

SPECIAL EDITION, ISSUE 52

ariso

AFRICA MAGAZINE

**THE ARCHITECTURE
OF LEADERSHIP.**

THE S.T.E.R.N LEADERSHIP MODEL.

**HOW DO MENTORSHIP AND
ENVIRONMENT SHAPE
LEADERSHIP?**

**LEADERS ARE NOT
BORN. THEY ARE
BUILT.**

MATILDA CHILESHE KAOMA

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THE ARCHITECTURE OF LEADERSHIP
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Dear Builder of the Now,

A generation that refuses to build will inherit what it cannot sustain. This is not the time to admire leadership, it is the time to construct it. Across Africa, vision is rising, but without structure it fades, and without discipline it collapses. The future will be shaped by those who commit to growth, mentorship, and the work of building leadership that lasts.

Welcome to The Architecture of Leadership.

Leadership is not loud or rushed; it is built quietly and consistently. What is celebrated publicly is first constructed privately. This edition shifts the focus from titles to structure, from visibility to substance, and from ambition to execution because what is not built cannot be sustained.

In this special edition, we feature a leader who embodies this truth; Matilda Chileshe Kaoma, whose journey reflects leadership grounded in service and shaped through consistent impact. Her path reminds us that leadership is not about position, but responsibility, and that true leaders build capacity until opportunity meets them.

We are not spectators of Africa's future, we are its architects. Leadership is strengthened through mentorship, sustained through service, and multiplied through others. What is not transferred will not last.

Africa does not need more noise, it needs stronger structures. Leaders who can carry vision, sustain institutions, and build beyond themselves. That kind of leadership is not inherited, it is built.

So build your mind. Strengthen your discipline. Refine your environment. Invest in others. Because leadership is not proven in applause, but in preparation.

You are already building, every day, with every decision. The question is not whether you are building, but whether what you build will stand.

Welcome to The Architecture of Leadership.

*David Ntalasha Chisha
Inspiring a Generation to Rise*

THE ARCHITECTURE OF LEADERSHIP

FROM INHERITING TO BUILDING LASTING SYSTEMS.

THE END OF THE TENANT ERA

Africa stands at a defining moment in its history, with over 60% of its population under the age of 25, making it the youngest continent in the world and the most significant driver of global workforce growth in the decades ahead. Yet despite this demographic advantage, the continent continues to face structural challenges in governance, education, industrialization, and institutional continuity, many of which are not rooted in a lack of talent, but in a deficit of deliberately built leadership systems.

60% of Africa's population is under 25. The future is not coming, it is already here.

For too long, leadership has been approached as a position to occupy rather than a structure to construct, producing a cycle where individuals rise into roles without the frameworks required to sustain impact beyond their tenure. The future of Africa cannot be secured by leaders who merely maintain inherited systems, but by those who are willing to interrogate, redesign, and rebuild them with intention.

BLUEPRINT: RETHINKING SYSTEMS

The first responsibility of the African leader is to confront a difficult but necessary truth: many of the systems currently in place were not designed for the scale, speed, and complexity of today's realities. According to the World Bank, Sub-Saharan Africa continues to face infrastructure financing gaps exceeding \$100 billion annually, while youth unemployment and underemployment remain among the highest globally. These are not isolated challenges; they are symptoms of systems that require redesign.

Leadership at this level demands architectural thinking, the ability to evaluate foundations, question assumptions, and build structures that are relevant to current and future realities. In Rwanda, under Paul Kagame, governance was not merely repaired after crisis, but restructured, resulting in sustained economic growth and institutional stability. In Nigeria, Aliko Dangote addressed systemic dependence on imports by building large-scale industrial capacity, transforming sectors rather than managing their limitations. This is the shift: from managing systems to redesigning them.

SCAFFOLD: BUILDING TOGETHER

No structure rises without support, and within the African context, leadership is inherently communal. The philosophy of shared progress reflects a truth that no leader builds alone. The strength of any structure lies not only in its design, but in the network that sustains it.

The success of M-Pesa in Kenya, now serving millions and expanding financial inclusion, demonstrates the power of coordinated systems rather than isolated effort. Institutions such as the African Leadership Academy continue to show that leadership development must occur within ecosystems of mentorship, collaboration, and shared vision.

