



# eNews *July 2025*

Welcome to our July 2025 issue of EASUN eNews.

In too many organizations, leaders' shadow *drive for control* is constantly being reinforced through trainings that are mostly designed for incremental improvements within existing top-down models. This eNews issue highlights EASUN's commitment to transforming approaches to leadership practices based on the control mindset. We are featuring Soine's evolving leadership posture as an example of the *renewal* that EASUN's approach brings.

Also highlighted in this issue is the upcoming second module of the fourth *Project Greenhouse for Young Social Justice Innovators*, taking place from 21–25 July. This is a continuation of a powerful journey begun by seventeen young leaders from Kenya and Tanzania during the first module held from 25–30 May 2025 in Arusha. Project Greenhouse supports youth toward realizing their full potential as emergent transformative leaders committed to shaping a just and equitable African society.

## ***Inside this issue***

1. Beyond “control stuckness”:  
transforming leadership competencies from inside out.
2. Justice Greenhouse:  
grooming Young social justice innovators to lead the way to social transformation.
3. Coming events from EASUN

## **Making Participation Work for Change**

Soine is on a mission to revolutionize leadership practices in East Africa. With a passion for empowering others, she recently demonstrated the transformative power of participatory processes when she facilitated two different learning events. A seasoned facilitator of transformative learning, Soine is celebrating ongoing shifts in her leadership posture. This rare experience is captured in her story below.

### **From Hero to Companion**

In June 2025, during EASUN's FOLD (Facilitating Organizational Learning and Development) training in Moshi, Tanzania, Soine facilitated a session titled “The Answer is Wrong”. This was followed by another training in July, where she facilitated a workshop for 25 women community leaders in Arusha, with the theme: “Who is the Kingdom Woman?” In both sessions, Soine took a step back from the conventional role of “expert” facilitator. To leveraged participatory engagement by the participants themselves, she committed more than 90% of the training time to brainstorming—an approach that invited participants to bring their lived experiences into the center of the learning process. The sessions in both trainings sparked critical thinking, generating vibrant discussions and new perspectives.

### **Co-Created Space — Power Shared**

As a facilitator, Soine has shifted from the predominant focus on *delivering content* to *holding space*—offering brief strategic inputs only when needed. She trusts both the process and the people. In the two learning situations in

Moshi and Arusha, this trust transformed the room. Participants didn't just receive knowledge—they created it. This approach is rooted in the awareness that everyone has valuable insights to share. In both Moshi and Arusha her facilitative leadership distributed power when she created space for participants to co-create the processes for learning.

Soine's interventions also surfaced an uncomfortable truth about power in leadership: "Those who crave control often resist participation", she observed. "Because when others contribute, it can feel like your authority is shrinking. But what's really happening is that power is being distributed—not diminished."

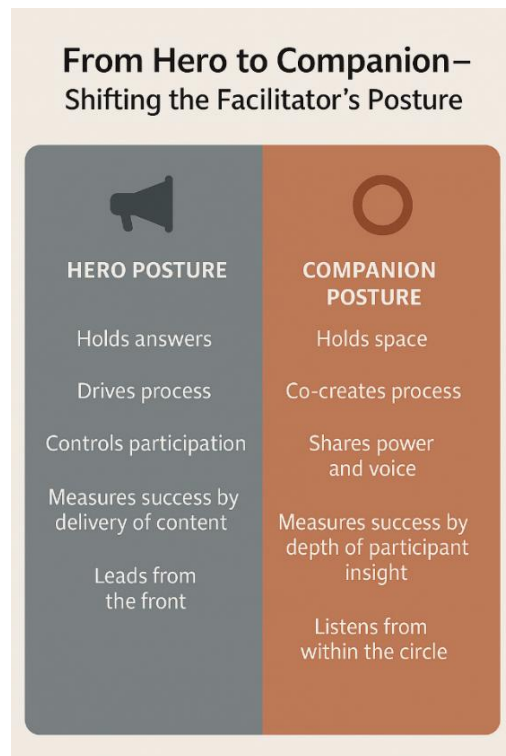
## Leadership that Listens

According to Soine, true leadership is about empowering others, not controlling them. By shifting from a hero-centric approach to a collaborative one, leaders can unlock the full potential of their teams and create lasting impact.

