



Ubuntu Social Leaders Academy (Europe)

Course summary overview

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THE
UBELE
INITIATIVE



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Course outline

The proposed mobilities within USLA (E) offered a total of 203 adult mobilities over 10 separate courses (averaging 5 days training plus 2 days travel) over a period of 34 months from January 2021 to September 2023. In addition, there were 15 individual 12-day job shadowing opportunities. Ubele staff and volunteers, organisations and individuals, previous consortia organisations and new organisations were eligible to apply for a maximum of two courses while the Job shadowing (Ubele Fellowship) was offered to organisations and individuals which Ubele had supported for at least 6 months.

This overview is Appendix I of three.

The USLA (E) programme covered

Barcelona: 5-day course *4th Industrial Revolution (Cool Futures)*

The course introduces adult learners to a curriculum framework for supporting members of their local communities to the gig economy, independent working, social media and digital marketing, finance and design skills as well as good communication skills, time management, problem solving, leadership, team work etc. It will attract participants interested in enterprise development.

This programme provides the opportunity for participants to become aware of the future of work and the importance of lifelong learning. Participants will work closely with leading companies in the industries of the future, such as technology, health, energy, media. They will understand the challenges these industries face, and to have more tools to transmit knowledge to the people they work with in back in the UK communities. The curriculum includes visits to co-working environments, start-up social businesses, research centres, etc.

Crete: 5-day course *Methods of Participatory Design using the Art of Hosting (Fractality)*

Offers practical and effective tools for: building collective capacity; facilitating community engagement processes; hosting conversations and meetings that effectively include all voices weaved into collective intelligence and inquiry; co-building shared knowledge of how to best create well-being in communities and organisations.

Crete: 5-day course *Appreciative Leadership (Fractality)*

While traditional leadership focuses on problems, Appreciative Leadership concentrates on potential. It improves organisations and individuals by helping them find out what is working well and then doing more of it. When overwhelmed by negative thinking about mistakes and responsibility, the positive approach of Appreciative Inquiry with its practical exercises and tools offers advantages and strategies to leaders coping with ever increasing demands.

Amsterdam: 5-day course - *Black Activism in Europe (Untold)*

This course will support African heritage participants to explore social and political activism in the Netherlands drawing from the experience of African Diaspora communities including Ghanaian, Nigerian and Surinamese. As well as hearing from local activist the learning journey will take participants into the 'field' to the physical spaces and community-based organisations of social and/or political significance. Participants can explore their own histories, values & beliefs, sharing where they and their communities are now and where they want to be in the future. They will also share effective strategies for facilitating change. Black Activism Europe participants will explore the context of Black Europe today, and the impact of migration and constructs such as 'race' and 'citizenship'.

Crete: 5-day course *Social Labs: Mental Health and Black Queer: breaking down walls (Fractality)*

Social Labs are containers for addressing current social challenges that bring together people from across the system to seek root causes behind their problems and collaborate on devising and testing solutions on a systemic level.

Each Social Lab will focus on a different topic:

- Mental health (e.g. health and well-being, Mindfulness, physical activity, lifestyle, family and art therapy);
- Socio-cultural dynamics at play preventing 'Black Queers' from thriving.

Social Labs consist of relevant target audiences, with use of creative methodologies and processes, hosts and hosting spaces that support social innovation and experimentation – they usually include immersion in the field through learning journey visits. They enable more creativity including local and informal knowledge and address complex social challenges that are not to be solved by linear approaches but require social design, focus on mindset, behaviours and patterns using transformative value-based approaches.

The processes consists of several mutual activities with different content:

- Team building and awareness of the labs
- Need analysis and appraisals
- Collective design and open space
- Observation, feedback (reflections)
- On the spot experiential implementation
- Sustainability actions and future planning

Lisbon: 5-day course *Social Lab Agbero2100 (DOTS)*

This Social Lab will focus on:

- Community wealth building through the Agbero2100 strategic capacity support and development lens;
- Consultative understanding of community assets and support from a transnational perspective.

Crete: 5-day course *Organisational Systemic Constellations (Fractality)*

Organisational Constellations allow participants to reveal hidden dynamics in key areas such as leadership, conflict resolution, relationships between stakeholders, culture change, management of innovation and organisational restructuring.

Cologne: 4 days - *Exploration of Black Feminist Leadership in Germany (Migrafrica)*

This 4-day course invites Black non-binary, cis and trans women from the UK on a journey to Cologne, Germany. There they will meet their counterparts from the Initiative of Black People in Germany (ISD).

While the course invites reflections on current and past practices of Black feminist leadership in Germany and the UK, the training will pronounce, compare and access these practices. A cornerstone of the course will be tracing back the development of Black feminist organising practices in both countries of the past 30 years. In addition to skills transfer around tools of authentic leadership, the course will include the input of the participants using tools of direct education, the experienced-based learning cycle, working with elicited questions, use of coaching tools as well as introducing mindful ways of communication to support the visibility of multiple realities.

Job Shadowing: various

USLA (E) would like to include 16 x 12-day individual job shadowing opportunities. Two will be offered to Ubele staff and volunteers - the remainder will be offered to organisations and individuals Ubele support. Some of our transnational partner organisations have already agreed to host staff and volunteers in Greece, Netherlands, Portugal, Italy and Germany.

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