



FIDELIS LEADERSHIP INSTITUTE



COMPANY PROFILE

FAITHFUL AVAILABLE TEACHABLE

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WHO WE ARE

The Fidelis Leadership Institute (FLI) is a premier training center dedicated to equipping and empowering leaders to reach their full potential. We believe true leadership is about influence, service, vision and impact.

Guided by our core values Faithfulness, Availability, and Teachability (F.A.T) we develop leaders who embody integrity, character and purpose.

FLI is committed to nurturing values-based leadership that transforms individuals, strengthens organisations and inspires lasting change in communities. We draw inspiration from servant leadership modeled by Jesus Christ, to shape ethical and vision-ary leaders for Africa and beyond.

1.1 Mission

Our mission is to raise a critical mass of ethical and visionary leaders who drive transformation with integrity and purpose.

1.2 Vision

We envision a world where ethical leadership and clear vision fuel progress, strengthen governance and inspire sustainable growth. Through training, mentorship, and strategic partnerships, we equip leaders to influence change locally and globally.

1.3 Background

Recognizing the critical importance of effective leadership in driving production and development across Africa is a longstanding acknowledgment. The continent possesses abundant resources, a youthful workforce, and vast potential for growth. Despite these advantages, Africa's development has been hindered by ineffective leadership, as evidenced by numerous studies attributing the region's economic, social, and political challenges to leadership deficits.

In response, African nations have initiated governance reforms aimed at fostering better leadership, with initiatives like the African Leadership Council and the development of a Code of African Leadership. However, despite progress, challenges persist due to the disconnect between the aging political leadership (average age of 62) and the continent's predominantly young population (median age of 19.7 years).

Africa's immense potential as a global economic contributor remains largely untapped, with its GDP comprising only 3% of the global total, despite hosting 17% of the world's population. The region faces significant obstacles, including corruption and poor governance, which disproportionately impact the most vulnerable segments of society, hindering access to essential services like healthcare and education.

Efforts to combat corruption and improve governance have been made through legislative measures and international agreements, yet implementation challenges persist due to entrenched mindsets within governing structures.



1.4 Core Values

FLI envisions a world where ethical leadership is the cornerstone of progress, fostering positive impact and sustainable growth across Africa and beyond. We aim to develop a critical mass of ethical leaders and professionals who can lead with integrity, transforming communities and influencing global change.

1.5 Target Audience

Our institute serves a diverse spectrum of leaders across various sectors including business, non-profit, government, and ministry.

1.6 Training Approach

Our training approach is highly interactive and hands-on, allowing participants to learn through practical exercises, case studies, and role-plays. We believe that experiential learning is the most effective way to develop leadership skills.





OUR PROGRAMS

The FIDELIS Leadership Institute offers a diverse range of programs tailored to meet the needs of various audiences, including executives, young leaders, and students. Our programs are dedicated to nurturing Faithful, Available, and Teachable leaders who will spearhead Africa's economic and psychosocial liberation.

We provide training in several key areas, including leadership, life skills, and law, with a strong emphasis on developing practical leadership skills that can be applied in real-world scenarios.

Our hybrid programs offer flexible learning options to suit individual preferences:

- i. Online Courses: Accessible globally, providing flexible learning tailored to individual schedules.
- ii. In-Person Training: Immersive workshops designed to deepen knowledge and skills through interactive sessions.
- iii. Coaching and Mentoring: Personalized guidance and support to facilitate continuous leadership growth.

Join us to become a part of Africa's future leadership and drive meaningful change.

Below is a detailed breakdown of our various programs:

A. LEADERSHIP PROGRAMS

FLI's leadership program has five packages as indicated below:

i. The FAT Fellowship

This is a sixteen (16) week program covering eight (8) modules that are stretched out during this time. Each module is taught by some of Africa's top prominent figures and leaders. The fellowship's participants have the chance to engage in conversation with some of the world's most creative thinkers and certificates of completion are presented to the fellowship graduates following the program.



