

Quarterly Report

January – March 2019



CREATED BY

The Interim Executive Management

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Milestones since our beginning.

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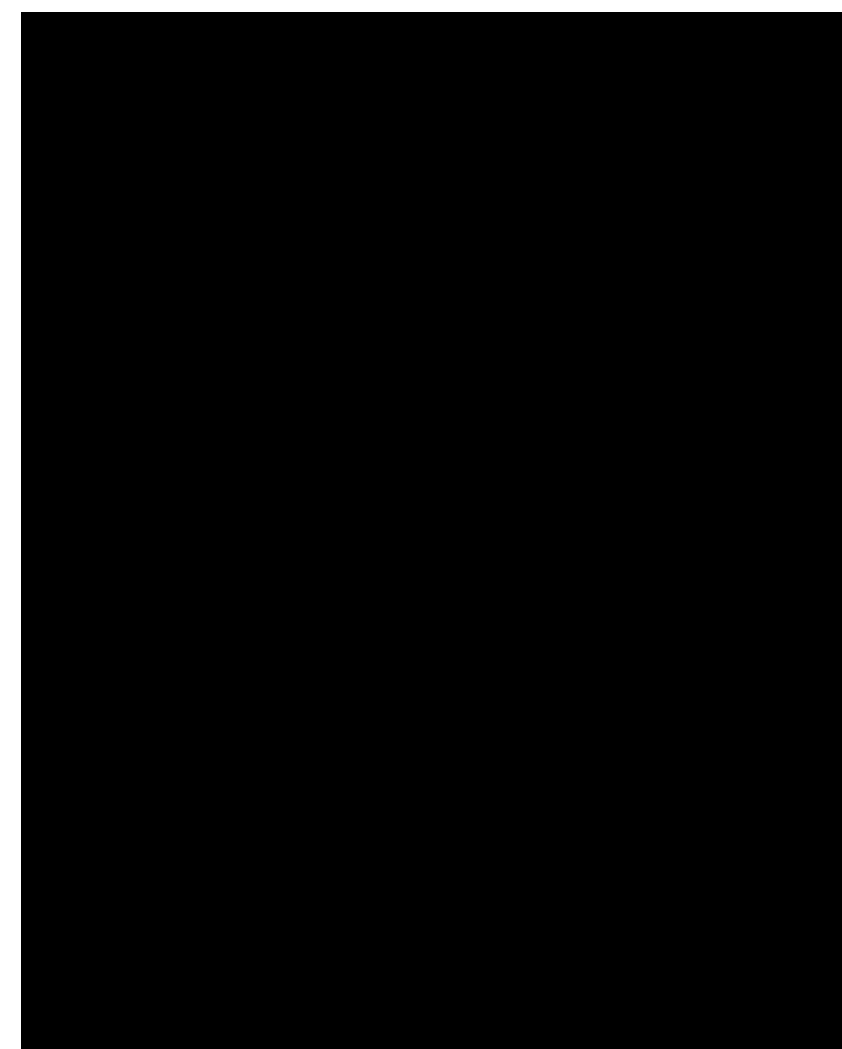
v Take ownership

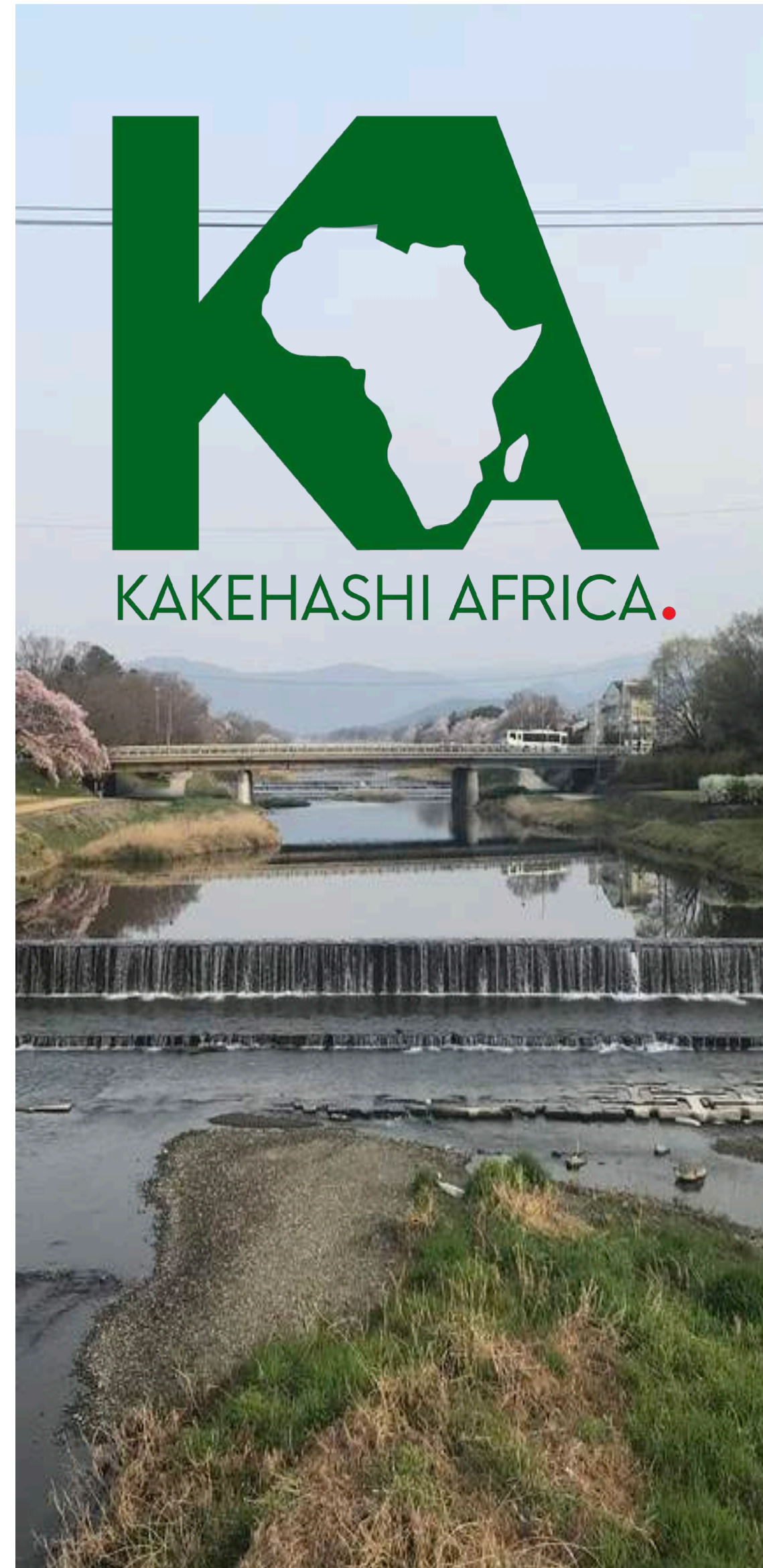
Where and how to become involved.



i Recap

Overview of key milestones in
the organisation's development.





Mar 24, 2017

Recruitment of members and interim managers at the Third Batch Joint-Programme in Tokyo.



Jan 2017

Formation and development of the concept of Kakehashi Africa.



May 6, 2019

Interim management workshop in Kobe.



May - Sep 2017

Drafting and adoption
of the interim
constitution.



Nov 20, 2017

Booth at Kansai
Networking Fair.



Aug & Sep 2017

Recruitment of members at
the welcoming and
orientation of the Fourth
Batch in Tokyo.



Mar 2018

Recruitment of members
at the Fourth Batch Joint-
Programme in Tokyo.



Sep 2, 2018

Japan Chapter Regional Managers
interim succession workshop in
Tokyo.



Dec 7, 2018

Booth at Kansai
Networking Fair.

Nov 2018

Appointment of the new interim
executive management.



Sep 2018

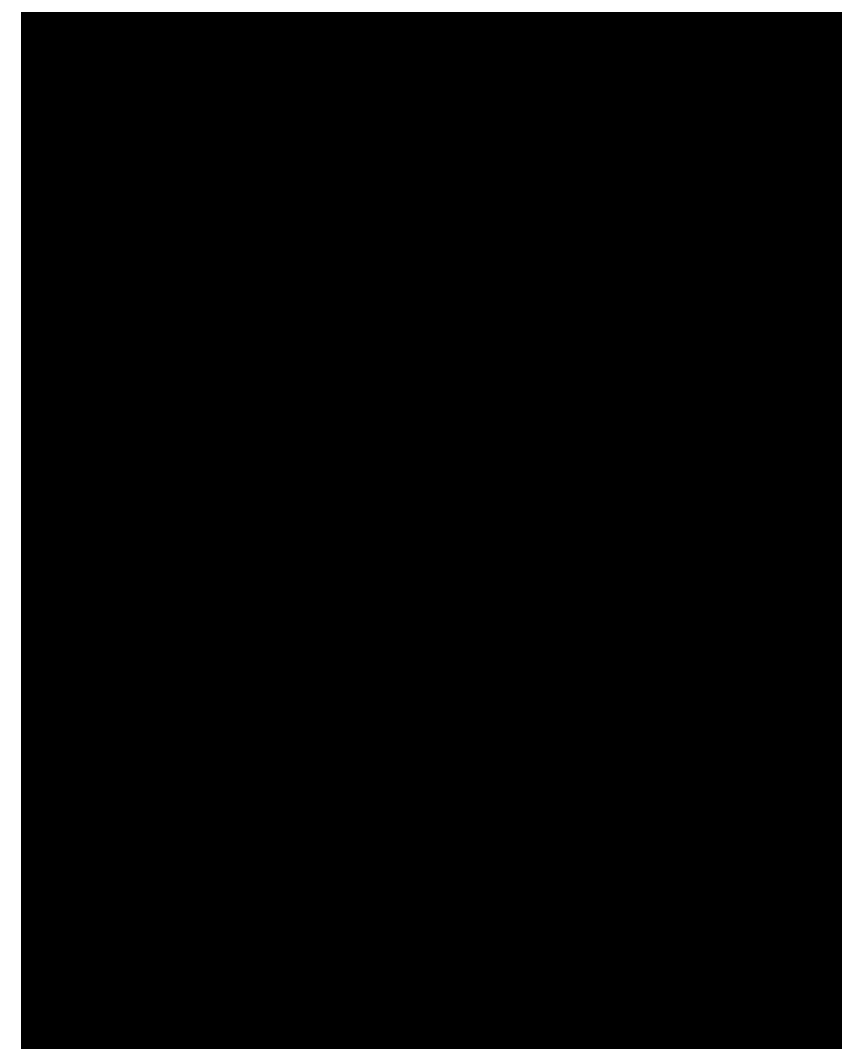
Recruitment of
members at the
welcoming and
orientation of the Fifth
Batch in Tokyo.

