



Rev. Fr. Dr. Godswill Agbagwa
Founder

-CSAAEINC-

In 2013, we launched CSAAEINC. Our mission was to start healing from the root Africa's failure of leadership, loss of entrepreneurial spirit as well as loss of moral and social sense - all of which we believe are the causes of poverty and underdevelopment in Africa.

We engage the youths through our Emerging Leaders Program (ELP), Career Building and Entrepreneurship Program (CBEP), Students Ethics and Anti-Corruption Network (SEACON) and Network of Effective African Leaders (NEAL), all geared towards raising a new crop of African leaders and work-force imbued with morals, entrepreneurial spirit and effective leadership skills to facilitate development and end poverty in Africa.

Currently, we are registered as a non-profit in Nigeria as well as the United States and in the process of being registered in other African countries. We are also registered as campus-based organization in several tertiary institutions in Africa.

To get involved, please contact:

ELP: elp@csaaeinc.org | CBEP: cbep@csaaeinc.org
SEACON: seacon@csaaeinc.org | NEAL: neal@csaaeinc.org
General Enquiries: info@csaaeinc.org

www.csaaeinc.org

Offices:

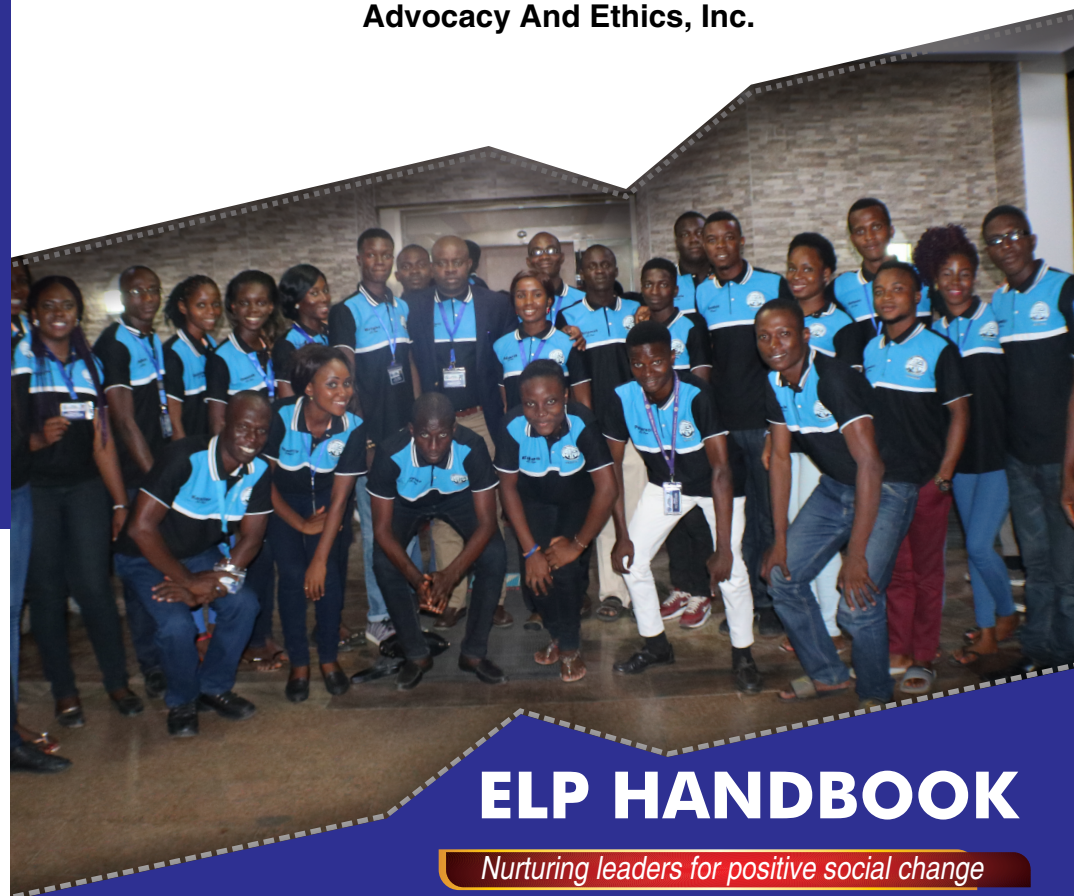
United States
1451 Furnace Ave,
Glen Burnie, MD 21060
Tel: +14438134968

Africa
Plot 133 Ikenegbu Layout
Owerri, Imo State, Nigeria
Tel: +2348168184714



-CSAAEINC-

**The Centre For Social Awareness,
Advocacy And Ethics, Inc.**



ELP HANDBOOK

Nurturing leaders for positive social change

Godswill U. Agbagwa

Together we can make Africa a better place

Emerging African Leaders Program

ELP

Handbook

Nurturing Leaders for positive social change

Godswill U. Agbagwa



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Dedication

To the Board of Trustees, ELP Mentors, CBEP Consultants, Staff, Volunteers, Donors, Emerging African Leaders, Network of Effective African Leaders and Members of CSAEINC.

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Introduction

In 2013, we launched the Centre for Social Awareness, Advocacy and Ethics, Inc. (CSAAEINC). Our mission was to start healing Africa's failure of leadership, loss of moral and social sense as well as loss of entrepreneurial spirit- all of which we believe are the root causes of poverty and underdevelopment in Africa.

We engage the youths through our Emerging African Leaders Program (ELP), Career Building and Entrepreneurship Program (CBEP), Students Ethics and Anti-Corruption Network (SEACON) and Network of Effective African Leaders, all geared towards raising a new crop of African leaders and work-force imbued with morals, entrepreneurial spirit and leadership skills to facilitate development and end poverty in Africa.

This handbook introduces the Emerging African Leaders program, explains its goals and serves as a training manual for emerging leaders, mentors, resource persons, staff and anyone involved in nurturing future African leaders at CSAEINC.