General Training Objectives

The general objectives of the course are to enable the trainees to:

1. Identify their purpose (your why)
2. Build their brand
3. Build their personal strategy to achieve the purpose
4. Live out their values in the workplace
5. Cultivate great financial habits
6. Cultivate life skills
7. Mentor others

ii. Executive coaching

FLI also offers executive coaching to leaders to improve their personal and business outlook, governance, ethics and creativity in the workplace. which also include

1. **Leadership Development:** Empowering executives and emerging leaders to unlock their full potential through personalized coaching and skill enhancement programs.
2. **Strategic Planning:** Collaboratively designing and implementing strategic initiatives that drive organizational growth and success.
3. **Team Building & Collaboration:** Cultivating high-performing teams by fostering trust, communication, and alignment towards common goals.
4. **Communication Enhancement:** Enhancing interpersonal and organizational communication skills to facilitate effective leadership and team dynamics.
5. **Emotional Intelligence (EQ) Development:** Incorporating emotional intelligence techniques to foster self-awareness, empathy, and relationship management.
6. **Spiritual Growth & Personal Development:** Integrating spiritual and personal development practices into leadership training for holistic growth.

iii. Masterclasses on Leadership and Governance

FLI offers short training that centers on leadership and life skills. Topics covered include life skills, classes on public speaking, managing finances, project management, how to prepare yourself for interviews and personal branding among others.

iv. F.A.T Talks

FLI hosts F.A.T talks, engaging conversations with esteemed community leaders who share insights on their journey to success and offer tips for reaching your full potential, and ways to give back through effective leadership.

The F.A.T talks are held on our various social media platforms i.e. X space, Smart24 TV and YouTube. We also host physical events at a communicated venue for these talks from time to time.



v. Entrepreneurship support

FLI believes in the potential of small businesses. We offer support to SME's in form of corporate and legal advisory, training on basic corporate governance and accounting, discounted training on leadership etc.

Program Advisors and Facilitators

1. Mr. Sam Watasa
2. Mrs. Linda Alinda Ikanza
3. Mr. Tony Otoa
4. Mr. David Kaggwa
5. Mr. Gyaviira Fred Kyaka
6. Mrs. Osiime Evelyn
7. Mrs. Pheona Wall Nabasa
8. Ms. Grace Amey Obeng
9. Ms. Lynn Komugisha
10. Mrs Sooma Fauzia Mukyala

vi. Youth Empowerment Training Program

Our Youth Empowerment Training Program aims to empower and support young individuals in their personal and professional development. Through interactive workshops, mentorship, and community engagement, we strive to equip participants with the necessary skills and resources to thrive in today's dynamic world.

Aims and Objectives

- i. Establish links of cooperation, peace, and unity among the youth across the country
- ii. Carry out activities to address the problems faced by youth
- iii. Assist in the systematization, proclamation, and monitoring of information
- iv. Promote projects focused on the development of youth initiatives
- v. Provide a platform for participants to share personal experiences and project implementation
- vi. Set realistic expectations and provide guidance for participants
- vii. Offer helpline support to anyone who is worried about or potentially facing challenges



B. BESPOKE LEGAL PROGRAMS

We offer a range of bespoke training programs tailored to specific aspects of the law, designed to equip you with essential legal skills for effectively navigating daily challenges. With the advent of the Fourth Industrial Revolution and the development of the AFTCA, new legal trends are emerging at an unprecedented pace to keep up with the ever changing society. It is imperative for lawyers to stay current with these trends. Our programs are led by the top legal minds in the region, ensuring you receive the highest quality training and insights. Below is a breakdown of our bespoke legal programs:

(1). Competition Law

This area of law also known as antitrust law in some jurisdictions is a legal framework that is designed to promote fair and competitive markets by preventing anti-competitive practices and protecting consumer welfare. This two-week course delves into antitrust regulations, mergers and acquisitions, market dynamics, and strategies for fostering innovation in competitive environments. This program is delivered through instructor-learner classroom instruction and interaction, as well as review of case studies.

(2). Intellectual property law

This two-week course is aimed at equipping participants with intellectual property (IP) knowledge and skills to enable better business management and competitive advantage. Participants will appreciate the importance of securing their creative business ideas and innovations and how this affects their businesses. They will also gain skills necessary to capitalize on intellectual property assets, foster innovation, and lead with a profound understanding of the dynamic intersection between creativity, business, and legal protection in the modern world. This program is delivered through instructor-learner classroom instruction and interaction, as well as review of case studies.

