



**African Leadership Excellence Academy**



**The Leadership Award Project**

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## **1. Introduction**

The Leadership Award was initiated at UC Berkeley in 1934 as a one-year, merit-based scholarship awarded to undergraduate students who have demonstrated meaningful impact, innovation, and motivation in their academic, work, or community settings.

Award is a kind of recognition given to individuals or institutions for doing successful work, and it is a testimony that indicates the recipient has done well and received respect. Awards are made at the discretion of an Accreditation Committee or an organization established for this purpose. This award is given to individuals or institutions based on their contribution, and it is the leadership who takes the primary role in the actual changes recorded at the level of countries and institutions.

It is true that leadership plays a major role in the success or failure of a goal. For this reason, if the leadership is strong and committed, it will monitor and lead the followers properly, and the plans and works at every level will be carried out effectively. As a result, the strength of the leadership can be considered as the key to everything. In our world, it is a common daily occurrence to see that institutions with strong leaders are able to achieve sustainable and tangible change in a short period of time, while institutions with weak leaders fail to achieve their goals. For example, if we look at the experience in our country, the fact that Ethiopian Airlines has been called the leading airline in Africa is seen as a demonstration of the leadership's commitment and strong stance towards change.

Based on the results of the leader's performance, leadership award programs are held internationally and to some extent in our country. These awards programs recognize the achievements of leaders and their positive impact on the world around them.

The leadership award is highly recognized for individual success and is recognized for making a tangible, significant and positive impact on the field of work in which the leadership is engaged and for doing exemplary work for others.

## **2. Objectives of the Award**

### **2.1. General Objectives**

By creating a healthy spirit of competition among the leadership, it is to encourage and recognize the motivation to increase, the commitment to change and the achievement of the goal.

### **2.2. Specific Objectives**

- Making the Leadership Academy the leading and preferred award center in Africa;
- Creating initiatives to develop exemplary leaders on the African continent;
- Enabling the academy to be linked with other national and international institutions and to become an influential institution;

## **3. The Importance of Awards**

Recognition in the form of award is a great way to not only make team members engaged in a chosen profession or field of work feel part of an organization that is making a difference, but also to encourage employees to share in these achievements.

Awards can be given not only for achievement and performance but also based on qualities such as talent, struggle, effort and above all excellence. This also plays a significant role in motivating individuals for greatness and striving for more, promoting excellence and creating healthy competition.

Accepting an award is an act that boosts self-confidence for individuals and encourages other individuals to work hard and strive for it.

## **4. Access to the Prize**

The recognition and award program prepared by the African Leadership Excellence Academy is accessible to those who are serving in the field of leadership and who have subsequently completed the four main and thirty-seven sub-leadership development programs prepared by the institution and to the leaders of the country and the African continent.

In addition, the awardees made accessible by the Leadership Academy will be treated in accordance with the Academy's award implementation guidelines.

## **5. The Benefit of the Award for Leadership Development**

The Excellence in Leadership Award is a platform to honor and recognize leaders who have demonstrated impact in their organizations, encouraged talent development, and brought about innovation and systemic change by combining the knowledge, skills and experience gained through education and training with their personal leadership skills. Providing this recognition platform with highly experienced leaders are important to strengthen the sector and these awards can be a great factor in producing other excellent successor leaders beyond the recognition.

Leaders who have received the Outstanding Leadership Award will participate in AFLEX's leadership development program and lead conferences and panel discussions for successor leaders and share their experiences.

On the other hand, it can be used as a learning method for a leadership development program by comparing the success of people who have received an outstanding leadership award in the form of case studies.

## **6. International Experience in Awarding**

### **6.1. Nobel Award as an experience**

#### **6.1.1. The origin and success of the Nobel Award**

Alfred Bernhard Nobel 21 October 1833 - 10 December 1896 was a Swedish Chemist, Engineer, Inventor, Businessman and Philanthropist. This man is known for creating a sensation and bequeathing his fortune to establishing the Nobel Prize.

