't easy, but it was surely worth it! I recall that first tumultuous session when we first met and my heart, head and mind were all conniving against me; convincing me not to venture into unknown territory. I sympathized with them! They had just been hijacked! The psychometric test results were so discouraging, I almost fled from myself, the JOHARI window feedback offered no comfort either. I was at the bottom of rock bottom. Standing here today, I confess that facing the mirror was the hardest activity I had to do. Thank you for crying on the floor with me as we buried that old self and resolved to unearth the new me. What a journey it's been! Coach Joan, you are magnanimous, methodical, selfless, generous, and amazing! Thank you. We both know that our journey to greatness, self-discovery, and growth, has only just begun. The version of me today still has loads of miles to cover. I will never be the same again for I have closed so many doors and burnt bridges onward, forward to the best version of myself.



Hellen Nakawooya Kasujja to coach Joseph Ajal.

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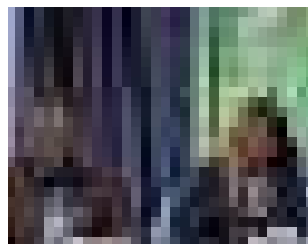
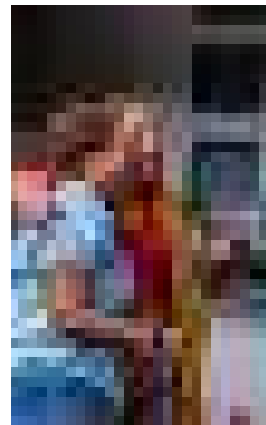
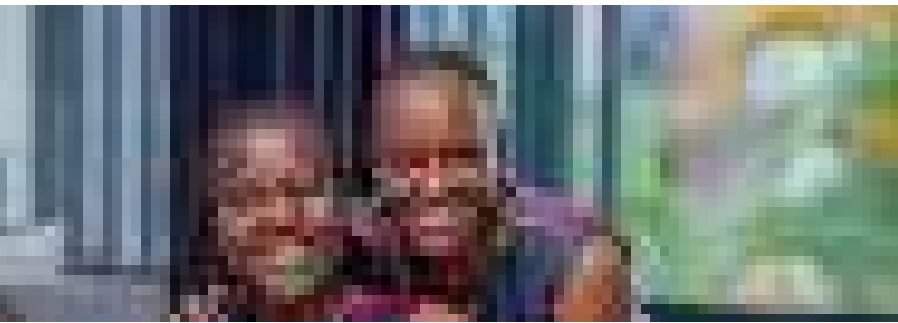
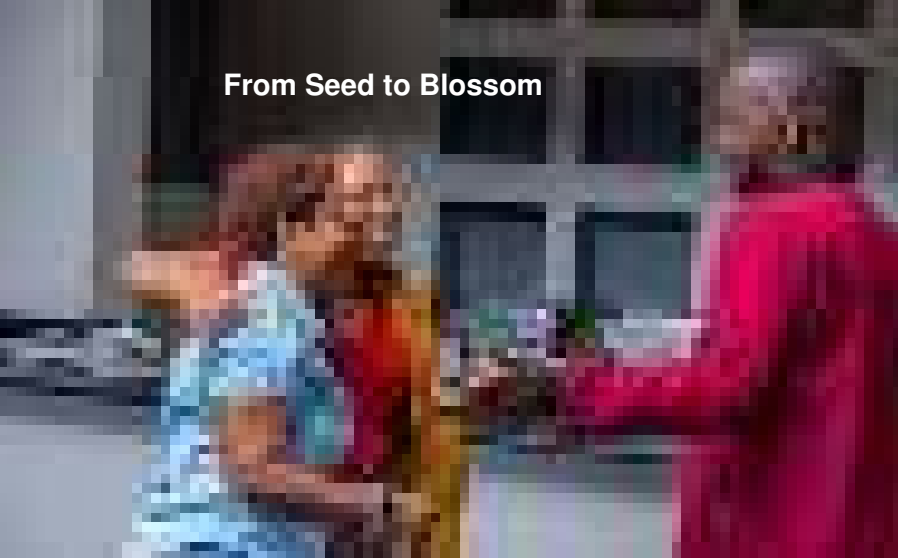
Coach Joseph played a crucial role in helping me identify key areas of focus for both personal and organizational growth. The emphasis was on setting goals, being accountable, practicing ethical leadership, implementing tactical improvements, and embracing authenticity. Furthermore, I was encouraged to seek the assistance of a speech coach to enhance my confidence, communication skills, and ability to connect with others. My coach provided invaluable support throughout this journey, and I am grateful to coach Joseph for their guidance and assistance. Life is indeed my greatest asset!



