

GURU GUIDE with Vidusha and Anton

in conversation with
Prince Adu-Appiah

5

**DO A LITTLE GOOD
IN THE WORLD**

A QUICK INTRODUCTION TO THE GURU GUIDE

The 'guru guide' is an attempt to cull out decades of hard-earned expertise to be distilled into succinct, simple and practical advice.

It is NOT meant to be an exhaustive exploration of a topic: rather, pointed areas of focus which can only be discerned by a practitioner. It is not meant to be a generic set of advice: it is advice from battle-hardened professionals who have had a lifetime of experience and proven track records.

The Guru Guide has a pre determined format:

- ✓ It aims to understand a topic/ area of focus
- ✓ It aims to give tools to help you navigate the area
- ✓ It also gives contexts and examples: so that you can customize it to suit YOU

Exploratory, intimate and insightful, the Guru Guide aims to bring to you a wealth of expertise which can only be possible through veterans whose varied and in-depth experiences offer unparalleled insights.

The brevity and simplicity is by choice, and design. Focused on Executives and Managers who want to get quick tips and techniques, who are eager to improve their craft

and trade : the Guru Guide aims to offer 'little nuggets' of advice and importantly, simple tools, which will enable practitioners to up their game and benefit from expertise which may be hard to find in a hurry.

INTRODUCING



**VIDUSHA
NATHAVITHARANA**

Vidusha is currently the Destiny Architect at High5 Consultancy and Luminary Learning and the organization's founder. His areas of expertise are with strategy facilitation, HR strategy development and Leadership Training. He has conducted assignments in 15 countries regionally and consulted for the World Bank, the UN as well as some of the top corporates in Sri Lanka and the Region. He is also a member of the board of directors for Chrysalis, a social enterprise working to empower women and youth by fostering inclusive growth in Sri Lanka and elsewhere.



**ANTON
THAYALAN**

Anton is a multi-faceted professional who has had over two decades of hands-on experience in process improvement, change management and strategic management, and currently works as the Chief Evangelist of Luminary Learning and the Transformation Therapist of High5 Consultancy. As the former AVP at HSBC DPL Anton won accolades for his superlative work there: and won the prestigious HSBC Group Service – Global Talent Management Member two years in a row. Anton currently works as a consultant focusing on efficiency and productivity improvement and process optimization for local and regional clients.



INTRODUCING PRINCE ADU-APPIAH

We met Prince during a curated program we ran for LSEG on Volunteerism and instantly fell in love with him. Here was a young man who genuinely believed in 'doing good', and rather than simply talking about it, blogging about it, or philosophising about it - he put his whole life into it.

Prince comes from a very humble background - which had a profound impact on him. Watching many around him - in his community in Ghana - struggle through life, made him wonder why such a rich continent, Africa, with so many natural resources, had people living in deprived conditions, destitute and in abject poverty with no ray of hope to be found.

Right through his schooling he mulled over it: and after graduating from University, rather than focusing on pulling himself out of poverty by pursuing a career: Prince came up with a novel idea. What if each of the 1 billion people in Africa decided to take a look around them and identified just one project towards improving themselves and others around them: this would give way to one BILLION projects - wouldn't that REALLY make a difference?

So, with zeal and enthusiasm Prince threw himself at bringing this 'little' idea into fruition and today runs the 1 Billion Africa initiative: helping whoever he can to bring about change in their own neighbourhoods. Having impacted over 12,000 beneficiaries directly through his efforts and team, Prince has attracted worldwide recognition - earning him a place on the TEDx stage twice as well.

Prince is a shining example of what just one person can do.... for a community, for a country, and for the World at large.

WHAT MADE YOU START 'ONE BILLION AFRICA'



My story began when I was way younger. I used to be an introvert when I was a child. I would often hide in my corner just to be alone, to think and to dream. I called this my imagination trip and I went on these trips often, after watching superhero movies and cartoons like Batman, Superman, and Captain Planet. I would imagine myself, flying over my community, solving problems, making our community a better place and putting smiles on faces. The adventures I imagined were epic. I would often smile my way out of each imagination trip only to be sad again, because the reality would be totally different. I recall my imagination trips were treasure moments for me. They gave me a feeling of belonging, because, I grew up living away from my parents: some of the family members I lived with called me dumb, and some friends in school also called me funny names.

Fast forward to 10 years later. Here I was, a teenager, gradually discovering myself, trying to find out my purpose, my passion and my potentials. My childhood imagination trips had developed in me the passion to help make my community a better place. Probing a little later into why most of our communities had the challenges they had, it became clear to me, that our problem in Africa was leadership. I remember deciding to explore this subject called leadership at age 17.