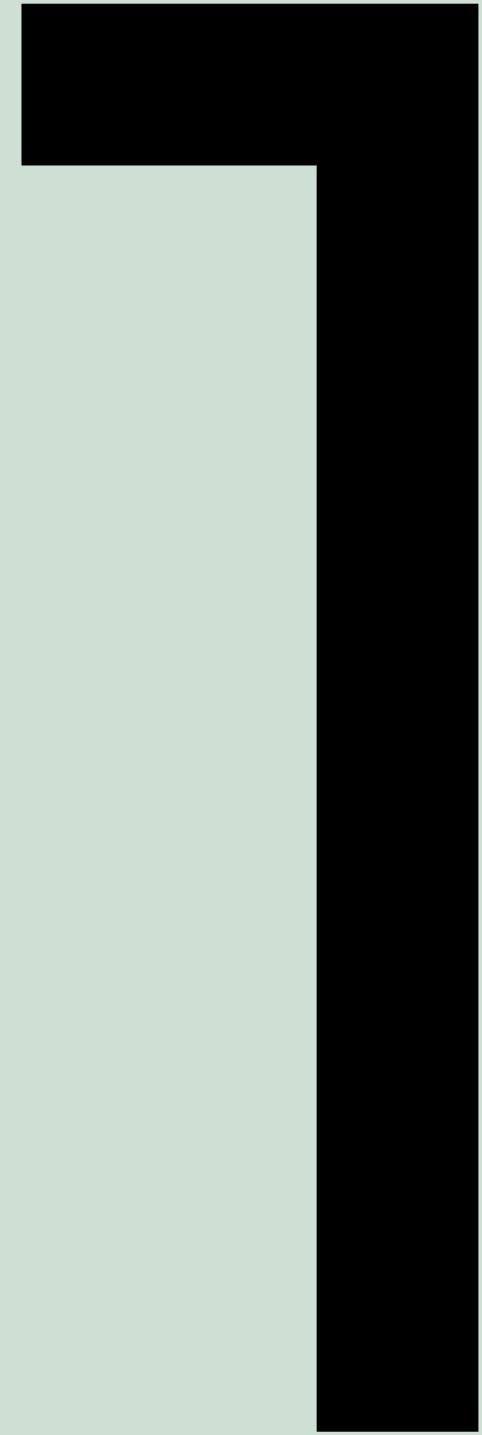




ii Progress

Overview of achievements of
the past three months..



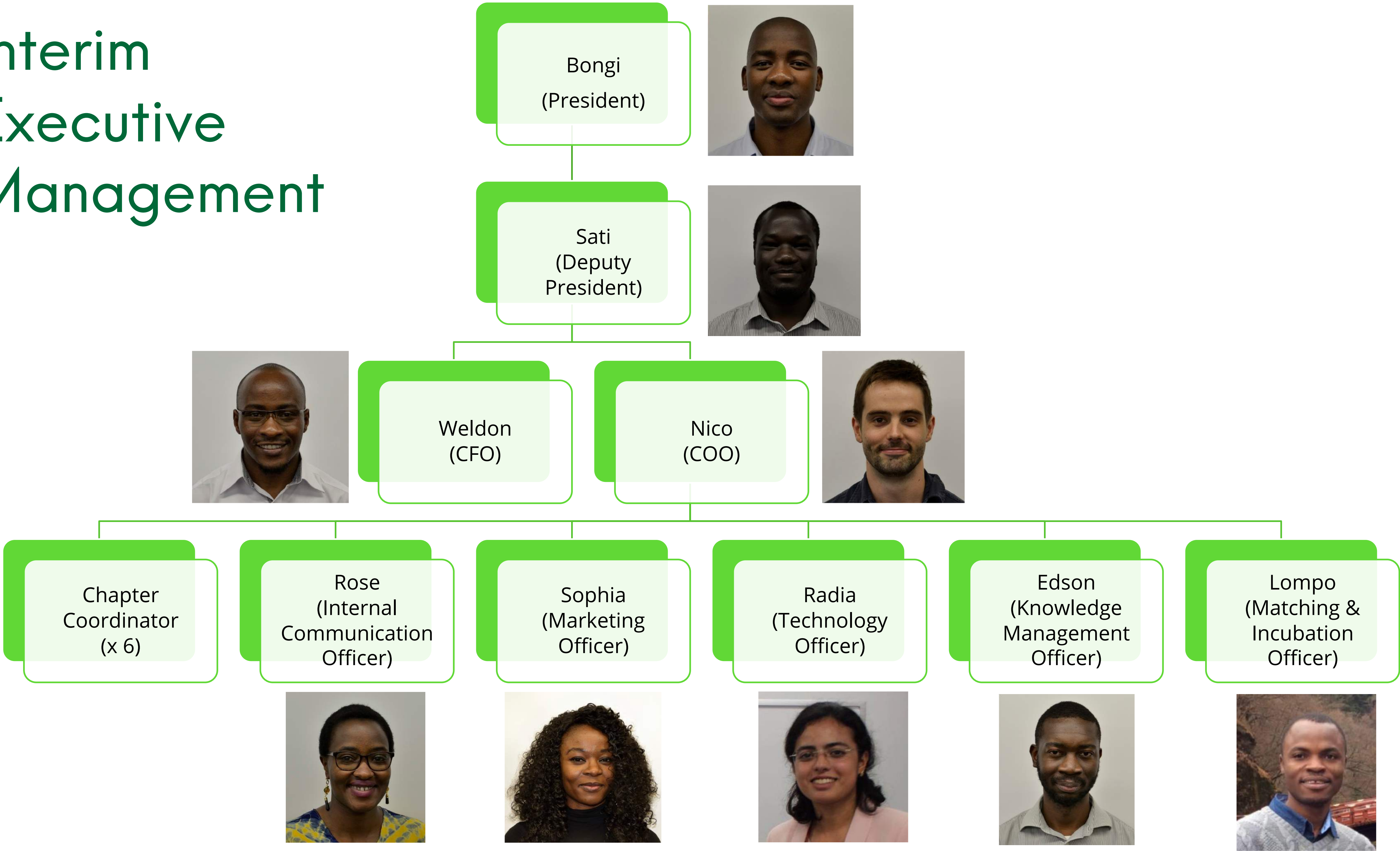


New team

After the Japan Chapter succession workshop on Sept 2, 2018, we created a new executive management structure and appointed a new interim team.

Management members were mostly selected from ABE Initiative participants who have been actively involved in the organisation's activities.

Interim Executive Management



Executive Fundraising Committee



Weldon
(Chair)



Mamadou
(Member)



Senghane
(Member)



Adefolake
(Member)