(3). Arbitration and Dispute Resolution

This two-week comprehensive training program offers participants the opportunity to explore the essential principles, techniques, and practical applications of resolving disputes through alternative methods focusing on arbitration. The program offers information on how to conduct arbitration, fostering a deeper understanding of its significance in dispute resolution, promoting effective leadership and fostering a business-friendly environment. It essentially equips participants with practical knowledge and skills on arbitration and thereby enabling them to efficiently resolve disputes outside the traditional court systems; which is paramount in today's fast changing society. This program will be delivered through instructor-learner classroom instruction and interaction, simulation exercises as well as review of case studies.

Program Advisors and Facilitators

1. Mr. David Kaggwa, FCIArb, FICCP, LL.M.
2. Mrs. Pheona Wall Nabasa, SC. MCIArb, MBA

(4). Legislative drafting

This two-week programme is designed to empower officials in the public and private sector who are tasked with the role of developing legislation and other legal documentation, and ensuring compliance with these instruments. It focuses on the legislative drafting process in common law jurisdictions and is delivered through instructor-learner classroom instruction and interaction, review of case studies and legislative drafting exercises. It equips participants with the knowledge and practical skills to develop clear, effective and implementable legislation and directives which comply with the requirements of the Constitution; as well as to analyse and conceptualise legal instruments, master objective versus persuasive writing, as well as write and edit documents efficiently. This program is delivered through instructor-learner classroom instruction and interaction, practical drafting exercises as well as review of case studies.



C. CYBERCRIMES, SECURITY & INVESTIGATIONS

Cybercrime is a growing, global problem affecting individuals and organizations alike. Whether you own a small business, run a fast-paced company, or are buying your first smartphone, it is crucial to be aware of cybercrime. At the Fidelis Leadership Institute, we offer a series of modules on cybercrime that cover many aspects of this complex field. These modules include both theoretical concepts and practical knowledge and are multi-disciplinary, focusing on various topics and providing resources on different aspects of cybercrime and cybercrime investigation. The Internet provides unparalleled education and economic opportunities, but it also creates unprecedented opportunities one of the most effective methods of prevention is education, using the CIA Triad (Confidentiality, Integrity, and Availability).

D. DATA PROTECTION & PRIVACY

This module provides an in-depth understanding of data protection and privacy laws, principles, and practices. It explores the significance of protecting personal data in an increasingly digital world, covering legal frameworks, ethical considerations, and practical applications. After completing the program, participants will be able to appreciate and evaluate ethical considerations related to data privacy and protection, implement data protection measures and best practices in organizational settings, assess risks, and develop strategies for data breach prevention and response.

Program Advisors and Facilitators

1. Mrs. Olive Zaale Otete, (FCI Arb), LLM, LLB
2. Mr. David Kaggwa, FCI Arb, FICCP, LLM.
3. Ms. Lillian Andama
4. Mrs. Pheona Wall Nabasa, SC. MCI Arb, MBA

Future Goals

Looking ahead, we aim to expand our reach and impact by offering our programs to a wider audience. We also plan to develop new programs that address emerging leadership challenges and trends.

OUR TEAM

Faculty and Trainers

Our faculty and trainers are experts in their fields, with years of experience in leadership development. They bring a wealth of knowledge and practical insights to our programs, ensuring that participants receive the highest quality training

Mrs.Pheona Nabasa Wall

Partner Founder Fidelis Leadership Institute

Mr.Muganga Mark

Programs coordinator

Miss Mboneko Viola

Consultant

Mr. Ssebowa Andrew

Public Relations Officer

Mrs Hope Abbo Lutaaya

Assistant Programs coordinator

Miss Mirembe Kevin

Assistant Programs coordinator

OUR BOARD OF DIRECTORS

Mr. David KaggwaPartner

Kaggwa & Kaggwa Advocates

Mrs. Grace Amey Obeng

CEO Forever Clair Beauty

Sam Watasa

Utility Strategies Limited



Partnerships and Collaborations

The FIDELIS Leadership Institute collaborates with a range of organizations and institutions to enhance our programs and offerings. These partnerships allow us to offer cutting-edge training that is relevant and impactful.