Mentorship remains central to this structure. Kobe Bryant drew from Michael Jordan, while Oprah Winfrey was shaped by Maya Angelou. These examples reinforce a consistent truth: leadership is transferred, not discovered.



FOUNDATION: DESIGNING FOR LEGACY

The true test of leadership is not visibility, but durability. A structure is not judged by how it appears when completed, but by whether it continues to stand over time. Yet too often, leadership is confined to short-term cycles, limiting its ability to create lasting impact.

Insights from the Mo Ibrahim Foundation highlight the importance of strengthening institutions across the continent, emphasizing that sustainable progress depends on systems rather than individuals. Organizations such as the Dangote Group and the University of Cape Town demonstrate how structure, governance, and continuity create enduring relevance.

Leadership must therefore move from personality-driven models to institution-driven frameworks, where vision is documented, systems are built, and successors are prepared. The ultimate measure of leadership is not control, but continuity.

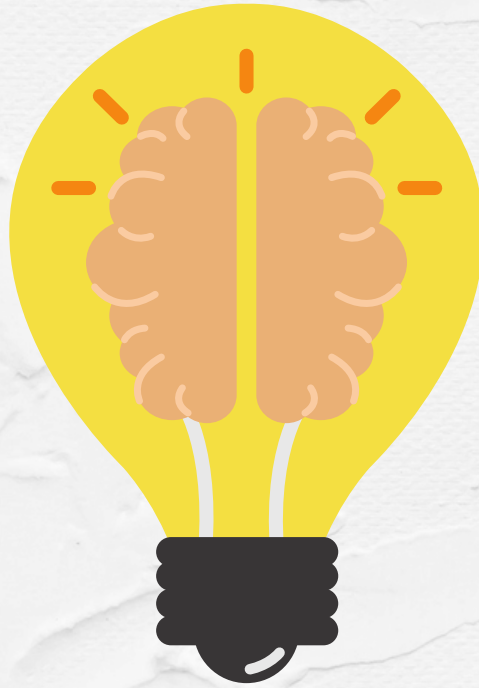
THE BUILDER'S CHECKLIST

- Are you solving problems or redesigning systems?
- Are you building structures or depending on individuals?
- Are you raising successors or securing your position?
- Are you thinking in short-term gains or generational impact?

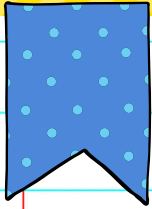
THE RESPONSIBILITY TO BUILD

The architecture of leadership is a disciplined process that demands vision, structure, and sustained commitment. Africa's potential is undeniable, but potential without construction will always remain unrealized. The responsibility of this generation is not merely to lead, but to build. Because in the end, leadership is not measured by how high one rises, but by what remains standing long after. And what Africa needs now are not occupants of power but architects of the future.

At Arise Africa Magazine, we believe leadership is not discovered, it is built. This edition is a call to a generation ready to construct what the future requires.



“THE STRONGEST LEADERS ACROSS AFRICA ARE THOSE WHOSE FOUNDATIONS ARE ANCHORED IN PURPOSE AND SERVICE, NEVER SWAYED BY POPULARITY, BUT DRIVEN BY A VISION GREATER THAN THEMSELVES.”



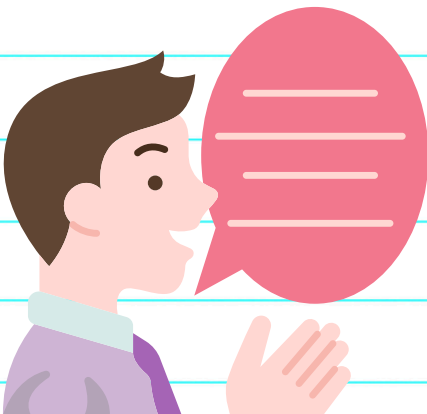
SDG Street Talk: Spreading Awareness, One Goal at a Time

Purpose: To raise awareness and spark conversations about the Sustainable Development Goals (SDGs) through creative, youth-led street engagement.