At age 19, it was time for me to go to the university, to go study Computer Science. Here again in the university community, I saw and encountered many challenges. For example; I never owned a Personal Computer (PC) or laptop during my 4 years studying computer science. I was part of the about 10% of students in the class without a PC. We couldn't afford it and there were not enough computers in the school's laboratory. I would borrow friends' laptops to learn how to code at night, build websites and do graphic designs. This experience inspired me to become an entrepreneur on campus. I solved some basic IT problems for people to earn money. It wasn't all easy.

My passion for leadership inspired me to volunteer for several leadership roles while on campus. I also took an interest in joining student outreach groups to rural communities on evangelism and empowerment trips. The more I embarked on such trips, the more I developed the passion to dedicate self and time into volunteering to put smiles on the faces of people. I recall at times I would be heartbroken by some of the challenges we saw on the ground. But the thought of at least putting a smile on a child's face would make me smile too.

A few years later, in 2013, my passion to see change grew, as I heard on radio or watched on the News the countless problem stories in Ghana and Africa. I recall the many nights I have shed tears praying, asking & thinking

"Why is Africa still poor?" It was this passion that led to the birth of 1Billion Africa. The thought of "1 billion problems" in Africa being solved by the "1 billion" people in Africa to create "1 billion" solutions and opportunities formed my "AHA!" moment.

1Billion Africa has grown to become a civil society organization and movement that inspires and empowers Africa's youth to find problems within their communities and to turn them into projects to enhance livelihoods in Africa.

ISN'T IT A HUGE SACRIFICE TO MAKE THOUGH?

Well, it is a sacrifice if you look at it that way. But honestly, I never quite see it that way. I am conscious of the consequences of my actions, and the kind of choices I need to make. I am aware that I may not be 'rich' - and have what many others may want to have: but this is what I CHOOSE to do: so, when you are doing what YOU really want to do - it doesn't quite become a sacrifice. I rather see this as an opportunity to make an indelible mark in life, to blaze a trail in the sands of time, to set the example for many in our youthful continent and beyond - that we do not need permission as young people to create change! That we can dare to shape the world we dream of. And I am blessed with a team at 1BA that thinks like this.

I am young. I am also quite clear in my mind about the kind of future I want to have and the kind of future I think others around me need to have - as families, as communities and as a continent. I think I can make do with the bare essentials as long as I am making an impact in others' lives. That satisfaction, that feel-good factor, that pride of knowing you made a difference: I would not trade that for all the money in the world!

I honestly think if I was FORCED to do a traditional job throughout my life - then, THAT would be a sacrifice for ME. Don't forget - I DO have a day job- an entrepreneurial one - so, I DO look at making a living too. But what matters to me most is seeing how I can really make a difference in one billion lives across Africa.



WHAT ONE PERSON DOES - DOES IT HONESTLY MAKE A DIFFERENCE?

You have heard the story about the little boy who threw starfish into the sea - one at a time - haven't you? When someone asked the little boy 'what is the point - there are so many - what you are doing doesn't matter, does it? You can't possibly throw all of them into the sea' - the little boy simply said 'it matters to THAT one' pointing to the little starfish he had just thrown into the sea. I honestly believe that's the answer to your question.

Maybe I can't, in my lifetime, impact one billion Africans. Maybe I can't even impact a million. Maybe I can't even impact a hundred thousand. But, I sure as hell can try. Our projects, advocacies and events have already reached over 20,000 people (about 12K of them directly). There is a long way to go - yes - but as long as my team and I are making impact, I am happy. The most exciting part for us is that we are inspiring many youths to create change in their communities. Imagine the ripple effect of impact!