FIDELIS LEADERSHIP INSTITUTE

OUR PROJECTS

The Kids Conclave

The PIL Compendium

CSO Training

CID Training

Voter Training

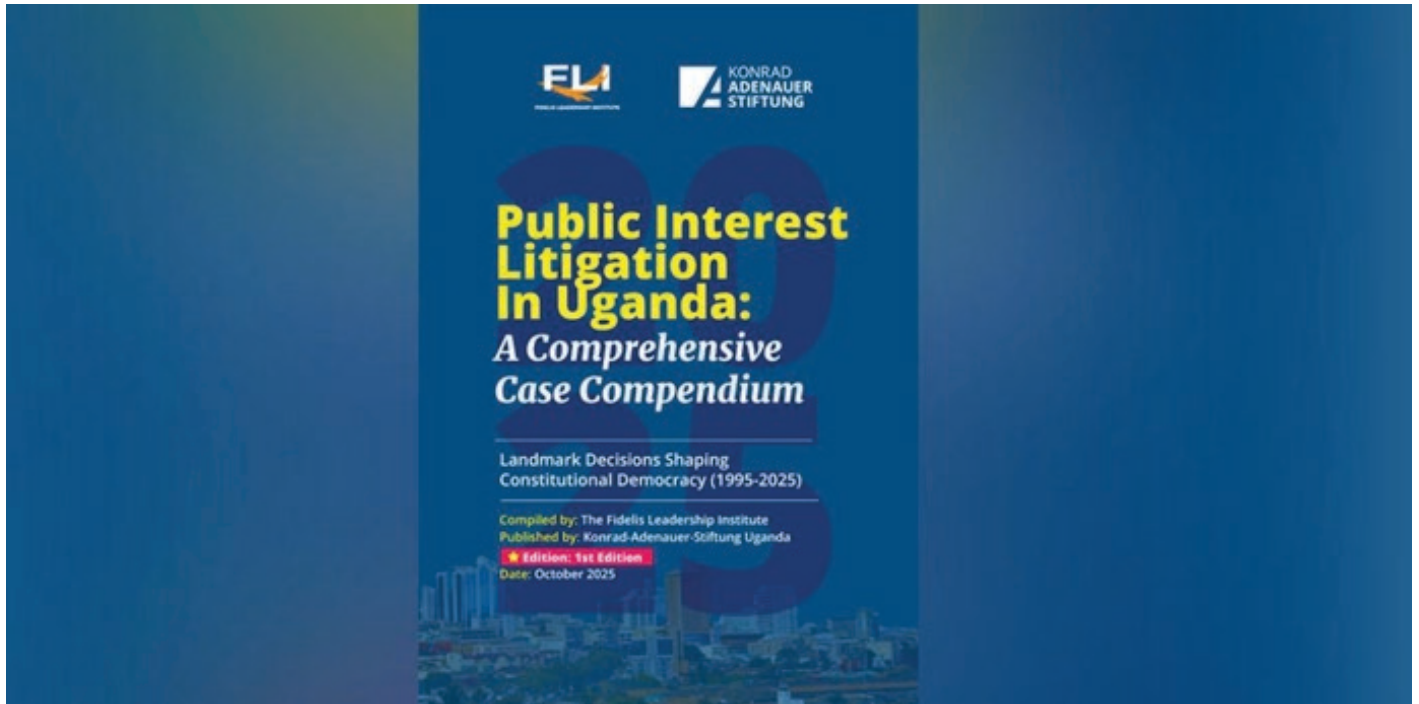


KIDS CONCLAVE

On August 28–29, 2025, the Fidelis Leadership-institute (FLI) proudly hosted the Young Leaders Conclave – Kids 360 Edition at Alpha-kindergarten and Day Care Center, Naguru Rise.