Many thanks to CSAEINC first Vice President, Rev. Fr. Vincent Arisukwu for his insights and suggestions. Special thanks to CSAEINC U.S. Board of Trustee and ELP Mentor, Dr. Patrick Nwakama for proof-reading the work. Our NEAL members, Davidson Nwaonu and Francisca Ekwonu also proof-read this Handbook while our volunteer graphic artist, Mr. Damian Edeh designed and printed the handbook. Merci beaucoup, our good Nigerian youths.

Together we can make Africa a better place where all can find support and encouragement to work hard, live in dignity and feel proud to belong.

ABOUT CSAAEINC

"AND I HAVE A DREAM"

My name is Godswill Uchenna Agbagwa. I am the Founder of CSAAEINC. I was born in Umueze Amaimo, a small village in Ikeduru Local Government Area of Imo State, Nigeria, West Africa.

As a child, I had a comfortable life, thanks to my hardworking parents. Things took a bad turn in 1990 when my father, Mr. CharlymanPeters Chikamnele Agbagwa passed away, leaving my mother, Late Mrs. EvelynPeters Chinyere Agbagwa to fend for their seven children. Poverty quickly set in and for many years we barely managed to feed, obtain medical care and pay tuition.

It was then that I started dreaming of a better Africa where all can find support and encouragement to work hard, live in dignity and feel proud to belong. My dream was deceptively kept alive by a corrupt military junta that kept assuring us of an imminent coming of a better Nigeria where there would be free education, sufficient food, reliable electric power supply and clean drinking water.

Every night, I dreamt of this kind of Nigeria. Morning came followed by night but we remained poor, hungry and helpless. I still had to trek several miles to fetch drinking water, burn nightly candles to study for my exams, and prayed that I did not fall sick because there was no good health care facility.

By the time, I was ordained a priest for the Catholic Archdiocese of Owerri, Nigeria, in December 2003, my dreams of a better Nigeria

had faded away. But in 2008, while on study leave in the United States, the dream came back. As I toured Europe and North America during vacations, I wondered why basic amenities such as clean drinking water, uninterrupted electricity supply, paved roads, and good healthcare are considered luxuries in my native land. I wondered why I was treated with contempt at the airports and wept at Toronto international airport in 2008 when an immigration officer inquired how much I gave in bribes for my Nigerian passport. It was then that my dream of a better Africa turned into passion.

For several years, I struggled, day and night, to unravel the root causes of poverty and underdevelopment in Africa. I read books and articles on poverty and underdevelopment in Africa. I attended conferences and seminars and engaged anybody that cared to listen. I then took a trip back home to re-assess the situation of things. Nigeria was still a sorry state.

After prayerful reflections, I became convinced that poverty and underdevelopment in Africa are caused by a combination of failure of leadership, loss of social and moral sense, as well as loss of entrepreneurial spirit. I then came to the conclusion that Africa can indeed become a better place for all if we can start nurturing a new generation of African Leaders and work-force imbued with the morals, entrepreneurial spirit and excellent leadership skills to facilitate development and end poverty. I therefore decided to establish CSAAEINC for the purpose of working towards this dream.

Although CSAAEINC was registered as a non-profit organization in Nigeria in 2010 and as a 501(c) entity in the United States in August 2013, activities at the Centre commenced in December

2013 with the implementation of the Emerging African Leaders Program (ELP).

ELP was established in response to Africa's failure of political and government leadership. It is a three-year structured program in ethics, excellence in leadership and entrepreneurship for nurturing youths interested in politics and public service. The aim is to raise a new generation of African politicians and government officials with the character, competencies and capacities to effect positive socioeconomic change in Africa.

Upon completion of the program, promising Emerging Leaders are promoted to the Centre's life-time Network of Effective African Leaders (NEAL). CSAEINC works with NEAL members to get into public service, supports them as they work their ways to influential positions and guides them to effect positive socioeconomic change. NEAL members in turn mentor other Emerging Leaders and work with CSAEINC on various community development projects.

In 2014, we launched the Career Building and Entrepreneurship Program (CBEP) in response to Africa's loss of entrepreneurial spirit. CBEP focuses on helping youths interested in excelling as professionals or entrepreneurs build the capacities, competencies and character to accomplish professional goals or become successful entrepreneurs and contribute to African socioeconomic development.

In 2017, we launched Students Ethics and Anti-corruption Network (SEACON) as an answer to Africa's loss of moral and social sense. SEACON focuses on the ethical orientation and re-orientation of African youths to positive moral and social values.

The aim is to build a network of ethically conscious youths across Africa to promote transparency, accountability, good governance and integrity while combating the cankerworm of corruption hindering development in Africa.

CSAEINC focuses on youths because of our burning desire to nurture a new generation of African leaders and workforce that will effect positive socioeconomic change in Africa. We relentlessly invest our funds, time and talents in these young men and women because we believe in their potentials to facilitate development and end poverty in Africa.

The history of CSAEINC will not be complete without mentioning some people who first believed in my dream even when it was not vivid and played prominent roles towards the realization of the dream.

I first shared my dream with my mother, Late Mrs. Evelyn Peters Chinyere Agbagwa. She was very supportive and strongly encouraged me to establish the Centre but did not live to see it as she died in 2012. After her death, I became depressed and decided not to pursue the dream any longer, but she told me in a dream not to give up on my dream. I woke up immediately, picked up the phone and started work on the Centre.

I also shared my dream with my siblings who were all supportive. I also shared my dream with my close friend and first CSAEINC VP, Fr. Vincent Arisukwu who helped to execute my initial plans in Nigeria. Mr. Austin Nwankwo built our first website and designed our logo. Our initial Nigeria and U.S. Board of Trustees and volunteers (especially Chief Mrs. Olusola Abuachi and Bridget Kenah) as well as successive Board of Trustees, ELP Mentors,

CBEP Consultants, Staff, Volunteers and Donors as well as our initial and successive Emerging Leaders played helpful roles.

