



APPLICANT PACKET

ACUMEN EAST AFRICA FELLOWS PROGRAMME 2021 COHORT



ACUMEN
ACADEMY

WELCOME

We're excited that you'll be applying to the Acumen EA Fellows Programme!

We want to help you learn more about the programme, what to expect from the application process, and how you can be a successful applicant.



THE FELLOWSHIP

...is the start of a journey towards mastering the skills, attributes, and values of moral leadership: empathy, immersion, understanding, and action.

...is focused on building the character and community needed to tackle long standing problems of poverty and inequality.

...unites our Fellows through shared values, a common commitment to a world beyond poverty and injustice, and a pledge to accompany, celebrate, and hold each other accountable.



After completion of the first year, you join our community of Fellows from across the globe, a group of more than 700 remarkable individuals committed to a life-long journey of mastering the principles and practices of moral leadership and social action.

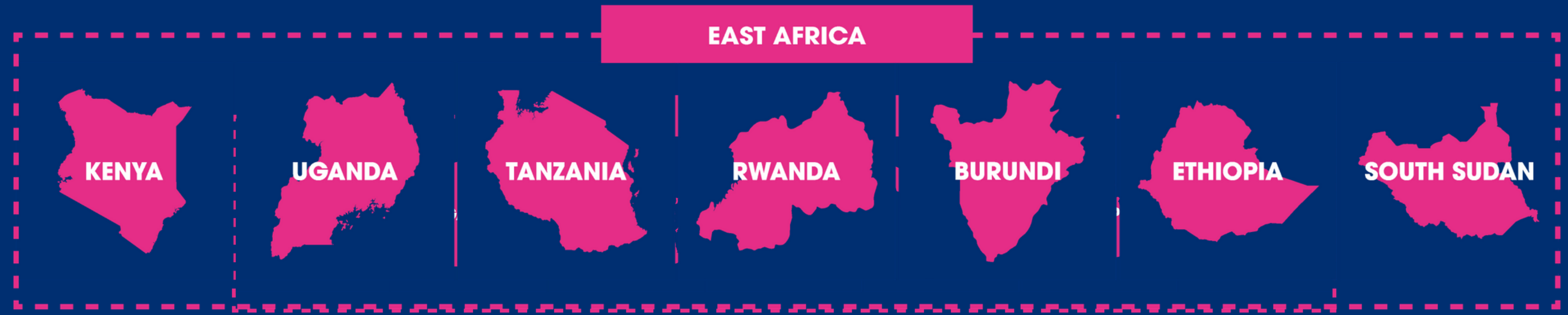
**WHO BECOMES A FELLOW AND WHAT
QUALIFIES THEM?**



QUALIFIED APPLICANTS

Are ready and willing to undergo an intensive personal and professional leadership journey.

COMMITMENT TO CREATING POSITIVE CHANGE IN EAST AFRICA



QUALIFIED APPLICANTS

Demonstrate a long-term commitment to and reside in one of the above East African countries.



QUALIFIED APPLICANTS

Are leading, or are an integral part of building,
an initiative that exists to eradicate poverty or injustice.



QUALIFIED APPLICANTS

Are extraordinary leaders who dare to embrace the difficult journey of social change and espouse the above Acumen values.



QUALIFIED APPLICANTS

Are typically on one of the following trajectories:
entrepreneur, intrapreneur, or an organisational builder whether
for-profit, nonprofit, or in government. We define that as...

ENTREPRENEUR

Founding or leading a for-profit or nonprofit organisation that provides critical goods or services to the underserved.

ORGANISATIONAL BUILDER

Supporting the growth of an organisation, institution, or company focused on alleviating poverty or injustice but not as the founder or CEO.

INTRAPRENEUR

Creating innovative solutions to tackle poverty or injustice from within an existing institution by shifting its culture and building new collaborations.

IN SHORT...

**WE ARE LOOKING FOR DEDICATED SOCIAL-CHANGE LEADERS WITH
AN ENTREPRENEURIAL ATTITUDE, GROWTH MINDSET, AND
SYSTEMS APPROACH TOWARDS TACKLING POVERTY OR INJUSTICE
IN EAST AFRICA**





THE SELECTION PROCESS

EARLY ACTION APPLICANTS

STAGE 1

**4 NOV - 1 DEC
2020**

An application form designed to understand why this is the right time for you to become an Acumen Fellow.