Chapter Coordinators in Africa



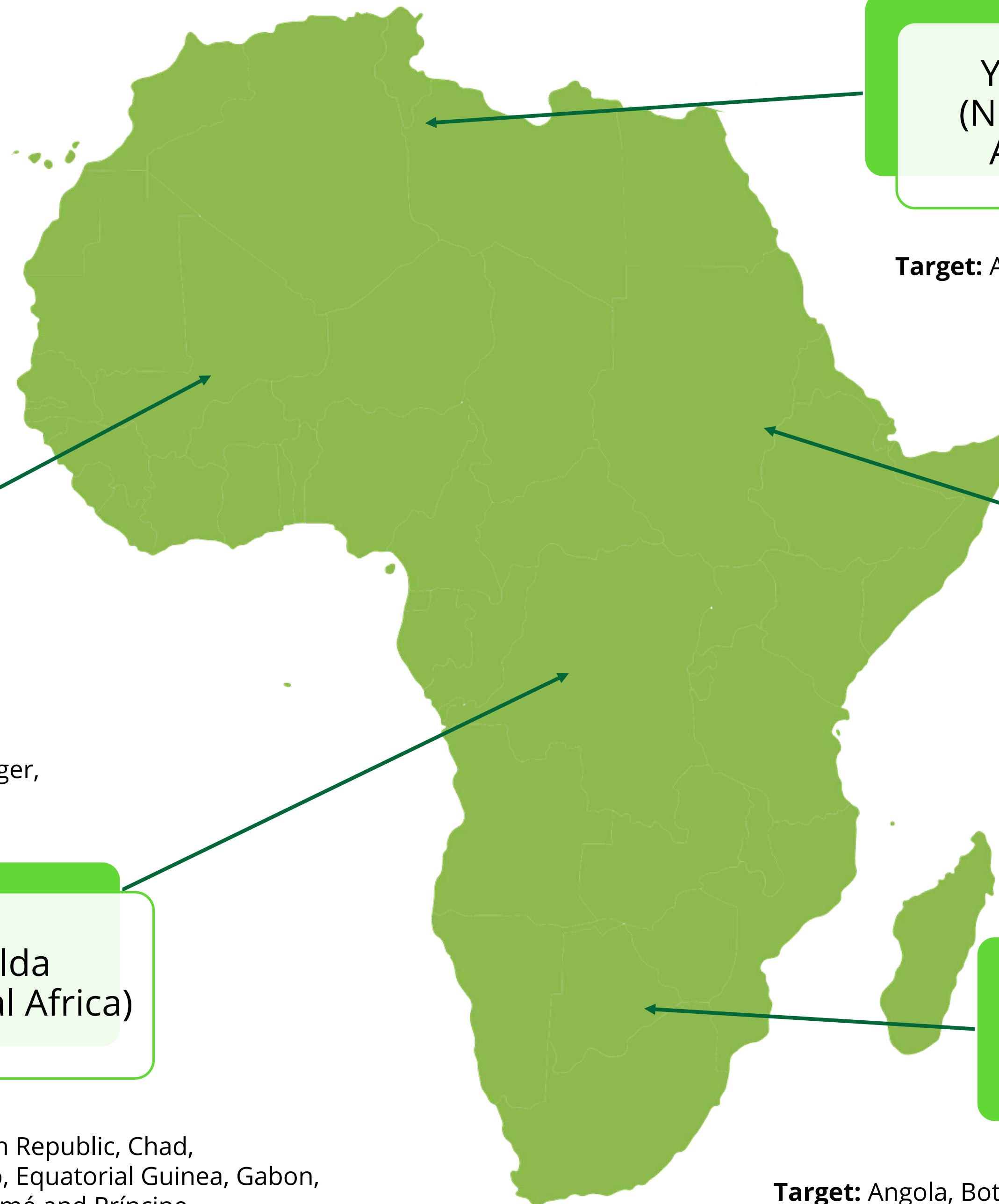
Koko
(Western
Africa)

Target: Benin, Burkina Faso, Cape Verde, Côte d'Ivoire, Gambia, Ghana, Guinea, Guinea-Bissau, Liberia, Mali, Niger, Nigeria, Senegal, Sierra Leone and Togo.



Hilda
(Central Africa)

Target: Cameroon, Central African Republic, Chad, Democratic Republic of the Congo, Equatorial Guinea, Gabon, Republic of the Congo and São Tomé and Príncipe.



Younès
(Northern
Africa)

Target: Algeria, Egypt, Libya, Mauritania, Morocco and Tunisia.



Kibe
(Eastern Africa)

Target: Burundi, Comoros, Seychelles, Djibouti, Eritrea, Ethiopia, Kenya, Rwanda, Somalia, South Sudan, Tanzania and Uganda.



Ernest
(Southern
Africa)

Target: Angola, Botswana, eSwatini, Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Namibia, South Africa, Zambia and Zimbabwe.



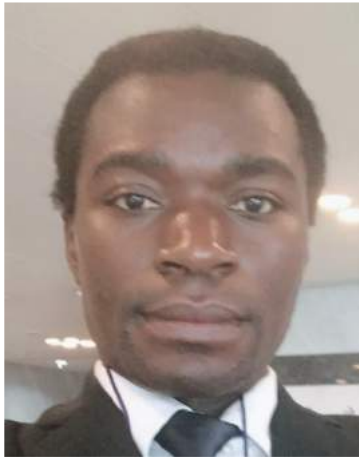
Japan Chapter



Osman
(Chapter Coordinator)



Beatrice
(Deputy Chapter Coordinator)



Benedicto
(Hokkaido Branch Manager)



Younès
(Manager of Tohoku & Shikoku Branches)



Akram
(Kanto Branch Manager)



Eric
(Kansai Branch Manager)



Joyce
(Chugoku Branch Manager)



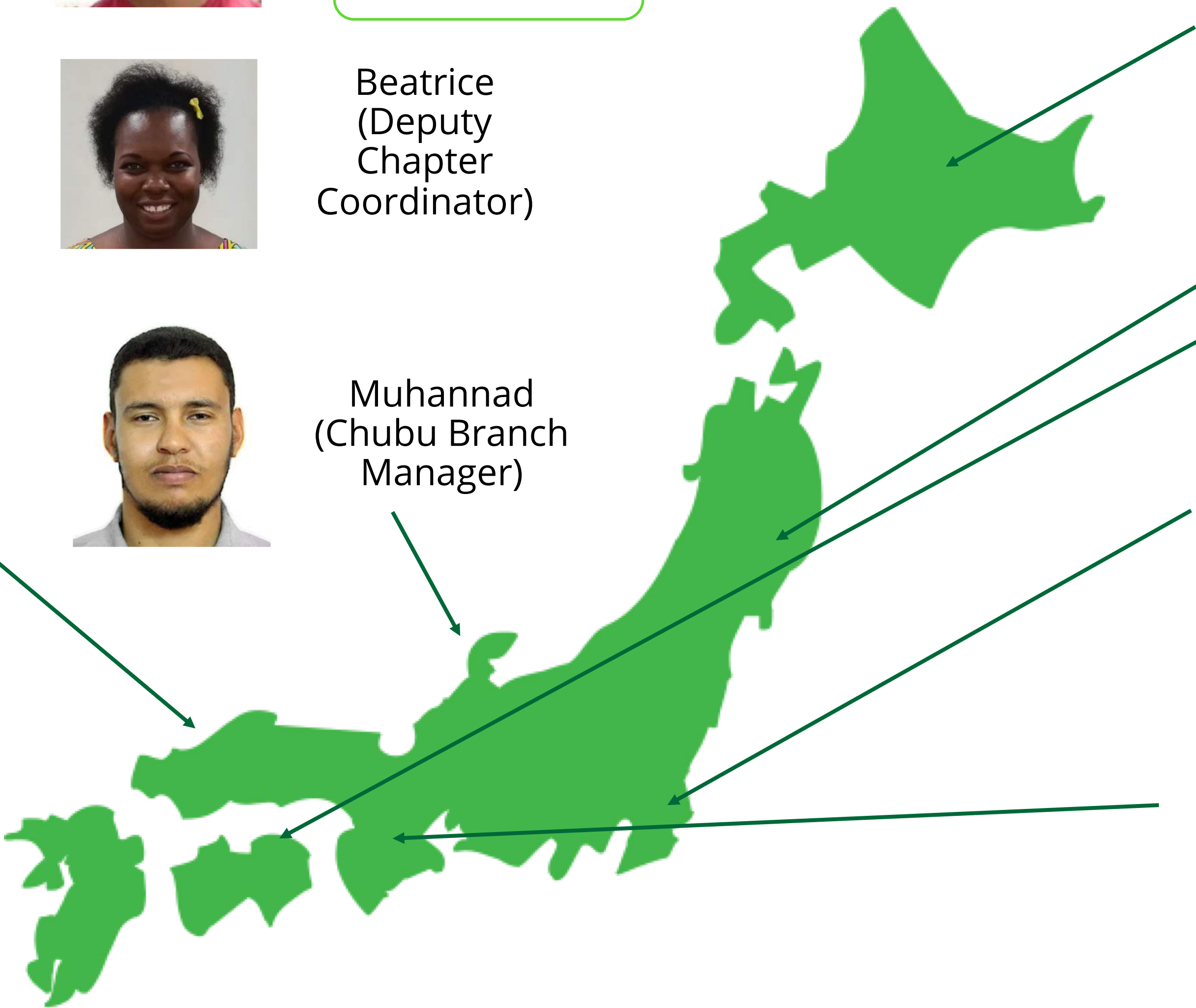
Kneita
(Kyushu Branch Manager)



Muhannad
(Chubu Branch Manager)



Theo
(Okinawa Branch Manager)



2

Vision & mission

We have decided on a standardised vision statement, definition of who we are and the functions of the organisation.

Vision

Be a **bridge** between Japan and African markets for the sustainable development of our societies.

Who we are

We are a professional network for

- **Japanese companies** who are doing or want to do business in Africa.
- **Africans** who participated/participates in the "ABE Initiative" education and internship programme in Japan organised by JICA.
- **Any other person or entity** interested in Japan-Africa business or non-profit engagement.

カケハシアフリカについて

私たちは、

- JICAの事業であるアフリカの若者のための産業人材育成イニシアティブ（ABEイニシアティブ）「修士課程およびインターンシップ」プログラムで来日したメンバーで構成された団体であり、
- アフリカビジネスを展開中または検討中の日本企業、
- および日・アフリカのビジネスや非営利活動に感心のある方々のためのプラットフォームです。



Business/project developer

Needs market/community knowledge, contacts, partners, employment/contract opportunities and visibility to all stakeholders.



Domain specialist

Needs deeper subject-matter knowledge, co-learners, employment/contract opportunities and visibility to all stakeholders.



Company

Needs business developers, domain specialists, other partner companies and visibility to all stakeholders.



NGO/Government/ Academic institution

Needs project developers, domain specialists, partner organisations and visibility to all stakeholders.

