

MASTER CLASS

EXCEPTIONAL LEADERSHIP

Create impact and legacy
for a better world.



MODULE ONE

7 - 11 July 2025
Nairobi, Kenya

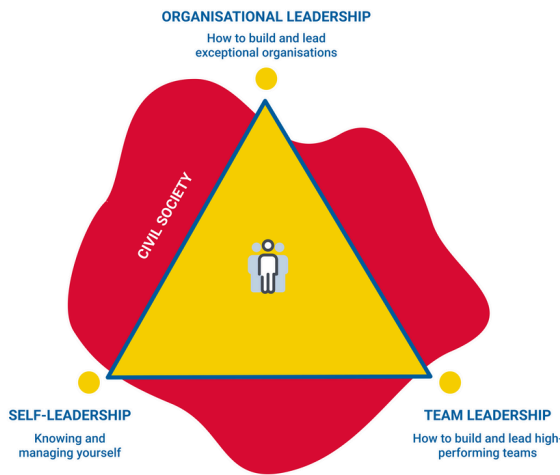
MODULE TWO

15 - 19 September 2025
Addis Ababa, Ethiopia

+ ONE-ON-ONE COACHING

**THIS IS NO ORDINARY LEADERSHIP COURSE:
EVERY SESSION HAS BEEN CAREFULLY CUSTOMISED TO THE REQUIREMENTS AND
THE PURPOSE OF CIVIL SOCIETY AND YOUR ROLE AS A LEADER.**

WHY THIS MASTERCLASS?



- + **“Be the change you want to see in the world.”**
Following a people-orientated, strategic, and value-based approach, this Masterclass will take your leadership to the next level. As you adopt new habits and tools, the changes will be evident to you as well as your colleagues and partners.
- + **“Start with the end in mind”**
With its in-depth self-reflection, planning and commitment building, this course will be a foundation for your personal growth and development for the next five to ten years.
- + **“Leadership is a dance between poetry and plumbing.”**
We will help you navigate your leadership challenges, increase the performance of your team, and strengthen your role as a manager and leader.
- + **“Be inspired to inspire others.”**
This course will open your mind to rethink your organization’s culture, impact, and resources. You will be introduced to many practical tools that help you navigate your organization into an impactful and sustainable future.
- + **“Civil society is like a social fabric.”**
We provide you a new and broad perspective on civil society, social change, and leadership.
- + You will become part of an alumni network with like-minded civil society leaders.



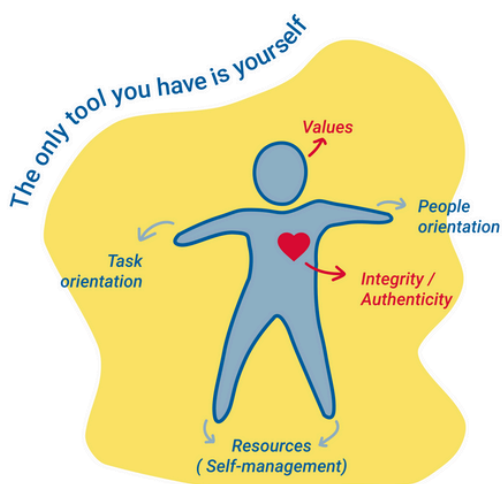
MASTERCLASS GRADUATES OF 2024

TOOLBOX DESIGNED BY US FOR YOU



REFLECTIVE AND INTERACTIVE

HOW DO WE LEARN TOGETHER?



- + You will learn and exchange with a group of 12-18 like-minded civil society leaders from around the world.
- + You will be constantly immersed in the learning experience: “there is no PowerPoint and no boring minute in this course” is what we often hear.
- + You will participate in role-plays, games, debates, fun exercises, and a variety of other participatory exercises to internalize your learnings and habits.
- + You will deep dive into critical leadership aspects, such as communication skills, team performance and organizational change.
- + We will visit organizations and talk to exceptional leaders during the residential workshops.
- + We organize the training in a tranquil and relaxing environment so you can completely focus on your learning, self-development, and have fun with your new peers.
- + We offer coaching sessions between the two modules, as coaching can substantially increase your envisaged changes in your leadership habits.

KEY TOPICS

SELF-LEADERSHIP

- Deep dive into your leadership style, your values, talents, and your life purpose.
- Develop seven leadership habits for exceptional civil society leaders, such as Think People or Strategic Leadership.
- Improve your communication and coaching skills.

TEAM LEADERSHIP

- Deep dive to analyse your team and how you lead or manage the team members.
- Learn how to increase team performance through performance management, conflict resolution and agile management systems.
- Explore how to improve meetings and collective decision-making processes in teams.