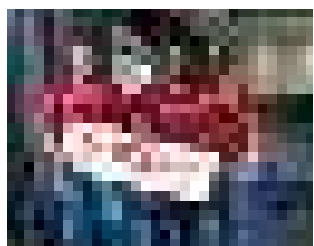
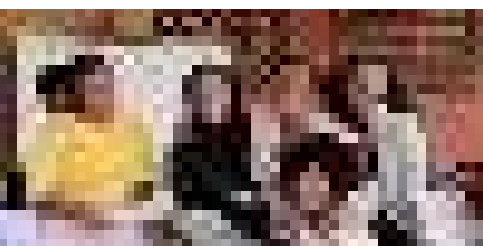
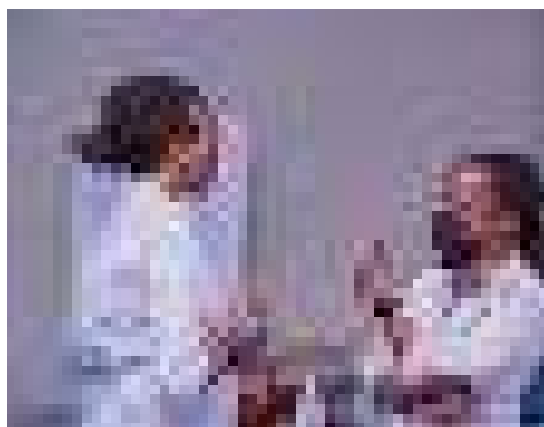
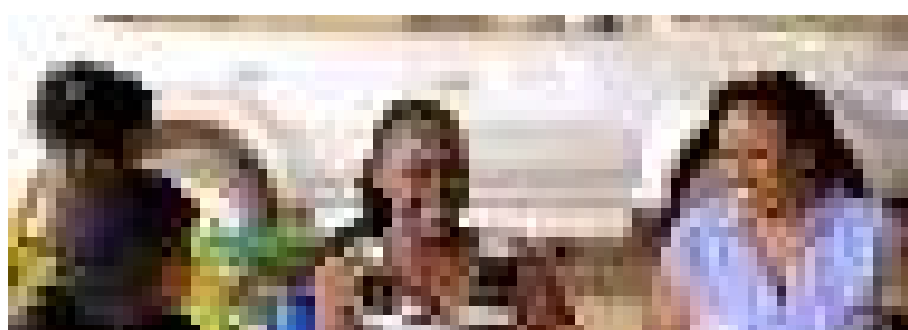
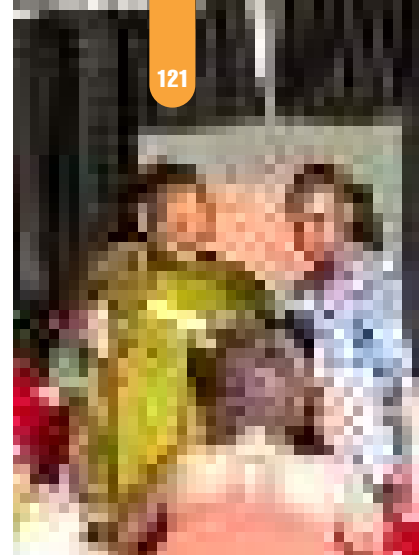
Special Moments With GROW!

