



# F.I.T Africa End of Year Report 2025

JANUARY – DECEMBER 2025

# 2025 YEAR IN REVIEW



# 17

## PARTNERS SERVED

Local & International Organizations

# 1400+

## INDIVIDUALS TRAINED

Across diverse sectors and regions

### SDG IMPACTED



### PRODUCTS LAUNCHED

FIT for Impact

FIT for Grants

Advanced Customer Experience

The 7-Star Talent Program

### PARTNERS SPREAD BY SECTOR;

PRIVATE SECTOR (3)



SOCIAL SECTOR (7)



PUBLIC SECTOR



PRIVATE FOUNDATIONS (2)



MULTILATERAL ORGANISATION



BILATERAL ORGANISATION



DEVELOPMENT FINANCING INSTITUTION (DFI)



North America Africa Europe

### OUR TRAINING AND INTERVENTION REACHED: 3 CONTINENTS, 39 COUNTRIES

Nigeria, Ghana, Cameroon, Uganda, Kenya, Ethiopia, Tunisia, Namibia, Egypt, Zambia, Comoros, South Africa, Malawi, United States of America, Canada, United Kingdom, Somalia, Tanzania, Benin, Burkina Faso, Gambia, Liberia, Mali, Niger, Sierra Leone, Togo, Zimbabwe, South Africa, Lesotho, Botswana, Madagascar, Mozambique, Cote D'Ivoire, Guinea, Gabon, Somalia, Senegal, Eswatini and Mauritius.



# Introduction

In 2025, Facilitating Impact and Transformation Africa Advisory Limited (F.I.T Advisory Africa) consolidated its role as a leading impact and transformation advisory firm supporting institutions, programmes, and leaders working across development, enterprise, youth, policy, and systems transformation in Africa.

Our work during the year was guided by a clear organising principle: impact and transformation is realised when strategy is effectively translated into execution within an enabling culture. As such, we focused on strengthening leadership capabilities, generating actionable evidence, managing complex programmes, shaping strategic direction and cultural transformation, and embedding sustainable capacity through specialised learning offerings.

Across the year, F.I.T Advisory Africa supported financial institutions, foundations, non-profits, multilaterals, faith-based organisations, and youth-focused platforms. We combined contextual intelligence, evidence-informed design, and hands-on delivery support to ensure that interventions moved beyond activity to measurable outcomes and institutional learning.

# Building Leadership Capacity for Institutional Execution

## Strengthening Customer-Centric Leadership in Financial Services

F.I.T Africa designed and facilitated an Advanced Customer Experience Management (CEM) Training to support First City Monument Bank’s (FCMB) strategic objective of embedding customer-centricity as a core business capability. The programme targeted senior banking professionals, including CX leaders, regional managers, branch managers, and service strategy leads.

Delivered virtually, the programme focused on the strategic, analytical, and leadership dimensions of customer experience, equipping participants to design enterprise-wide CX strategies, align people, processes, and technology, and lead transformation initiatives within a regulated financial services environment.

### KEY ACHIEVEMENTS

### KEY OUTPUTS

- Strengthened leadership capacity to design and govern CX strategy
- Improved translation of CX insights into operational performance
- Enhanced understanding of CX measurement and return on investment
- Average CSAT score: 4.53 / 5.0

- 2 cohorts delivered
- 4 days and 32 hours of learning
- 54 mid- and senior-level professionals trained



# Strengthening Team Cohesion and Strategic Alignment

As part of the Mastercard Foundation's Q1 2025 Strategy Retreat, F.I.T Africa designed and facilitated a three-day team bonding and collaboration experience aimed at strengthening trust, communication, and cross-functional alignment.

We introduced interactive group challenges, structured reflection, and collaborative problem-solving activities, leveraging them to reinforce shared purpose, accountability, and effective teamwork among 35 mid- to senior-level professionals.



## OUTCOMES

- Improved team cohesion and communication
- Strengthened cross-departmental relationships
- Increased morale and collective ownership



# Generating Evidence to Inform Strategy and Policy

## Evidence for National Youth Leadership Strategy

F.I.T Africa conducted a national youth leadership landscape assessment to support the MacArthur Foundation Nigeria office in exploring youth leadership as a potential focus area for its new strategic grant cycle. The engagement combined mixed-methods research with stakeholder engagement and structured evidence validation.



