

Master Class 2026

EXCEPTIONAL LEADERSHIP

Create impact and legacy
for a better world.



MODULE ONE

6 - 10 July 2026

Nairobi, Kenya

MODULE TWO

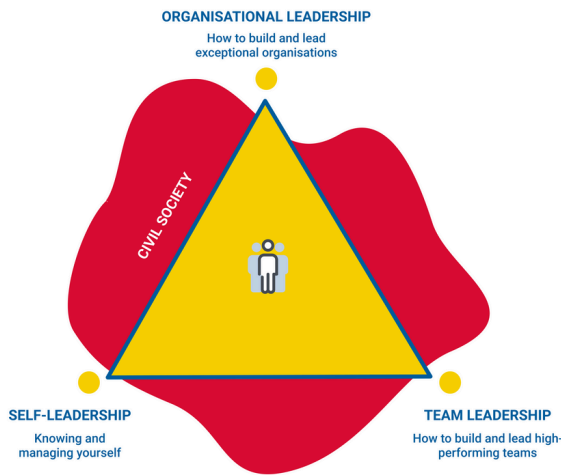
14 - 18 September 2026

Addis Ababa, Ethiopia

+ ONE-ON-ONE COACHING

**THIS IS NO ORDINARY LEADERSHIP COURSE:
EVERY SESSION HAS BEEN CAREFULLY CUSTOMISED TO THE REQUIREMENTS AND
THE PURPOSE OF CIVIL SOCIETY AND YOUR ROLE AS A LEADER.**

WHY THIS MASTERCLASS?



- + **“Be the change you want to see in the world.”**
Following a people-orientated, strategic, and value-based approach, this Masterclass will take your leadership to the next level. As you adopt new habits and tools, the changes will be evident to you as well as your colleagues and partners.
- + **“Start with the end in mind”**
With its in-depth self-reflection, planning and commitment building, this course will be a foundation for your personal growth and development for the next five to ten years.
- + **“Leadership is a dance between poetry and plumbing.”**
We will help you navigate your leadership challenges, increase the performance of your team, and strengthen your role as a manager and leader.
- + **“Be inspired to inspire others.”**
This course will open your mind to rethink your organization’s culture, impact, and resources. You will be introduced to many practical tools that help you navigate your organization into an impactful and sustainable future.
- + **“Civil society is like a social fabric.”**
We provide you a new and broad perspective on civil society, social change, and leadership.
- + You will become part of an alumni network with like-minded civil society leaders.



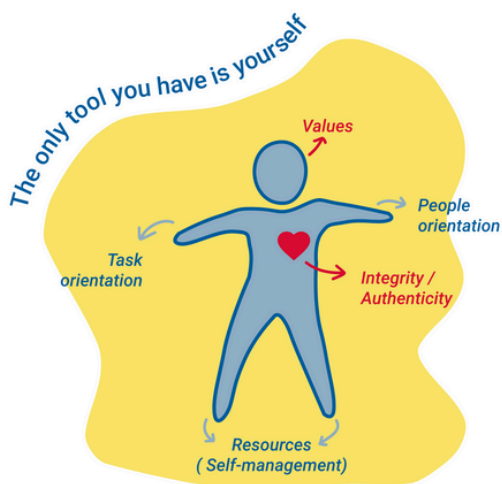
MASTERCLASS GRADUATES OF 2024

TOOLBOX DESIGNED BY US FOR YOU



REFLECTIVE AND INTERACTIVE

HOW DO WE LEARN TOGETHER?



- + You will learn and exchange with a group of 12-18 like-minded civil society leaders from around the world.
- + You will be constantly immersed in the learning experience: “there is no PowerPoint and no boring minute in this course” is what we often hear.
- + You will participate in role-plays, games, debates, fun exercises, and a variety of other participatory exercises to internalize your learnings and habits.
- + You will deep dive into critical leadership aspects, such as communication skills, team performance and organizational change.
- + We will visit organizations and talk to exceptional leaders during the residential workshops.
- + We organize the training in a tranquil and relaxing environment so you can completely focus on your learning, self-development, and have fun with your new peers.
- + We offer coaching sessions between the two modules, as coaching can substantially increase your envisaged changes in your leadership habits.

KEY TOPICS

SELF-LEADERSHIP

- Deep dive into your leadership style, your values, talents, and your life purpose.
- Develop seven leadership habits for exceptional civil society leaders, such as Think People or Strategic Leadership.
- Improve your communication and coaching skills.