A better Africa where all (not just Africans) can find support and encouragement to work hard, live in dignity and feel proud to belong is my dream, my vision. Raising a new generation of African leaders and work-force imbued with the morals, entrepreneurial spirit and effective leadership skills to facilitate development and end poverty in Africa is our mission and sure path to the realization of this dream.

REGISTRATIONS

Currently, CSAAEINC is registered in Nigeria as a non-profit as well as the United States and in the process of being registered in other countries. We are also registered in several tertiary institutions in Africa as campus-based organization.

CSAAEINC's programs are implemented from the Centre's office in Owerri, Imo State, Nigeria with planning support from its international office in the United States.

VISION, MISSION, MOTTO

VISION: An Africa where all can find support and encouragement to work hard, live in dignity and feel proud to belong.

MISSION: Helping youths build the Capacities, Competencies and Character to facilitate development, end poverty and make Africa a better place.

MOTTO: Together we can make Africa a better place

CONSTITUTIONAL OBJECTIVES OF CSAAEINC

- i. To help youths build the capacities, competencies and character to facilitate development, end poverty and make Africa a better place.
- ii. To raise future African leaders and work-force imbued with the morals, entrepreneurial spirit and effective leadership skills to facilitate development, end poverty and make Africa a better place.
- iii. To promote entrepreneurship
- iv. To help youths build profitable careers as well as become self-reliant
- v. To create social awareness and motivate people to work for common good
- vi. To advocate for public policy that ensures a just society.
- vii. To promote best ethical practices at all levels of public life.

CORE VALUES: CARDINAL VIRTUES OF CSAAEINC

- i. **Solidarity:** Commitment to common good.
- ii. **Integrity:** The quality of being honest and fair.
- iii. **Creativity:** The ability to think of and actualize new ideas.
- iv. **Punctuality:** The quality of being on time; keeping engagements; promptness.
- v. **Accountability:** The obligation to account for your activities, accept responsibilities for them, and to disclose the results in a transparent manner. It also includes the responsibility for money or other entrusted property.

CSAAEINC ANTHEM

I love this family of God, CSAAEINC!
We are solely knitted into one
And I'm so proud to be.
CSAAEINC, people with a vision, people with a goal.
Great transformers, people meant to lead.
Forward ever, backward never.
From strength to strength, we shall grow.
They have taken me into their midst,
And I'm so proud to be,
And I'm so proud to be,
And I'm so proud to be.

Words by: Matthew Chinonso Ikelionwu

Music by: Fwangshak Tanko, Nancy Uzor and Mighty Matthew

CSAAEINC PLEDGE

I pledge to CSAAEINC, our beacon of hope,
To be ethically competent,
To be a morally responsible leader of positive social change,
To be a socially conscious leader,
To respect the rights and dignity of others in love,
And to embrace proper education,
As a major weapon to fight injustice,
Corruption and poverty in our motherland.
So, help me, God.

Composed by Francisca Ekwonu

EMERGING AFRICAN LEADERS PROGRAM ELP



1.0 Background:

Despite all aids to Africa by the international community and the efforts of millions of hardworking Africans, the African continent has remained one of the poorest, if not the poorest continent, in the world. Millions of Africans are living in what has been described as extreme poverty. Extreme poverty means not having enough food and water as well as lacking adequate shelter, healthcare and education. Ironically, Africa is one of the continents richly endowed in human and natural resources. What then is the cause of poverty in Africa?

There are several causes of poverty in Africa, but it is obvious that the chief cause of poverty in Africa is failure of political and government leadership. Here is how the Late Chinua Achebe explains failure of leadership in Nigeria and this is true of other African countries: "The problem with Nigeria is simply and squarely a failure of leadership. There is nothing basically wrong with the Nigerian land or climate or water or air or anything else. The Nigerian problem is the unwillingness or inability of its leaders to rise to the responsibility, to the challenge of personal example which are the hallmarks of true leadership."

In addition to lack of moral leadership, many African leaders lack effective leadership skills and the innovative spirit to facilitate development and end poverty in Africa.

2.0 ELP Effect

In 2013, we launched ELP to respond to Africa's failure of political and government leadership. ELP is a three-year structured ethics, excellence in leadership and innovation nurturing program. The aim is to raise a new crop of African political and government leaders imbued with morals, effective leadership skills and innovative spirit to facilitate development, end poverty in Africa and make Africa a better place for all.

Certainly, this will not happen in a hurry and to many, particularly those who have been forced by circumstances to give up hope, such a dream sounds like madness and to such people, trying to clean up the continent is like attempting to climb a mountain on high-heeled shoes - a mere waste of time and energy! Nonetheless, we remain patiently optimistic that the emergence of a new Africa is still a great possibility and ELP is one of the most effective ways to realize it.

ELP comprise potential African leaders selected through a rigorous merit-based process. Through a combination of leadership conferences, mid-year leadership portfolio summits, leadership building experiences, one-on-one leadership mentoring, leadership book reading, leadership film viewing, community development projects and personal development goals, emerging leaders ultimately become highly effective leaders. To enable them complete college, CSAAEINC supports their education through need-based scholarships.

While in the program, they promote ethics, entrepreneurship and excellence in leadership on campus. They also provide innovative solutions to community problems. Upon completion of the

program, at the same time of graduating from the university, CSAAEINC evaluates performance and promotes promising emerging leaders to the Centre's NETWORK OF EFFECTIVE AFRICAN LEADERS (NEAL). CSAAEINC works with NEAL members to get into public service, supports them as they work their ways to influential positions and guides them to effect positive socioeconomic change. NEAL members in turn mentor other emerging leaders and work with CSAAEINC on various community development projects.

3.0 Target

We target African undergraduate students, ages 16 – 21 years, with leadership potentials because they are the leaders of tomorrow.

4.0 Selection Process

We select participants through a rigorous merit-based process that involves written applications, oral interviews and background checks. Once selected, the participant becomes an emerging African leader and remains in the program for three years to ensure that s/he has acquired sufficient skills to lead at any level.