### Key Partners

MacArthur Foundation



SAYDi  
SAVING AFRICAN YOUTH'S DREAM INITIATIVE



### Outcomes

- Validated insights on youth leadership gaps and opportunities in Nigeria
- Strengthened alignment among national stakeholders
- Actionable evidence to inform strategic direction setting

### Evidence Base

19 Key Informant Interviews (11 male, 8 female)

94 Focus Group participants (42 male, 52 female)



819 survey respondents across Nigeria (463 male, 356 female)



Gender: 516 males, 416 females



Total: 938

Partner

MacArthur Foundation



"Focus Group Discussions (FGDs) from the MacArthur Youth Landscape Assessment"

# Youth Ecosystem Hangout and Landscape Assessment Validation Meeting

## PARTICIPATING ORGANIZATIONS



"The Youth Landscape Assessment Validation Roundtable Convening in Abuja"

# Strengthening MSME Capacity Through Evidence and Curriculum Design

F.I.T Africa evaluated the Development Bank of Nigeria's Entrepreneurship Training Programme (ETP), delivered over six years, to assess its relevance, effectiveness, and impact. The consultancy also focused on standardising and upgrading the programme curriculum to reflect the evolving needs of MSMEs across the six geopolitical zones where the ETP is facilitated.

The engagement involved surveys, key informant interviews, desk research, documentation of beneficiary impact stories, and the delivery of a virtual train-the-trainer workshop for facilitators.

## KEY OUTPUTS

- Comprehensive evaluation report and presentation.
- Documented beneficiary impact stories.
- Standardised and branded curriculum with teaching guides.
- Virtual train-the-trainer workshop for regional facilitators.

## OUTCOMES

- Improved evidence base to guide programme refinement
- Consistent, scalable curriculum for national delivery
- Strengthened facilitator capacity for high-quality training

Partner



# Managing and Delivering Multi-Stakeholder Programmes

## Developing Pan-African Leaders for Systems Change and Narrative Transformation

F.I.T Africa provided programme design, management, and delivery support for the inaugural Elevate Africa Fellowship, a pan-African mid-career leadership programme designed to strengthen leadership capability, narrative transformation, and catalytic innovation across sectors

### Key Outputs

- 3 physical convenings delivered in Nigeria, Mauritius, and Botswana
- 17 fellows from 13 African countries trained
- Nigeria, Ghana, Cameroon, Uganda, Kenya, Ethiopia, Tunisia, Namibia, Egypt, Zambia, Comoros, South Africa, Malawi
- 3447 number of applicants
- 15 advocacy projects completed
- 36 thought leadership articles produced
- 17 Coaching Sessions
- 4 Virtual Village Meetings held
- 4-episode Africa-focused podcasts produced
- Curriculum development support in partnership with African Leadership University (ALU)
- CSAT score: 4.53



### Outcomes

- Increased leadership self-awareness and confidence
- Strengthened cross-sector collaboration
- Improved capacity for Africa-centred narrative change

Partner



# Supporting Women and Youth in the Creative Economy

The Afri’Talent Programme was conceptualised and launched in response to the African Union’s WYFEI 2030 agenda, recognising the transformative potential of women and youth within Africa’s growing creative sectors. F.I.T Africa served as the technical consultant to the programme, providing technical design, delivery support, and implementation guidance across key components.

The programme focuses on priority creative sectors, including fashion, film, handicrafts, and digital technology, to strengthen sustainable, formal, and globally competitive enterprises. Its core objectives are aligned with the African Union’s Agenda 2063, specifically aiming to build business and technical capabilities, facilitate market access and regional linkages, and contribute to policy-relevant insights that support a more enabling creative economy ecosystem.

## Key Outputs

- **39 participants** trained in the pilot program (**75% women; 100% youth**).
- **Reach 20 Countries:** Benin, Burkina Faso, Gambia, Ghana, Liberia, Mali, Niger, Nigeria, Sierra Leone, Togo, Malawi, Zimbabwe, Zambia, South Africa, Lesotho, Namibia, Botswana, Madagascar, Mozambique, and Eswatini.
- **82%** reported improved proficiency in business modelling tools.
- **60%** pitched to funders, with two participants securing over **\$15,000** in external funding.
- **3 bootcamps** facilitated across **Western, Eastern** and **Southern Africa**.
- **5 entrepreneurs** participated in the Intra-Africa Trade Fair (IATF) 2025
- **4 Remote Learning Sessions (RLS)** with Industry mentors.
- Average CSAT Score: **4.1/5**



## Key Outcomes

- Developed participants’ business and technical skills
- Facilitated market access and linkages for participants’ enterprises
- Strengthened Regional Ecosystem
- Increased Access to Finance



Partner



## Building Faith-Driven Capacity for Sustainable Social Impact

The CCI Legacy Fellowship was designed to equip faith-driven, impact-focused leaders with the knowledge, tools, and community required to design, manage, and sustain social impact initiatives aligned with the church’s 2025 “Legacy Year” theme.