According to official sources, Alfred Nobel bequeathed his fortune to the Nobel Foundation, which is now the economic basis for the Nobel Prize. In the year According to his will in 1895, Nobel directed that most of his fortune be given in the form of prizes to "those who have contributed the greatest benefit to mankind in the preceding year." The Nobel Foundation was founded as a private organization on June 29, 1900

The Nobel Prize is an international award administered by the Nobel Foundation in Stockholm, Sweden and based on the fortune of Swedish entrepreneur Alfred Nobel. In the year in 1968, the

Economic Science Prize was established in memory of Alfred Nobel, the founder of the Nobel Prize.

This decision led to the awarding of 24 carat gold colored green medals, diplomas and cash prizes to those who contributed to peaceful and humanitarian issues. In this way, the individual who receives the peace award should be an individual who "conducts and promotes peace conferences by reducing or eliminating the number of their soldiers to bring brotherhood between countries."

The Nobel Prizes are considered the world's most prestigious awards for intellectual achievement. These prizes, established by his will, are the Nobel Prize in Physics, the Nobel Prize in Chemistry, the Nobel Prize in Physiology or Medicine, the Nobel Prize in Literature, the Nobel Peace Prize and the Nobel Prize in Economics.

Alfred Nobel showed great interest in social issues, one of which was his involvement in peaceful activities. His acquaintance with Bertha von Suttner, who was a driving force in the international peace movement in Europe and later awarded the Peace Prize, influenced his views on peace. Peace was the fifth place Nobel mentioned in his will. The Nobel Peace Prize is awarded by a committee selected by the Norwegian Parliament.

In the six sectors mentioned above from 1901 to 2023, the award was given 621 times to 1,000 people and organizations selected for their outstanding contributions. Few individuals and institutions have been able to receive the Nobel Prize more than once and a total of 965 individuals and 27 organizations have been honored for their contributions in the mentioned periods.

For example, the International Committee of the Red Cross, which is known for its humanitarian work, has won the highest Nobel Prize of anybody or individual. In 1917 and 1944, he received the award for his work during the First and Second World Wars, and in 1963, the third peace award was given to them in celebration of the 100<sup>th</sup> anniversary of the League of Red Cross Societies.

This shows that since the beginning of the Nobel Award, the fact that it has completed the recognition and award function in the selected fields every year is an indication that the

institution has a solid foundation, and it has made it an institution that hosts a good show that is eagerly awaited year after year.

### **6.1.2. The Reason why the Nobel Award Continues without Interruption**

After Alfred Nobel's death, when the Nobel Foundation was established to carry out the provisions of his will and manage the funds, the will stipulated that four different institutions, three Swedish and one Norwegian, would award the prizes.

Accordingly, the Royal Swedish Academy of Sciences in Stockholm awards prizes to those who have contributed in the fields of physics, chemistry and economics, while the Karolinska Institute awards prizes to researchers who have made outstanding contributions in the field of physiology or medicine. The Swedish Academy also gives awards to people who have made outstanding contributions in the field of literature.

Each year, individuals or institutions selected from those who have contributed the most to peace will be awarded the Nobel Peace Prize by the Oslo-based Norwegian Nobel Institute.

The Nobel Foundation is the legal owner and operational manager of the fund and serves as the joint governing body of the awarding institutions, but prize discussions and decisions are not limited to the four institutions.

### **6.1.3. Fundraising process for the Nobel Prize**

The money for the Nobel Prizes comes from the estate of Alfred Nobel. The capital is invested in "safe securities" as per the guidelines and interest (return) is paid as reward.

The endowment fund invests in equities, fixed income, real estate and alternative assets, aiming for a return of 3.5%. The Nobel Foundation's capital today is invested 50% in stocks, 20% in bonds and 30% in other investments (e.g. hedge funds or real estate). In the year the beginning of 2008, 64% of the funds were invested primarily in US and European stocks, 20% in bonds and 12% in real estate and hedge funds.

Since the first award was given in 1901, the amount of the award fluctuates or improves depending on how well the investments have performed. Investments have been influenced over time, especially in the 20<sup>th</sup> century, due to many global events, social, political and economic.



Regarding the amount of prize money, the Nobel Foundation makes decisions about how much money to award each year. Accordingly, the year Prize money has increased since the 1980s.

