



THE DUKE OF EDINBURGH'S
INTERNATIONAL AWARD



INTERNATIONAL GOLD EVENT
UGANDA 2020

International Gold Event 2020 Uganda

“Emerging Leaders empowering communities to become #WORLDREADY”



Welcome to IGE

The International Gold Event (IGE) is a global leadership programme for the next generation of decision makers and influencers within The Duke of Edinburgh's International Award worldwide.

It brings together Gold Award Holders (aged 22-35) from all over the world to develop their character and leadership skills and provide them with opportunities to contribute to the development of Award policy and practice.

IGE helps participants to facilitate their contribution to the Award and gives them the chance to meet, exchange ideas and to establish sustainable networks. These new leaders will go on to contribute to the development of the Award locally, nationally and internationally.

Hopefully, you too can be part of this experience – as a delegate, staff member, or in some other way.

Welcome to what we all hope will be an experience that you'll count as one of your life's milestones.



History

In 1967, Canada hosted what it called a Commonwealth Gold Expedition. Participants gathered from a variety of countries for their Gold Level Adventurous Journey (AJ). The event was a success and over time, it evolved from an AJ to what is now known as the International Gold Event (IGE). There have been more than 15 IGEs since 1967 with the last one taking place in Prague, Czech Republic in 2017.

What started as an event for young people has now moved to something that is aimed at the Award family's 'Emerging Leaders'. They are self-starters and leaders within their national communities; they are individuals who will drive forward the Award's growth and development regionally, nationally and globally in the coming years.

In 2018 The Duke of Edinburgh's International Award Association International Council accepted the proposal for the next IGE to be held in Uganda in 2020.



The Association

Delegates attending IGE represent their National Award Operator (NAO) or Independent Award Centre (IAC), who form part of The Duke of Edinburgh's International Award Association (the Association). There are currently nearly 70 national Award bodies and 400 IACs in more than 130 countries and territories around the world.

Each constituent of the Association has a role to play in the shared endeavours of:

- Fostering collective ownership of the brand
- Sharing responsibility for development
- Encouraging mutual cooperation

The International Council (IC)

The [IC](#) is established as a representative group of the Association which meets once a year and is intended to act for the Association and gives effect to decisions taken at Forums.

Members of the IC

The IC consists of the Trustees and the Secretary General of the Foundation plus 12 regional representatives (three per region to represent the interests of NAOs and IACs in their region) and eight Emerging Leader representatives who were elected at the IGE in 2017. The IC is chaired by one of the Trustees of the Foundation, currently The Rt Hon Lord Paul Boateng. It is the responsibility of the Foundation to act on the decisions and proposals put forward by IC for the wider Association.

As well, the Foundation drives and supports the Award's global growth by creating new ways and places for young people to do the Award, using innovative online tools. We lead the Award's entry into new countries, ensuring consistency around the world. And we work to increase global awareness of the value of non-formal education and learning. This in turn creates demand for the Award, which is one way that young people's development outside the classroom can be recognised worldwide.

Ambition

Our ambition is to ensure that the Award is available to every young person aged 14-24 in the world. We are working to increase access to the Award, especially for those that are “at risk and marginalised”; we are working to increase the reach of the Award; and we are working hard to improve the quality and impact of the Award, in particular ensuring more young people complete their Award.

“Being back in Africa for IGE 2020 in Uganda is exciting. As Chairman for the IC and now an IGE veteran, I know the value to the Award of the gathering together of a group of high calibre participants and future Emerging Leaders. IGE participants offer a unique perspective on how the Award can deepen its impact and reach more young people. The Award family grows its future leaders in this fertile ground. The IC, as the Award's central consultative body, needs the insights you bring to the tasks we face as a global institution. The challenge is to maximise our outcomes and transform the lives and opportunities of this and future generations of young people. All of this to be achieved in a world confronting a multitude of environmental, economic and political challenges, even as new advances, not least, in technology, create new opportunities. The values and vision of our Founder, HRH The Duke of Edinburgh, based as there are, on the principles of self-reliance, interdependencies and action, have never been more needed than now. Together there is nothing we cannot achieve.”

The Rt Hon The Lord Boateng
PC DL Chairman of the IC



Purpose

The purpose of IGE is:

1. To provide participants with the opportunity for personal development and to facilitate their contribution to the development of the Award both nationally and internationally;
2. To provide opportunities to meet, exchange ideas and establish sustainable networks of Emerging Leaders who will contribute to the development of the Award locally, nationally and internationally.
3. To elect Emerging Leader Representatives to the International Council (IC)

The proposed IGE 2020 programme will provide participants with the opportunity:

- To develop professional skills
- To consider a sample of issues faced by young people in the Uganda
- To contrast those issues and their possible solutions with those found in their own countries or organisations
- Participation in IGE 2020 will enable participants to develop broader horizons, with a greater ability to thrive in multiple cultures

Expected Outputs

For participants:

- Capacity building - networking, relationship-building;
- Succession planning for Award Leaders and their National Award;
- Leadership development - leadership skill development for a new generation;
- Social inclusion – explore how all young people can be more involved.