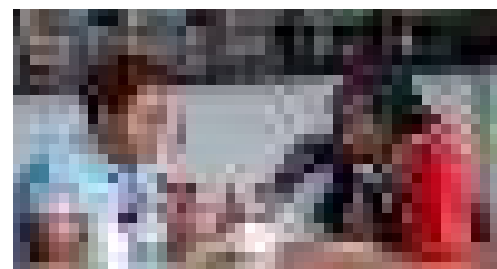
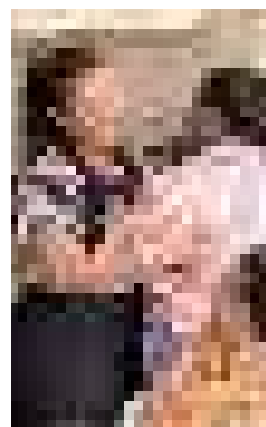
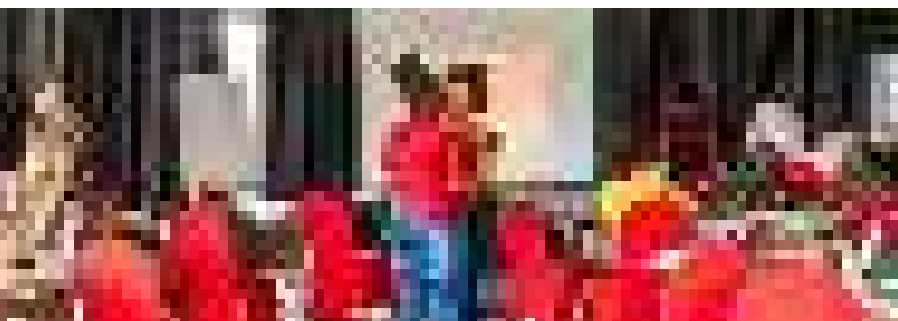