#### **6.1.4. The positive impact of the Nobel Prize on others**

As the Nobel Prize is an international prize and people or institutions from all over the world who have contributed to humanity in the mentioned six fields compete and qualify for the prize, it pushes other bodies engaged in the same activities to achieve better results.

Peace is one of the most important things for human beings, and this Nobel Award recognizes individuals and institutions that have made outstanding contributions to peace, and this award will encourage other people and institutions to contribute to the field in order to solve the problems of peace and security that we face on a daily basis.

#### **6.2. Mo Ibrahim Award Center**

The Mo Ibrahim Foundation is an African foundation founded by Sudanese-British businessman and philanthropist Mo Ibrahim. Headquartered in London and Dakar, the foundation was established in 2006 as an organization. The award recognizes and honors African executive leaders who have developed their country under difficult circumstances and paved the way for sustainable and equitable prosperity for the common benefit of their people by strengthening democracy and human rights.

This organization is engaged in strengthening good governance and leadership in Africa.

- Ibrahim Index of African Governance
- Ibrahim Award for African Leadership Achievement
- Ibrahim administration weekend
- The Ibrahim Fellowship, Scholarship and Current Generation Network Foundation is chaired by Mo Ibrahim.

Looking at the times when the award was given and the leaders who were given it:

- In the year 2007, the inaugural award was presented to the former President of Mozambique, Joaquim Chisano. The president said, "This is a recognition and award for his role in leading Mozambique from conflict to peace and democracy. At the same time, Nelson Mandela was honored for his exceptional leadership qualities and achievements."

- In 2008, Festus Mogai, the former leader of Botswana, won the Ibrahim Award. Kofi Annan said President Mogai's outstanding leadership has ensured Botswana's continued stability and prosperity in the face of the HIV/AIDS epidemic that threatens the fate of his country and its people. Both award ceremonies were held in Alexandria, Egypt.
- In 2009, the awards committee did not select a winner. The controversial decision was made to consider "credible candidates" and was interpreted by many as a commendable step in setting the bar for the award's credibility.
- In the year 2011, the award was given to former Cape Verdean President Pedro Perez. The chairman of the award committee, Salim Ahmed Salim, presented the award to President Perez at the award ceremony held in Tunis, Tunisia.
- In the year 2014, for the former President of Namibia, Hifikebunye Pohamba;
- Ellen Johnson Sirleaf, former President of Liberia in 2017;
- In the year 2020, the former president of Niger, Mahamadou Esufu, was given the award by the African leaders of our continent.

In addition to this, Nelson Mandela in 2007 and Desmond Tutu in 2012 were received a special awards. The award followed the implication of encouraging exemplary and good leaders in Africa.

Award criterias

- Former African Executive Head of State or Government.
- Head of state who resigned from office within the last three years.
- Democratically elected leader.
- A leader who has served according to the term of office given by the country's constitution.
- They used our detailed criteria for a leader who has demonstrated exceptional leadership skills.

## 7. **The status of Awards and recognition in Ethiopia**

When a recognition and award is given to an individual or an institution, it not only encourages others in the same or other fields to pay special attention to the work they do, but also helps to record a better discovery in the chosen subject.

If we take the experience of recognition and awards in our country as an organization, the Good Person Award Organization was founded by D/N Daniel Kibret on the purpose of its establishment is to encourage and recognize people who have done good for Ethiopia and who can be role models for others. This type of award includes various fields, and candidates are nominated for ten main fields, which are peace, science, arts, charity work, agriculture, business and entrepreneurship, sports, public service, social studies, media and journalism, heritage and culture. It has set up a list of 15 criteria for the people to be recruited.

Although this is considered as a good step, it can be mentioned as a gap in the implementation process, which has been recognized in all parts of the country. On the other hand, as a country, especially in the field of leadership, it is not seen that much work is being done on the process of full participation of all citizens who have national recognition.

On the other hand, in addition to this organization, different groups have different platforms and procedures to reward those who have made good contributions in their respective fields, but this is a system that brings change as a country. Although the scope of the candidate recruitment process is not wide and it is not well known by the masses, it cannot be said that the process is organized without the media coverage of the award ceremony.