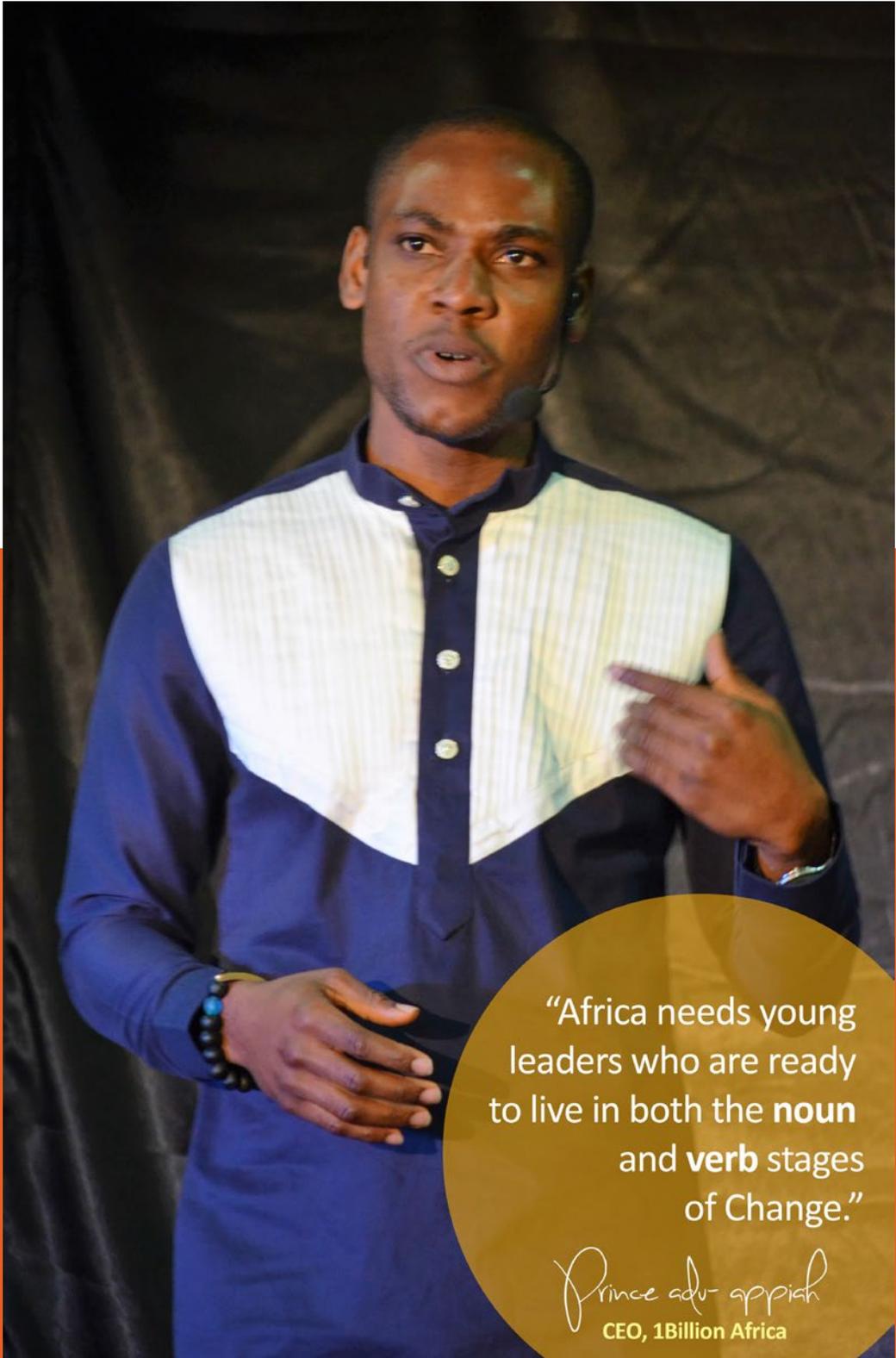
It DOES make a difference. If one person makes an impact on just one other person, before you know it, much of the world's problems will cease to exist. The issue is that we THINK small things don't make a difference - but they DO.

One issue I have realized along my journey is that often people focus on the huge or complex problems by blaming others and just talking about the problems; and forget they could also make small differences around them.

From experience, I have realized that the "small things", give us the inspiration to take on the "big ones".

If the 7 billion+ people on earth were each solving one problem in their lifetime, imagine the billions of solutions our world would vibrate with. It's crazy! - Maybe someday we will start **X Billion World** hahaha!





“Africa needs young leaders who are ready to live in both the **noun** and **verb** stages of Change.”

Prince adu- appiah
CEO, 1Billion Africa

CONCEPT 1 : SHRAMADHANA

The concept of 'shrama' (labour) dhana (giving willingly for free) is a Sanskrit word that means offering your labour, willingly, for free, towards a cause. Popularised by Gandhi in promoting self-sufficiency and 'resisting' the British occupation and later spreading to most of the other subcontinent surrounding countries including Sri Lanka, Shramadhana is a way of getting communities to be involved in their own development - without depending on governments, NGOs or any other outside person/organisation.

Generally finding a little money through micro funding or the support of any major business or philanthropist in the area, the community gives their labour towards the project: building much needed roads, planting much needed crops, helping build houses for those who have none or extending school facilities. The simple principle is this: that everyone in the community helps each other solve the community's own problems - without reliance on any outsider.

