

October 2023

# ***MOMENTUM***

## World YMCA Change Agents 5.0

Mid-Year Report for Partners and Stakeholders

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# Overview

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**The Change Agents Cohort 5.0 launched on 5 April 2023 with 115 participants from 56 countries.**

The Change Agents programme is YMCA's worldwide signature commitment to elevate and amplify youth voices and provide agency for young leaders around the world to drive change in their local communities.

Young people joining this programme are seeking connection to key representatives of youth organisations, business entities, public agencies, academia and researchers. They are looking to develop knowledge, build networks and new skills on how to develop collective local solutions to the challenges they face, and deliver

impact on YMCA Vision 2030 in their YMCAs, communities and the world.

Their level of skill varies greatly - some are novices, some are experts in their field. Participants are a mix of native and non-native English speakers. The primary source of recruitment for the programme comes from local YMCAs around the world.

Change Agents 5.0 wraps up in 2024 with the **Vision 2030 Leadership Accelerator Summit** in Mombasa, Kenya. The summit culminates in a graduation ceremony.



# Programme Snapshot

A quick look at the first five months of the Change Agents programme.

## April 2023

- Participants' live webinar engagement with experts to promote case studies and understanding of past, present and future YMCA and its role in empowering young people.
- Delivery of Module 1 on *YMCA History and YMCA Vision 2030 Strategy*. This module aims to promote participants' understanding of the perspectives and philosophy behind local, national, regional and global YMCA leadership, non-profit governance and YMCA Vision 2030 strategy.

## May 2023

- Participants' Teams met with respective Team Champions to debrief on key takeaways from the history of the YMCA modules and programme elements and provide feedback on participants' progress.
- **Gallup's** Clifton Strengths Assessment coursework aimed to help participants understand their strengths and apply a strength-based approach to leadership and career growth. The individual assessment results provided participants with an in-depth report and results on their abilities.
- Participants' teams convened with their designated Team Champions to discuss and review the essential insights from the Clifton Strengths Assessment modules and programme components and offer input regarding the progress of the participants.



YMCA Founder  
**George Williams**

## June 2023

- Delivery of the Communicating for Influence coursework by **The Colin James Method** served to transform participants' ability to communicate and influence effectively in their workplace with the three weeks' public communication skills training program.
- In this online webinar, the YMCA young leaders heard from an expert panel on creating change, including outlining goals, mobilising resources, taking action and fostering collaboration.

## July 2023

- Delivery of *Make Change Happen* module 4 in partnership with **Oxfam**. The coursework included lessons, discussion forums, self-reflection, quizzes, assignments, case studies and testimony from changemakers around the world.
- Participants' teams convened with their designated team leaders, known as Team Champions, to discuss and review the essential insights gained from the Building Movements modules, programme components and offer constructive feedback regarding the participants' advancement.

## August 2023

- Participants actively engaged in live webinar featuring experts, aiming to facilitate the exploration of case studies and foster a comprehensive understanding of fundraising and philanthropy, organizational partnership and impact investing.

# New skills for the 21st Century YMCA



The programme incorporates content across six main modules. Since the cohort's official launch in April 2023 through August 2023, selected participants have engaged in curated delivery of world-class micro-credentialed learning content across four modules.

## YMCA Context

Curated and delivered by World YMCA, this module aims to promote participants' understanding of the perspectives and philosophy behind local, national, regional and global YMCA leadership and governance. It allows participants to analyse their role as leaders in the worldwide YMCA Movement.

The module covered topics on YMCA History and YMCA Global Governance.

## YMCA Vision 2030

Covering topics on *Understanding YMCA Vision 2030* and the *Role of Young People in implementing YMCA Vision 2030*, this module was curated and delivered by World YMCA. It aimed to enhance the development of skilled, innovative, and solution-oriented YMCA young leaders.

## Building Movement for Change

World YMCA partnered with **Oxfam** to provide access to the Make Change Happen Course. Over four weeks, participants learned about the context of change, taking a power and systems approach, the power of collective action and influence, developing strong messaging and narratives for change and overcoming challenges to continue on the change journey.

## Transformation 101

The World YMCA partnered with **Gallup** and **the Colin James Method** to give participants the tools to build the right leadership skills within themselves to advance community impact in their chosen spheres of influence.