We solicit applications from first- and second-year undergraduate African students exclusively because: (a) We want to enroll them at their prime since the impressions that shape our competencies, capacities and characters are easily assimilated at an early stage of life; (b) As college students, they are more likely to remain focused on the program with adequate time; (c) They need to be in the program for not less than three years to be fully impacted by the trainings.

Our selection process begins with solicitation of applications in the first quarter of the year. We solicit applications via: (1) Presentations at on- and off-campus youth organizations across Nigeria; (2) Posters and Fliers; (3) Newspaper announcements; (4) Facebook, Twitter, LinkedIn and other social media.

5.0 Training Process

5.1. ELP Leadership Foundation Conference

Each year, ELP kicks off with Foundation conference. The conference is designed to broaden the horizon of the emerging leaders, help them set personal and community development goals, as well as dream big. The conference focuses on the following three key areas of ELP:

- a. State of the Nation: To expose future African leaders to the state of the continent, problems and prospects facing future African leaders.
- b. Creative and innovative Leadership: To equip future African leaders with effective leadership skills needed to tackle Africa's problems, facilitate development, end poverty and make Africa a better place.
- c. Ethical Leadership: To immerse future African leaders in the virtues needed for effective leadership in Africa.

At the end of this conference, emerging leaders are expected to come up with the following: One Personal Development Goal (PDG) bordering on any of the virtues that the Centre wishes to inculcate into the future leaders. One Community Development Project (CDP) to tackle a specific problem in Africa. One Big Dream (BD): What the emerging leader wants to be in future.

Emerging leaders must also come up with six-months plan on how to achieve these goals. The Centre works with each emerging Leader to achieve dream and goals. Conference is free for emerging leaders including transport, accommodation, meals and materials. ELP foundation conference holds in the last week of November or first week of December every year.

5.2. ELP Mid-Year Leadership Portfolio Summit

The aim of this summit is to evaluate the progress of the various components of the emerging leaders training. Unlike at the Foundation Conference where the emerging leaders sit and listen to speakers, at the Mid-Year Summit, mentors sit and listen to the emerging leaders.

Each emerging leader makes a presentation of how s/he is utilizing the various resources and trainings available at the Centre for personal growth and to impact his or her community. This summit holds every June. At the end of this summit, each emerging leader must submit a one-page or less concise six-months action plan based on feedbacks received.

5.3. ELP Community Development Project (CDP)

Emerging Leaders engage in a variety of innovative community development projects. From novel farming ideas to recycling ventures. From encouraging imminent dropouts to remain in school to promoting ethics in schools. By engaging in these projects, these future leaders get to understand the problems facing Africa and begin early to start seeking innovative solutions to the community problems.

Initiating, managing and growing these projects also provide the emerging leaders the opportunities to test and strengthen their leadership skills, entrepreneurial spirit, moral and social sense. CDPs will be started after approval from the Founder or his representative. Every step in the project should be discussed with the Centre before embarking on it. CSAEINC supports viable projects.

5.4. ELP Personal Development Goals (PDG)

Some emerging leaders struggle with bad characters which may hamper their effectiveness as political and government leaders. Others constantly envy some good characters that they would like to acquire. At the beginning of the training year and at the mid-year summit, emerging leaders are asked to identify bad characters they want to drop or good characters they want to imbibe within six months. Mentors work with them to deal with such behavior.

5.5 Big Dream

To be admitted into ELP, candidate must demonstrate during the application process that his or her long-term goal is to pursue a career in politics or civil service. The Emerging Leaders Program is for those who aspire for political or government offices. At induction, Emerging Leader must declare before all his or her Big Dream and pray God to help him or her on the journey. ELP mentors will work with Emerging Leaders to realize the dream

5.6 ELP Leadership Building Experience (LBE)

The aim of ELP leadership building experience is to immerse the future leaders into the art of leading early in life. During vacations,

strikes and the period of time prior to youth service, Emerging Leaders are placed on leadership-building experiences (home or abroad) to gain practical knowledge from leaders with demonstrated knowledge, experience and virtues.

5.7. ELP One-on-one Leadership Mentoring

Once admitted into ELP, each emerging African leader is assigned a mentor. Mentors provide guidance to emerging leaders for three years as they prepare for political and government leadership positions after college. In addition to personal meetings, mentors provide regular online and telephone coaching to emerging leaders throughout the year.

Whether emerging leaders are reading leadership books or viewing inspirational films, ELP mentors are following up and asking emerging leaders tough questions. ELP mentors provide feedbacks to emerging leaders on their personal development goals and community development projects. They also discuss academic performances and chart positive ways forward in view of their big dreams in life.

Quarterly, mentors evaluate emerging leaders on the three key areas of ELP: ethics, excellence in leadership and innovation. Emerging leaders also evaluate the effectiveness of the mentors. ELP one-on-one mentoring is scientific and CSAEINC is able to track the progress.

5.8. ELP Leadership Book Reading

In-between the ELP Leadership Foundation Conference and ELP Mid-Year Leadership Portfolio Summit, emerging leaders read

books on effective leadership recommended by mentors. The aim is to enhance their ethics, leadership skills and entrepreneurial spirit. Books are read gradually for assimilation.

Emerging leaders discuss books read on ELP virtual training room every Friday. The aim is to share various views on the book and to apply them to emerging leaders' peculiar situations. Book reading runs from December to November and books are provided free of charge to each emerging leader.

5.9. ELP Inspirational Film Viewing

The aim is to revitalize positive social and moral values, awaken the spirit of entrepreneurship and provide young African youths with effective leadership skills to facilitate development and end poverty in Africa, through visual learning.

With focus on positive and inspirational films, the Centre hopes to redirect the interest of African youths away from the rising number of toxic films and shows that promote immorality, violence and crimes. The film viewing is organized by members of CSAAEINC's Emerging African Leaders Program in Universities and other tertiary institutions in Africa.