ORGANIZATIONAL LEADERSHIP

- Analyze other civil society organizations through the Impact Navigator available under www.impactcards.org and its four spheres: purpose, culture, impact and resources.
- Learn practical ways to improve your organizational leadership, for instance through best practices in strategy processes, developing a theory of change, optimizing core processes, or attracting talent.
- Deep dive into exploring your organization and potential change processes to make it more impactful and future-proof.

CIVIL SOCIETY

- Explore the roles and the ecosystem of civil society, and how it affects democracy and justice in your country.
- Deep dive into selected civil society roles, such as advocacy and watchdog functions, organizing and empowering people, and social innovation.
- Be inspired by 100+ case studies of civil society leaders, and by guest speakers and organizational visits, which will open new perspectives on how you can change the world.

ABOUT 200 LEADERS HAVE PARTICIPATED IN THE MASTERCLASS IN THE LAST TEN YEARS. NEARLY ALL STATED THAT THIS WAS THE MOST IMPORTANT COURSE IN THEIR CAREER. SOME CALLED IT A LIFE-CHANGING EXPERIENCE.

ISHRET WAHID, CARE BANGLADESH
[Watch interview](#)

I really liked the coaching session. Before that I didn't have any understanding of what is coaching. The moment we got into the practice session I started realizing how great it is to have someone asking me questions in a way that I bring the solutions out of myself.

SIRSHENDU PAUL, TATA TRUST INDIA
[Watch interview](#)

I believe that every leader is reflective. What he or she needs is a space where there is no fear to express him or herself. Where he or she can understand what is within and what needs to be done more. That kind of space was safely given by the CSA during the leadership course.

TIRINGO K. GABRIEL, HEAD OF PROGRAMMES, WELTHUNGERHILFE ETHIOPIA

It was a great experience to meet and interact with leaders from different countries. Many thanks for the great facilitation and the unforgettable memories.

JOHN P. NELSON, EXECUTIVE DIRECTOR, INDO-GLOBAL SOCIAL SERVICE SOCIETY

I highly recommend the course to everyone who is looking for an innovative change in the leadership style.

TESTIMONIALS

2

Modules

10

Days

40

Sessions



Personal Coaching

FEE

THE TRAINING FEE INCLUDES:

- ✓ Two modules + one-on-one coaching
- ✓ Accommodation in relaxed environment
- ✓ Meals, drinks, and snacks
- ✓ All training materials
- ✓ Masterclass certificate

EUR 2900 P.P*

EUR 2610 p.P* for groups of three or more people

* Fee does not include visa and travel costs to and from the training locations.

[REGISTER HERE](#)

IF YOU HAVE ANY QUESTIONS,
PLEASE CONTACT:

Sohini Paul | sohini@civilsocietyacademy.de

YOUR FACILITATORS



Sohini Paul has a Social Science background with master degrees in Geography and Regional Planning. She is a certified Life and Leadership Coach. She has more than two decades of experience in the development sector supporting the work of many social change organizations on issues of local self-governance, right to information, and land rights. She has worked on capacity building of civil society organizations, from grassroots community groups to large networks. Sohini is passionate about civil society strengthening and holds space for those who are enthusiastic and ready to learn - this is reflected in her facilitation style.



Retta Menberu Woldetsadik (M.D., MSc) stands up for civil society-state dynamics, good governance, advocacy, and a rights-based approach to development. Since 2018 he has been part of CSA, built up, and leads the Africa office to advocate for change and empower the youth. After working more than two decades in development and health leadership, as a trainer, researcher, and consultant in clinical medicine and public health, Retta developed himself to a broader development leadership and facilitation role by operating as Country Director for ActionAid International, and as regional Strategy Adviser for Rush Foundation. Additionally to his work with CSA, he works as a coordinator, researcher, adviser, and facilitator of international development and humanitarian organizations, alliances, and multi-actor partnerships in diverse contexts across Africa, Asia, and Europe.



Joachim Schwarz is passionate about social justice and co-creation. In 2014, he left his NGO career to embark on a mission to support like-minded civil society actors and social entrepreneurs in becoming more powerful and innovative. Together with his colleagues, he started the Civil Society Academy, which initially became active in India and then expanded to many parts of the world. In 2023, Joachim founded the Civil Society Academy International as a social enterprise in Germany. Joachim is an outstanding trainer and coach. He loves facilitating collective processes for organizations and networks that are fun and creative, yet focus on creating impact with disadvantaged groups. He excels in producing results in leadership, culture, innovation, and strategy. After more than 20 years in Africa and Asia, he is now based in Berlin.



**FOR A STRONG
SOCIAL FABRIC**

Website: www.civilsocietyacademy.org

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