The event brought together more than 100 young, bright, and enthusiastic leaders-in-the-making, ages 7 to 20, for two-days of discovery, dialogue, and transformation. From the moment the gates opened at 8:00 AM, the venue buzzed with youthful energy, laughter, and anticipation. Parents, facilitators, and children gathered, ready to embark on a journey of learning, empowerment, and community building .

A Celebration of Leadership in Action-the Conclave was not just a program — it was-an experience. Through songs, prayers, storytelling, debates, art, and dialogue, children were guided into the heart of leadership. Every session was designed to reflect the FAT values Faithfulness, Availability, and Teachability values that anchor FLI's vision of raising responsible, ethical, and authentic leaders for Africa and beyond.



UGANDA'S FIRST EVER PUBLIC INTEREST LITIGATION IN UGANDA.

KAS Uganda, in partnership with the FLI, unveiled Uganda's first-ever Public Interest Litigation (PIL) Compendium.

The PIL Compendium presents 24 landmark cases that have shaped Uganda's legal and constitutional development including Charles Onyango Obbo & Andrew Mwenda v Attorney General and the CEHURD v Attorney General cases, which continue to influence freedom of expression and health rights advocacy respectively.

Written in clear, accessible language, the publication is a vital learning tool for lawyers, students, civic educators, and citizens interested in understanding how justice evolves in practice.



FRENCH EMBASSY GENDER TRAINING

Theme: “Amplify Your Voice, Shape the Future: Empowering Emerging Leaders”

Date: September 25, 2025

Venue: Avoda Entrepreneurship Institute

The Fidelis Leadership Institute (FLI), in partnership with the French Embassy in Uganda, hosted a powerful one-day Advocacy and Leadership Development Training for final-year students and recent graduates of the Institute of Gender and Development Studies, Makerere University.

This transformative event brought together young change-makers eager to develop the skills, confidence, and clarity needed to lead with impact.

This training reaffirms FLI's commitment to nurturing ethically grounded, courageous, and visionary leaders. Through partnerships like this, we are shaping a generation ready to amplify youth voices for gender equality and inclusive development.



GOVERNANCE AND ACCOUNTABILITY TRAINING FOR BOARD CHAIRS AND CEOS FOR CIVIL SOCIETY ORGANISATIONS (CSOS)

Uganda's civil society sector stands at a pivotal moment demanding stronger governance systems, ethical leadership, and transparent operations. In response to this need, the Fidelis Leadership Institute (FLI), with support from the Austrian Development Agency (ADA), convened a transformative two-day Governance and Accountability Training for Civil Society Organisation (CSO) Leaders on 23rd–24th October 2025.

The training brought together 226 leaders 88 in-person and 138 online—representing 62 organizations across governance, health, education, youth empowerment, gender justice, and disability inclusion. What emerged was not merely a workshop, but a powerful leadership awakening anchored in FLI's core values of Faithfulness, Availability, and Teachability (F.A.T.).

The Governance & Accountability Training marked a milestone in Uganda's civil society transformation. Through the partnership between ADA and FLI, the program ignited a ripple effect—strengthening 62 organisations, equipping 226 leaders, and setting the stage for long-term institutional excellence. This was not just capacity building. It was the beginning of a new movement for ethical, inclusive, and sustainable leadership in Uganda. The journey continues and thanks to FLI's digital learning archive, the impact will inspire generations.

Our Projects 2025



CID TRAINING

The CID Executive Leadership Program convened senior officers for a comprehensive three-day leadership intensive aimed at developing adaptive, customer-centric, and resilient leadership capabilities. The program brought together participants for an immersive experience focused on personal effectiveness, institutional transformation, and stakeholder trust.

- Day One: Laid the foundation for adaptive leadership, including self-awareness through personality and temperament assessment, personal branding, financial preparedness for retirement, enterprise risk management, and strategic communication. Participants explored self-knowledge as a cornerstone of effective leadership, emphasizing how understanding one's strengths and weaknesses can enhance team dynamics and decision-making.
- Day Two: Focused on strategic leadership and customer-centricity, covering modules on The Raving Fans concept, customer relationship management, crisis and reputation management, and succession planning. Officers delved into practical strategies for exceeding public expectations, building robust systems for citizen interactions, preparing for crises to safeguard credibility, and ensuring seamless leadership transitions through talent development.
- Day Three: Emphasized leadership wellness, culture development, stakeholder management, social media engagement, and action planning. Participants engaged in discussions on mental health and emotional resilience, defined institutional culture behaviors to foster a positive organizational environment, and formulated actionable plans to translate leadership learnings into sustainable institutional practices. Participants departed with detailed personal and institutional action plans designed to strengthen CID's performance, credibility, responsiveness, and public trust.