### Key Outputs

- 399 applicants.
- Representation in 7 countries and 3 continents.
- Average of 250 participants per session across multiple regions.
- 10-module virtual curriculum delivered.
- 10 expert-led masterclasses facilitated.

### Outcomes

- Improved project structure and sustainability of legacy initiatives.
- Strengthened leadership confidence and execution capacity.
- Established a replicable fellowship model for future cohorts.

Partner



# Strategy Design and Organisational Development Support

## Strengthening Institutional Strategy, Governance, and Organisational Effectiveness

F.I.T Africa provided technical consulting support to Hill City Foundation, focused on institutional strengthening, strategic planning, and team capacity building. The engagement aimed to enhance organisational effectiveness, improve governance structures, and strengthen readiness for donor-funded programmes.

### Key Outputs

- Organisational programme and project evaluation and redesign
- Organisational impact assessment conducted
- Revised organisational organogram
- Recruitment support
- Board establishment and development of the Board Charter

### Outcomes

- Strengthened organisational governance through a functional board and clear accountability structures
- Greater strategic clarity and coherence across programmes
- Programme designs aligned with long-term organisational strategy

Partner



## Strengthening Board and Executive Strategy for Results-Oriented Delivery

We designed and facilitated a results-oriented 2026 Board Strategy Session for Lagos state employment trust fund (LSETF), supporting the Board and Executive Management in reflecting on 2025 performance, identifying lessons learned, and aligning on strategic priorities for the coming year. The engagement combined foresight, stakeholder alignment, and future planning.

### Key Outputs

- Board strategy session delivered
- 9 key informant interviews conducted
- 1 focus group discussion facilitated
- Engagement of 48 staff members and 5 board members

### Outcomes

- Improved board and management understanding of emerging trends, risks, and opportunities
- Clear strategic priorities and leverage points identified for 2026
- Strengthened alignment between board oversight and management direction

Partner



## Strengthening Board-Level Strategy and Foresight for Institutional Direction

We facilitated a board-level strategic foresight session for WILAN as part of its Board Strategy Retreat. The engagement focused on intelligence gathering across Africa’s social enterprise and creative economy landscape, supporting the organisation to identify strategic leverage points for its 2026 priorities.

### Key Outputs

- Strategy and foresight session delivered
- Landscape intelligence covering social, technological, environmental, economic, political, and creative sector trends
- Participation of 13 staff members and 4 board members

### Outcomes

- Improved board and management understanding of emerging trends, risks, and opportunities
- Clear strategic priorities and leverage points identified for 2026
- Strengthened alignment between board oversight and management direction

Partner



## Strengthening Alumni Networks for Scalable Youth Impact

F.I.T Africa facilitated a one-day Youth Alumni Convening for the Mastercard Foundation, engaging 60 alumni under the theme *The Power of Networking: Connecting for Scalable Youth Impact*. The convening focused on strengthening relationships, peer learning, and collaboration among alumni.

### Key Outputs

- One-day alumni convening facilitated
- 60 youth alumni engaged

Partner



### Outcomes

- Strengthened alumni connections and peer networks
- Improved collaboration, trust, and shared commitment to youth impact
- Renewed momentum for alumni-led initiatives and partnerships

## Strengthening Organisational Culture and Leadership Alignment

We facilitated a structured culture transformation and organisational alignment process for Teach For Nigeria to strengthen cohesion, leadership effectiveness, and long-term institutional performance. The engagement combined diagnostics, leadership engagement, and experiential learning.

### Key Outputs

- 14 key informant interviews conducted
- Organisation-wide staff survey administered
- Leadership stakeholder engagement session delivered
- Culture transformation retreat facilitated for 75 staff
- Organisational culture map and diagnostic report developed
- Culture Champions Committee established

### Outcomes

- Improved alignment between organisational values, behaviours, and daily practices
- Strengthened leadership commitment to culture stewardship
- Clear, co-created cultural framework to guide staff engagement and accountability
- Internal structures established to sustain culture transformation efforts

Partner

TEACHFORNIGERIA



# Strengthening Leadership and Talent Capability in Corporate Organisations

We delivered leadership and talent development interventions for VMO Group, targeting both senior management and group-wide staff. The engagement focused on strengthening leadership effectiveness and embedding a shared talent philosophy using the F.I.T Africa 7-Star Talent Framework.

