



SHAPING FUTURES

African-European Network on
Development and Sustainability

SHAPING FUTURES ACADEMY

2024

Background

Addressing significant global challenges, such as climate change and economic disparity, is our contribution to the global common good. Our societies' complex interconnectedness and interdependencies necessitate developing joint and collective sustainable solutions. Achieving global sustainability as stipulated by the 2030 Agenda and African Agenda 2063 depends on collective contributions and interventions in all world regions. Thus, a new crop of leaders is required to instigate and manage the transformative shifts necessary for today's (and future) sustainability challenges. Preceding that, an investment that empowers future leaders to lead during a time of grave insecurities and complex challenges is needed.



What is the Shaping Futures Academy?

The *Shaping Futures: African-European Network on Development and Sustainability Academy (Shaping Futures Academy)*, formerly known as the *BMZ African-German Leadership Academy (African Academy)* is a dialogue and training programme targeting at early to mid-career professionals from participating African (Côte d'Ivoire, Ethiopia, Ghana, Kenya, Morocco, Senegal, Tunisia, Togo, and Zambia) and European (EU, EEA, and UK) countries. The Shaping Futures Academy aims to empower future leaders on both continents by bringing together like-minded peers to reflect on their roles in their respective communities and institutions, and to develop strategies on how they can induce or support change processes for a transformation to sustainability in the present and future contexts.

With diversity at its core, the Shaping Futures Academy welcomes participants from various sectors (civil society, academia and think tanks, public administration, business and media) to encourage transdisciplinarity and to promote networking and knowledge exchange. By creating a space where diverse perspectives and expertise converge, the Shaping Futures Academy presents a unique opportunity for participants to learn from each other and identify good practices and principles, jointly develop insights on global sustainability change and share common but differing values and rich experiences. At the same time, participants can enhance their leadership abilities through peer-driven learning to achieve development and sustainability principles. Furthermore, the Shaping Futures Academy allows for the collaborative creation of new knowledge, fosters mutual understanding and establishes trustful cooperation. It thus lays the foundation for a thriving network characterised by long-term collaboration and partnership between institutions and champions of sustainability across sectors, countries and continents.

The Shaping Futures Academy is hosted by the German Institute for Development and Sustainability (IDOS) and funded by the German Federal Ministry for Economic Cooperation and Development (BMZ). The programme is conducted in English.



"I saw this innovative training and digital dialogue programme as an excellent opportunity to acquire the leadership skills and knowledge necessary for sustainable development and partnership between Africa and Germany. I highly recommend joining the academy."

Christian Aboua, African Academy 2021 participant



Format and Content

The Shaping Futures Academy is grounded on three essential elements that contribute to capacity development: knowledge, action and leadership.

KNOWLEDGE

The knowledge element offers participants the space to exchange and jointly learn about the themes of governance and sustainability, on both a global and local level. In the academic modules, participants strengthen their analytical capabilities through engagement with different concepts and the direct interaction with diverse scientific and practice-oriented stakeholders. This includes encounters in discussions, workshops and site visits to selected institutions in Germany, Belgium and Ghana.

ACTION

The action elements offer participants the opportunity to combine and expand their knowledge and skills as well as to put them into practice. Working independently in small and changing group constellations, participants collectively develop mini-projects and assignments that allow them to connect their various expertise in diverse learning formats.

LEADERSHIP

The leadership element focusses on developing individual and collective competencies, including strengthening dialogue skills, problem solving, exchanging perspectives, teamwork, reflecting on one's values, and building strong and trustful relationships, which will also benefit the participants' home institutions.



The programme, delivered in a block format, utilizes a range of training methods used to cultivate learning, including but not limited to facilitated sessions, workshops, open space and bar camp formats, presentations, discussions, excursions, expert interviews, and role-play. The Shaping Futures Academy works under the premise that knowledge acquisition is not passive but requires open and active engagement. Through collaborative peer learning, participants benefit from an exchange of different perspectives, hone their critical thinking skills, and develop shared values.



Shaping Futures Academy 2024

The 2024 edition is scheduled between April and November, and organised into five connected learning blocks: three part-time online and two full-time in-person phases.

The **first in-person phase** will take place at IDOS in Bonn, Germany in May-June 2024 with participants benefitting from study trips to Berlin and Brussels (Belgium).

The **second in-person phase** will take place in Accra, Ghana in October 2024 and will be co-hosted by Ghana Center for Democratic Development (CCD-Ghana).

The **online phases** (April, September, and November 2024) are planned as a part-time programme with an estimated workload of 3 hours of synchronous learning per day, utilizing a variety of learning formats, combining elements of plenary and group calls, as well as self-paced learning and offline discussions.



“The Academy has been a rich professional and personal experience. The Academy is a space for learning, sharing knowledge, ideas and innovations.”