The program surfaced concrete organizational improvements, including enhancements in officer welfare and housing, specialized training in areas like cyber forensics and strategic communications, technology adoption for digital case management and social listening performance responsiveness with tighter service level agreements (SLAs), motivation through transparent promotions and recognition, customer care with consistent PR tone, and strengthened partnerships with media, communities, and agencies. This intervention catalyzed a shared commitment to rebuild and sustain public trust in a complex crime landscape amplified by digital narratives.



COMPETITION LAW TRAINING

Competition law serves as a regulatory framework that promotes market efficiency and innovation by preventing anti-competitive practices such as monopolies, price-fixing, and unfair trade practices. By ensuring that businesses compete fairly, competition law not only enhances consumer welfare but also stimulates economic growth.

Effective enforcement of these laws is crucial for maintaining a level playing field, which is vital for both established companies and new entrants in the market. On the other hand, consumer protection laws are designed to ensure that consumers are treated fairly and have access to accurate information about products and services. These laws empower consumers by providing mechanisms for redress in cases of unfair treatment, misleading advertising, or defective products. A robust consumer protection framework is essential for building trust in the marketplace, allowing consumers to make informed choices and encouraging them to engage actively in economic activities.

The intersection of competition law and consumer protection is significant. While competition law focuses on the behavior of businesses, consumer protection laws emphasize the rights and interests of consumers. Together, they create a balanced regulatory environment that promotes healthy competition while ensuring that consumer rights are upheld.

Our Projects 2025



VOTER EDUCATION TRAINING

The Regional Voter Education Training Program conducted between 10th and 20th November 2025 was a coordinated civic education intervention implemented by Fidelis Leadership Institute (FLI) in partnership with the Electoral Commission (EC) and supported by Konrad Adenauer Stiftung (KAS).

The purpose of the training was to strengthen civic competence, build grassroots understanding of electoral processes, and enhance the readiness of citizens for the upcoming 2025/2026 electoral cycle. The program reached 218 participants across six strategic districts, including Masaka, Mbale, Mbarara, Jinja, Arua, and Gulu. Participants represented a broad demographic: youth leaders, women's groups, civil society organizations, religious and cultural leaders, boda-boda associations, students, local council authorities, business leaders, and media practitioners. These groups collectively represent the most influential voices in community decision-making and voter mobilization.

The training content included practical demonstrations of polling procedures, the legal framework governing elections, campaign ethics, the roles of stakeholders, tallying procedures, election offences, conflict management, media responsibility, and community mobilization. Interactive sessions, scenario-based demonstrations, and moderated dialogues were used to ensure contextual and practical learning.

Across regions, the program achieved significant impact:

- 92% of participants reported improved understanding of the role of the EC and lawful electoral processes.
- 87% expressed confidence in their ability to educate their communities.
- 90% gained clarity on election offences and penalties.
- 100% committed to serving as ambassadors of peaceful participation.
- Regional radio and print media coverage extended the message to an estimated 300,000+ citizens.



Success Stories

Many of our past participants have gone on to achieve great success in their careers and personal lives. Their stories serve as a testament to the effectiveness of our programs and the impact they can have on individuals and organizations.

“

I would like to give a big shout out to the FAT Foundation Trainings and cohort, the guidance on building a personal brand has been a game-changer. Understanding how to authentically showcase my strengths and values has not only bolstered my confidence but also opened doors to exciting opportunities I never thought possible.

**Amanya
Belyndah**

**Ahebwa
Agatha**

Great thanks to the entire team of FLI for their leadership training programs especially the emphasis on crafting a personal strategy to achieve my purpose. This has personally provided me with a clear roadmap towards my goals. It's empowering to have a concrete plan in place, backed by the tools and techniques learned during the training.