Accordingly, it cannot be said that the recognition and reward program is as effective as planned. Problems that can be mentioned as a reason for this are:

- The fact that the recognition and reward function that is prepared has the warmth of one season and fades away immediately, which is the lack of sustainability/continuity of commitment.
- Even if it shows continuity for a certain period of time, the performance does not make much difference.
- In our country, we have a low culture of adapting by taking the ideas and experiences of others.
- Absence of a balanced, fair and principled judicial/leadership system.
- The fact that there is no institution that oversees the recognition and reward system and that the system is fragmented and inconsistent.

- The awarding process is designed and planned to create more motivation in others by recognizing those who have done exemplary work for others and the work done is not successful.
- The fragmented award and recognition program is not capable of producing the nation's problem solvers and leaders of the future generation.
- Absence of an independent institution that oversees the award process and pays enough attention.
- The award and recognition program to be prepared is narrow in scope and lacks international participation.

The main reasons have been listed as follows:

1. Absence of consistent and strong rules of the game around the reward and recognition program.
2. Absence of a common and consistent system and organization (rules of the game) agreed upon by the majority for the reward function that disappears even to a certain extent.
3. Institutions that give recognition and awards are not free and independent.
4. Absence of a reliable source of funds to sustain the operation in a coherent and continuous manner.
5. Lack of professionalism with sufficient knowledge and experience in his profession.
6. The fact that the institution building process is flawed and that our institutional arrangements have wide gaps in manpower, organization and structure.

Recognizing these problems has led to the lack of a reward system that motivates people and leads to better results.

In order to avoid the success of the award work in our country, there is a favorable situation where we can take the main problems mentioned above and take lessons from other international institutions with sufficient experience in the field.

## **8. Experience of AFLEX's Award Center from other institutions**

As the African Leadership Excellence Academy focuses on building the capacity of leaders in the country and the region, it will require a lot of work to reach a position that allows the leaders to be awarded based on their abilities. In order to do this, it is necessary to see in detail the gaps

in recognition and awarding as a country and take international experiences, establish a system that all the citizens of the country know and agree with, and establish an institution to recognize and award outstanding leadership at the national and African level.

In order to do this, the activities that AFLEX's learns from other international award-giving institutions, the role of the academy and the focus areas are detailed.

#### 8.1. **AFLEX's Lessons learned from Nobel Rewards Program.**

The fact that the Nobel Awards involve the whole world in six selected fields and make institutions or people who have done good works for humanity compete and be awarded every year will increase the motivation of others to be included in this award; The fact that the institution has a strong institutional structure; the experience in the awardee selection process and other procedures are instructive matters.

It should be a great experience that the selection process of the Nobel Award is structured in which many people and institutions participate, so that there are no problems caused by changing events. Based on this, AFLEX's should implement the recognition and reward work after one season by setting the rules of the game that the majority can agree on.

If leaders at all levels in our country were given recognition and awards for their contribution to be motivated for greater efficiency, there was a great chance that a step change could be recorded from where we are now. For this reason, the award given is based on principles and the body giving the award is independent. The award given will stimulate and encourage others.

The fact that the Nobel Award is growing and improving over time, and that it is an institution with a solid foundation that does not lose sight of its purpose, and that the source of funds used for the award is based on various sources of income, will be an institution where AFLEX's can gain good experience to engage in this activity.

In addition, the following recruitment criteria of the four organizations that give the Nobel Award are that AFLEX's will gain good experience when engaged in such an activity in the future, and it requires the establishment of a system, organization and structure to strengthen its capacity and continue its activities without interruption.

According to its current financial capacity, the academy can start its work by signing cooperation agreements with selected institutions to get the cooperation of other institutions and to find people and organizations with professional experience in various fields.

### **8.2. What AFLEX's Learns from the Mo-Ibrahim Award Program**

The Mo Ibrahim Leadership Award Center will share the same characteristics as the award center that will be established by the African Leadership Academy of Excellence. This is because the academy has a project to produce leaders of the next generation who are excellent in their performance and will be a good example for others, and the fact that Mo Ibrahim Award Center is a recognition and award given to those who have made an exemplary contribution that can be a lesson for their country as well as other neighboring countries and the rest of the world is a point to be learned from.