STAGE 2

**4 JAN - 18 JAN
2021**

An opportunity to dig deeper into the work you do through an application form / short essay questions.

STAGE 3

**BY END MARCH
2021**

Final Selection for the finalists. The day includes elevator pitches, group activities, and a panel interview.

STAGE 4

**BY END APRIL
2021**

Offer letters signed, and 2021 East Africa Cohort finalised.

REGULAR DECISION APPLICANTS

STAGE 1

**4 NOV 2020 - 4
JAN 2021**

An application form designed to understand why this is the right time for you to become an Acumen Fellow.

STAGE 2

**1 FEB - 8 FEB
2021**

An opportunity to dig deeper into the work you do through an application form / short essay questions.

STAGE 3

**BY END MARCH
2021**

Final Selection for the finalists. The day includes elevator pitches, group activities, and a panel interview.

STAGE 4

**BY END APRIL
2021**

Offer letters signed, and 2021 East Africa Cohort finalised.

APPLICATION ADVICE

TIP ONE



MAKE IT PERSONAL

The application is our first glimpse into who you are: the values, attitudes, and experiences that have made you the person you are today. Be authentic and bring your whole self to the application.

TIP TWO

APPLY EARLY

Start well in advance to avoid any last-minute technical difficulties or connectivity problems. We do not accept applications after the deadline.



TIP THREE



DO YOUR HOMEWORK

Learn as much as you can about the programme before applying. Review our website, reach out to Fellows, attend an information session, or take a Acumen Academy course.

TIP FOUR



SAVE AN OFFLINE COPY

Enter and save your background information, then spend time offline composing your responses to the essay questions. When you are ready to submit, copy and paste your responses into the online form.

TIP FIVE



READ THE FAQ

Take time to carefully read through the frequently asked questions on our website.

CORE CURRICULUM

ADAPTIVE LEADERSHIP

Catalyzing and embracing
the process of creating
change.

GOOD SOCIETY READINGS

Learning the foundations of
social change while exploring the
meaning of a just society.

POLARITIES MANAGEMENT

Leading when opposing but
interdependent values
are in tension.

AUTHENTIC VOICE

Honing the capacity to articulate
vision, speak across differences,
and move others to act.

SYSTEMS THINKING

Designing solutions for all
stakeholders by examining problems
through a systems lens.



WHAT DO THE FELLOWS SAY?

II
**YEARS LATER, I STILL FEEL WHAT I
WENT THROUGH IN 2013, I'M STILL
CONNECTING THE DOTS. IT WAS
SUCH A POWERFUL EXPERIENCE
AND OVER THE YEARS IT HAS GIVEN
ME A FREE MARK OR GUIDED ME.**

II MARION MOON, EAST AFRICA FELLOW
WANDA AGRICULTURE GROUP - FOUNDING DIRECTOR





|| THERE ARE ALSO SOME ESSENTIAL TOOLS THAT CAME WITH THE FELLOWSHIP. I READ THROUGH AND THOUGHT, 'YEAH THAT WOULD BE GOOD TO HAVE.' WHEN I ACTUALLY WENT THROUGH THEM I WAS LIKE, 'THIS IS REAL GOLD.'

|| ABU MUSUUZA, EAST AFRICA FELLOW
FLIP AFRICA - CEO

II

I HAVE NEVER IN MY LIFE HAD SO MUCH TIME TO BE STILL, REFLECT, AND LEARN ABOUT MYSELF BUT ALSO ABOUT OTHERS. THE FELLOWSHIP GAVE ME THE OPPORTUNITY TO LET MYSELF BE SEEN, AND SEE OTHERS IN MYSELF, IN WAYS I HAD NEVER EXPERIENCED BEFORE.

II DOREEN KESSY, EAST AFRICA FELLOW
UBONGO LEARNING - COO



FOR MORE INFORMATION VISIT

[ACUMENACADEMY.ORG/FELLOWSHIP/EA](https://acumenacademy.org/fellowship/ea)

**READ ABOUT OUR LEADERSHIP IMPACT & VISION FOR
THE FUTURE**

2019 LEADERSHIP REPORT

10 LESSONS LEARNED - 15 YEARS OF TACKLING POVERTY

THE OPPOSITE OF POVERTY