Viewers pause and discuss sections of the film. Discussion of the film also continues on CSAAEINC's social media platforms including WhatsApp, Facebook, Twitter, Instagram and LinkedIn.

5.10. ELP Need-Based Scholarship

To enable emerging leaders complete college, CSAAEINC offers scholarships, computers and other learning tools to eligible

emerging leaders. Scholarship can be for four years, one year or one semester. To receive scholarship or any learning tool, emerging leader must be in good standing with CSAAEINC and must have been in the program for one year. This includes passing exams, behaving well on campus and complying with all ELP trainings.

5.11. ELP Virtual Meetings

Every Friday, 5-10pm, emerging leaders meet for virtual training. They discuss the recommended inspirational books that they are reading as well as inspirational films while sharing the progress of their CDPs and PDGs.

5.12. ELP On Campus

CSAAEINC is registered in several tertiary institutions in Africa as a campus-based organization. ELP members are members of CSAAEINC on campus.

5.13. ELP Induction

Induction of new ELP members takes place at the CSAAEINC Annual Impact Dinner usually preceded by the Leadership Foundation Conference. At this induction, new emerging leaders take oath of allegiance and commitment to the vision of CSAAEINC while continuing emerging leaders renew their oath and commitment to the vision of CSAAEINC.

5.14. ELP Ethics Declaration

As an ethics organization, prior to admission into the ELP,

prospective candidates will be required to answer the following questions. At each Impact dinner or Foundation Conference, all ELP members are required to answer same questions. Any member who fails the test will be withdrawn from the association.

Members shall answer 'YES or NO to the following checklist:

- (I) Are you in any campus cult? If yes, please explain.
- (ii) Are you a prostitute or part of a prostitution ring? If yes, please explain.
- (iii) Have you been accused or convicted of prostitution? If yes, please explain.
- (iv) Have you been accused or convicted of kidnapping? If yes, please explain.
- (v) Have you been accused or convicted of any form of robbery? If yes, please explain.
- (vi) Have you been accused or convicted of any form of cybercrime? If yes, please explain.
- (vii) Are you currently in any criminal or terrorist gang? If yes, please explain.
- (viii) Have you been accused or convicted of an act of terrorism? If yes, please explain.
- (ix) Are you a religious bigot? If yes, please explain.
- (x) Have you been accused or convicted of religious bigotry? If yes, please explain.
- (xi) Have you been involved in any form of examination malpractice? If yes, please explain.
- (xii) Are you in possession of any CSAAEINC property not approved for your use? If yes, what is it and why are you keeping it?

CSAAEINC ethics committee would verify the veracity of the

answers.

5.15. Declaration of Commitment to the vision of CSAAEINC

All members of ELP shall take make the following declaration in writing stay committed to the vision of CSAAEINC which is working towards the common good of Africa. New members must also make same declaration.

- (i) Do you promise to abide by all CSAAEINC rules and regulations?
- (ii) Do you promise to participate in all CSAAEINC trainings and any other CSAAEINC event that you may be called upon to participate?
- (iii) Do you promise to abide by the five (5) Cardinal virtues of Emerging African Leaders
- (iv) Do you promise to support and promote the vision of CSAAEINC now and in the future?
- (v) Do you promise obedience to CSAAEINC founder and his successors?

6.0. BEYONDELP: NEAL

Upon completion of the emerging leaders training program, at which time they have also graduated from the university, CSAAEINC evaluates performance and promotes promising emerging leaders to the Centre's NETWORK OF EFFECTIVE AFRICAN LEADERS (NEAL). CSAAEINC works with NEAL members to get into public service, supports them as they work their ways to influential positions and guides them to effect positive socioeconomic change. NEAL members in turn mentor other emerging leaders and work with CSAAEINC on various

community development projects.

Successful ELP members are inducted into NEAL at CSAAEINC Impact Dinner

7.0. ELP T-shirt

This is official wear of emerging leaders. At on-and-off campus CSAAEINC events, emerging leaders must wear their t-shirts. If expelled from ELP, emerging leader must return their t-shirts to CSAAEINC.

8.0. CSAAEINC Identity Card

This is the official identity card of emerging leaders. At on-and-off campus CSAAEINC events, emerging leaders must wear their badges. If expelled from ELP, emerging leader must return his or her badge to CSAAEINC.

9.0 ELP Code of Conduct

In congruence with the objectives of ELP, this code of conduct sets forth the moral standards and behaviors expected of every emerging leader

9.1. Accountability

This is the obligation to account for your activities, accept responsibilities for them, and to disclose the results in a transparent manner. It also includes the responsibility for funds or other entrusted property.

- i. Every emerging leader must be ultimately answerable, liable and is expected to give accurate accounts of

everything entrusted to him or her.

- ii. S/he must be able to take ownership and responsibility for his / her action. Deliberate neglect of duties or responsibilities will attract loss of membership.

9.2. Solidarity: Commitment to common good.

- i. Every emerging leader must possess the ability to work together in unity with one another, in order to achieve the common goal of CSAAEINC.
- ii. Each must show a high level of commitment to the vision of CSAAEINC and be willing to contribute to making Africa a better place.

9.3. Integrity: The quality of being honest and fair.

- i. A member shall at all times conduct himself/herself as a person of integrity.
- ii. S/he should possess firm principles and steadfastly adhere to the principles in this code in such a way that his/her reputation and that of this organization shall be enhanced.
- iii. Members can never give or accept bribe under any circumstance.

9.4. Creativity: The ability to think of and actualize new ideas.

- i. Members are expected to express originality.
- ii. Members should be able to create their own ideas and projects.

- iii. Members should conduct research from time to time to remain current with information while finding new ways to facilitate development and end poverty in Africa.