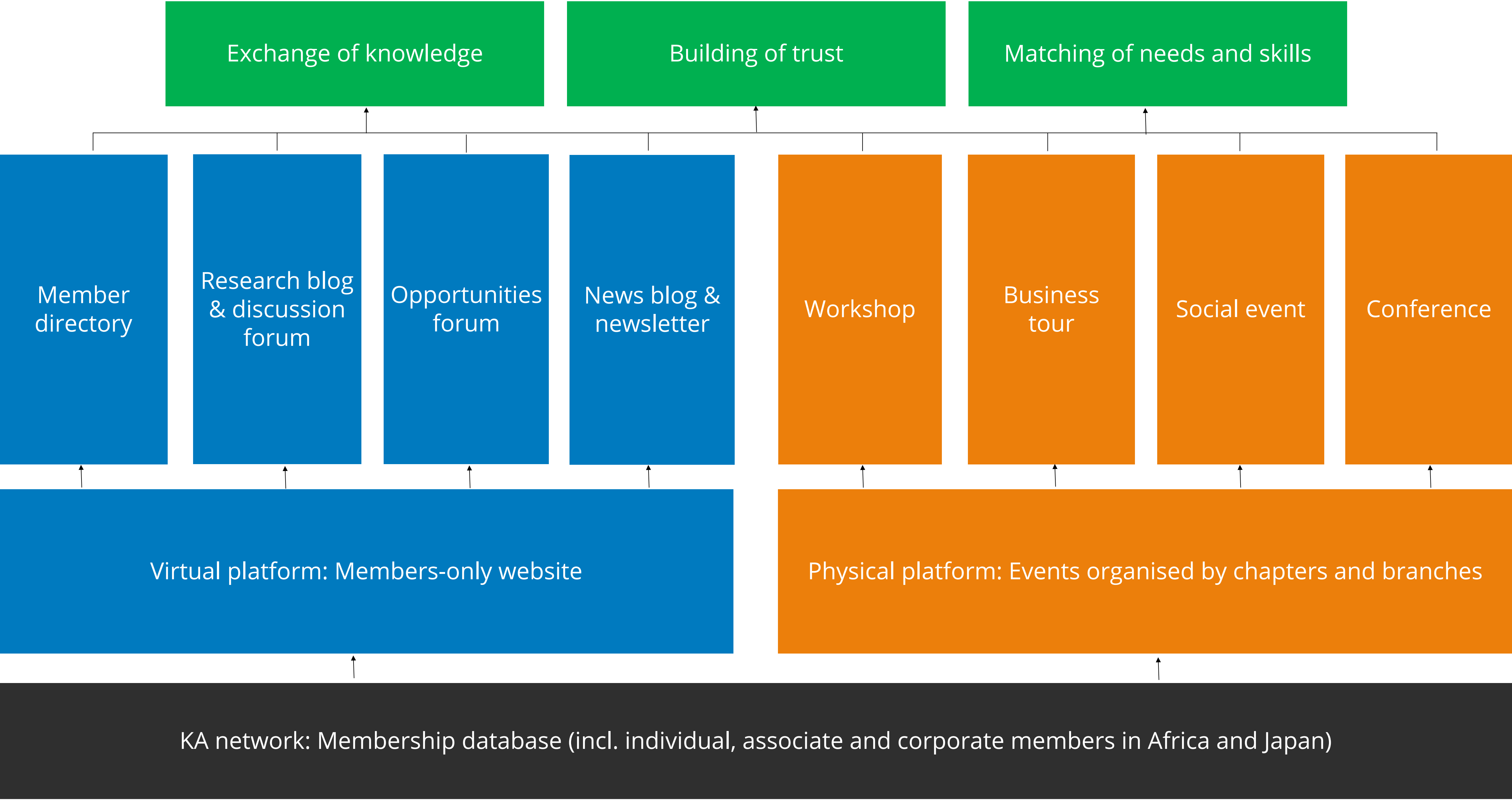
What we do

We facilitate and support platforms and activities where Japanese and Africans can:

1. **Exchange** information,
2. **Match** their needs and resources and
3. **Build** relationships of trust.

サービス内容

私たちは、日本人とアフリカ人が信頼関係を築き、情報交換やお互いのニーズとリソースのマッチングができるプラットフォームの運営を促進し、皆様をサポートします。



Board of Directors (to be created)

- Elected by the entire membership, representing each chapter & membership type.
- Appoints CEO/President who in turn appoints & leads the Executive Management.
- Approves overarching plans, budgets & policies of the Executive Management.
- Keeps Executive Management accountable through quarterly reviews.
- Appoints the Advisory Council.

Advisory Council (to be created)

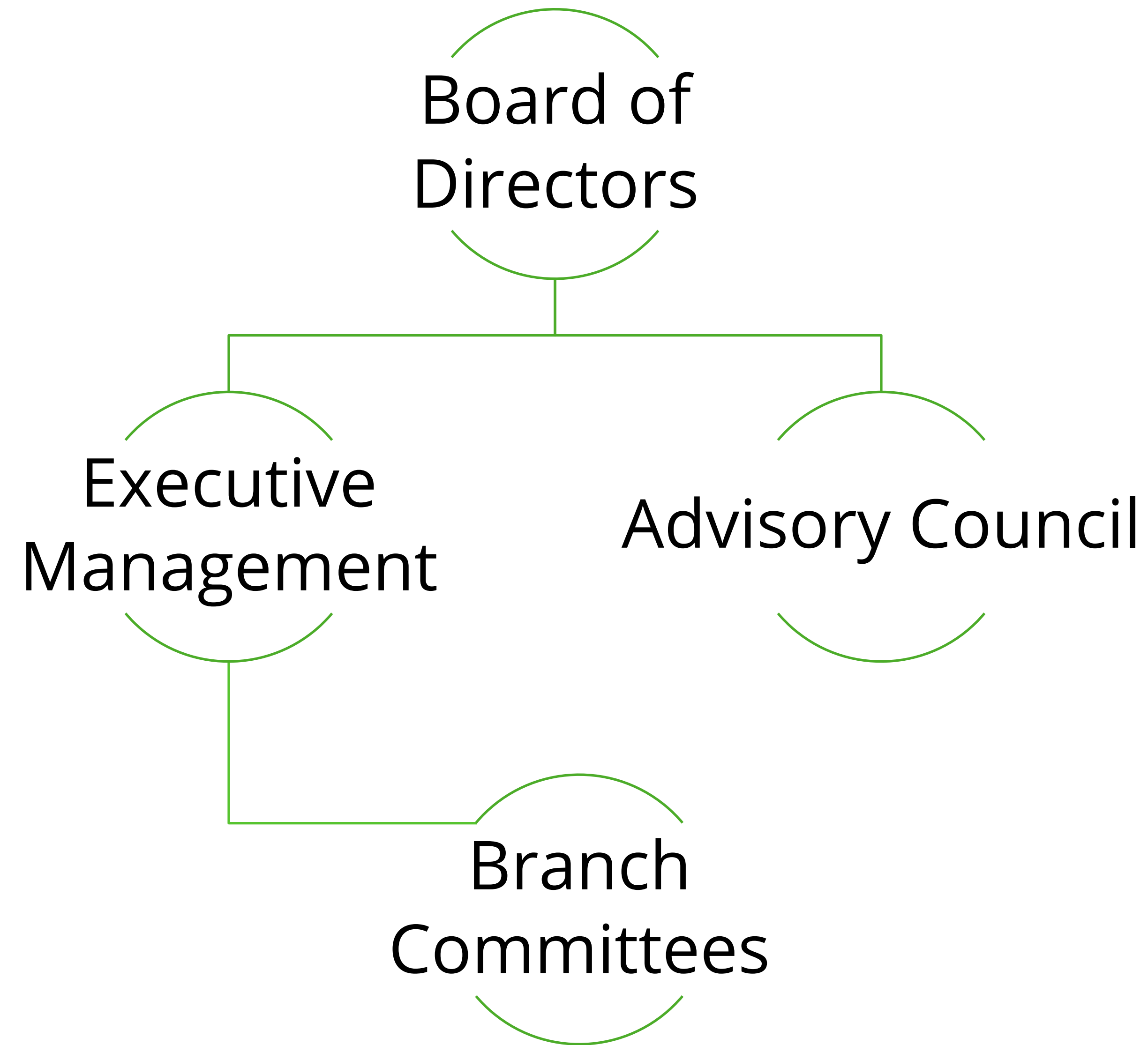
- Constituted by subject-matter experts, former & experienced management or board members and/or other relevant stakeholders who are not sufficiently represented in the organisation's decision-making processes elsewhere.
- Advises the Board of Directors & Executive Management as requested.

Executive Management

- Designs & implements overarching vision, plan & policies.
- Admin of membership registration & fees.
- Management of the "virtual platform" (e.g. member platform, database, newsletters, social media).
- Support of the "physical platform" (in each country) & coordination of international activities.
- Standardisation of communication & other practices.
- Monitoring & evaluation, incl. capturing & disseminating of organisational best practices.
- Enforcement of the code(s) of conduct.

Branch Committees

- Elected by branch members or – if circumstances so require – appointed by the Executive Management.
- Management of the "physical platform" (i.e. organising of local events/activities).
- Grassroots networking & relationship-building among local stakeholders.
- Recruitment for all membership types (e.g. individuals, companies, NGOs, government, universities).



Why do we do it

Japanese need access to reliable local knowledge and partners in Africa.

Africans need Japanese and other Africans with whom they can do business or other projects in Africa or Japan.

なぜカケハシアフリカは活動するのか

日本人にとっては、信頼できる
アフリカ現地の知識とパートナーを
得ることが必要であり、アフリカ人
にとっては、日本とアフリカにおいて
共にビジネスやプロジェクトを実施で
きる日本人パートナーが必要と考える
からです。

3 Code of conduct

We have created a code of conduct to which all persons must agree upon formally registering as a member of the organisation. The purpose of the code of conduct is to help us maintain integrity and professionalism in our network.

The code of conduct can be found online in the registration process.