### Clifton Strengths Assessment by Gallup

helped participants apply a strength-based approach to leadership and career growth. The assessment provided participants with an in-depth report and results on their abilities and understanding of how to leverage identified strengths and abilities to pivot their respective life goals in career and leadership.



**Hannah Lomax**  
Gallup UK

### Communicating for Influence by The Colin James Method

helped participants become more confident, empowered them to take up new challenges and increase their influence. Participants were afforded an opportunity to learn three ways of mastering communication skills to increase their influence by learning how to overcome nerves and focus on their audience, craft their content to appeal to their audience, and how to tell stories.



**Erica Bagshaw**  
The Colin James Method



# Learning Labs

## with leading experts

To kick start each learning module, Change Agents 5.0 facilitates participants' virtual live engagement with leading global experts and trainers on topics relevant to YMCA Vision 2030 and leadership development. Via Zoom, these five live webinars have been facilitated since the official launch of the cohort.

### Understanding Your Strengths

Knowing your strengths was presented by **Hannah Lomax**, Senior Workplace Consultant for **Gallup UK**. She said, "Talents are naturally occurring behaviours or thought patterns that can be productively applied. For instance, I love talking to and meeting new people, so I thrive in that type of work environment".

### YMCA History and Governance

World YMCA Executive Committee Member **Karren Joy Fetalvero** moderated a panel discussion looking at the history of the YMCA. Panellists (below, l-r):



**Karren Joy Fetalvero**

- **Claude-Alain Danthe**, World YMCA digital strategist/archivist
- **Juan Carlos Martinez**, YMCA Colombia
- **Dorina Lluka-Davies**, National General Secretary, YMCA Kosovo
- **Miguel Angel Font Díaz-Carballo**, FIBA Foundation, Senior Curator



### Building Movement for Change

Powerful. Inspiring. Those were just two words Change Agents used to describe the online learning lab on Thursday, 6 July 2023. The YMCA leaders heard from an expert panel on creating change, including outlining goals, mobilising resources, taking action and fostering collaboration.

### Mastering the Art of Communication

From their living rooms, camp and even a small bus in Ghana, Change Agents attended a virtual meeting on 8 June 2023 to learn about improving their communication skills and boosting their social media profile.

Two speakers, **Erica Bagshaw** of **The Colin James Method** and social media expert **Daizy Maan**, explained how effective communication plays a pivotal role in expressing ideas, building connections, and achieving and influencing desired outcomes.



**Daizy Maan**  
Social Media Expert

### Making Friends With Money

In a panel discussion moderated by **Kevins Randiek**, leaders from across the globe discussed philanthropy (our love of humanity), fundraising (the tool to support the underlying value of philanthropy) and collaboration. Panellists(below, l-r):



**Kevins Randiek**

- **Sheri Noer**, CFRE, Y-USA: Build authentic relationships to get funding streams.
- **Komal Sahu**, AVPN: There must be intent to create impact with the investment.
- **Ellah Mangwiza**, YMCA of Greater Toronto: Have a shared purpose and goal.
- **Rocío Solís Vargas**, YMCA Perú: We say, 'Those who ask for too little are crazy'.



# Coaching and Mentoring

## Team Champions

Change Agents work in action learning teams. Alongside each team are two Champions who are integral to supporting their journey. On 30 March 2023, 12 Team Champions met for a virtual onboarding session and collectively co-created the Team Champions Creed underpinned by guiding principles and practices that will strengthen the lasting impact of the Team Champions role. They also established ways of engagement.

## Mentors

On 31 July 2023, 55 World YMCA Change Agent mentors and mentees met for a virtual onboarding session. As part of the Change Agents programme, participants have the option to work with a mentor for the duration of the programme and potentially to continue once the Mentee has completed the programme. Having a Mentor allows a participant to engage in a one-to-one relationship with an experienced individual who can coach the participant's personal, leadership and professional development.



*The Team Champions met virtually for the first time on 30 March 2023.*



**Alvin Cheung-heng KAN**

Team Champion  
Team J

“Being a Team Champion is a wonderful way to remember my time as a Change Agent (2013-2014)! I have teamed up with **Emily Greco**, an experienced Y Australia leader and former Change Agent, and she helped me a lot.