For the Award:

- Recognition development – governmental and business engagement and recognition;
- Social inclusion – ensure all agencies understand how they can benefit from the Award;
- Financial sustainability – identify resource needs for future growth.



Selection Process

Attendees

Candidates wishing to attend must apply to their National Award Operator (NAO) or in the case of candidates from Independent Award Centres (IAC), to the Foundation's Operational Team.

Applicants will be assessed based on certain criteria. They must be between the ages of 22 and 35 and be able to demonstrate:

- Achievement, or active engagement in gaining their Gold Award (or equivalent);
- Commitment to their local/National Award programme through active engagement;
- Success in their professional/student career, volunteering life and civil society; and
- Potential and desire to rise to the highest levels of volunteer or professional leadership within their NAO.

The selection process is led by the NAO/Operational Team and differs from country to country according to local need and custom. The total number of spaces available is limited to 120 participants, and places will be allocated on a first come first served basis, bearing in mind the need for diversity in attendance.

Every NAO has the right to at least two spaces, and countries with larger and longer-established Award programmes, and consequently large pools of Gold Award Holders, may be allocated additional spaces.

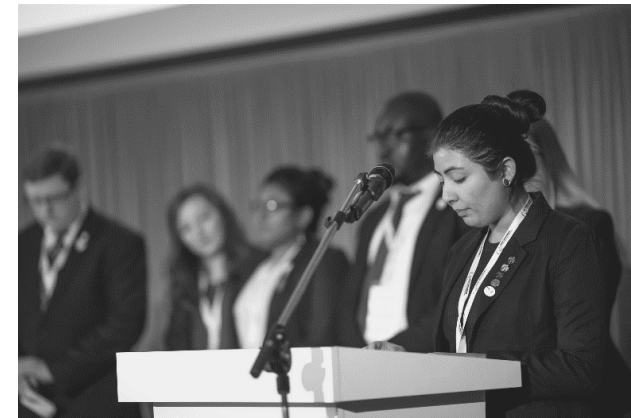
The Foundation may also allocate spaces to other Operators who can provide delegates who satisfy all the requirements of a delegate.

All delegates should be selected on their potential to be future Award champions in their country and organisation.

The host NAO is entitled to extra places but should not account for more than 10% of the overall total. Likewise, other large country delegations must not account for more than 5% of the overall total. This is to ensure that the unique diversity of IGE is maintained.

Once chosen, candidates should sign an agreement with their NAO/regional office agreeing suitable expectations of each party for IGE and the three years following it.

There are many examples of success stories from around the globe, four of which, are included later in this handbook.



Preparing for IGE

IGE is an exciting but intense event and preparation is key. Attendees are encouraged to work with their NAOs to better understand the Award nationally and bring that knowledge to their IGE experience. Participating in IGE should be a long-term commitment.

Once delegates have been finalised, they will be asked to register their attendance on the events website where they will be able to access further information on the event. This will be updated regularly with key event details. Participants may be required to complete various forms concerning travel and health details and these will be available online.

Participating in IGE is a three year commitment. Attendees will continue to work towards their goals as identified before attending IGE once they return to their NAO. On their return home, delegates are expected to debrief with their NAO, and to continue to share and develop their learning with the support of the NAO to grow the Award.

To gain the most from IGE, delegates should understand the following information about their NAO and the Award before arriving in Uganda:

- The history of the Award programme (nationally and globally)
- How many young people are doing/have done the Award (nationally)
- Who is doing the Award, including those from minority groups, young offenders, or those with additional needs (nationally)
- National and local partnerships (eg Scouts)
- How the Award is funded (nationally)
- How decisions are made such as National Boards, Committees and Panels of young people (Award)
- Communications strategies used to grow the Award nationally
- Materials and resources available such as training or promotional publications
- Knowledge of the local and global Award Alumni Network
- The long-term development strategy (nationally)
- The NAO's licensing status with the Foundation
- The NAO's strengths and weakness

The proposed programme will provide participants with: Training and experience in leadership – help to equip participants professionally and with their volunteering.

Thought leadership and issues – give an opportunity to consider a sample of issues faced by young people in Uganda and contrast with issues found in their country and within their organisation or community.