Based on this, AFLEX's recognizes and awards leaders who have done good and exemplary work during their careers, making it an institution that will create great potential for the next generation and become a model for Africa.

### **8.3. AFLEX's role in the sector**

Since the beginning of the Nobel Peace Prize Since 1901, 11 Nobel laureates from Africa have been selected by the Norwegian Nobel Committee. For example, Nelson Mandela, Ellen Johnson and Dr. Abiy Ahmed among the leaders of the countries and Kofi Annan among the leaders of major international institutions are the Nobel Peace Prize winners. It allowed us to introduce a lot of people.

In the same way, the Mo Ibrahim Award Organization has awarded 6 former leaders of our continent African countries for their exemplary work.

By making the African Leadership Excellence Academy a strong institution with financial capacity, based on the leadership's performance capacity, by supporting those who are left behind and recognizing and rewarding those with superior capabilities and abilities, if it is possible to make them contribute to the field in which they are engaged, it will be possible to produce a large number of competent successor leaders.

The Leadership Academy focuses on national and African leaders in the public, private sector, and civil society, and conducts leadership development activities. There is a wide possibility that will be able to achieve better success in the field by doing recognition and award works according to the criteria he sets.

For this reason, the good support of the academy from the government and the fact that it is accessible everywhere as a national institution makes it possible to do its work. The fact that the academy is in a position that allows it to take enough experiences from international institutions can be considered as favorable conditions for doing the work.

Thus, it can be mentioned that the absence of an institution engaged in the recognition and award function as a country will create a good opportunity for the institution to stand out from other institutions in a short period of time, nationally and internationally.

#### 8.4. **The Award Includes Leadership Development Programs**

The African Leadership Excellence Academy is preparing to implement the leadership award program which is being conducted in a scattered and unorganized manner as a country with the help of operations and organization.

Based on this, the academy will continue to reward and recognize local and African leaders who have used their superior capabilities and competence in the field of work in their 4 general and 37 specialized sub-leadership development programs and who can be role models for other countries. It will help to emerge as a reward center.

Accordingly, the areas of leadership development that the leadership academy includes are:

Major Leadership Development Programs:

1. Successive youth leadership development program
2. Female leadership development program
3. Public leadership development program
4. Executive leadership development program

The specialized leadership development programs developed based on the main programs listed above:

- 1) Health Leadership Development

- 2) Airline Leadership Development
- 3) Trade Sector Leadership Development
- 4) Human Resource Leadership Development
- 5) Sports Leadership Development
- 6) Media Leadership Development
- 7) Tourism Sector Leadership Development
- 8) Agriculture leadership development
- 9) Government Revenue Collection and Administration Leadership Development
- 10) Civil Society Leadership Development
- 11) Civil Society Organizations Leadership Development
- 12) Mayors Leadership Development,
- 13) Construction Leadership Development,
- 14) Infrastructure Leadership Development
- 15) Land Management Leadership Development
- 16) Executives' leadership development
- 17) Emerging leaders' development program
- 18) Public enterprise leadership development
- 19) Entrepreneurship and innovation Leadership Development
- 20) Job Creation Leadership Development Program
- 21) Power Development and Distribution Leadership Development
- 22) Judicial Leadership Development Program
- 23) Public and National Security Leadership Development Program
- 24) Human and AI leadership development Program
- 25) Political Leadership Development Program
- 26) Industrial Leadership Development
- 27) Army Leadership Development
- 28) Police Force Leadership Development program
- 29) Parliamentary Leadership Development Program
- 30) Regency Leadership Development Program
- 31) Diplomatic Leadership Development
- 32) Tourism Sector Leadership Development



- 33) Women Leadership Development Program
- 34) Maritime Leadership Development program
- 35) Transport Leadership Development
- 36) Planning Leadership Development
- 37) Educational Leadership Development

## **8.5. The Components of the Leadership Award**

The leadership development program organized by the African Leadership Excellence Academy includes local and African leaders. According to the detailed performance guidelines provided in the award program, these leaders will be included in the award based on their performance in the above-mentioned main and sub-professional fields.

### **8.5.1. Local Leaders**

In order to give recognition and reward to leaders, local leaders at all levels who are engaged in the leadership development fields and are serving as leaders and who have followed the appropriate training process in these professional fields and achieve outstanding results in the field of work will be included in the award program.