TEAM LEADERSHIP

- Deep dive to analyse your team and how you lead or manage the team members.
- Learn how to increase team performance through performance management, conflict resolution and agile management systems.
- Explore how to improve meetings and collective decision-making processes in teams.

ORGANIZATIONAL LEADERSHIP

- Analyze other civil society organizations through the Impact Navigator available under www.impactcards.org and its four spheres: purpose, culture, impact and resources.
- Learn practical ways to improve your organizational leadership, for instance through best practices in strategy processes, developing a theory of change, optimizing core processes, or attracting talent.
- Deep dive into exploring your organization and potential change processes to make it more impactful and future-proof.

CIVIL SOCIETY

- Explore the roles and the ecosystem of civil society, and how it affects democracy and justice in your country.
- Deep dive into selected civil society roles, such as advocacy and watchdog functions, organizing and empowering people, and social innovation.
- Be inspired by 100+ case studies of civil society leaders, and by guest speakers and organizational visits, which will open new perspectives on how you can change the world.

220 LEADERS HAVE PARTICIPATED IN THE MASTERCLASS IN THE LAST 11 YEARS.

- NEARLY ALL STATED THAT THIS WAS THE MOST CRUCIAL COURSE IN THEIR CAREERS,
- AND MANY CALLED IT A LIFE-CHANGING EXPERIENCE.



**JOHN P. NELSON, EXECUTIVE DIRECTOR,
INDO-GLOBAL SOCIAL SERVICE SOCIETY**

I highly recommend the course to everyone who is looking for an innovative change in their leadership style.



**TIRINGO K. GABRIEL,
COUNTRY DIRECTOR NUTRITION INT.
ETHIOPIA**

It was a great experience to meet and interact with leaders from different countries. Many thanks for the great facilitation and the unforgettable memories.



SIRSHENDU PAUL, TATA TRUST INDIA
[Watch interview](#)

I believe that every leader is reflective. What he or she needs is a space where there is no fear to express him or herself. Where he or she can understand what is within and what needs to be done more. That kind of space was safely given by the CSA during the leadership course.



ISHRET WAHID, CARE BANGLADESH
[Watch interview](#)

I really liked the coaching session. Before that I didn't have any understanding of what is coaching. The moment we got into the practice session I started realizing how great it is to have someone asking me questions in a way that I bring the solutions out of myself.

TESTIMONIALS

2

Modules

10

Days

40

Sessions



Personal Coaching

FEE

THE TRAINING FEE INCLUDES:

- ✓ Two modules + one-on-one coaching
- ✓ Accommodation in relaxed environment
- ✓ Meals, drinks, and snacks
- ✓ All training materials
- ✓ Masterclass certificate

EUR 2900 P.P*

EUR 2610 p.p* for groups of three or more people

* Fee does not include visa and travel costs to and from the training locations.

[REGISTER HERE](#)

Get a 20% Early Bird Discount – Offer Ends 10 April 2026!

IF YOU HAVE ANY QUESTIONS,
PLEASE CONTACT:

Sohini Paul | sohini@civilsocietyacademy.de

YOUR FACILITATORS



Sohini Paul has over thirty years of experience in the development sector. She is grounded in a strong Social Science background, with a master's degree in Geography and Regional Planning. She is also a certified Life and Leadership Coach who blends analytical insight with a deep commitment to human growth and transformation.

Sohini has worked with a wide range of social change organisations on issues of local self-governance, right to information, and land rights. She has extensive experience in building the capacities of civil society groups – from grassroots communities to large networks.

Passionate about strengthening civil society, Sohini is known for her warm and inclusive facilitation style. She creates learning spaces where people feel inspired, curious, and ready to grow.



Joachim Schwarz is passionate about social justice and co-creation. In 2014, he left his NGO career to embark on a mission to support civil society actors and social entrepreneurs in becoming more powerful and innovative. Together with his colleagues, he founded the Civil Society Academy, which began its journey in India and later expanded to many parts of the world.

In 2023, Joachim established Civil Society Academy International as a social enterprise in Germany. With more than 20 years of experience across Africa and Asia, he brings deep insight into the realities and potential of social change.

Joachim is an outstanding trainer and coach who loves facilitating collective processes that are creative, fun, and deeply impactful. His work focuses on leadership, culture, innovation, and strategy – always with a strong commitment to empowering disadvantaged groups. Now based in Berlin, he continues to inspire and support changemakers worldwide.



**FOR A STRONG
SOCIAL FABRIC**

Website: www.civilsocietyacademy.org

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