“

I am very grateful that I had an opportunity to always listen in to the FAT shows on Smart24 TV every Thursday. Living out my values in the workplace has been one significant takeaway during the shows. By aligning my actions with my core beliefs, I've been able to foster a more fulfilling and meaningful work environment, both for myself and those around me.

**Francis
Muwonge**

“

One of the most transformative aspects of the FAT training for me has been the opportunity to hone my public speaking skills. Through practical exercises and constructive feedback, I've gained the confidence to articulate my ideas persuasively and captivate audiences with my presentations. A great thanks to Fidelis Leadership Training Institute.

**Mark
Muganga**

**Ganyanna
Sheba Percy**

The Leadership Training with Fidelis Leadership Institute was a truly incredible experience and I thank the great team of the Institute for their endless efforts. Delving into the institute's training skills has sparked a newfound passion within me. Learning how to identify opportunities, mitigate risks, and innovate has equipped me with the tools to pursue entrepreneurial endeavors with confidence and resilience.

“

I am surely grateful for having listened in on X space for FLI on the topic “Harnessing Entrepreneurship Skills” by Nanza Maria as Host and Jun Shiomitsu as Guest Speaker. One of the most significant takeaways from the X space was the importance of thinking outside the box and embracing a mindset of innovation. Learning how to spot gaps in the market, harness emerging trends, and pivot when necessary has empowered me to approach entrepreneurship with confidence and adaptability.

**Spencer
Okello**

**Luke
Kamoga**

Thank you to Fidelis Leadership Institute. I am very blessed to have been among the attendees of your training. The emphasis on cultivating great financial habits couldn't have come at a better time. Learning how to manage my finances effectively has empowered me to take control of my financial future and make informed decisions that set me up for long-term success.

“

My sincere gratitude goes to the founder and CEO of the fidelis Leadership Institute. The training programs that the institute organizes have impacted me with important life skills. From time management to effective communication, these skills have proven to be invaluable assets in navigating both professional and personal challenges.

**Kitaka
Aziz**

“

) I have had an opportunity to attend the FLI leadership training programs. The program has fostered a sense of community and collaboration within me. The opportunity to connect with like-minded individuals, share experiences, and learn from each other's successes and failures has been invaluable in shaping my entrepreneurial mindset and expanding my network. Thank you, Fidelis Leadership Institute, for such opportunities and programs.

**Shine
Abby**

**Tracy
Aber**

The practical guidance on developing a business plan and understanding key financial principles has provided me with a solid foundation for building and scaling my ventures. From budgeting and forecasting to marketing and sales strategies, the skills acquired during the program have equipped me with the tools to succeed in today's competitive landscape. Heartfelt thanks to Fidelis Leadership Institute and Team for such great trainings especially on entrepreneurship.

“

Special thanks goes to the Fidelis Leadership Institute Team who organize insightful leadership training programs. Beyond the technical aspects, the trainings I have so far attended emphasized the importance of resilience, perseverance, and effective communication in the entrepreneurial journey. By honing these soft skills, I've been able to navigate setbacks with grace, build strong relationships with stakeholders, and rally support for my ideas with conviction and clarity. Thank you, Fidelis Leadership Institute.

**James
Opio**

**Nasasira
Denise**

This institution is more likely my daily accountability, a platform that has shaped the kind of Leader I would love to be not forgetting what matters in society. Ethical leaders are not a commonly sung song but I appreciate that this Faculty always reminds me that a good name is rather chosen than great riches.



COMPANY PROFILE

Contact Details

For more information about the FIDELIS Leadership Institute and our programs, please contact us at or visit our website at www.fidelisinstitute.com.

You can also follow us on [social media platforms] for updates and news, you could also visit our physical space at:

FIDELIS LEADERSHIP INSTITUTE

PLOT 61 KANJOKYA STREET

Tel: +256 707 815 003

Social media platforms: X: @FidelisLeaders

Instagram: Fidelisleaders

LinkedIn: Fidelis Leadership Institute

Email: info@fidelis-institute.org