“Uganda is where I first had the opportunity to explore issues of international development and social justice, more than a quarter of a century ago. I am delighted that IGE 2020 is being hosted here and look forward to meeting you in the country that Winston Churchill described as "the pearl of Africa". ”

John May,
Secretary General



Host: The Duke of Edinburgh's International Award – Uganda in Kampala will host IGE at Speke Resort Munyonyo

Dates: 27 October – 05 November 2020

Theme: 'Emerging Leaders empowering communities to become #WORLDREADY'

Delegate Fee: Approximately \$550 USD



About the Award in Uganda

The Duke of Edinburgh's International Award Uganda was launched in 1995 under the title 'Source of the Nile Award'. From then, it has expanded to 22 of the 120 Districts via 27 key delivery partners. Uganda currently has 33,387 active participants and 299 Award Units.

Participants will be divided into groups and will attend field visits in and around Kampala. These visits are an opportunity for dialogue, and for participants to be exposed to the diverse challenges faced by young people in Uganda. Each group will endeavour to reach a common understanding of what they have seen, its wider context and implications on society.

Visit themes will include:

- Child immunisation and infant mortality
- Quality of education and its impact on the young people
- Social enterprise management
- The blue economy – its impact on improving livelihoods, health, and economic growth
- Corporate social responsibility
- Food security – youth participation
- Legislation and its impact on young people
- Refugees and conflicts
- The global plastic menace
- Sports and young people



The Experience

IGE 2020 will provide the opportunity for all participants to discuss both the challenges facing young people in society and the application of the Award for a sustainable future within their local, national and global communities. Participants will engage in presentations, discussion and networking. They will receive briefings from session facilitators to explore what leadership means for decision makers today and build a model of leadership based on John Adair's "Action Centred Leadership model."

The IGE will be based around three dimensions:

- Team/group - small group work/multi-country teams. Group dynamics (8-10).
- Task - each group will be given an area of interest/issue facing young people. The task is to prepare a presentation comparing their experiences to a Youth Forum audience. A series of field visits will also be organised aligned to our impact framework.
- Individual - opportunities for personal development.



Participants will be welcomed by Uganda, the host country with an opening ceremony. As soon as the programme begins, participants will be placed into small multinational groups meant to foster leadership development.

As a group, participants will be assigned various field visits to communities and workplaces from the public and private sectors. These field visits are designed to inform participants about the challenges and hurdles the Award faces in this context.

Participants will be challenged to investigate, question, research and develop solutions to the problems faced by the people they meet, so gaining insight into how the host culture operates and how the skills and experiences gained through participating in the award can be used to solve real problems and challenges for the Award in Uganda.

IGE will reconvene for its closing presentations towards the end of the week. Each study group will have limited time to prepare a presentation on what they have observed. Audience members will include: the plenary, the Chairman & members of the IC, and invited guests.

The closing presentations provides an opportunity for meaningful dialogue. The IC can engage with Emerging Leaders' views on Award issues and take their feedback into consideration for upcoming policy changes. It is an important component of the IGE, as it helps cement and wrap up the discussions that have been taking place throughout the IGE on issues that matter to attendees.

The IGE experience doesn't end when the event comes to a close, participants will be given access to the Award Community where they can continue to collaborate with fellow participants from around the world to affect positive change for the Award globally.



“The International Gold Event (IGE) 2020 is a fantastic opportunity. Over the years, I’ve seen first-hand how it can inspire, motivate and empower attendees with the skills and confidence to become the future leaders of the Award locally, nationally and internationally. You will learn much about the international element of the Award and about yourself. You will also discover what it truly means to earn the distinctive title of Emerging Leader.”

HRH The Earl of Wessex KG GCV
Chair of Trustees

The Duke of Edinburgh’s International Award Foundation



“ Never did I think that I would attend IGE 2017 in Prague, Czech Republic as a National Youth Rep and leave as one of the Emerging Leaders for the Americas Region. After almost not being able attend I can safely say my journey over these last three years is one I will never forget and definitely won't regret thanks to my NAO, my regional colleagues and the International Foundation.”

Jamar Odwin
Emerging Leader Representative
Americas Region

Emerging Leader Representatives

An additional outcome of the IGE is the election of the IC Emerging Leader Representatives. The Emerging Leader Representatives offer a unique perspective on decisions which impact the future of the Award. It is a huge responsibility but a rewarding one.

Representatives are elected by their regional peers every three years at IGE to represent the four regions: EMAS; Asia Pacific; Africa; and Americas. The role of the eight Emerging Leader Representative is to provide the voice and insight for their regional Emerging Leaders at various Association events. Serving on the IC gives Emerging Leader Representatives an opportunity to contribute to the Association's policy making and planning processes.

In addition to participation in IC meetings, Emerging Leader Representatives can be invited to take on various voluntary roles for the international, national and regional offices in supporting and contributing to the strategic development of the Award worldwide.

Details of the election process will be published in 2020.

From IGE Delegate to Operations Manager

In 2011 Carla Alleyne was a delegate at the IGE Kenya, “A visit to a new country is always full of firsts but going to an IGE is guaranteed to be unforgettable”, Carla reflects.