### **8.5.2. Leaders of African countries**

AFLEX will be awarded to leaders who are serving as leaders in four main and 37 sub-professional fields and who will continue to follow their training in these leadership development programs and return to their home countries that are effective in the work assigned to them.

## **8.6. The Duration of the Award Program**

In the reality of the country, one planning year /budget year/ is officially known as 12 months from July 1<sup>st</sup> to June 30<sup>th</sup>. In addition, it is known as the medium planning period which covers 3 years. Another widely used planning period is 5 years.

Based on this, the African Leadership Excellence Academy selects leaders who have achieved outstanding results based on a one-year planning period from among the three types of planning periods mentioned. An enabling environment will be created for citizens to benefit from it.

## **8.7. Awarding and Selection of Candidates**

### **8.7.1. Identification Requirements for Candidate Awardees**

If the leadership academy is made to prepare an annual recognition and award program, it may face a financial challenge, but it will be of great importance to increase the number of effective leaders in each field, and this will be of great national benefit. Candidates who participate in this recognition and award program will be nominated according to the detailed criteria prepared by professionals with experience in the field and presented to the relevant parties.

### **8.7.2. Regarding the Selection of Candidates**

When we look at the international awarding process, the fact that it goes through many stages and is attended by many people, and that it is fully recognized by all parties, has created a great potential for them to do a better job. However, when we look at the situation in our country, the fact that there are many credibility questions indicates that the procedure is not institutionalized and the access is limited.

By taking experiences from these two events, the sectors identified by AFLEX and the list of criteria for candidate awardees should be understood by local leaders in all areas of the country, and since the leadership serves all citizens, the establishment of a system of suggestions and voting in which all citizens participate will lead to an effective system. In addition, it will be carried out according to the detailed performance set by AFLEX for the leaders of African countries outside of Ethiopia.

Based on this, the monitoring of institutions or individuals will be carried out in a manner that includes the participation of institutions, public participation and experts' opinions. The process will be presented to external parties and analyzed, the media and educational institutions will participate, and the public will be observed and commented on. In this process, if a wrong decision is made on purpose, when the correctness is confirmed based on the submissions and information, the award will be forfeited. The party behind this decision will be heavily punished and will be exposed to the public in the media so that it will be a lesson to others.

### **8.7.3. Nomination Process for Awardees**

If an award is properly administered, it has positive implications for both the awardee and other parties, but if the appropriateness is questioned, the negative side is high. This happens if an awardee individual or organization is not selected in a proper way and does not get the award, not only will it weaken the motivation of others, but it will also jeopardize the credibility of the awarding institution and the continuation of the award.

According to this, the selection process of the parties who should be nominated for the recognition and award program organized by AFLEX's:-

1. It should be through the leadership development department of the academy based on the leadership performance effectiveness research report of the academy
2. To allow those who can give appropriate testimony on the effectiveness of their work around the suggested candidates to vote;
3. Confirmation and voting of the institution or organization that gave representation (job assignment) to the nominated leadership;
4. Summarize the votes and comments given by the Academy's recognition and award center and present the candidate awardees in order of results to the candidate awardee approval committee appointed by the academy;
5. Publish the final list of candidate awardees based on the comments given according to the schedule;

Finally, the selected candidates will be awarded the prize according to the set award program.

### **8.7.4. Regarding the Award Process**

The awarding process is the final event and will be done according to the detailed performance guidelines set by the Academy. Based on the institutions or the individual's performance level, the award process will have three different levels, which are:

- The 1<sup>st</sup> rank will be given to those who have made a very special contribution (Exceptional) and will receive recognition and awards.
- The 2<sup>nd</sup> level is placed at a high level (Superior);
- The 3<sup>rd</sup> level is fully successful.

This work recognition and awarding process will be carried out in coordination with the Academy and the Ministry of Work and Skills to be recognized by the government.

#### **8.7.5. The Location of the Award Program**

The African Leadership Excellence Academy training center is located in Sheger City, Sululta, and most of the infrastructure and services are carried out in the Academy's premises, so the final award and recognition process will take place in the Academy's premises.