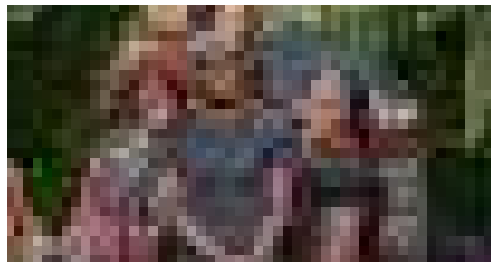
From Seed to Blossom

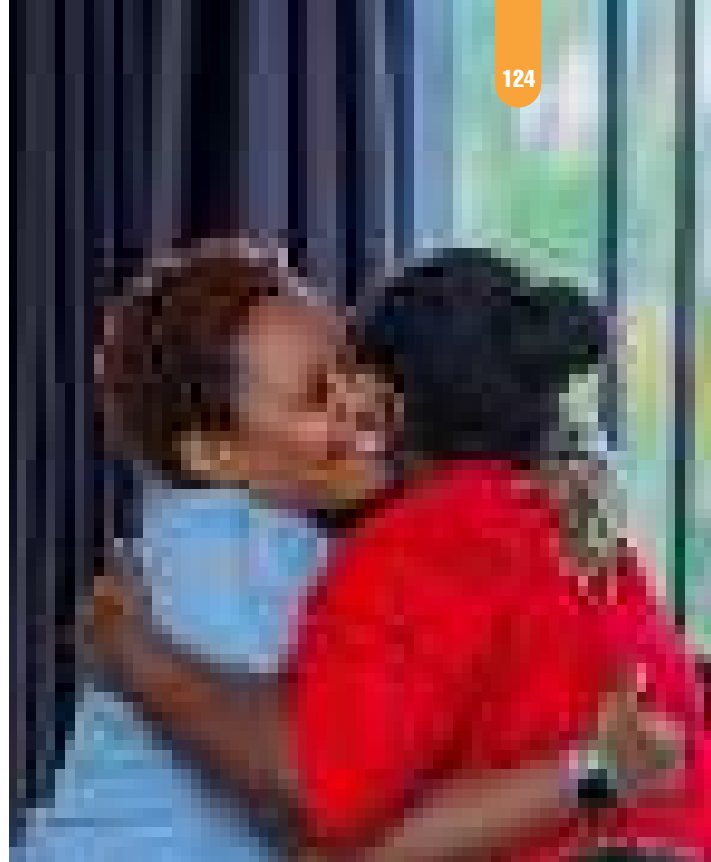


From Seed to Blossom









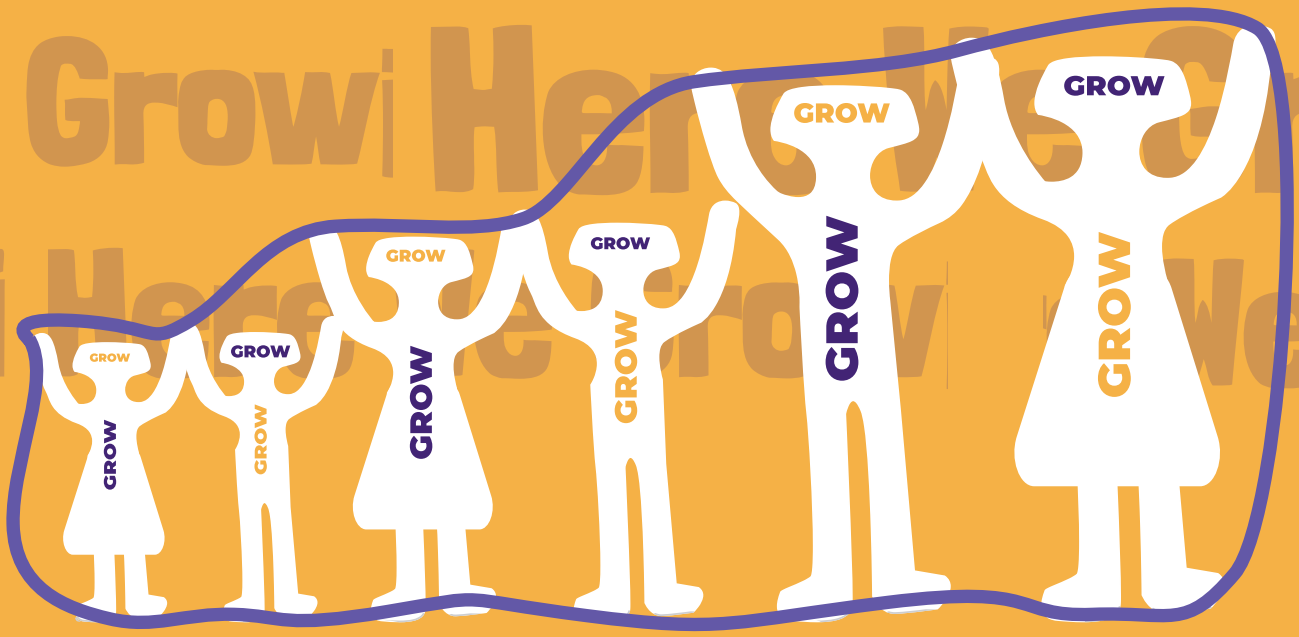


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Every leader has a race, every race has a finish line, and every wise leader is cognizant of and prepares for the finish line.

- Jacqueline Asimwe

Watch Out, Here we GROW!



In the words of Kwame Nkrumah, **“Empty is the action without thought, blind is the thought without action.”** For further details about the GROW program, please visit the following link:
<https://www.civsourceafrica.com/about-grow>