- **Plan a Location & Date**
Pick a high-traffic area and set a 2–3 hour time slot.
- **Gather a Youth Team**
Recruit 17 volunteers—each representing one SDG.
- **Design Simple Visuals**
Make handheld signs, posters, or placards with SDG icons and simple messages like:
“No Poverty is Everyone’s Business”
“Climate Action Starts With Us”
“Girls Deserve to Lead Too!”

Project Summary:
Organize a one-day or weekend street awareness event in a busy part of your community (e.g., marketplace, church, school entrance, or bus stop). Youth volunteers will wear colorful shirts or badges representing one of the 17 SDGs and talk to people about what the goals mean and how they relate to daily life.

- **Create Mini Info Cards**
Design and print small handouts that explain what SDGs are and how people can help (e.g., plant trees, avoid littering, support girls’ education).
- **Engage the Community**
Go out in teams. Briefly share what your SDG is about, hand out info cards, and ask people, “What’s one thing you’d like to change in your community?”
- **Document the Moment**
Take pictures, videos, and short testimonials. Share on social media with hashtags like: #SDGStreetTalk #YouthForSDGs #AriseAndAct



Expected Impact:

- Increased community awareness of the SDGs.
- Youth empowered to lead conversations on development.
- Seeds of change planted in everyday spaces.

Optional Add-ons:

- Include a feedback wall or poster where people write one SDG they care about most.
- Invite a local leader or teacher to give a 10-minute talk.
- Provide water or snacks to engage passersby.



MATILDA CHILESHE KAOMA: FEARLESS IN PURPOSE. UNMATCHED IN SERVICE.

There is a kind of leadership that is not loud, not self-seeking, and not rushed. It is built quietly, through years of discipline, service, and an unwavering commitment to something greater than self. This is the kind of leadership embodied by Matilda Chileshe Kaoma. With over seventeen years at the Bar, her journey is not merely one of professional advancement, but of intentional impact. From her early days as a young legal practitioner, she made a defining decision: to be relevant, not just successful. That decision would shape the trajectory of her life and career. Born and raised in Luanshya, Matilda's story is rooted in faith, purpose, and a deep love for people. As a Christ-centered woman, she carries her values into every space she occupies whether in the courtroom, the boardroom, or in service to the most vulnerable in society.

A CALLING BEYOND CAREER

For many, the legal profession is a path to prestige. For Matilda, it became a platform for service. Early in her career, she stepped into committee work within the Law Association of Zambia, beginning with the HIV/AIDS Committee at a time when workplace awareness and advocacy were critical. This was not a convenient choice, it was a calling aligned with her compassion and courage. From there, her footprint expanded into Access to Justice, Legal Aid, and Human Rights Committees. These were not just roles; they were expressions of her belief that the law must serve everyone, especially the indigent and marginalized. Her work has consistently echoed one message: justice must be accessible, governance must be accountable, and the rule of law must be protected.

LEADERSHIP FORGED IN SERVICE

Leadership did not come to her by accident, it was cultivated through consistency. In 2018, encouraged by a mentor who saw her potential, she stepped into Council leadership within the Law Association of Zambia. What followed was a journey marked by contribution, innovation, and transformation. She played a role in shaping strategic direction, refining professional standards, and advancing legal aid initiatives particularly for women. Her re-election as Council Member from 2020 to 2022 affirmed her value and influence.

In 2022, as Honorary Secretary, she did not simply occupy office, she redefined it.

- She introduced governance policies where none existed
- Strengthened communication through regular Council updates
- Harmonized staff conditions of service
- Championed the creation of a digital platform, modernizing engagement within the Association

These were not symbolic achievements, they were structural shifts that strengthened the institution. When she believed her season of leadership was complete, she was called higher, to serve as Vice President. A testament to the truth that when leadership is authentic, it continues to be entrusted with greater responsibility.

A VOICE BEYOND BORDERS

Matilda's influence extends beyond national boundaries. As a Council Member of the SADC Lawyers Association, she contributes to shaping legal thought and collaboration across the region. Her work with Parliamentary Committees and her role as a liaison between the Bench and the Bar reflect a leader who not only understands systems but actively works to improve them.