This will be of great benefit in promoting the existing infrastructure of the Academy to others and increasing the number of collaborators and stakeholders in the ongoing work.

#### **8.8. Regarding the type of Award and the Budget used for the Implementation of the Program**

Based on the leadership development program given by the academy, the leaders and institutions that have achieved the change recognized every year, and the work is done to prepare them for additional activities and make them to work harder. In this way, a system will be developing to identify institutions and leaders who are exemplary in their performance and share their experience with the academy. These institutions and individuals create a favorable environment for mentoring and coaching other institutions and create closer and comparable performance capabilities between institutions.

##### **8.8.1. The Amount of Money Awarded for the Award**

In the recognition and award program organized by AFLEX, local and other African country leaders who will be selecting as winners will be awarding cash prizes in the order of their rank in the four main and 37 sub-programs.

Accordingly, the award will be given on the 4 main programs:-

- 100 thousand dollars (\$100,000.00) will be awarding to the first-place leader;
- 75 thousand dollars (\$75,000.00) will be awarding to the leader who will be preferred in the 2<sup>nd</sup> stage;
- 50 thousand dollars (\$50,000.00) will be awarding to the 3<sup>rd</sup> best leader;

In addition, among the winners of the 37 sub-leadership development programs assigned to the work sector and who were presented for the competition:

- 50 thousand dollars (\$50,000.00) will be award awarding to the leader who will be preferred in the first place;
- 25 thousand dollars (\$25,000.00) will be awarding to the leader who will be preferred in the 2<sup>nd</sup> stage;
- 7 thousand (\$7,000.00) will be awarding to the 3<sup>rd</sup> best leader;

### **8.8.2. The Cost of Infrastructure Construction**

The award hall that AFLEX organizes should be modern and equipped with various materials that will highlight the program. It will cost a lot to build this hall.

### **8.8.3. Costs associated with the award**

It will require a lot of expenses from meeting the experts to carry out the award work. Every task will be done by advertising and field observation. In this way, the cost of technology equipment that helps to receive the awardees' suggestions, the payment of television airtime for the announcement, the cost of going to confirm the people who have been suggested, the cost of printing diploma papers, the payment of the bodies that lead the judicial system and other costs will be required.

### **8.9. Source of money**

To make the recognition and awarding of these institutions and individuals meaningful and encouraging, and to create motivation in others, the award can be in the form of cash, non-financial items, honorary awards, Nobel prizes, educational opportunities, additional foreign or domestic training, etc. Since the resources needed to carry out this award program are high and the Leadership Academy is currently an institution managed by the government budget, it does not have an independent budget heading for this task, so it is important to look at other options.

Based on this, the academy will be require using the cooperation and partnership with various local and international institutions to design projects and do fundraising activities to get financial support for the implementation of the work. In addition, there is a need to raise funds from prominent individuals.

## **9. Summary**

The recognition and award program implemented by the African Leadership Excellence Academy will be of great importance to make the leadership of the next generation strong, motivated, respectful of the profession, loyal to the public and the government, and working hard to achieve its goals and objectives.

This recognition and reward program will be continuous and operationally supported and will enable the achievement of appropriate objectives. Accordingly, the AFLEX's award program should be as successful as the Nobel Prize, with continuity and the process supported by operations and organization, with reliable financial capacity, popular with the community, waiting and creating motivation.

In addition, AFLEX's will have the experience that will gain from the Mo Ibrahim award organization, and having a leadership recognition and award program in our country to encourage the creation of successful leaders, a peaceful and democratic transition of power, and the creation of leaders who are ready and committed to serve only during the leadership period will make us a model for other African countries.

Since there is no institutional organization for award programs that are held everywhere in our country, the opening of AFLEX's Recognition and Award Center will make it a good lesson. The Rewards Center will make the rewards program inclusive, accessible, credible, and one-of-a-kind. In addition, the strengthening of the center to be able to become a center of excellence in leadership awards in Africa, to be organized by enough professionals with experience in the field will make its continuation unquestionable.

It is necessary to ensure that the center meets the required human and material resources, that all the activities to be carried out are operational and that the implementation guidelines are fulfilled, so that the award center has a good foundation from the beginning.