*“Those who crave control often resist participation. Because when others contribute, it can feel like your authority is shrinking. But what’s really happening is that power is being distributed—not diminished.”*

— Soine, Facilitator of Learning for Change

Soine's story is not just about a method. It's about shifting mindsets. In a region where leadership still often centers on control and instruction, her experience points toward a different path—one rooted in trust, humility, and co-creation.



Transformational leadership doesn't shout from the front. It listens from within the circle. It doesn't compete to be the answer. It shapes space for critical questions to emerge. Most important, a transformational leader does not fear being changed by the people he or she leads.

The shift Soine is making underlines the broader necessity for leadership growth within organizations and communities, where the drive for control is largely still being reinforced. Many leaders are not learning how to manage organizations through participatory processes, despite the high and unsustainable cost—both human and social—of relying solely on efficiency-driven models of productivity

The simple diagram below contrasts traditional top-down leadership with participatory, co-creative facilitation applied by Soine in the two training situations highlighted above.

## EASUN's Intent in Practice

Soine's evolving posture—"from Hero to Companion"—illustrates the essence of EASUN's approach to leadership development. By characterizing leadership as *relationship*, EASUN's trainings plant seeds for genuine renewal and transformation of both leadership practices and organizational cultures.

# Justice Greenhouse: Young Innovators Leading the Way

From 26th to 30th May 2025, EASUN held the fourth cycle of **Project Greenhouse**, a training initiative designed for young social justice innovators from East Africa. Launched in 2021, the project has already reached 30 youth from Tanzania and Uganda. Between 2021 to 2027, EASUN aims to equip 60 youth with advanced leadership skills and a deep-rooted awareness of justice as the cornerstone for equitable social and economic development. Project Greenhouse seeks to uplift youth in the region to their fullest potential as emergent transformative leaders in African society.

Each cycle of Project Greenhouse reflects EASUN's commitment to cultivating a new generation of leaders—grounded in justice and equipped with the skills for shaping a more humane and equitable Africa.

## Cycle 4 at the EASUN Learning Centre

Seventeen young men and women from Kenya and Tanzania gathered in Arusha for module I of the fourth Greenhouse Cycle—an intensive leadership development experience, hosted at the EASUN Learning Centre. The module, titled “*Conscious Use-of-Self for Mobilizing Community Participation in Social Justice Initiatives*,” offered a rich blend of experiential learning, personal exploration and transformative dialogue. Across 14 carefully designed sessions, participants actively engaged in constructing their evolving leadership identities and examined hidden self-development questions that shape their convictions and outlook as they seek to influence the world. Key sessions included:

“

I now see leadership as something I embody, not just something I do.