Example extract from the code

General Code of Conduct

Last Updated: 2019-03-11

- Requests will be listened to effectively and the necessary actions should be taken within **48 hours**.
- We will work to resolve issues with fellow members and management members by discussing problems directly and working toward agreed upon solutions. If an agreement cannot be reached, the case should be escalated to a superior.
- We will hold ourselves and others accountable for addressing inappropriate comments and behaviour.
- We shall be mindful of the time-zone when contacting someone.
 - The time-zone should always be mentioned in internal communications.
- We shall end all encounters in a courteous and professional manner.

Discrimination

Every member has the right to fair, polite and respectful treatment by both internal and external stakeholders. No one may be harassed, discriminated or, without justified reason, placed at a disadvantage on account of sex, race, caste, colour of skin, nationality, political inclinations, age, physical constitution or outward appearance.

Every member is obliged to respect the personal sphere of other members. Sexual harassment is prohibited.

4

Tools & processes

We have implemented a range of tools to support the management of our organisation. Furthermore, the new interim executive management has had consistent monthly meetings and several ad hoc function-specific meetings since its creation.

Name	Function	Status
Slack	Management communication	Fully implemented.
Trello	Task management.	Fully implemented.
Skype	Default meeting platform.	Fully implemented.
Google Drive	File repository.	Under review.
Google Docs	Meeting minutes.	Fully implemented.
Google Calendar	Management dates.	Fully implemented.
Airtable	Stakeholder intelligence / BI database.	Under review.
Wild Apricot	Organisational website, member management, election polls, newsletter and private social network platform.	Partially implemented.
Facebook Group	Temporary online member platform.	Fully implemented.
Facebook Page	SNS marketing.	Partially implemented.
LinkedIn Company Page	SNS marketing.	Partially implemented.
MailChimp	Temporary newsletter tool.	Partially implemented.



Facebook Group:

www.facebook.com/groups/abeinitiative



Facebook Page:

www.facebook.com/kakehashiafrica



LinkedIn Page:

www.linkedin.com/company/kakehashi-africa





FACEBOOK STATS

1,049+ group members

205+ page likes

April 2019



LINKEDIN STATS

48+ followers

April 2019

5

Database

We have systematically captured the contact details of nearly all 5th batch ABE Initiative participants and integrated all our information on previous batches into one new, relational database.

515

Total contact application records
from ABE Initiative participants.

112 of 118 (95%)

ABE Initiative participants of the
5th batch have provided their
details.



Country branches

Our chapter coordinators in Africa have managed to establish several branches across the continent.

More are in the process of being established.

Northern Africa



Morocco

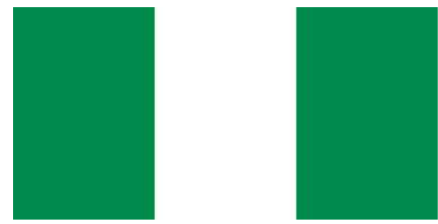
Branch manager:
Nabila Elfazazi



Algeria

Branch manager:
Adel Messaoudi

Western Africa



Nigeria

Branch manager:
Bulus Emanuel



Cote d'Ivoire

Branch manager:
Didier Gohourou



The Gambia

Branch manager:
Rosamond Felicia
Mendy



Senegal

Branch manager:
Mamadou Diouf



Niger

Branch manager:
Souleymane Diouaga



Burkina Faso

Branch manager:
Tanou Mariam



Mali

Branch manager:
Souraki Sima

Central Africa



Cameroon

Branch manager:
Abeme Freddy

Deputy branch manager:
Bate Moses

Finance manager:
Numfor Solange

Marketing manager:
Awungabe Flavis

Stakeholder manager:
Teshoukong Agendia



DRC

Branch manager:
Anouchka Tuluka

Deputy branch manager:
Christopher Mbelani

Finance manager:
Joe Mokoy

Marketing manager:
Zico Nsiala

Stakeholder manager:
Yannick Munyeku

Eastern Africa



Kenya

Branch manager:
Martin Alube



Tanzania

Branch manager:
Henry Miku

Southern Africa



Mauritius

Branch manager:
Nawshin Mahadoo



Zimbabwe

Branch manager:
Edimus Masona



Madagascar

Branch manager:
Zo Havana



Zambia

Branch manager:
Jones Chimfwembe



Events

We have participated in several events to promote our brand among Japanese stakeholders and ABE Initiative participants.

UNDP Afri-Converse Jan 25, 2019





ABE Initiative Networking Fair for Northern Western and Central Africa



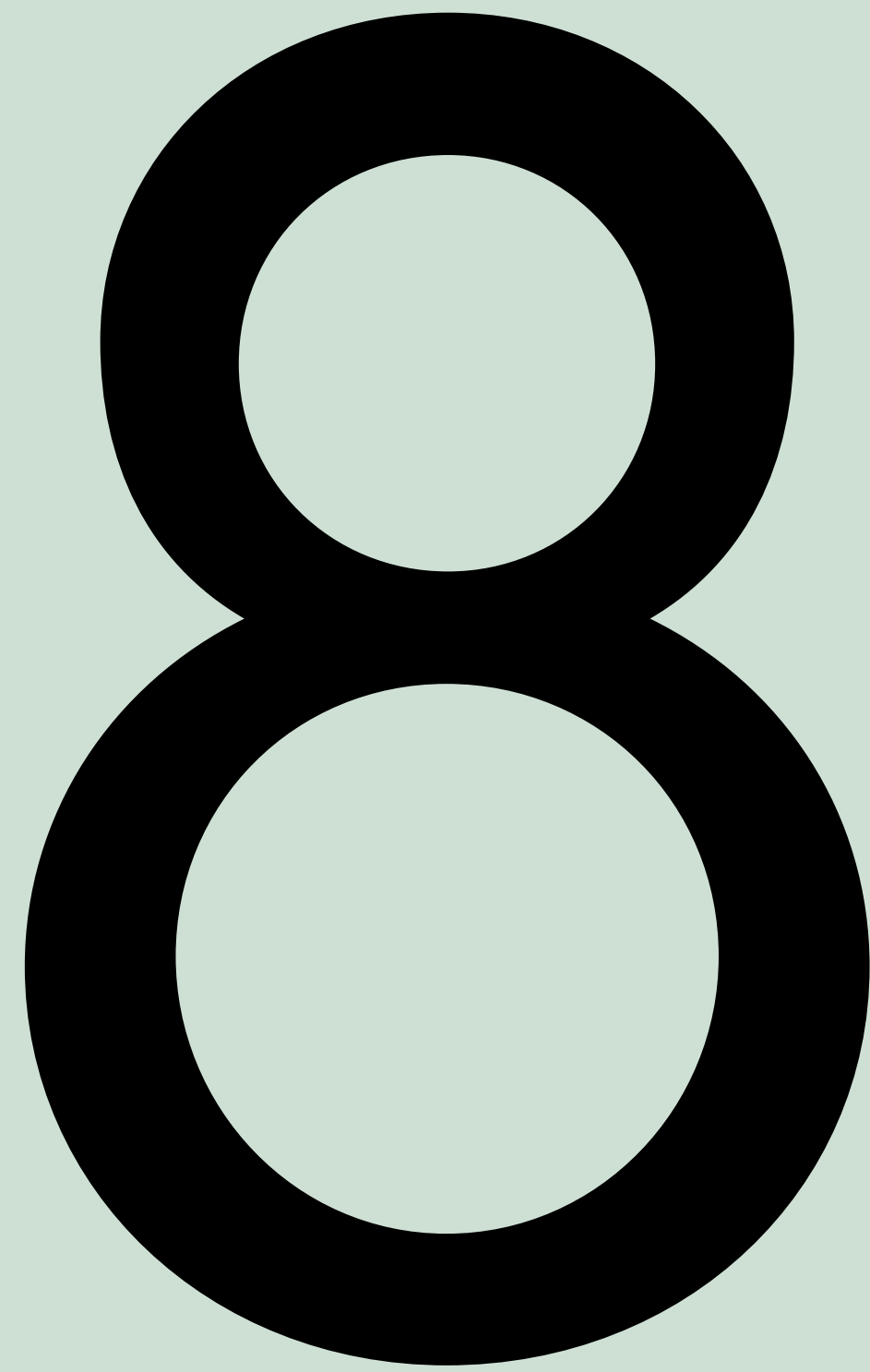
Morocco Business Fair
Feb 19, 2019



5th Batch Joint-Programme

Mar 14, 2019





Member platform

We have setup an online member platform that allows persons, companies and other entities to formally sign-up and pay as members, find other members and access and create member-only content among other features.

The platform also eases the review of member applications, accounting of fees, moderation of content, sending of newsletters and facilitation of elections among other functions.



Visit

www.kakehashiafrica.com



87

ABE Initiative participants who have
formally registered on the platform in
the past month.

iii Member platform

Overview of functions of the new site, the membership types, benefits and fees.



Registration

JOIN US

Select membership level

- * Membership level
- ☐ **(1) ABE Initiative Membership - Free**
Subscription period: Unlimited
Any individual who is currently enrolled in or successfully completed the ABE Initiative programme.
 - ☐ **(2) Regular Individual Membership - ¥3,000.00 (JPY)**
Subscription period: 1 year
No automatically recurring payments
Any individual who has an interest in Africa-Japan relations.
 - ☐ **(3) Associate Membership - ¥10,000.00 (JPY)**
Bundle (up to 5 members)
Subscription period: 1 year
No automatically recurring payments
Any non-profit organisation or academic institution that has an interest in Africa-Japan relations.
 - ☐ **(4) Corporate Membership - ¥20,000.00 (JPY)**
Bundle (up to 7 members)
Subscription period: 1 year
No automatically recurring payments
Any company that has an interest in Africa-Japan relations.

Register for different types of membership and pay membership fees.