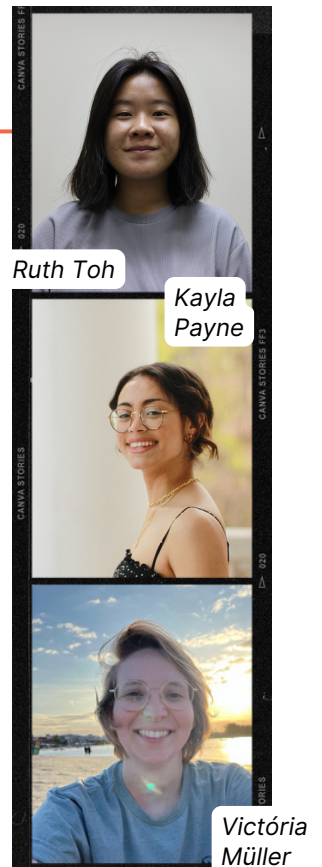
My role is to promote effective communication among Change Agents so everyone can express their thoughts and ideas. I regularly monitor the team's progress, identify areas where the Change Agents can improve and work with the team to develop solutions. Our Team has regular online debriefs. I enjoy these, as they are an important source of energy to keep them motivated.

# Ready to Ignite

Quarterly *Ignite Show* focused on sharing Vision 2030 achievements provided unique opportunity for Change Agents.

Programme participants were presented with an opportunity to join the *YMCA Ignite Show* for an exclusive live interview. The *Ignite Show* showcases how YMCAs worldwide are working on the four Pillars of YMCA Vision 2030: Community Wellbeing, Meaningful Work, Sustainable Planet and Just World.

Three Change Agents had the opportunity to appear live and share what they enjoy in the Change Agents programme, what they do with the YMCA, and how they are implementing Vision 2030 in their YMCAs. **Ruth Toh** from the Metropolitan YMCA Singapore appeared on the second edition of the show in May 2023, and **Kayla Payne** from YMCA of the USA and **Victória Müller** from YMCA Brazil appeared in September 2023.



## Change Agents Cohort 5.0

By the numbers April-August 2023

**115** Change Agents

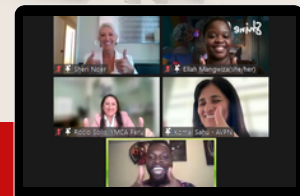
**12** Team Champions  
**55** Mentors

**56** Countries represented across **6** continents

**10+**  
Partners



**30 hours**  
of live engagements from **20+** contributors



# Partners in Progress

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**We believe in the transformative power of partnerships. They bring together diverse perspectives, resources, and expertise, allowing for the collaborative pursuit of common goals.**

## **Sqiyo: Game-Changing Journey of Networking**

Building on the 6 July 2023 peer networking event, participants were invited on a game-changing journey of Networking, Knowledge Sharing and Business Opportunities.

The World YMCA partnered with Sqiyio in order to further strengthen the Change Agent programme and to scale the benefit for the individual participant. Sqiyio is an online Knowledge-Network that helps participants find the right contacts by tapping into people's personal networks to e.g. find networking opportunities, job candidates, experts, sales opportunities, etc.; promotes knowledge exchange within and between individuals, companies or industry sectors; and provides users with a sophisticated incentive and reward system to find, harness even monetise human contacts.

During the 6 July learning lab, participants had the chance to speak to the co-founder of Sqiyio, Sandro Arnold, who outlined how



Change Agents will be using the platform to advance knowledge sharing. Subsequently, World YMCA has hosted a series of virtual introductory sessions to help participants learn how to use Sqiyio to find relevant Business and Networking Contacts, and enhance participants' understanding on how Sqiyio will help them build their personal brand as Knowledge Giver and Connector.

## **Learning Vault; Digital Verifiable Credentials**

The programme has partnered with Learning Vault to build an accredited digital passport for each YMCA Change Agent. This will provide global recognition for the skills and capabilities gained and the application of these by each Change Agent.

Learning Vault is a leading provider of targeted micro-credentials and RTO courses to help students and workers get the skills, knowledge and recognition they need to succeed.



# Igniting Transformation

## What our Change Agents say



### **Nick Mansfield**

YMCA Canada

The experience has shattered the notion that I am just one person - how could I possibly make a difference? We create a network of individuals that turns into a powerful global community, enacting the same unified change by different means across our planet. Through many ripples, we create waves.