Olfa Chebaane, African Academy 2022 participant



Schedule* of the 2024 Academy

15-26 April	In-Between Phase	23-24 May	27-31 May
Online Programme Opening Welcome and introduction to the Academy as well as to the theme of sustainable development.	Participants will receive individual and peer-coaching; make knowledge and methods applicable in their home contexts and prepare for the next module.	Welcome to IDOS Participants will be introduced and introduce themselves to the institute and IDOS colleagues.	Leadership I Participants will discuss different leadership models and theories. They will explore their values, attitudes, goals and visions for the future and systematically reflect on how their actions are determined by certain thought patterns.
3-25 June	In-Between Phase	2-20 September	In-Between Phase
Just Transition Management This module introduces „Just Sustainability Transitions,” a governance approach for societal sustainability transformation. Participants will learn tools to drive change in their communities, using Climate and Energy examples. Study trips to Brussels and Berlin will complement the content, focusing on the European and German context.	Participants will receive individual and peer-coaching; make knowledge and methods applicable in their home contexts and prepare for the next module.	Tackling Multidimensional Inequalities Inequality impact all areas of life and is at the heart of today challenges. This module explores the complexity, multidimensionality and intersectional nature of inequalities and their linkage to power. It offers room to discuss key drivers, new pathways and potential policy solutions.	Participants will receive individual and peer-coaching; make knowledge and methods applicable in their home contexts and prepare for the next module.
14-18 October	21 October – 1 November	In-Between Phase	18-22 November
Leadership II Participants will reflect on their personal leadership journey and discuss what kind of leadership is needed to address today’s complex challenges.	Citizenship and Democracy There is growing citizen frustration with governments and democracy. Such frustrations can lead citizens to anti-democratic governance models, hoping that they will bring change. This module explores pathways citizens can use to recapture and assert their sovereign role to make the democracy project work for all.	Participants will receive individual and peer-coaching; make knowledge and methods applicable in their home contexts and prepare for the next module.	Harvesting and Closing During the closing, participants will harvest their learnings and continue reflections on how to implement these in their home countries.

LEGEND

ONLINE
GERMANY
GHANA
HOME COUNTRIES

* this schedule is tentative and may be subject to change.

Who is the programme for?

The Shaping Futures Academy targets early to mid-career professionals from participating African (Côte d'Ivoire, Ethiopia, Ghana, Kenya, Morocco, Senegal, Tunisia, Togo and Zambia) and European (EU, EEA and UK) countries.

POTENTIAL PARTICIPANTS OF THE SHAPING FUTURES ACADEMY SHOULD:

- be a national or permanent resident of one of the participating countries
- be 25-40 years of age*
- work on issues relevant for sustainable development and governance
- have at least three years' work experience (non-remunerated experience is also recognised)
- have the support of their employer (written support required as part of the application)
- have a very good command of the English language (equivalent to B2 level of the Common European Framework of Reference for Languages)
- be respectful of other cultures
- be open to teamwork, reflection and a wide variety of working methods
- be committed to attend and participate fully in both the online and in-person phases of the Academy
- have a valid passport (at the time of travel)

**older applicants, who have taken parental leave, may be considered*



„On the one hand I have learned a lot from the programme and on the other hand I have learned a lot from the participants and their enormous pool of expertises.“

Mamadou Djigo, African Academy 2023 participant

Scholarship/Financial assistance

In order to facilitate participation, successful applicants to the Shaping Futures Academy will be awarded a scholarship, covering the following:

- Travel to and from Germany and Ghana
- Accommodation for the duration of the in-person phases
- A monthly living allowance to cover living costs in Germany and Ghana for the duration of the in-person phases
- Health, accident and personal liability insurance for the duration of their stay in Germany and Ghana
- Subsidy to help meet technical requirements of the online phases of the programme

Please note that the scholarship awarded is not sufficient to provide financial support for participants' families.



Benefits for...

... PARTICIPANTS

- Participation in an innovative academic and practice-oriented international dialogue format
- Capacity development on governance and sustainable development
- Strengthened leadership skills through collective peer learning, complemented by individual coaching
- Opportunity to become part of an international network of like-minded professionals
- Exchange and development of new ideas with peers from partner countries
- Work on innovative solutions for real-life sustainability challenges
- Engagement in different learning formats
- Enhanced cultural exchange in the form of trips to Germany and Ghana



"For me as an individual, I realised that I have what it takes to make an impact in my community but I never really payed attention to the strength within me. So the Academy was very useful and very insightful."

Vivian Adams Nabie, African Academy 2022 participant

... SENDING INSTITUTION

The Shaping Futures Academy offers a broad range of benefits for sending institutions:

- Capacity development of staff in the areas of leadership, governance and sustainability. The knowledge and skills acquired can be directly applied within the participants' home-institutions
- Become part of a growing cross-sectoral network of institutions working towards sustainable development in the seven partner countries and Germany/Europe, opening up new and continued opportunities for cooperation in the future
- Opportunity to contribute to the implementation of the 2030 Agenda and the African Agenda 2063



Become Part of a (Transnational) Network

Following the successful participation in the Academy, alumni and their home institutions will become part of the Shaping Futures Network and jointly engage in knowledge cooperation. The network members themselves drive network activities to encourage ownership and shared responsibility. Network activities can include collaborative organisation and hosting of high-level policy dialogues, joint publications, conference participation, or any other engagements consistent with the programme of work of a research institute.

Currently, the network is headed by an Executive Committee and structured in four regional blocs that coordinate their network activities on a regional level.



How to apply

1. Make sure you fulfil the application criteria (see page 8)
2. Read: **Conditions for Participation**
3. Compile your application documents:
 - **Application Form Part I:** Applicant's statement – to be completed and signed by you.
 - **Application Form Part II:** Employer's statement of support – to be completed, signed and stamped by your employer.
 - **Diploma** – A copy of your diploma or certificate (in English, French or German, or as a translation) of the highest professional qualification and/or university degree.
4. Submit your application via **the application portal (one application per applicant)**. Incomplete applications will not be considered.

We have extended the deadline for applicants from Côte d'Ivoire, Morocco, Senegal, Togo, Tunisia & Europe (EU, EEA, and UK) to 27 November 2023!

For more information about the Shaping Futures Academy, and information about previous editions, visit the **Academy website**.

If you have any questions about the Shaping Futures Academy or the application process, contact the team at **shapingfutures@idos-research.de**



"The huge potential participants bring, following the (in)formal inputs such as academic knowledge, reflections, personal development and an active project phase, contributes to a life-changing experience and an intercontinental sustainable platform enabling professionals to stay connected and share knowledge."

Kevser Erol, African Academy 2022 participant



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