



**START WHERE YOU ARE.
USE WHAT YOU HAVE.
DO WHAT YOU CAN.**

CEHURD GROW; Launch | 2023

Last year CivSource Africa carried out a tailor-made mentorship and coaching program for CEHURD's Senior management team under the GROW; Mentorship and Coaching program. At the end of the program, the senior management team was not only convinced with the program's positive impact on them but believed their middle management team needed to be part of the GROW; model in a bid to grow together.

This year 2023, 12 members of CEHURD's middle management team signed up for the Tailor-made GROW; mentorship and coaching program. The launch was held on 14th April 2023 at Naguru, Skyz Hotel. This launch was geared towards giving the team a better understanding of the GROW; mentorship and coaching program before embarking on the full package of what the program offers. The team that attended the launch couldn't hide their excitement as they gathered in the meeting room ready for take-off.

As we gathered in the meeting room that was well thought through in terms of arrangement and the items in the room, the team could help but notice the hospitality of the hosting team. As a practice and ritual, all gatherings at CivSource Africa start with a check-in with the main objective of measuring the temperature in the room in terms of how each delegate is feeling using a scale of 1-10. From the scales shared, notably, the biggest percentage of the team was well and looking forward to lessons from the launch.

In her introductory remarks, the CEO of CivSource Africa Ms. Jackie Asimwe urged the participants to go into this chapter of their journey with an open mind and to be prepared to stretch and GROW;. Through play and games, they were encouraged to reflect on past relationships, particularly the various individuals who helped them along the road and lifted them up, those who paved the way by opening doors, giving them a seat at the table, and imparting knowledge.

Their first task was to compose a letter of reflection that looked back and appreciated the various things they had learned up until that point. This letter is intended to be delivered to the one person who has so far had an impact on their leadership journey. The Mopane Associate took the participants through the roadmap for the next 6 months breaking down the details of the modules they will be covering and how they would be conducted.

And in the true CivSource fashion, each participant was gifted a plant to symbolize the start of their journey. The plants chosen were cacti/succulent plants- These are plants that don't easily dry up or die, they are resilient and though they may stand the test of time, need to be cared for. They were encouraged to look after their plants as they would themselves. Watering the plant and ensuring it doesn't die in the process. This is the first step in their journey to thrive and become better versions of the leaders they want to become. And even as they water themselves and draw from the different lessons, they may remember to keep the soil fertile. The plants were also a symbol of growth as they embark on this journey of leadership growth under the CivSource Africa GROW; Mentorship and Coaching Program.

For more information about GROW; please visit: www.civsourceafrica.com

"Everyone wants to live on top of the mountain, but all the happiness and growth occurs while you're climbing it."

- Andy Rooney, journalist