### **Daliso Chavula**

YMCA Zambia

It has been interesting to interact with and build relationships with young people from different cultures.

If there is one takeaway for me under this programme, it would be that there are problems everywhere. But, we can always learn from those dealing successfully with challenges similar to our own.



### **Jess Jones**

YMCA Canada

One of our speakers, Daizy Maan, shared with us the concept that amateurs are more approachable than experts. Their passion, eagerness for adventure, and willingness to teach others what they know can be more valuable than someone less relatable to a beginner. When it comes to communication, I have learned if we start with curiosity, it opens up the conversation to more possibilities.



### **Essozimina Bamaze N'Gani**

YMCA Togo

It all started with searching for an ideal and appropriate setting to conduct my research work in 2018.

Who would have thought that a simple search for quiet to study could give rise to an experience that would transform and impact my life? And so it has!



### **Harsha Vijayantha**

YMCA Sri Lanka

The Change Agents programme helps me develop my leadership potential and provides opportunities to learn, grow and make contacts. It will help me build valuable leadership, teamwork and social skills in a welcoming environment where I can make friends and learn about new things to act as a real change agent.

## Change Agents programme reinforcing World YMCA's commitment to **enduring partnerships and collaborations**



The success of the YMCA Change Agents programme hinges on forging alliances with like-minded partners who share our passion, vision, and unwavering commitment to catalyzing positive change across the world by harnessing the potential and dynamism of its emerging young leaders.

Our esteemed partners play a pivotal role in enriching the experience of young Change Agents. These collaborative allies contribute by offering valuable resources, expertise, funding and mentorship opportunities.

**Partners gain the opportunity to elevate their brand before an exclusive cohort of young leaders.**

Our partnership approach is firmly rooted in co-creation and the shared pursuit of value. Together, we create an ecosystem where young individuals can flourish, building the foundation for their future success and societal contributions. Our partners' unwavering support is instrumental in shaping the leaders of tomorrow.

In return, partners gain the opportunity to elevate their brand before an exclusive cohort of young leaders, tap into a pool of exceptionally qualified prospective talent, and align their identity with a programme actively effecting worldwide change.

### Our partners



## How our partners make an impact

**We have identified five main areas where our partners contribute to and support the mission of the Change Agents programme.**

### **Youth-Led Solutions Initiative (YLSI) Fund**

Organisations can allocate financial resources towards alumni activities and initiatives that further enhance and expand upon the insights, expertise, and experiences gained by participants during the programme. The YLSI Fund serves as a platform for partners to actively support and collaborate with programme alumni, empowering them to design and implement youth-led community projects or orchestrate events that deliver substantial benefits to young individuals across the globe.

### **Event Patronage**

The programme organises significant events that present excellent sponsorship opportunities for partners, allowing them to co-brand these events and showcase their companies prominently. These events encompass the YMCA Vision 2030 Accelerator Summit and various virtual and in-person alumni gatherings.

### **Learning Labs Speakers**

Partners may nominate their senior executives, employees, associates, and/or clients to participate as esteemed speakers in our Learning Labs. These guest speakers enrich our programme by imparting insights from their own leadership journeys and offering our participants perspectives on a range of current and relevant topics.

### **Mentorship**

Employees and associates within your organisation can contribute their time and expertise by taking on the role of a mentor. Our mentors play a crucial role in supporting and guiding selected mentees, aiding them in achieving their objectives and bolstering their leadership capabilities.