Imagine a community of 100 people - that's a 100 pairs of hands - and over 10 days, that's 1000-man days: and a LOT can be done with a 1000-man days!



TOOL 1 : COMMUNITY INVOLVEMENT PROJECTS

Want to change the world? Why not start with your own community. See the needs in your own community. Maybe there are kids who don't have access to good education. Maybe there are elders who have no one to look after them. Maybe there are stray dogs that no one wants to feed.

Why not get together as a community and see how best you can give YOUR TIME towards something that is a need within the community?

- » PICK A PROJECT
- » MAKE A SMALL PLAN AROUND IT
- » GET EVERYONE TOGETHER - AND TALK ABOUT IT
- » SEE HOW YOU CAN MAKE USE OF EVERYONE'S TIME EFFECTIVELY AND WITHOUT OVERBURDENING ANYONE
- » SEE IT THROUGH!

**HERE IS AN EXAMPLE:
IMAGINE THERE ARE 10 KIDS WHO
DON'T HAVE ACCESS TO GOOD
EDUCATION IN THE NEIGHBOURHOOD.**

- » SEE WHO IN THE COMMUNITY IS GOOD AT WHICH SUBJECTS/QUALIFIED IN WHICH AREAS
- » ORGANIZE A MEETING AND ASK THEM IF THEY ARE WILLING TO SPEND A FEW HOURS EVERY OTHER WEEK OR SO TO TEACH THE CHILDREN
- » LOOK FOR A SPACE - IN THE LOCAL TEMPLE OR CHURCH OR COMMUNITY CENTRE
- » STRUCTURE A PROGRAM AROUND THE SYLLABUSES
- » TALK TO THE PARENTS AND SEE IF YOU CAN GET THE CHOSEN 'TEACHERS' TO HELP THE KIDS FOR A YEAR.
- » NOW, SEE IF THIS CAN BE MADE INTO A PROCESS THAT CAN BE SUSTAINED TOO

CONCEPT 2 : VOLUNTEERISM

Volunteerism is very much like Shramadhana - but the key difference is Volunteerism is generally not in your own 'backyard' so to say. Volunteerism is about giving some of your free time towards a cause you passionately believe in.

Volunteerism is increasing in popularity and many Universities and Higher Educational Institutes are encouraging students to take on volunteering projects not only to increase their knowledge of a chosen area - but also to develop leadership and other soft skills.

Volunteer opportunities are available in many NGOs and also, smaller initiatives started out by enthusiastic activists. The best part about volunteerism is that there is practically any form of cause that you can volunteer for: ranging from activism to animal welfare to poverty to climate change: there really is something for everyone.

A word of caution though. Volunteering isn't about Instagram moments. There are those who depend on you to come in and make good on your commitments - and the recipients of the work the organisation does, will be stranded without your commitment. Even though you are not paid for the work you put in, please do remember that volunteering IS a serious undertaking.



TOOL 2 : HOW TO CHOOSE A VOLUNTEER PROGRAM SUITED FOR YOU

Passionate about the Cause

IF YOU ARE STRETCHED FOR TIME, BUT ARE ABSOLUTELY PASSIONATE ABOUT THE CAUSE YOU CAN SUPPORT BY BRINGING IN OTHER LIKE MINDED VOLUNTEERS WITH YOU TO HELP

THESE ARE VOLUNTEERING PROJECTS YOU CAN UNDERTAKE WITH FULL ON INVOLVEMENT AND EVEN BECOME PART OF A COMMITTEE OR BECOME AN OFFICE BEARER IN SHOULD YOU CHOOSE TO

Little time to spare

Lot of time to spare

FOR CAUSES YOU ARE ONLY INTERESTED IN MARGINALLY, WHEN YOU HAVE LITTLE TIME TO SPARE VOLUNTEER ONLY FOR ONE PARTICULAR PROJECT AT A TIME.