Member profile

Edit, update and control the privacy of your member profile at any time online by yourself.

My profile

EDIT PROFILE







[My directory profile](#)

[Profile](#) [Privacy](#) [Email subscriptions](#) [Member photo albums](#) [My event registrations](#) [Invoices and payments](#)

✔ Show profile to others

DETAILS TO SHOW

(in member directories, forum and blog posts)

	Anybody	Members	No access
 Photo album			
 Send message form			
 Membership level			
User ID			✕
First name	🔒		
Last name	🔒		
Email			✕
Phone			✕
Avatar	🔒		

Member directory

Easily search for other members, view their profiles and contact them.

Advanced search...

Search: Found: 5

Name	Country of origin	Membership
de Wet, Nico	South Africa	(1) ABE Initiative Membership
Hussain, Ahista	South Africa	
Makgopela, Selina	South African	
Manganye, Martin	South Africa	
Mthombeni, Bonginkosi	Republic of Sou	

Nico de Wet

SEND MESSAGE

MEMBER PROFILE DETAILS

Membership level

(1) ABE Initiative Membership


First name

Nico

Last name

de Wet

Avatar



Gender

Male

Language(s)

Afrikaans, English, Japanese (JLPT N3)

Nationality

South Africa

Country of residence

Japan

City of residence

Tokyo


Batch

3rd

News blog

NEWS


ADD POST



Ghana Nutrition Improvement Project

Abdullahi Elnaiem | 24 Mar 2019 6:28 PM

There was a meeting between Yusuke Takahashi from the Ajinomoto Foundation and Elvis Agyepong on Wednesday March 30th, 2019. The Ajinomoto Foundation wants to expand its work in Ghana. It aims to foster collaboration between ABE students and Japanese companies to build business opportunities for them.



Networking Event by JICA

Ahmed Osman (Administrator) | 19 Mar 2019 3:55 PM

On 13th of March, Kakehashi Africa had a booth during the networking event for the 5th batch organized by JICE and JICA. The event goal was to help the ABE students find internship and employment opportunities.

On the following day, Kakehashi Africa facilitated with JICE a number of workshops about business cooperation with the Japanese companies.

View the newest updates and reports of management members across the organisation.

If you are a management member, write an update or report and share it with all members here.

Opportunities forum

View, apply and/or share opportunities for employment, contracting, training, networking and other activities.

Opportunities

Use this page to view or post requests for research, services, funding or any other kind of resources.

[CREATE TOPIC](#) ☒ [Subscribe to forum](#)

Topic	Last message
African Presidential Leadership Program (APLP) - APPLY NOW	29 Mar 2019 10:23 AM Ahmed Osman (Administrator)
African Presidential Leadership Program (APLP)	20 Mar 2019 10:57 AM Ahmed Osman (Administrator)
Attend St Gallen Symposium in Switzerland all expenses paid	19 Jan 2019 11:24 AM Nico de Wet (Administrator)

Research blog

Research

Use this page to view or post your own articles about economic, business, social, cultural, political and/or Japan.

ADD POST



ABE Initiative: Human resource development or brain-dr

Nico de Wet (Administrator) | 13 Jan 2019 12:21 PM

On 5 December 2018, I had the privilege of participating in a seminar at Sophia University along with Dr. Kinyua Kithinji on the topic "Towards TICAD 7: Consolidating the African Voices."

My presentation focussed on whether the ABE Initiative scholarship and internship programme, International Conference of Africa's Development (TICAD), contributes to the human resource development. I enjoyed doing research on this topic!

Share your research and view the research of others.

This blog is an opportunity to deepen your own knowledge and promote yourself as a domain expert.

Free discussion forum

FREE DISCUSSION

Use this page to freely discuss any topics related to Africa, Japan and/or Kakehashi Africa.

CREATE TOPIC

✉ [Subscribe to forum](#)

Topic

Last message

[March 2019 Q&A Session](#)

[25 Mar 2019 8:21 PM](#)
Younes BENSASSI NOUR

[Code of Conduct](#)

[21 Mar 2019 11:16 AM](#)
Ahmed Osman (Administrator)

[What do you miss the most about Japan?](#)

[13 Jan 2019 11:28 AM](#)
Nico de Wet (Administrator)

CREATE TOPIC

Freely raise and discuss any topic of interest to Africa, Japan and/or Kakehashi Africa to/with other members.

Newsletters

The screenshot displays a web interface for managing newsletters. At the top, a progress bar shows five steps: 1. TEMPLATES, 2. DESIGN, 3. PREVIEW, 4. RECIPIENTS (current step), and 5. REVIEW AND SEND. Below the progress bar, a 'Save' button with a green checkmark indicates the current state is saved at 1:54 PM. The main area is titled 'Choose recipients and subject'. Under 'Recipients:', it shows 'No recipients' and two buttons: '+ Contact' and '+ Contact list'. A 'Clear' link is also visible. The 'Subject:' field is empty, with a placeholder text 'Type { to see available macros'. The 'Reply to:' field contains 'Nico de Wet' and a partial email address 'nico@'. A 'Tracking:' section has a checkbox for 'Enable link and open email tracking'. A modal window titled 'Add contact list' is open, showing a list of contact groups with checkboxes: 'All contacts', '1st Batch', '2nd Batch', '3rd Batch', '4th Batch', '5th Batch', '6th Batch', 'Central Africa Chapter', 'Eastern Africa Chapter', 'Japan Chapter', 'Northern Africa Chapter', 'Southern Africa Chapter', and 'Western Africa Chapter'. An 'Add selection' button is at the bottom right of the modal.

Receive a regular newsletter with a summary of all the latest content on the website.

Managers can also send targeted emails to the membership database based on any profile attributes, ensuring that messages are relevant to recipients.

Polls/elections

Poll details

DRAFT Not visible for members before publishing. Voting is not yet open

Edit

Preview

Publish

General

Questions

Results

Access & settings

Kansai Branch Manager

- ☐ Person A
- ☐ Person B
- ☐ Person C

Kansai Deputy Branch Manager

- ☐ Person D
- ☐ Person E
- ☐ Person F

Vote online for your representative and know that all votes are secure and restricted to registered members on the website.

Tentative membership structure

Type	Fee	Eligibility
ABE Participant	¥TBD p/a	Any individual who is currently enrolled in or successfully completed the ABE Initiative programme.
Regular Individual	¥TBD p/a	Any individual who has an interest in Africa-Japan relations.
Associate	¥TBD p/a	Any governmental, non-profit or academic organisation that has an interest in Africa-Japan relations.
Platinum Associate	¥TBD p/a	Any governmental, non-profit or academic organisation that has an interest in Africa-Japan relations.
Corporate	¥TBD p/a	Any for-profit company that has an interest in Africa-Japan relations.
Platinum Corporate	¥TBD p/a	Any for-profit company that has an interest in Africa-Japan relations.

TBD = to be determined
p/a = per annum

Functional benefits

Benefit	ABE Participant	Regular Individual	Associate	Platinum Associate	Corporate	Platinum Corporate
Member directory	X	X	X	X	X	X
Opportunity forum	X	X	X	X	X	X
Research blog	X	X	X	X	X	X
Free discussion forum	X	X	X	X	X	X
Receive newsletter	X	X	X	X	X	X
Participate in events	X	X	X	X	X	X
Logo on home page				X		X

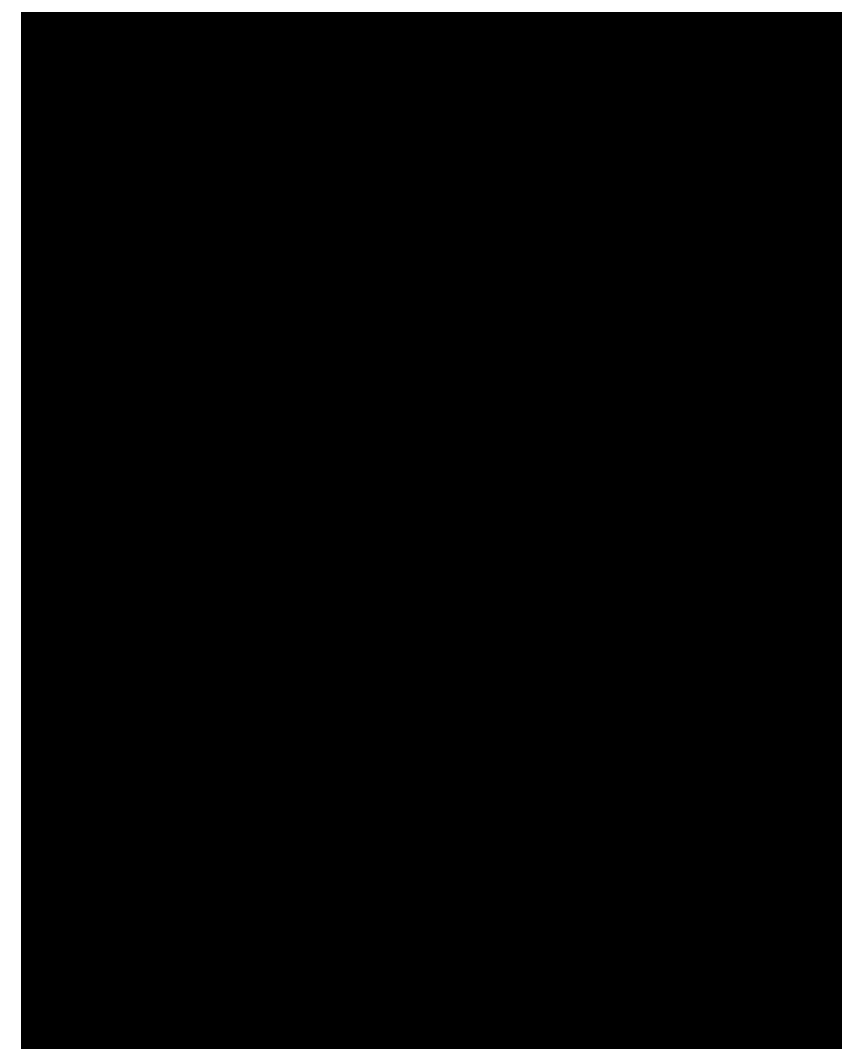
Leadership & voting benefits

Benefit	ABE Participant	Regular Individual	Associate	Platinum Associate	Corporate	Platinum Corporate
Eligible for management positions	X					
Eligible for Chapter Representative	X					
Vote for Chapter Representative	X	X	X	X	X	X
Eligible for Associate Representative	X	X	X	X	X	X
Vote for Associate Representative			X	X		
Eligible for Platinum Associate Representative	X	X	X	X	X	X
Vote for Platinum Associate Representative				X		
Eligible for Corporate Representative	X	X	X	X	X	X
Vote for Corporate Representative					X	X
Eligible for Platinum Corporate Representative	X	X	X	X	X	X
Vote for Platinum Corporate Representative						X



iv Elections

Overview of the new proposed
Board structure and election &
management appointment
processes and schedule.