### **Internship, Placements and Employment Opportunities**

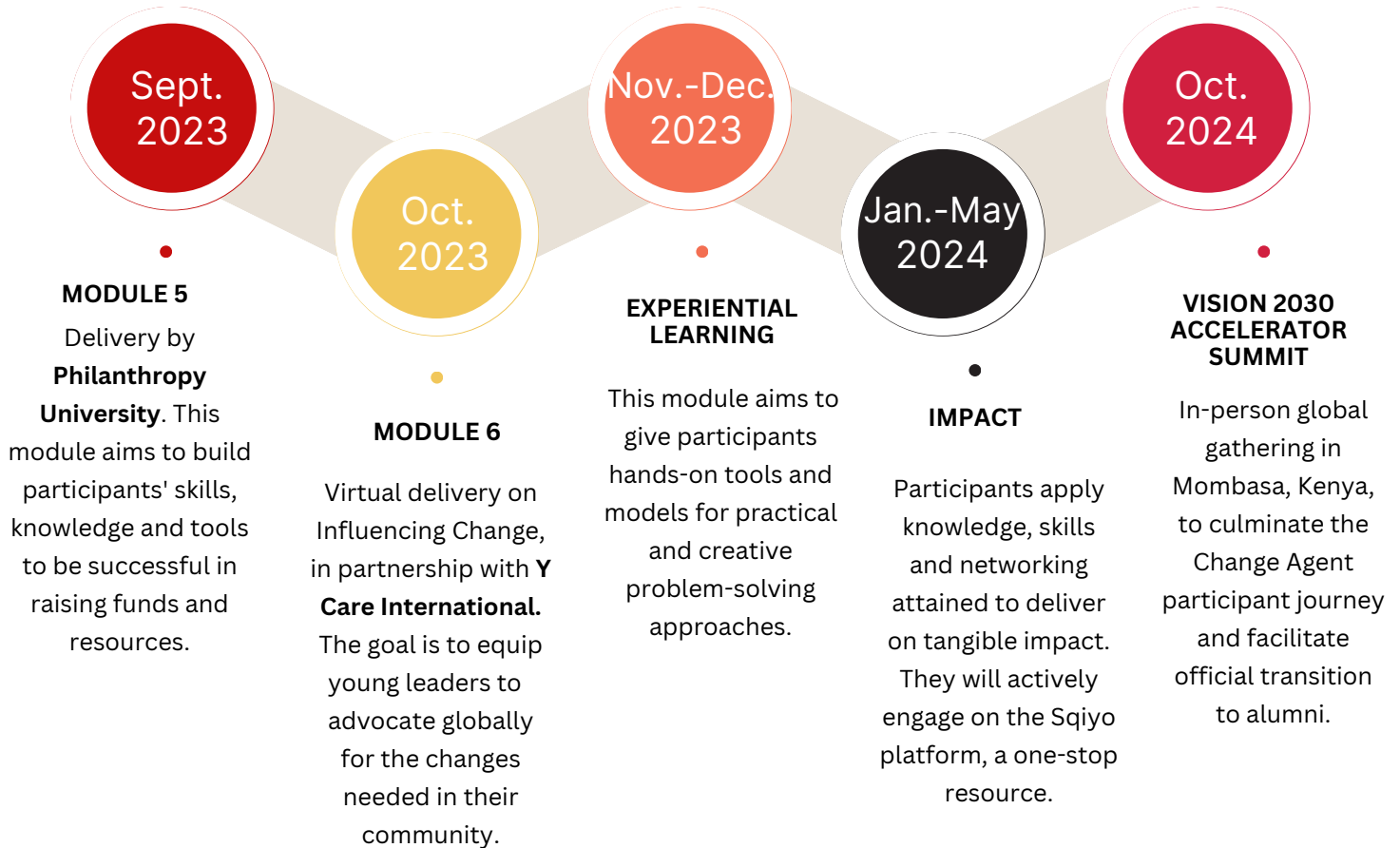
Your organisation can attract exceptionally talented and highly qualified young individuals who possess the skills and foundational knowledge necessary to further your mission and enhance the bottom line.

The Change Agents Programme team can facilitate access to this exceptional pool of human capital and assist in the candidate selection process, ultimately saving your organization valuable time and resources.

Want to know more? For an in-depth conversation about partnership opportunities, please contact our Programme Team at [ChangeAgents@ymca.int](mailto:ChangeAgents@ymca.int).

# Programme timeline

Here's a preview of what is coming up over the next year



## Thank you!

World YMCA Implementing Team

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**Gloria Anyika**

Programme Manager

**Maricris Saldarriaga**

Programme Manager

**Bonnie Gretzner**

Digital Communications Manager

Area Alliances Implementing Team

**Lloyd Wamai** African Alliance of YMCAs; **Adriana Stanovici** (Y-USA); **Jessica Nkongolo** (YMCA Canada), **Daniel Galán** (YMCA Latin America and Caribbean); **Olga Lukina** (YMCA Europe), **Sunita Suna** (Asia and Pacific Alliance of YMCAs).

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