



Civic Leadership Matters

Focus Areas

- Leadership
- Strategy
- Sustainability



**No one, doing the important work of serving
our communities, must walk alone.**

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About The Civic Leadership Institute



The Civic Leadership Institute (CLI) is a Pan-African leadership accompaniment agency dedicated to enhancing civic leadership by providing support to leaders, amplifying their influence and collaborating with them to effect positive change within their communities. CLI provides accompaniment in three foundational areas essential for effective leadership: Leadership, Strategy, and Sustainability.



Our Vision

We are
reimagining
the world and
our role in it



Civil society stands at a pivotal juncture globally. Across various arenas, we are stepping forward as civic leaders, striving to navigate the complexities of our world. We envision a society where effective, inclusive, ethical, and transformative civic leaders catalyze and inspire positive, sustainable change within their communities and beyond.

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Mission

No one, serving our communities as a civic leader, must walk alone.



Our mission is to provide support, training, mentorship, and accompaniment for civic leaders in Africa, and the world to maximise their growth, impact, and influence in driving change in their communities. There are many leadership development programmes the world over. We choose to take this a step further and provide accompaniment. It makes all the difference.

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Priorities

1. **Ethical Leadership** - CLI will design and implement a tailor-made leadership development academy for selected civic leaders in Zimbabwe and beyond, which will start in September 2025..
2. **Institutional Sustainability** - CLI will support the development of effective strategies for organisations going through transitions or rapid institutional transformations to ensure sustainable growth, impact and influence.
3. **Knowledge Generation & Management** - CLI is investing in creating a new hub of civic leadership knowledge, accelerating the production of important resources for civic leaders to raise the leadership lead on their organisations and movements.
4. **Solidarity & Community Building** - CLI will support community building initiatives for civic leaders so they can find in each other a supportive community of authentic connections and a place of solidarity in difficult seasons.

Civic Leadership Academy



An Annual 12 Week Leadership Accompaniment Programme

One of our flagship initiatives is the Civic Leadership Academy (CLA). The CLA is an annual, immersive 12-week leadership development program organized by the Civic Leadership Institute. It is designed exclusively for executive civic leaders who are guiding their movements through periods of transition or rapid transformation. Curated by prominent experts and practitioners, the CLA provides a valuable environment for reflection, learning, personal growth, and meaningful connections.

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Strategy Accompaniment



Strategy Accompaniment: The choice to win and thrive

Civic leaders play a crucial role in addressing complex societal issues. They must make strategic decisions and use effective tools and resources. The Civic Leadership Institute (CLI) emphasizes that this responsibility is vital and cannot be delegated, offering support to leaders in developing successful strategies for their organizations.

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Board Induction



Does your board know what it is doing?

Is your board fully aware of its leadership responsibilities within the organization? Do they possess the necessary tools to execute their roles effectively? As part of CLI's leadership accompaniment package, we collaborate with institutions to enhance the performance of all governance structures. Our services encompass board induction, performance evaluations, and capacity building, all aimed at elevating the leadership capabilities of boards to ensure optimal performance.

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Organisational Sustainability



Secure the future of your organisation

There is nothing more important for a leader than the knowledge and assurance that all their hard work today leads to a secure future for the organisation. Many organisations face an uncertain future. Leaders must navigate this maze and ensure success for their movements today and tomorrow. CLI helps leaders think through the tough questions of sustainability, unlocking creative solutions, helping organisations to mobilise resources to support their important work.

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Crisis Leadership Masterclass



Riding the Crisis Wave

When a leader is faced with a crisis of their moment, he/she feels like this is the worst crisis in history. The truth is: Leaders are called for moments like these - to solve problems, confront crises and lead their movements to victory. The Riding the Wave Masterclass is a module designed by CLI experts to support leaders to overcome crisis moments and emerge from them strong. Leaders will find tools to keep their teams engaged, mobilise the support they need, and achieve high impact.

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Building High Impact Teams



A Great Team is Every Leader's Superpower

Teambuilding should not be perceived as merely an annual or quarterly event; rather, it embodies a culture of belonging that fosters a genuine desire among individuals to contribute meaningfully to the creation of value for all members. When organizations treat teambuilding as a one-time event, the resulting chemistry tends to be superficial, leading to a fleeting impact. At CLI, we collaborate with leaders to cultivate a culture in which teams unite and maintain cohesion, even as individual members transition to new challenges. We believe this commitment to enduring collaboration distinguishes true leaders from the rest.

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Collaborative Leadership Academy



Tailor-Made Programme

CLI recognizes that various stakeholders have distinct needs for their teams. We are committed to collaborating with different consortium leaders or organizations to co-create tailored interventions that address these specific requirements. This approach enables us to effectively apply our innovative support methodologies to the unique challenges faced by each team. We encourage you to explore our upcoming academies and consider a specific offering that aligns with your individual needs.

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CLI Team

Dzikamai Bere Convener



Dzikamai is a practitioner in civic leadership, a movement builder, and a dedicated advocate for human rights, with over 15 years of experience working alongside civic leaders globally. He has offered valuable support to numerous organizations and leaders in leadership, strategy, and sustainability. Beyond leadership development, what he really believes in, is 'leadership accompaniment', which makes a huge difference in every leaders journey. He serves as the convener of the Civic Leadership Institute (CLI).

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CLI Team

Tafadzwa Mutete

Advisor on Sustainability



Tafadzwa is a financial management professional with over 15 years of experience working for multinational organisations, managing grants from UNICEF, Global Fund, USAID, FCDO and EU. Over the years, her portfolio has been primarily focused on overseeing the financial operations and the financial sustainability for non-governmental organizations, working closely with executive teams to develop and implement financial strategies that support long-term sustainability. She supports CLI interventions on compliance and sustainability.

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CLI Team

Colleen Gwazani

Advisor on Strategy



Colleen Gwazani is an African development practitioner, peacebuilding expert, and strategist with over seven years of experience advancing civic leadership, democratic governance, and community engagement across Southern Africa. As Advisor on Learning and Strategy at the Civic Leadership Institute (CLI), she leads the work of the Strategy Accompaniment Team (SAT), a select group of 6 civic leadership experts who provide accompaniment to CLI in strategic learning processes.

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CLI Team

Adriana Santamaría

Imagination Catalyst



Adriana is a designer, entrepreneur, and educator focused on social impact with over 15 years of experience. She is committed to supporting social justice leaders in reframing society's most pressing challenges into opportunities that create long-lasting value. She believes that strengthening communities' relationships and capabilities can help people challenge systemic inequality. She has contributed to social-driven and peacebuilding projects for organisations across the world. She support CLI interventions on strategy.

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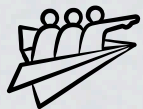
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Leadership



Strategy



Sustainability

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