SERVICE TO HUMANITY

Beyond titles and positions lies the heart of who she is. Her commitment to humanitarian causes through organizations such as Tikah's Cervical Cancer Foundation and Emma's Helping Hand, reveals a leader who does not separate professional success from social responsibility. She understands that true leadership is measured not by influence alone, but by impact on human lives.

THE VISION AHEAD

As she stands for the LAZ presidency, her vision is clear and compelling: A united, bold, fearless, and credible Association, one that works for every member across all facets of practice. This is not just a campaign statement. It is the culmination of years of lived leadership.

THE LEGACY IN MOTION

Matilda Chileshe Kaoma represents a powerful truth: Leaders are not made in moments, they are built over time, through service, sacrifice, and steadfast purpose. Her journey reminds us that influence is not about position, but about contribution. That leadership is not about being seen, but about serving. And that when courage meets consistency, legacy is inevitable. As her story continues to unfold, one thing is certain, she is not just participating in leadership. She is shaping its future.



THE LEADERSHIP PATH NO ONE TALKS ABOUT

HOW COMMITTEE ROOMS BUILD FUTURE PRESIDENTS

In the pursuit of leadership, many professionals chase visibility. They aim for positions that signal authority, influence, and recognition. Committee work rarely fits that image. It is often dismissed as secondary and far removed from real power. Yet this assumption is not only flawed, it is costly. It blinds many to one of the most powerful and proven pathways to leadership.

Matilda Chileshe Kaoma understood this early. Long before executive office, her journey began in committees within the Law Association of Zambia. These were not glamorous spaces, but they offered something far more valuable. They offered proximity to real work, real problems, and real impact. While others overlooked these spaces, she leaned into them.

Committee rooms are where institutions are shaped. Policy is debated, standards are refined, and direction is influenced long before decisions are announced. Kaoma did not see committee work as an obligation. She saw it as a platform to contribute, to learn, and to prove value without needing a title.

This is where leadership is tested. Committee work demands consistency when there is no spotlight, insight when there is no applause, and commitment when there is no immediate reward. Many avoid this path because it is slow. But that slowness builds depth, and depth is what institutions trust. Over time, Kaoma's consistency became credibility. Her contributions became influence. Her rise to Council, to Honorary Secretary, and ultimately to Vice President was not accidental. It was the natural progression of sustained value within the system.

There is a powerful lesson here. Leadership is not granted because of ambition. It is entrusted because of evidence. Committee work provides that evidence. It reveals how you think, how you collaborate, and how you carry responsibility when no one is watching. Matilda Chileshe Kaoma's journey challenges a common misconception. That leadership begins when you are seen. In truth, it begins in the discipline of showing up and staying the course.

The implication is clear. If you want to lead, do not chase the fastest route to the top. Choose the path of substance. Small roles lead to real responsibility. Consistent contribution builds trust. And trust opens the door to leadership. Committee rooms may not offer visibility, but they build leaders who are trusted, tested, and ready. And in the end, it is not visibility that sustains leadership. It is the depth of service that makes it undeniable.

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Reality CHECK

HOW DO MENTORSHIP AND ENVIRONMENT SHAPE LEADERSHIP?

THE INFLUENCE YOU CAN'T IGNORE

Have you ever felt your leadership shrink the moment you shared your vision with certain people? Have you ever left a conversation more uncertain than when you began? That is not weakness, it is influence. Many emerging leaders do not fail because they lack potential, but because they are shaped by environments that were never designed to grow them. Leadership does not develop in isolation; it is either strengthened or weakened by the voices, spaces, and people you allow around you.

HOW ENVIRONMENT SHAPES LEADERSHIP

The truth is simple but often ignored: environment programs leadership. When you are constantly exposed to doubt disguised as advice, fear disguised as wisdom, and mediocrity disguised as normal, your thinking begins to adjust. Over time, what you hear repeatedly begins to feel true. Vision shrinks. Confidence fades. And leadership becomes cautious instead of bold. Many promising leaders plateau not because they cannot rise, but because they are surrounded by what cannot grow.