9.5. Punctuality: The quality of being on time; keeping engagements; promptness

- i. Absence from virtual trainings without the permission of ELP Coordinator will warrant an oral warning at the first instance, a written warning at the second instance, withdrawal of all benefits from CSAEINC for one semester at the third instance and withdrawal of all benefits for one year at subsequent times.
- ii. Absence from in-person trainings without the permission of CSAEINC Founder leads to immediate termination of membership.
- iii. Late attendance to meetings (in person or virtually), defined as the arrival of a member fifteen (15) minutes past the scheduled time of the meeting, without prior notice of genuine reasons for lateness will attract penalties same as (i) above.

9.6 Relationship with members

- i. Every emerging leader holds a unique position of influence and trust that should not be violated or compromised.
- ii. Each must exercise his or her responsibilities in ways that recognize that there are limits and boundaries to their relationships with other members.
- iii. Cordiality, Sincerity, Accommodation, Accountability and Encouragement (CSAEINC) are expected to prevail at all times in the relationship among members. To this regard,

the following should be adhered to:

- iv. No emerging leader should solicit funds from members or task members for fees for whatsoever reason without the approval of the founder.
- v. No emerging leader should circulate e-mails or messages to members without the permission of the founder.
- vi. No emerging leader should incite other members to revolt against the organization's decision, policy or directive. Any grievances should be addressed to the founder or his representative.
- v. No emerging leader should forward the e-mail addresses and phone numbers of members to third parties without permission.
- vi. There should not be any form of discrimination or sectionalism among emerging leaders. Treat members with respect, courtesy and fairness.
- vii. No emerging leader should use sexual innuendo or inappropriate language and / or share such material with another emerging leader.

9.7 Solidarity among members

- i. In the event of a community development project inspired program organized by a member on-campus, every member must provide support and encouragement by attending and coordinating the activities of the event.
- ii. When a member takes ill, members should visit and support him or her.
- iii. When an active member has been absent from training programs over three consecutive times without notice, members should visit him or her and ascertain the cause of his or her withdrawal from meetings.

- iv. In the event of a major financial crisis faced by a member, members can freely support such a member but with prior notice to the founder or his representative.
- v. Members cannot run against each other for any office on campus. When interests clash, CSAAEINC's founder or his representative decides who runs.
- vi. Members must campaign for fellow members endorsed by the association to contest for a departmental or Student Union Government office.
- vii. Members cannot discriminate against other members on grounds of gender, age, tribe, religion, and social status.

9.8. Relationship with mentors, staff, board and consultants

- i. No emerging leader should send messages or contact any CSAAEINC official directly without due consultation with the founder. If a mentor has entered into a contact arrangement with an emerging leader, that arrangement should be followed.
- ii. Emerging leaders should always address officials of CSAAEINC with respect and courtesy.
- iii. Emerging leaders should not solicit funds and other forms of assistance from CSAAEINC officials.
- iv. No emerging leader should give the phone numbers and email addresses of CSAAEINC officials to third parties.
- v. In case of conflict with mentor, emerging leader should report to CSAAEINC Founder.

Virtual Training

- i. Because CSAAEINC utilizes online tools to train emerging

leaders, all emerging leaders are required to possess a mobile device that can access the internet and other online platforms.

- ii. No applicant without an online capable mobile device will be accepted into ELP.
- iii. Additionally, each ELP member must be able to keep and maintain a mobile device to enable him or her be online during training hours. Loss, damage or inability to afford such a mobile device will not be accepted as an excuse.
- iii. Every emerging leader is expected to participate actively in the virtual training room provided for online work.
- iv. Every emerging leader is expected to participate fully in any book reviewing section of the Centre.
- v. Every emerging leader is expected to participate fully in any group film viewing exercise as directed by the Centre.

9.10 Dress code

- i. Emerging leaders should dress decently on CSAAEINC T-shirts and corporate wears during conferences, seminars and workshops.
- ii. Emerging leaders should not wear transparent and suggestive clothing of all sorts on campuses and other places.

9.11. Conduct in school

Emerging leaders are expected to abide by the rules and regulations of their various institutions of learning and should desist from the following:

- i. Examination malpractices of all sorts

- ii. Acts of impersonation
- iii. Secret cult activities
- iv. Extortion of money from fellow students
- v. Prostitution
- vi. All forms of bribery including sexual gratifications to obtain good grades from lecturers.
- vii. Any emerging leader found guilty of any of the above will be expelled from ELP immediately.

9.12. Conduct in the community

Members are expected to exhibit the social changes which the organization canvasses for in their immediate communities by adhering to the following:

- i. Emerging leaders must not be involved in electoral malpractices of any sort.
- ii. Emerging leaders must not embezzle public funds held in trust by them.
- iii. No emerging leader should engage in any form of crime such as assault, theft, armed robbery, drug peddling, damage of state properties, terrorism, kidnapping, human trafficking, electioneering, among others.
- vi. Any emerging leader found guilty of any of the above will be expelled from the group immediately.

10.0 Appendices

10.1 One-on-one mentoring Evaluation Report 1

Mentors' Quarterly Evaluation Report

Reviewer Information

Emerging Leader's Name: _____

Mentor's Name: _____

Emerging Leader's Community Development Project: _____

Emerging Leader's Personal Development Goals: _____

Emerging Leader's Big Dream: _____

Review Period/Evaluation Date: _____

My mentor is enthusiastic in learning about my CDP and to promote them for sponsorship

☐ Strongly Disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly Agree

My mentor provides quick feedback

☐ Strongly Disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly Agree

My mentor is clear with expectations

☐ Strongly Disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly Agree

My mentor thoroughly reviews and comments on my project proposals

☐ Strongly Disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly Agree

My mentor is always available and in constant contact with me

☐ Strongly Disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly Agree

My mentor advises me on how to deal with the challenges of personal and professional life

☐ Strongly Disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly Agree

My mentor is friendly

☐ Strongly Disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly Agree

My mentor suggests useful solutions to my problems

☐ Strongly Disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly Agree

My mentor establishes clear boundaries

☐ Strongly Disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly Agree

My mentor is informed about other ELP training activities and discusses them with me

☐ Strongly Disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly Agree

10.2 One-on-one mentoring Evaluation Report 2

Emerging African Leaders Quarterly Evaluation Report

Mentor's name: _____

Emerging Leader's name: _____

Emerging Leader's Community Development Project: _____

Emerging Leader's Personal Development Goals: _____

Emerging Leader's Big Dream: _____

Evaluation Period/Date: _____

Complete this review, using the following scale:

NA = Not Applicable

1 = Needs Work (Unsatisfactory)

2 = Gets By (Marginal)

3 = Meets Requirements

4 = Exceeds Requirements

5 = Exceptional

Repeat the review quarterly and compare progress scores.