CSAT Score: 4.56



## Key Outputs

- Leadership development workshop delivered for senior management
- Experiential facilitation of the 7-Star Talent Framework for group staff
- 10 senior leaders and 35 staff members engaged

## Outcomes

- Strengthened leadership awareness and managerial effectiveness
- Shared understanding of talent expectations and growth pathways
- Improved alignment between leadership behaviour and organisational performance goals

Partner



# Embedding Capability Through Scalable Learning Products

## F.I.T for Impact: Strengthening End-to-End Impact Delivery Capacity

We launched FIT for Impact, a transformational program that equips impact-driven individuals and organisations across Africa with the skills, mindsets, and community needed to deliver innovative and sustainable development solutions. Built on the core capabilities required for lasting change, the program used cutting-edge, evidence-based methodologies to empower participants to drive end-to-end impact across four pillars: Design, Deliver, Measure, and Sustain.

### Key Outputs

- 10 participants from 7 organisations
- 16 hours of facilitated learning
- 3 facilitators engaged

### Outcomes

- Improved capability across impact design, delivery, measurement, and sustainability
- Average CSAT score: 4.1 / 5.0



## FIT for Grant: Improving Grant Readiness and Funding Discipline for Social Impact Leaders

FIT for Grants strengthened the capacity of changemaker organisations and leaders to access, manage, and maximise donor funding. Through the program, we addressed gaps in documentation, strategic planning, governance, and compliance by equipping participants with practical tools and guidance to meet donor expectations.

### Key Outputs

- 187 registrations across six countries (Nigeria, United States of America, Canada, United Kingdom, Somalia, Tanzania, Uganda)
- 85 active participants
- 2 Hours of active learning
- 1 Grant Readiness Checklist developed and accessible to participants

### Outcomes

- Improved organisational readiness to access and manage donor funding.
- Strengthened documentation, governance, and compliance practices.
- Grant-readiness checklist designed and deployed to participants.

## Transformation Thursdays: Advancing Personal Leadership and Growth

Transformation Thursdays are a series of virtual masterclasses facilitated by our Managing Partner, Femi Taiwo, aimed at helping individuals discover, develop, and deploy their full potential. It is a cohort-based group learning session for a community of people eager and hungry for growth, and ready to become the best version of themselves for the world.

### Key Outputs

- 7 sessions delivered
- 14 learning hours
- 78 registrations across five countries (Nigeria - 70, United Kingdom - 3, Canada - 2, Kenya - 2, Malawi - 2).
- Average Attendance: 30

### Outcomes

- Strengthened personal leadership awareness and growth mindsets among participants

## Pro-bono Speaking Engagements of Note:

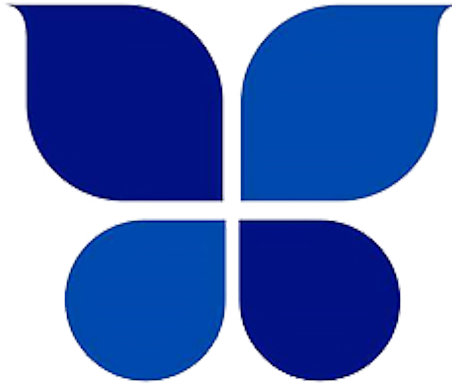
We were happy to support these following the following organisations with pro-bono speaking engagements and training sessions

1. Teach for Nigeria Stakeholder Management Training
2. Retreat Training Session for African Philanthropic Forum (APF)
3. Virtual Session for APF's StartPoint NGO and Social Enterprise Community
4. Virtual Session at ideation Hub's NonProfit Program Management Intensive
5. Training Session on Personal Leadership for School of Growth Cohort IV

## Looking Ahead

In 2026, F.I.T Africa will deepen its focus on scalable learning products, high-impact partnerships, and evidence-driven delivery. We remain committed to supporting institutions and leaders across Africa to translate strategy into sustained impact through disciplined execution and continuous learning. Across our T.I.P.S.Y practice areas, we look forward to supporting private, public, and social sector organisations on their transformation journeys, as well as in their pursuit of driving sustainable development.





## Facilitating Impact & Transformation Africa

Individuals . Organizations . Nations

# Contact Us

**REACH OUT TO US TODAY:**

 [www.fit.africa](http://www.fit.africa)  [@fitafricahq](https://www.instagram.com/fitafricahq)  +2349131009898  [impact@fit.africa](mailto:impact@fit.africa)

 Facilitating Impact & Transformation (F.I.T) Africa

 14b Chris Madueke Drive, Lekki Phase 1, Lagos, Nigeria