IF YOU ARE NOT REALLY PASSIONATE ABOUT THE CAUSE ITSELF, BUT STILL HAVE PLENTY OF TIME, YOU CAN CHOOSE A FEW PROGRAMS RATHER THAN JUST ONE AND THEN DECIDE WHAT TO COMMIT TO

Interested about the cause

HERE ARE SOME OTHER CONSIDERATIONS IN CHOOSING A VOLUNTEER PROGRAM SUITED FOR YOU :

- » WHO ELSE IS INVOLVED - AND THE ABILITY TO
- » NETWORK - THE AMOUNT OF TRAVEL INVOLVED - WHETHER YOU HAVE EXPERTISE IN THAT
- » AREA - WHAT YOU ARE INTERESTED IN LEARNING
- » THROUGH YOUR INVOLVEMENT - THE LEVEL OF INVOLVEMENT AND
- » COMMITMENT THE ORGANISATION IS
- » LOOKING FROM VOLUNTEERS

CONCEPT 2 : PHILANTHROPY

The word philanthropy means being able to give substantial money or resources towards the welfare of others. Throughout history, many who have become rich have turned to philanthropy: Melinda and Bill Gates are a classic modern example.

Sometimes, you may not really have the time to devote to a cause: but you may be able to spare a little money towards others. Rather than merely giving money away in the hope of doing some good, it is always good to see if you can ensure the money you spend is actually making an impact: and ensuring that the organisation you choose to donate money to, actually has the processes to ensure effective delivery of outcomes projected.

Philanthropists throughout history have made remarkable contribution to mankind overall. Many have donated their entire life earnings towards the betterment of humankind - and in many countries the charitable foundations built over hundreds of years ago still continue the good work the founders started.



TOOL 3 : HOW TO CHOOSE A PROJECT TO SPONSOR

1

DECIDE IF THE 'NEED' YOU ARE TRYING TO FULFIL THROUGH THE PROJECT IS AN ACTUAL NEED IN THE FIRST PLACE : AND WHETHER IT HAS A SMALL OR A LARGE GROUP OF BENEFICIARIES. ESTABLISH THE NEED FIRST.

3

FIND OUT WHO ELSE IS SPONSORING THE ORGANISATION. GENERALLY, WELL ESTABLISHED AND REPUTED ORGANISATIONS HAVE A RATHER ECLECTIC MIX OF SPONSORS.

4

DECIDE THE LEVEL OF SPONSORSHIP REQUIRED : AND HOW MUCH OF IT YOU PLAN TO PUT INTO IT. IF YOU ARE PUTTING ONLY A SMALL AMOUNT OF THE OVERALL ASK, ENSURE THERE ARE WAYS TO BRIDGE THE GAP.

2

FIND OUT THE REPUTATION OF THE ORGANISATION YOU PLAN TO SPONSOR. ENSURE THEY HAVE ROBUST PROCESSES IN PLACE TO ENSURE THAT THE WORK YOU ARE SPONSORING CAN ACTUALLY HAPPEN - AND DELIVER THE RESULTS PROJECTED. BE WARY OF PSEUDO VOLUNTEER ORGANISATIONS WHICH ARE NO MORE THAN SCAMS. UNLESS THERE IS AN ESTABLISHED REPUTATION AND INBUILT PROCESSES BE WARY OF SPONSORING THEM.

OUR WORLD IS ULTIMATELY OUR RESPONSIBILITY

Each of us DO have a responsibility.

A responsibility to contribute towards making the world we call our home, a little better. It starts with the simplest acts of kindness and generosity: and it doesn't take much to actually help one another and help those who are less fortunate than us.

Many of us are so much more privileged than the vast majority of the world's population. Don't we owe a little kindness, a little love, a little sympathy and a little generosity towards others who are starving - who have no access to clean water - who have no access to quality education - and who are in the fringes of life?

We DO have a responsibility: whether we see it or not will define our humanity.





USEFUL LINKS:

- TEDx Accra: <https://youtu.be/YhY-a7fWsKg>
- TEDx Afariwaa: <https://youtu.be/3n4PFQtbEw4>
- Interview on Ny's Corner: https://youtu.be/fU_l77T5Rx8
- Interview on PM Express Show: <https://youtu.be/D-TISMwgZ1Q>

SOCIAL MEDIA LINKS:

www.facebook.com/princeaappiah

www.twitter.com/princeaappiah

www.linkedin.com/in/princeaduappiah

www.instagram.com/princeaappiah



TEAM MEMBERS

21

PROJECTS

25⁺

DIRECT BENEFICIARIES

12K

PARTNERS

15⁺

[CLICK HERE TO LEARN MORE ABOUT ONE BILLION AFRICA AND HELP PRINCE REALISE HIS DREAM...](#)



[CLICK HERE TO WATCH PRINCE ON THE TEDX STAGE](#)

High⁵

www.highfiveconsultancy.com



www.luminarylearningsolutions.com



ANTON THAYALAN

+94 77 22 666 22 / +94 70 40 666 66

anton@luminarylearningsolutions.com

www.luminarylearningsolutions.com