SECTION A: ETHICS

Accountability: The obligation to account for your activities, accept responsibilities for them, and to disclose the results in transparent manner. It also includes the responsibility for money or other entrusted properties

	1	2	3	4	5
Carries out assignments without prompting					
Manages personal valuables responsibly					
Manages CSAEINC properties responsibly					
Manages project funds responsibly					
Conscientious in following instructions					

1 = Needs Work (Unsatisfactory). 2 = Gets By (Marginal).
3 = Meets Requirements. 4 = Exceeds Requirements. 5 = Exceptional

Integrity: The quality of being honest and fair	1	2	3	4	5
Tells the truth					
Open					
Accepts corrections					
Keeps to agreements					
Sets aside personal biases and needs					

1 = Needs Work (Unsatisfactory). 2 = Gets By (Marginal).
3 = Meets Requirements. 4 = Exceeds Requirements. 5 = Exceptional

Solidarity: Commitment to common good	1	2	3	4	5
Patriotic					
Charitable					
Willing to volunteer					
Relationship with other emerging leaders					
Concern for the welfare of others					

1 = Needs Work (Unsatisfactory). 2 = Gets By (Marginal).
3 = Meets Requirements. 4 = Exceeds Requirements. 5 = Exceptional

Punctuality:	1	2	3	4	5
Meets deadlines					
On time for meetings					
Time management					
Responds quickly and effectively					
Comes to meeting prepared					

1 = Needs Work (Unsatisfactory). 2 = Gets By (Marginal).
3 = Meets Requirements. 4 = Exceeds Requirements. 5 = Exceptional

SECTION B: LEADERSHIP

	1	2	3	4	5
Leads by example					
Willingness to consult					
Brings out the best in others					
Conflict resolution skills Oral					
Communication skills Written					
Communication skills					
Adheres to CSAEINC regulations Strong					
CSAEINC mission advocate Listening skills					
Teamwork spirit					

1 = Needs Work (Unsatisfactory). 2 = Gets By (Marginal).
3 = Meets Requirements. 4 = Exceeds Requirements. 5 = Exceptional

SECTION C: CREATIVITY and INNOVATION:

	1	2	3	4	5
Able to think and actualize new ideas					
Conversant with modern technology					
Sets challenging goals					
Strategic in thinking					
Thinks outside the box					
Works smarter, not harder					
Looks for efficiencies					
Takes initiative					
Ambitious					
Progress of CDP					

1 = Needs Work (Unsatisfactory). 2 = Gets By (Marginal).
3 = Meets Requirements. 4 = Exceeds Requirements. 5 = Exceptional

10.4 EMERGING AFRICAN LEADERS MEMBERSHIP OATH

An oath of allegiance shall be taken by newly admitted Emerging African Leaders as follows:

I do solemnly swear/affirm that I will be faithful and bear true allegiance to the CENTER FOR SOCIAL AWARENESS, ADVOCACY AND ETHICS, INCORPORATED (CSAAEINC). That I will preserve, protect and defend the Constitution of CSAAEINC and in all circumstances, I will, without fear or favour, do right to all members of the Center. That I will to the best of my ability promote and work towards the vision of CSAAEINC and will obey the Founder of CSAAEINC and his successors in all matters related to the vision of CSAAEINC. That I will serve in an electoral committee if the dice falls on me as well as carry out with great commitment, all responsibilities assigned to me by CSAAEINC. So, help me God.

10.5 ELP Current Mentors

1. **Dr. Patrick Nwakama**, *Pharmacologist Baltimore, MD*
2. **Dr. Camellus Ezeugwu**, *John Hopkins Hospital Baltimore, Maryland*
3. **Dr. Ruth Ngozi Agwuna**, *Pediatrician Ellicott City, Maryland*
4. **Dr. Ajoke Ajayi-Akintade**, *Mt. Washington Pediatric Hospital Baltimore, Maryland*
5. **Dr. Elizabeth Adegboyega**, *Panox Orthopedic Institute Brooklyn, Maryland*
6. **Dr. Clement Anyadike**, *Morgan University Baltimore, Maryland*
7. **Chieloka Okonkwo**, *IT, Tennessee and PhD Candidate University of Southern Mississippi*
8. **Engr. Chike Nwosu**, *Technical Director, Addax Petroleum*
9. **Rev. Fr. Vincent Arisukwu**, *Associate Pastor and PhD Candidate Glen Burnie, Maryland*
10. **Austin Nwankwo**, *Instruction Systems Newark, New Jersey*
11. **Fr. Dr. Godswill Agbagwa**, *Founder, CSAAEINC*
12. **Olamide Adegbesote**, *Technology Consultant Deloitte, Tennessee U.S.A.*

10.6 CSAAEINC Current Board of Trustees

Fr. Dr. Godswill Agbagwa *Chairman and Founder, CSAAEINC*

Prof. Obinna L. Chukwu *University of Lagos Vice Chairman, CSAAEINC Nigeria*

Chief (Comrade) Mrs. Olusola Abuachi *NNPC (retired), Lagos Secretary, CSAAEINC Nigeria*