Attending IGE in Kenya brought to life the notion that the Award is a global family of people who have found their purpose, passion and place through the Award programme.

Over the course of two weeks, Carla and the other delegates sought to build up a store of ideas that could help grow the Award. Touched by the value of research in the Award’s development, and making a connection to the Association’s global strategy, left Carla with a sense of purpose on how she could affect change in her community.

Within 6 months of returning from IGE and due to her experience, Carla was offered the position of Operations Manager with the Barbados NAO. Within her current role, every interaction and project that she does, Carla still emulates the ethos of IGE.

Her goal is always to impart knowledge and confidence in the participants and volunteers so that they are encouraged to explore new things and in turn, they themselves become ambassadors of the Award.

In fulfilling her duties Carla sometimes reflects on the order of events that brought her to where she is now and can see how taking part in the IGE was a major steppingstone in a life that has become one focused in helping others to see their full potential.

From being a delegate at IGE in Kenya to now having an influence over who attends IGE from Barbados, Carla is happy to call IGE a start to a bright future wherever it takes you.





Keeping delegates engaged

The Award in Slovenia (known as MEPI in Slovenian) knows that the Award journey doesn't end with Gold; their participants still want to promote the Award and inspire others to join the programme.

They identify key participants from different Award Centres and engage them early on in national projects (eg journalists for social media, photographers, presenters at Award ceremonies, helpers at events and trainings etc.) and encourage them to develop into 'Award advocates'.

From there, selecting an IGE delegate has never proven to be an issue for them. They select someone who has given back to the Award in Slovenia and who works well with young people.

The National Office in Slovenia also offer the IGE delegate mentorship as a way of helping them continue their professional development. This has proven to be a successful retention tool as delegates tend to stay on for a longer period and continue to help the Award grow.

One such delegate and volunteer, Gašper Doljak established the Gold Award Holders Association in Slovenia (GAHA Slovenia) in 2012 and held training sessions on a national and global level.

Another delegate, Jera Orazem, has organised local Award ceremonies and other events such as the "MEPI urban tribe" in May 2019 for the occasion of HRH Earl of Wessex visiting Slovenia. She is also an Award Leaders trainer and Operations Officer within one of their regional offices.

Recently, Jaka Kregar participated in IGE 2017 and has since become a Board member of the Award institute, emerging regional coordinator, Award Assessors trainer, president of GAHA Slovenia and ORB project manager.

IGE delegates have proven critical to the development of the Award in Slovenia. They create a personal relationship with each IGE delegate and ensure that there are touchpoints throughout their IGE terms. They offer them opportunities to grow professionally and personally whilst offering them mentorship.

"We put a lot of energy even outside office hours into relationships and believe our efforts will be fruitful. To this day, all of our IGE delegates remain connected with the Award programme in Slovenia in some capacity." Jera Orazem, former IGE delegate.

Aviwe's IGE experience

Aviwe Ntshangase, from South Africa, shares her perspective on IGE 2017 and what she learnt from it.

“At the IGE, we were split into 10 groups of about 8 people and assigned a theme for our project. My group was asked to evaluate the impact the Award would have on the young people at a sports club.

This experience was very humbling; I was challenged both mentally and emotionally. Being in a group where delegates were from different cultures and backgrounds was not easy, especially as two of my group members did not speak English. Slowly, communication became an issue for us. In response to this, we took the time to have conversations about our frustrations and how we could better communicate. We were determined to work as a team and overcome any barriers that stood in our way. In every activity, we ensured that every member knew what was going on and were able to participate.

Working with my group at IGE 2017 taught me that humility and teamwork are very important concepts and should not be taken for granted. Overcoming the challenges within our group enabled us to become a family and we all left feeling like we had built a special bond with each other. We also shared lessons which each of us could take back to our Award Operators. Because of this incredible experience, I now have a family around the word who share the same love for the Award as I do.”





Voicing my opinions on the Board

Al-Karim Khimji represented Canada at the 2012 IGE in Kenya and was elected to the International Council to represent the Americas Region from 2012-2014.

Upon returning to Canada, Al-Karim joined the Canadian National Board to contribute to the Award's governance and provide input at the national level. He has participated and led projects on the importance of the IGE, Alumni engagement, governance, and business sustainability.

Through his global perspective, he has shared thoughtful insights on the Award and its impact on each participant. His energetic and engaged approach has enhanced the way the Award operates in Canada, and Al-Karim continues to bring a valuable perspective to the National Board and Board committees there.

Reflecting on his IGE experience, Al-Karim shared, "The IGE showed me the global reach and impact of the Award and inspired me to give back to the Award. It prepared me to further contribute to discussions on how the Award operates, best practices, and new ways to grow, with learnings from peers from around the world."



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