THE POWER OF MENTORSHIP

This is where mentorship becomes non-negotiable. Mentorship is not optional for leadership, it is structural. No great leader builds in isolation. Behind every influential voice is a guiding voice. Kobe Bryant was sharpened by Michael Jordan, learning discipline and excellence. Oprah Winfrey was deeply influenced by Maya Angelou, whose wisdom helped shape her identity and leadership. Even in business, top performers actively seek what is often called a "billion-dollar mentor" someone who has already built at the level they aspire to reach.

MENTORS ACCELERATE GROWTH

Mentors do more than advise, they accelerate. They compress years of trial into moments of clarity. They correct blind spots, expand vision, and challenge comfort. Without mentorship, your environment shapes you by default. With mentorship, you begin to design your growth intentionally. That difference determines whether you drift or build.

THE TRAP OF FAMILIAR ENVIRONMENTS

Yet many young leaders remain in limiting environments because they feel familiar. "These are my people." "This is how things are." But familiarity can quietly become limitation. The danger is not always obvious, it is subtle. Over time, you do not just stay in the environment; you begin to reflect it. Your expectations lower. Your thinking narrows. Your leadership adapts downward.

THE LEADERSHIP SHIFT

Leadership begins with awareness. You must take responsibility for what is shaping you. Not every voice deserves access to your vision, and not every space deserves your presence. Growth requires intentional separation; if not physically, then mentally and strategically. You may not leave every environment immediately, but you can reduce its influence and increase the voices that build you.

BUILD YOUR OWN ENVIRONMENT

This is the shift: stop waiting for the right environment, start building one. Through books, mentorship, learning spaces, and purpose-driven communities, you can create an atmosphere that strengthens your leadership daily. What you consistently expose yourself to will either construct you or constrain you.

A CHARGE TO THE NOW GENERATION

Guard your mind. Pursue mentorship. Choose environments that stretch you. Leadership is not something you stumble into, it is something you build, layer by layer, decision by decision. You are not too ambitious for wanting more. You are not unrealistic for thinking bigger. And you are not disloyal for outgrowing spaces that no longer grow you.

Say it clearly: I refuse to shrink to fit where I am called to lead. Because in the architecture of leadership, your environment is the soil but mentorship is the hand that shapes what you become.

S.T.E.R.N

Leadership is not a title to be claimed, it is a structure to be built. It requires vision as a blueprint, character as a foundation, and discipline as the material that holds everything together. In a rapidly evolving Africa, the next generation of leaders must move beyond aspiration into intentional construction; building lives, systems, and institutions that can withstand time, pressure, and responsibility. The S.T.E.R.N. Framework positions leadership as architecture: rooted in identity, strengthened by values, and designed to shape not just the present, but generations to come.

1. STEWARDSHIP (THE FOUNDATION)

Leadership is not about owning power, but holding it in trust for others especially those yet to come. True leaders understand that influence is borrowed, not possessed, and must be exercised with responsibility. Act by serving, not controlling. Build something that outlives you.

2. TRANS-GENERATIONAL THINKING (THE BLUEPRINT)

Leadership that only serves the present is incomplete. The true measure of leadership is what remains when you are no longer in the room. Raise others to replace you. Let your impact continue beyond your lifetime.

3. ETHICAL AGILITY (THE PILLARS)

In environments where systems shift and pressures rise, integrity must remain the fixed point. Leadership is tested not in ease, but in complexity. Decide your values before pressure comes. Earn trust that sustains your leadership.

4. RADICAL INNOVATION (THE INTERIOR)

Africa's future will not be built by maintaining the status quo, but by those bold enough to create what does not yet exist. Leadership must move from repair to reinvention. Use technology to solve real problems. Build solutions that reach beyond borders.

5. NATIONAL & CONTINENTAL SYNERGY (THE ROOF)

No leader rises alone, and no nation thrives in isolation. The future of Africa depends on leaders who think beyond borders and build across them. Collaborate across nations. Expand your influence across Africa.

IMPLEMENTATION STRATEGY: THE "THREE-ROOM" METHOD

To translate vision into reality, leadership must be practiced daily through intentional focus:

- The Engine Room (Execution): This is where discipline is proven. Do the work. Build consistently.
- The Library (Growth): This is where perspective is formed. Learn daily. Think broadly.
- The Town Square (Impact): This is where influence is exercised. Engage people. Create value.