Patrice Rubin *MVA, Maryland, U.S.A, Secretary, CSAAEINC USA*

Steve Kirsch *Ford Motor Company (retired), Detroit BOT, CSAAEINC USA*

Rev. Fr. Vincent Arisukwu *Christ the King Parish, Glen Burnie Vice Chairman, CSAAEINC USA*

Mary Lowrey Roberts *Yanfeng USA Automotive, Detroit BOT, CSAAEINC USA*

Dr. Patrick Nwakama *Pharmacologist, Baltimore BOT, CSAAEINC USA*

Victor Obinna Peters *African Alliance Insurance Company, Lagos BOT, CSAAEINC Nigeria*

Chris Nnakwe *Fidelity Bank PLC, Nigeria BOT, CSAAEINC Nigeria*

Rev. Asma'u Usman *Presiding Pastor, Seat of Amazing Grace Int'l Ministries Lagos, BOT, CSAAEINC Nigeria*

Rev. Fr. Dr. Jude Ike *St. Thomas Aquinas Chaplaincy, FUTO BOT, CSAAEINC Nigeria*

Dubem Agbakoba *ATC Nigeria Wireless Infrastructure, Lagos BOT, Nigeria*

10.7 MARK YOUR CALENDAR

ELP YEAR
2017 - 2018

Nov. 4-26 FC & CID	Dec. 1, 29 Recess	8, 15, 22, BRS	Jan. 5, 12, 19 BRS	21 CCV1	Feb. 1 - 3 CDP, PDG, BD Updates	9, 16, 23 BRS
Mar. Mar. 1 - Apr. 26 CFV Starts					Apr.	
1-3 CDP, PGD, BD Updates	9, 16, 23 BRS	30 CCV 2	31 MMER 1 Due	5-7 CDP, PGD, BD Updates	13, 20 BRS	27 FVS
May		May		Jun		
3-5 CDP, PDG, BD Updates	11, 18 BRS	3-5 CDP, PDG, BD Updates	11, 18 BRS	1-4 CDP, PDG, BD Updates	8 BRS	15 Preparation for MYLPS
	25 CCV 3		25 CCV 3	29 Recess		
Jul		Aug. Aug. 1 - Sept. 30 CFV 2 Begins		Sept.		
5-7 CDP, PDG, BD Updates	13, 20 BRS	27 CCV 4	2-4 CDP, PGD, BD Updates	10, 24, 31 BRS	6-8 CDP, PGD, BD Updates	14 BRS
	31 MMER 2 Due				28 FVS	21 CCV 5
Oct.		Nov.				
4-6 CDP, PGD, BD Updates	12, 19, 26 BRS	31 2017-2018 ELP Year Ends	1 MMER Due	2-30 FC & CID: Preparations & Celebration		

BRS - Book Reading Sharing

FVS - Film Viewing Sharing

MYLPS - Mid-Year Leadership Portfolio Summit

CDP - Community Development Project

PDG - Personal Development Goal

BD - Big Dream

CFV - Campus Film Viewing

CID - CSAEINC Impact Dinner

FC - Foundation Conference

CCV - CSAEINC Core Values

MMER - Mentor-Mentee Evaluation Report

All Virtual Trainings start at 5pm and end at 10pm.

10.8 ANNUAL DECLARATION OF COMMITMENT TO THE VISION OF CSAEINC

All members of ELP shall make the following declaration to stay committed to the vision of CSAEINC, which is working towards: "A better Africa where all can find support and encouragement to work hard, live in dignity and feel proud to belong"

- (i) Do you promise to abide by all CSAEINC rules and regulations? ☐ YES ☐ NO. *If NO, please explain* _____
- (ii) Do you promise to participate in all CSAEINC trainings and any other CSAEINC event that you may be called upon to participate? ☐ YES ☐ NO. *If NO, please explain* _____
- (iii) Do you promise to abide by the five (5) Cardinal virtues of CSAEINC: Solidarity, Integrity, Punctuality, Creativity and Accountability? ☐ YES ☐ NO. *If NO, please explain* _____
- (iv) Do you promise to support and promote the vision of CSAEINC now and in the future? ☐ YES ☐ NO. *If NO, please explain* _____
- (v) Do you promise obedience to CSAEINC founder and his successors in anything related to the vision of CSAEINC ☐ YES ☐ NO. *If NO, please explain* _____

10.9 ELP ANNUAL ETHICS DECLARATION

Please answer YES or NO.

- (I) Are you in any campus cult? ☐ Yes ☐ No
*If yes, please explain*_____
- (ii) Are you a prostitute or part of a prostitution ring? ☐ Yes
☐ No. *If yes, please explain*_____
- (iii) Have you been accused or convicted of prostitution?
☐ Yes ☐ No. *If yes, please explain*_____
- (iv) Have you been accused or convicted of kidnapping?
☐ Yes ☐ No. *If yes, please explain*_____
- (v) Have you been accused or convicted of any form of robbery? ☐ Yes ☐ No. *If yes, please explain*_____
- (vi) Have you been accused or convicted of any form of cybercrime? ☐ Yes ☐ No. *If yes, please explain*_____
- (vii) Are you currently in any criminal or terrorist gang? Yes
☐ No. *If yes, please explain*_____
- (viii) Have you been accused or convicted of an act of terrorism?
☐ Yes ☐ No. *If yes, please explain*_____
- (ix) Are you a religious bigot? ☐ Yes ☐ No. *If yes, please explain*_____

- (x) Have you been accused or convicted of religious bigotry?
☐ Yes ☐ No. *If yes, please explain*_____
- (xi) Have you been involved in any form of examination malpractice? ☐ Yes ☐ No. *If yes, please explain*_____
- (xii) Are you in possession of any CSAAEINC property not approved for your use? ☐ Yes ☐ No. *If yes, what is it and why are you keeping it?*

NOTE:

The veracity of your answers will be verified by CSAAEINC ethics committee.

(name, signature and date)

Notes

Notes