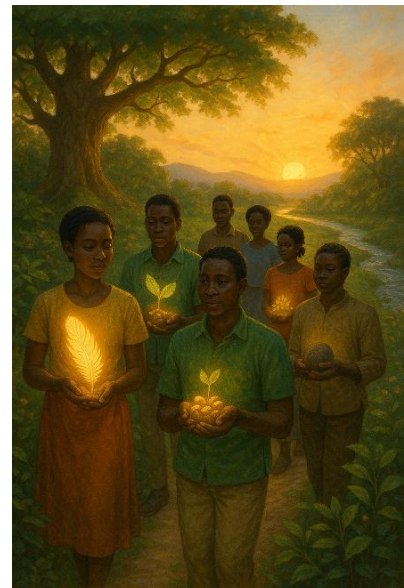
— Project Greenhouse participant

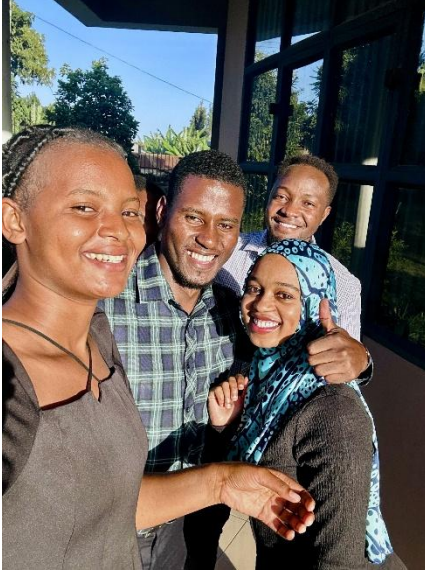
- The **Naming Ceremony**, a symbolic rite of passage in which participants picked new names inspired by images from nature. They invoked and characterized the nature of rivers, seeds, stones, and skies—to express the link between their deepest personal inspirations, learning desire, and leadership development aspirations within the context of Project Greenhouse.

- **Sources of Commitment exercise was a** structured reflection that strengthened the self-awareness of participants as

they examined the emotional roots of their core values through encounters with pivotal life events.

- **The Garden Walk**, in which participants stepped outside into the living classroom of nature, where they explored leadership archetypal leadership patterns by observing relational metaphors mirrored in the forms and connectedness among trees, pathways, stones, sunlight, roots and ants. The focus was to examine the concept of “leadership as relationship”. This deepened awareness of the importance of “relational presence” by leaders, and their role in building the sense of interdependence in communities.





Participants experienced a deep process of self-discovery. Each session turned lived experience into a gateway for inner clarity and the courage to lead change in their communities.

This was evident in how their postures changed as they interacted in the learning space. Rather than striving to be the one with all the answers, they quickly learnt to embrace more generative and co-creative approaches in their exchanges of experiences and insights.

### **Voices of Transformation**

Here are some of the reflections that stood out, demonstrating the newfound passion by African youth seeking to lead transformative change in communities:

These reflections highlight the importance of intentional self-development for leaders—affirming that the journey to effective leadership begins with changing to become the best of who we are as human beings, rather than

caricatures of disempowering structures.

The facilitators are looking forward to seeing what will continue to emerge when module 2 begins at the EASUN Learning Centre in Arusha, from 21 - 25 July 2025.

“The training helped me evaluate myself honestly and discover new strengths and opportunities for growth.” —Antonio Makanga, Maragoli, Kenya

“On each day of the training I was learning and growing into my authentic self, becoming more me.” —Valentina Thomas, Dar es Salaam, Tanzania

### **Learning Opportunities Available from EASUN!**

Whether you're nurturing a new generation of leaders, equipping your board for strategic oversight, or building stronger teams in your organization, EASUN is here to support your work and organizational growth and improved performance. Enquire today about the possibility of a tailored learning experience for your organization, such as:

- Transformative Leadership Training (FOLD)
- Board Leadership and Governance training
- Coaching for Leaders and Managers
- Team Building for Organizational Cohesion
- Facilitation Skills for Community Outreach Staff (fieldworkers).

Next cycles for FOLD (Facilitating Organizational Learning and Development) will start in August 2025 in Kampala and February 2026 in Arusha—for Kenya and Tanzania. Contact [info@easuncentre.or.tz](mailto:info@easuncentre.or.tz) or [lulu.mollele@easuncentre.or.tz](mailto:lulu.mollele@easuncentre.or.tz) .

---

EASUN e News issue July 2025  
EASUN Centre for Organisational Learning  
P.O. Box 6120 Arusha, Tanzania  
Tel: +255-(0)754 552 542  
[info@easuncentre.or.tz](mailto:info@easuncentre.or.tz)  
[www.easuncentre.or.tz](http://www.easuncentre.or.tz)