The Architecture of Leadership reminds us that a leader is first a builder. When stewardship forms the foundation and synergy completes the roof, the structure does more than stand; it shelters vision, sustains people, and shapes generations.

THE BUILDER OF THE VILLAGE.

In a quiet village at the edge of a wide river, there once lived a young man named Kito. He often sat beneath the baobab tree, watching the elders lead, settle disputes, and guide the people. One day, filled with ambition, he stood and declared, "I am ready to lead this village."

The elders looked at him, smiled, and said nothing. Instead, the oldest among them handed Kito a small stone and said, "If you wish to lead, go and build." Confused but determined, Kito went to the edge of the village and began to stack stones.

On the first day, the sun was harsh, and his hands grew tired. On the second day, the rains came and washed some of his work away. On the third day, the children laughed at him, asking, "What are you building?" Still, he continued.

Days turned into weeks. Weeks into months. Kito returned each morning, laying one stone after another. He learned to choose stronger rocks. He learned to dig deeper foundations so the rains would not destroy his work. He learned patience when progress was slow. He learned discipline when no one was watching.

One evening, an elder came and asked, "Kito, what are you building?" Kito wiped his hands and replied, "At first, I thought I was building a wall. But now I see, I am building myself." The elder smiled.

Years later, when a storm came upon the village, the structure Kito had built was the only one that stood firm. The people ran to it for shelter. It did not shake. It did not fall.

And in that moment, the village did not choose Kito because of his words but because of what he had built. The elder spoke to the people, "A leader is not the one who desires the seat, but the one who has built the strength to carry it."

And so Kito became a leader not by declaration, but by construction.

Moral:

Leadership is architecture. What you build in discipline, patience, and character will one day become the shelter others depend on.



A LETTER TO THE NOW *Generations*

My Dear Leaders,

Hear this clearly: the time to build is now. Leadership is not something you postpone, it is something you design, construct, and live out daily. This is your moment, your responsibility, your call. In a world moving fast and demanding more, those who rise are not the most gifted, but the most intentional about what they are building within.

You cannot afford to drift. You cannot afford to be passive. Every day you delay, someone else is deciding, shaping, and influencing the future you will have to live in. This is not pressure, it is perspective. You are not here to watch history unfold; you are here to build it.

There will be moments when you feel unready. When the vision feels bigger than your capacity. When doubt whispers louder than purpose. But understand this, you do not wait to become ready, you build readiness by stepping forward. Leadership is forged in movement, not in comfort.

As John Maxwell said, "A leader is one who knows the way, goes the way, and shows the way." That means you move first. You act first. You rise first. Even when it is inconvenient. Even when it is uncomfortable. Even when no one is watching.

The architecture of leadership demands urgency. Your habits are laying bricks. Your decisions are setting foundations. Your discipline is reinforcing your structure. Right now, you are either building something strong or something that will not last. There is no neutral ground.

Guard your focus fiercely. This generation is surrounded by noise, distraction, and comparison. Do not let it dilute your design. What you consume will shape what you create. What you tolerate will shape what you become.

Understand this: leadership without action is wasted potential. Vision without discipline is a dream that expires. But leadership built daily with courage, consistency, and conviction becomes a force that cannot be ignored.

So rise now. Not later. Not someday. Now. Arise, leaders. Build with urgency. Move with purpose. Lead with intention. The future is not waiting and neither should you.

With fire and conviction,
Mrs Bupe M. Chisha
C.E.O - Arise Africa Magazine

#NowGeneration #ArchitectureOfLeadership #AriseLeaders



**VISION IS THE BLUEPRINT,
VALUES ARE THE
FOUNDATION, AND SERVICE IS
THE STRUCTURE OF TRUE
LEADERSHIP.**

ARISE AFRICA MAGAZINE – SPECIAL EDITION SPOTLIGHTS LEADERS, INNOVATORS, AND INDIVIDUALS WHO ARE SHAPING AFRICA'S FUTURE. THIS EDITION IS DEDICATED TO INSPIRING, IMPACTING, AND EMPOWERING YOUNG PEOPLE WITH PRACTICAL TOOLS AND TRANSFORMATIVE INSIGHTS TO LEAD PURPOSE-DRIVEN LIVES.



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