

AFRICAN ROAD

The Learning Consultancy

“Investing in capacity lifts the limits on impact” - Evariste Ndikumana

Solid Foundations: Background

African Road has spent 14 years investing in seven Changemaker leaders and their communities in East Africa. African Road incubated and funded early pilots and advancements for each Changemakers’ work. This steady partnership has helped Changemakers refine, articulate and stabilize their distinct offerings, gifts and areas of strength and community offering. African Road’s unique relational approach, with thoughtful investment in each Changemakers’ mission and distinct contributions, have helped stabilize and solidify their work, lives, and their expertise on a personal and practical level. These long term investments now set the stage for the next chapter of the work.

A Big Step Forward: The Pilot

In 2023, African Road hosted the first ever Changemaker Gathering. This ignited the formation of a pilot initiative for exploring, listening, mutual learning, and deepening our cross cultural understanding. The pilot, called the Learning Consultancy, included assessment for strengths and gaps, and provided a capacity building process with the Changemakers.

African Road contracted consultant Jen Lemen to serve as lead facilitator for this process. A 15 month inquiry revealed areas for desired growth and skill building. What was also discovered was massive untapped potential for a profound kind of leadership, agency, and social change held by each Changemaker. We recognize that these were the qualities that inspired African Road’s formation in the first place, to choose to journey with each Changemaker in such a devoted, consistent way.

Investing in comprehensive support for the Changemakers is a cornerstone of African Road’s work, and this program further formalizes the shared listening and learning that is so important.

The Learning Consultancy Program is an evolutionary leap in line with African Road’s mission and values. It enhances partnerships with the Changemakers, more deeply connects Changemakers with one another, and ensures African Road’s objectives continue to align with the Changemakers’ long-term visions and priorities.

Supercharging Great Leaders:

The Learning Consultancy is an initiative to supercharge each Changemaker. We begin by exploring together. Changemakers articulate their big dreams and potential for impact and scale, as seen from each Changemakers’ unique perspective.

We then identify gaps in capacity and strategies together in order to equip them for success. We provide thoughtful partnership and content experts for strategic planning, coaching and training. This brings expertise and new work to the forefront.

A Strong Future

Greater capacity and skill building bridges the gap from quietly held expertise, to full-scale sharing and expansion of each Changemaker's vision into the wider world. The Learning Consultancy positions Changemakers to share their hard-earned and tested wisdom with others, this honors African leadership and brings benefit for the sake of a better world.

Each Changemaker is better equipped to expand their funding base and move toward sustainability. They can deepen and effectively grow their current grassroots projects to serve more people.

Through this work, each Changemaker acquires the tools and strategies to plan for the long term, and to expand support for their work. They gain the necessary skills and resources to grow. As Changemakers advance and increase their autonomy, the Learning Consultancy also provides a blueprint to bring on new Changemakers, in collaboration with this inaugural cohort of Changemakers. The Learning Consultancy provides a path forward for all.

African Road is seeking full funding for The Learning Consultancy now

Full funding will ensure each Changemaker receives the customized, personal, one-on-one time and investment, as well as the training, coaching, and learning experiences from content experts, required to bring each vision of embodied leadership into reality.

The Learning Consultancy exploratory pilot, conducted over the last year, has sparked profound momentum and agency. With full funding we can move forward with vigor and maximize the energy and potential that is already at work.

The Learning Consultancy honors the wisdom and sound leadership of African Changemakers and provides a powerful and sustainable roadmap forward for all.