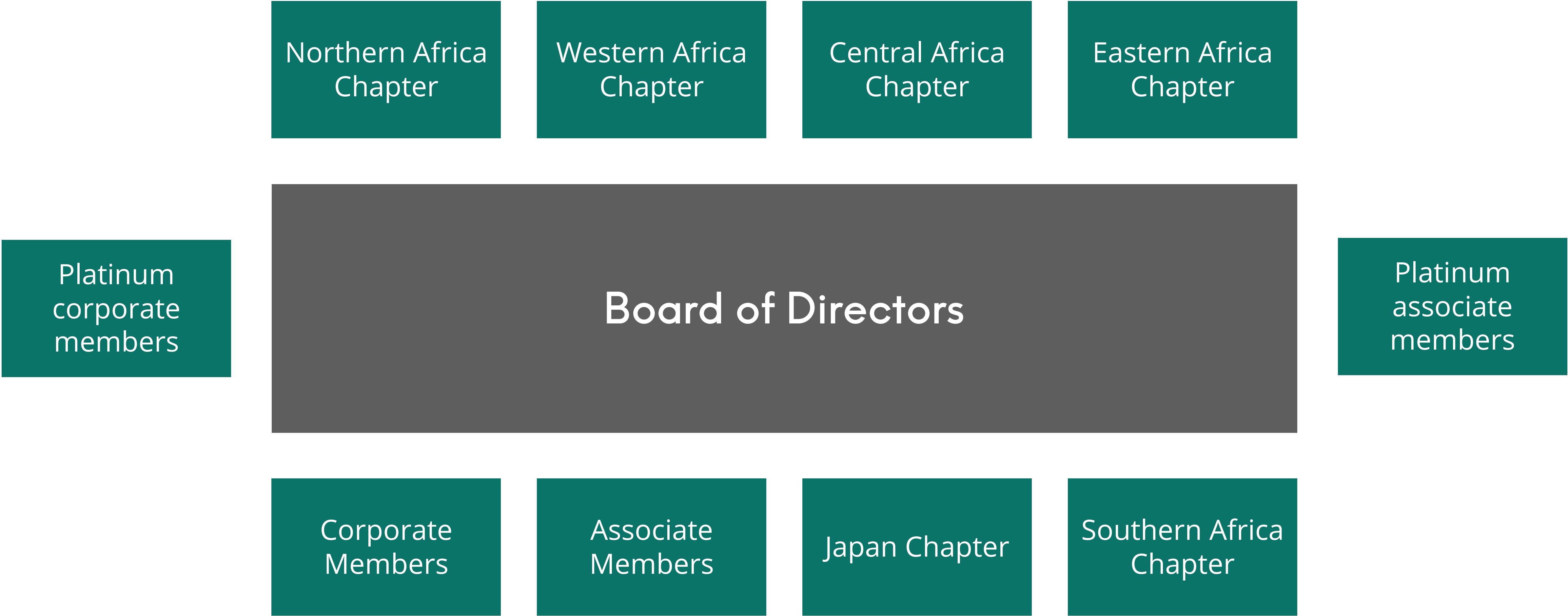
Election plan

- The constitution will be amended to create clear, simple and open electoral and appointment processes and increase accountability.
- Elections will be for a position on the newly created Board of Directors (“the Board”) and NOT for the Executive Management.
- The Executive Management will be appointed by the Board and will be directly accountable to the Board.

The Board

There will tentatively be 10 elected positions on the Board:

- 1 representative from each chapter (total 6).
- 1 representative from all associate members.
- 1 representative from platinum associate members.
- 1 representative from all corporate members.
- 1 representative from platinum corporate members.



Tentative election logistics

- One week online election.
- **Dates:** Monday, 29 April at 00:00 to Friday, 3 May 2019 at 23:59.
- Voting will take place through the new members website's built-in polling mechanism.
- The electoral profiles of candidates will be available on the website.
- Only members who have become formal members through the new website can be candidates and/or vote.

Process for election of the Board

1. An electoral commission (EC) is appointed.
2. Candidates from each chapter send their profiles to the EC.
3. The EC setups the online polls.
4. Members vote for a Board Member from the candidates in their chapter.
5. The candidates who received the most votes in each chapter are announced.
6. The Board elects a Chair and Secretary. The Secretary organises and take minutes of Board meetings. The Chair has the deciding vote when a vote on any decision is tied.

Process for the appointment of the CEO

1. Members send their applications to become the CEO of the Executive Management to the EC who in turn make it available to all members.
2. If a Board Member decides to run for the position of CEO - or any other Executive Management position – he/she will temporarily be replaced by the runner-up candidate for his/her position on the Board. This replacement will become permanent if he/she is selected for the executive position and will be reversed if he/she is not selected.
3. The Board will vote for a shortlist.
4. Candidates on the shortlist are interviewed by the Board in person, through a video conferencing tool or any other means deemed appropriate by the Board.
5. The Board votes for the CEO.

Process for the appointment of the COO & CFO

1. Members send their applications to become the CFO & COO to the CEO.
2. The CEO selects the candidates and submits his/her picks to the Board.
3. The Board approves the appointments.

Process for the appointment of other Executive Management members

1. The COO designs, establishes and announces an appropriate management structure in consultation with the CEO and CFO and the approval of the CEO.
2. Members send their applications for the different positions in the management structure to the COO.
3. The COO selects the candidates in consultation with the CEO and CFO and submits his/her picks to the CEO for his/her approval.

Chapter Coordinators & Branch Managers

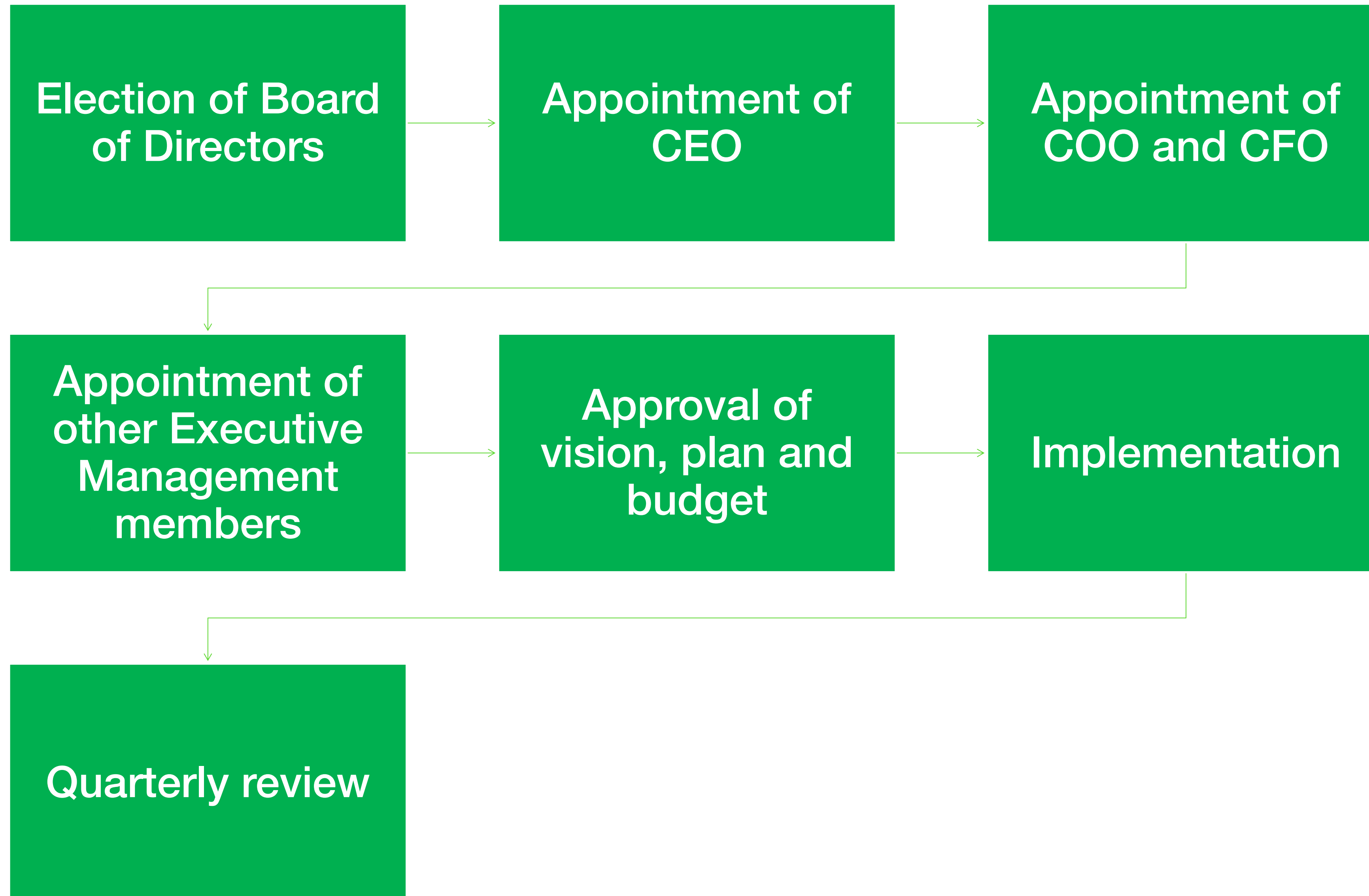
1. Chapter Coordinators are appointed by the COO in consultation with the CEO, CFO and the board representative of the relevant chapter and the approval of the CEO. The chapter board representative must help the COO to recruit candidates. The COO may use an election or opinion polling among the branch managers of the relevant chapter to direct or inform his/her appointment.
2. **Branch committees (Country/Regional):** The Chapter Coordinator decides (with the COO) whether to have an independent branch election or appoint the branch manager in consultation with branch members of a specific branch and with the approval of the COO.

Preference is given for an election. If the decision is to make an executive appointment instead, there must be a clearly communicated and open application process.

Post-election management process

1. The Board meets once every quarter (3 months) where the CEO must report to and answer questions of the Board with the support of the COO and CFO. The Board must approve the vision, plan and budget of the Executive Management.
2. The tenure of executive members is one year. However, the Board can remove the CEO or any other executive member by a majority vote during a quarterly or special meeting. The CEO can remove the CFO, COO or any other management member at any time. The COO can remove any management member appointed by him/her with the approval of the CEO.
3. The Executive Management meets every month or more regularly if so decided by the CEO, CFO and COO.
4. Working meetings with relevant executive management members are scheduled as needed.

Summary



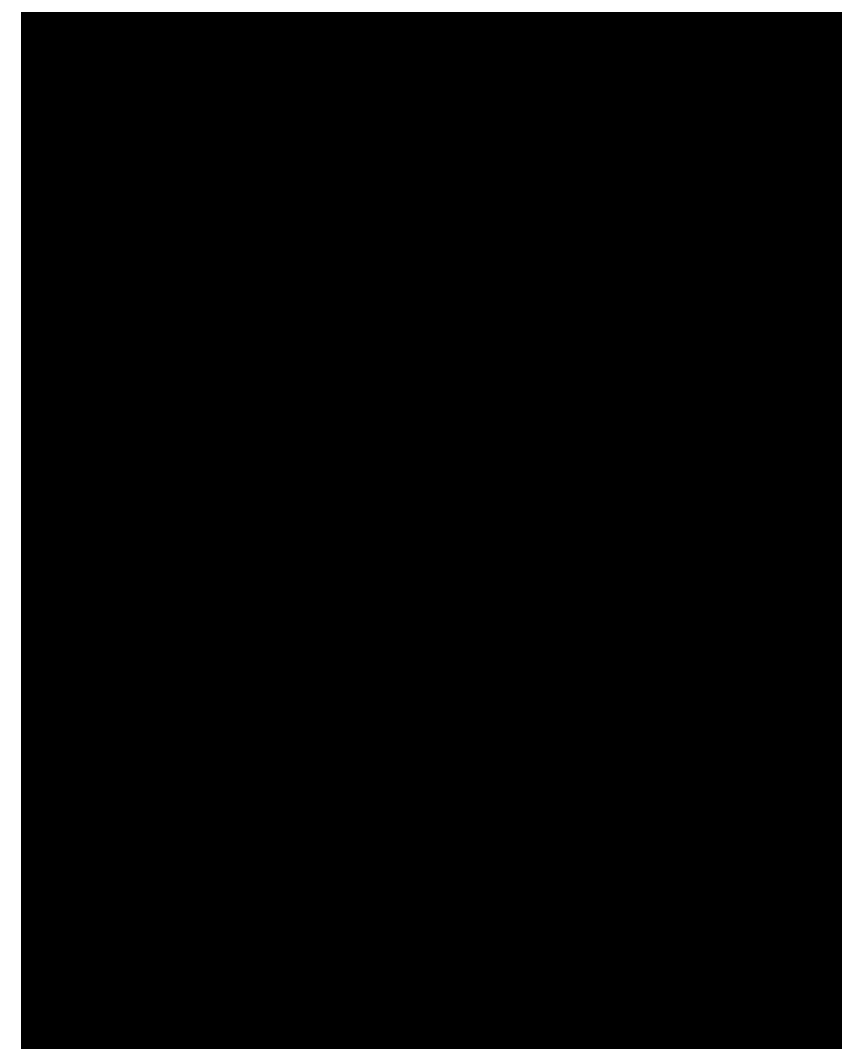
Tentative schedule

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v Take ownership

11 ways to become involved,
help actualise the potential of
Kakehashi Africa and reap your
return of investment in the
ABE Initiative.



1

Like/follow/join our social media channels

The simplest way of helping Kakehashi Africa is by joining our Facebook Group, liking our Facebook Page and/or following our LinkedIn Page.

The larger our audiences on these channels, the more people will be exposed to our messages and the more stakeholders in Africa-Japan relations will realise we are a force to be reckoned with.

Facebook Group: <https://www.facebook.com/groups/abeinitiative/>

Facebook Page: <https://www.facebook.com/kakehashiafrica/>

LinkedIn Page: <https://www.linkedin.com/company/kakehashi-africa/>

2

Become a formal member

The second simplest way of helping Kakehashi Africa is by becoming a formal member.

The larger our network, the more attractive our network will become and the more people, companies and other organisations will join.

Go to the new website and sign-up. Currently, membership for current and former ABE Initiative participants is free of charge.

Registration page: <https://kakehashiafrica.com/join-us>

3

Recruit other members

Ask other current or former ABE Initiative participants to join too.

Furthermore, as soon as Kakehashi Africa becomes a registered entity, our membership will open-up to other individuals and entities as well. Help us to recruit these persons or entities by promoting Kakehashi Africa in your own network.

In order to secure the sustainability of Kakehashi Africa and raise funding for new possibilities, these persons and organisations will be charged a membership fee. Therefore, by recruiting African, Japanese and other professionals, companies, non-profit, academic and other organisations, you will help us become sustainable and enable the development of new value.

4

Share an opportunity

Post requests for particular skills, knowledge or contacts or share information on grants, scholarships, conferences and competitions that can be to the benefit of others on our Opportunities Forum.

The value of our network is determined by the ability and willingness of our members to open-up doors for each other. Contribute to this value by sharing opportunities on the member platform.

Opportunities forum: <https://kakehashiafrica.com/opportunities>

5

Comment and/or post articles

Visit the blogs and forums on the member platform and ask a question or give your opinion on someone else's post.

Create more content by publishing an article on your research or starting a discussion topic. Your article does not need to be long. You can even share the abstract of your thesis of your ABE Initiative master's degree.

Our network will become more valuable the more information and knowledge can be gained through it.

Research blog: <https://kakehashiafrica.com/research>

Discussion forum: <https://kakehashiafrica.com/discussion>

6

Establish or join a local branch committee

Expand and strengthen our presence across the African continent and Japan by either establishing a branch or joining an existing branch.

If you need the contact details of your local branch to know how you can become involved, contact us.

If you are unsure whether a branch exists in your country or region and/or you are unsure how to establish a branch, please contact us.

Our ability to recruit, mobilise and tap into the resources of individuals, companies, institutions and other organisations across the continent and Japan can be improved by the scope and strength of our physical presence and efforts across Africa and Japan.

Submit your inquiries here: <https://kakehashiafrica.com/contact>

7

Organise or participate in events

Attend events organised or supported by Kakehashi Africa. Use the opportunity to network actively with other attendees.

The bigger our events and those we support and the more proactive we are in connecting with others, the more people would want to join our organisation.

You can help even further by presenting at events, if needed (e.g. symposiums), or take initiative and help a local branch to organise an event.



8

Vote

Vote for representatives on the Board of Directors and your local branch committee.

The effectiveness of our leadership and management depends on the extent to which we keep them accountable and keep their positions competitive.

9

Apply for an executive management position

When a position in the executive management or associated project team opens up, apply for it.

Kakehashi Africa can only be and become that for which we are willing to commit time and effort.



Run for the Board election

Make yourself available to represent your chapter or another constituency on the Board of Directors.

The deadline for candidate applications is **Friday, April 26, 2019.**

The Board will be the most influential body in steering the management of Kakehashi Africa and keeping the management on its toes. The more members run for the Board election, the more competitive it would be and the more seriously those who are elected to it would take up their positions.

11

Give us feedback

Share your ideas with, give constructive criticism and/or provide encouragement to the Board of Directors, executive management and/or your local branch committee.

The leadership and management of Kakehashi Africa can only represent you, give effect to your ideas and address your concerns if they know what goes on in your head. Therefore, do not hesitate to contact anyone in the leadership and management structures directly.

If you think that someone in the leadership and management structures does not take your messages seriously, please send a complaint on the contact page: <https://kakehashiafrica.com/contact>.



Source: Edson Chilundo

Thank you
ありがとうございます

If you have any questions feel free to submit them on the contact page at <https://kakehashiafrica.com/contact>
or send an email to the COO at nico@kakehashiafrica.com.