



**ADVANCING ETHICAL  
LEADERSHIP AND GOOD  
GOVERNANCE FOR  
WOMEN AND YOUTH  
WORKSHOP BORAMA,  
SOMALILAND**

**TRAINING REPORT**

**14 MAY 2025**

**Venue: Safari**



## BACKGROUND:

Under the Dawlad Kaab Project, ISIR Institute conducted a one-day training in Borama on 14 May focused on advancing ethical leadership and good governance among women and youth.

The training was organized in recognition of the important role that women and young people play in promoting inclusive governance, accountable leadership, and community development.

The training aimed to strengthen participants' understanding of core governance principles, including transparency, accountability, participation, integrity, and ethical leadership.

It also sought to build participants' leadership skills and increase their confidence and capacity to actively engage in decision making processes at community and public levels.

Through interactive learning methods, group discussions, and practical reflections, the training created a space for participants to exchange experiences, explore governance challenges, and identify pathways for more effective civic and political engagement. Ultimately, the initiative contributed to empowering women and youth to become responsible, ethical, and active leaders within their communities.

## WORKSHOP OBJECTIVES:

To enhance participants' understanding of the concepts and importance of ethical leadership and good governance.

- To promote the principles of accountability, transparency, and inclusive participation within society.
- To encourage meaningful engagement of youth in civic action and decision making processes.
- To strengthen participants' teamwork, communication, and problem solving skills.
- To increase awareness of fairness, integrity, and responsibility in leadership and governance.

### Sessions:

- **Presentations:** Facilitated by Fardus Mohamed
- **Case Studies and Practical Examples:** Facilitated by Abdiqadir
- **Group Discussions:** Facilitated by Team Leaders

## SCOPE OF WORK

The training focused on strengthening the knowledge, skills, and engagement of women and youth in ethical leadership and good governance. The scope covered key governance principles including accountability, transparency, participation, integrity, and responsible leadership. It also addressed leadership development, civic engagement, decision making processes, and practical approaches for promoting active citizenship and community participation. Through discussions and practical exercises, participants explored governance challenges and identified actions to strengthen ethical and inclusive leadership within their communities.

## TRAINING METHODOLOGY

The workshop applied participatory and interactive learning approaches to ensure active engagement and practical understanding among participants. The methodologies included:

- Facilitated presentations and guided discussions.
- Interactive question and answer sessions.
- Group work and collaborative exercises.
- Case studies and practical examples.
- Reflection and experience sharing among participants.
- Plenary discussions and feedback sessions.

These methods were designed to encourage participation, strengthen peer learning, and connect theoretical concepts with practical experiences.

## OPENING OF THE WORKSHOP

The workshop officially commenced with opening remarks welcoming participants and introducing the objectives and expected outcomes of the training.

The session emphasized the importance of ethical leadership and good governance in building accountable and inclusive communities. Participants were encouraged to actively engage throughout the workshop and apply the knowledge and skills gained within their communities and leadership spaces.

## ROOM AGREEMENT

To establish a positive and productive learning environment, participants agreed to the following principles:

- Respect diverse opinions and perspectives.
- Participate actively and contribute constructively.
- Maintain punctuality throughout the sessions.
- Give equal opportunity for everyone to speak.
- Listen attentively and avoid interruptions.
- Keep mobile phone use limited during sessions.

## EXPECTED OUTCOMES

At the end of the workshop, participants were expected to:

- Demonstrate improved understanding of ethical leadership and good governance concepts.
- Increase awareness of accountability, transparency, and participation principles.
- Strengthen leadership, communication, and teamwork skills.
- Enhance confidence to engage in civic action and decision making processes.
- Identify practical approaches to promote ethical and responsible leadership.
- Encourage greater participation of women and youth in governance and community leadership

## SESSION 1: ADVANCING ETHICAL LEADERSHIP

*FACILITATOR: FARDUS MOHAMED*

The first session focused on Advancing Ethical Leadership and was facilitated by Fardus Mohamed. The session aimed to strengthen participants' understanding of ethical leadership and its importance in promoting accountable, transparent, and inclusive governance.

Participants were introduced to key leadership values including integrity, responsibility, fairness, accountability, and ethical decision making.

The facilitator guided participants through discussions on the qualities and characteristics of ethical leaders and explored how leadership practices influence trust, participation, and positive social change.

The session also highlighted the important role of women and youth in demonstrating ethical conduct and contributing to effective leadership within their communities and institutions.

The session was delivered using interactive presentations, practical examples, and open discussions to encourage active learning and reflection.

Participants examined different leadership situations and discussed practical approaches to applying ethical principles in their daily and professional lives.



As part of the participatory approach, youth participants were given the opportunity to express their own understanding of a leader and leadership. They shared perspectives on the qualities they value in leaders and reflected on leadership experiences within their communities. The discussion created an engaging environment that encouraged exchange of ideas and collective learning.

The session concluded with a participatory reflection where participants summarized key lessons and identified practical actions to strengthen ethical and responsible leadership in their communities.



## **SESSION 2: CASE STUDY AND PRACTICAL EXAMPLE**

### **LED: ABDIQADIR**

The second session was delivered by Abdiqadir- a program manager at ISIR Institute and focused on using practical examples and real life experiences to strengthen participants' understanding of leadership, service, and community responsibility.

The session applied a case study approach to connect theoretical discussions from the workshop with practical experiences from the local context.

During the session, the facilitator presented the inspiring story of Dr. Nageeye Jama Dahir, a young veterinary doctor serving rural communities in Borama and across Somaliland.

The case study highlighted his commitment to delivering essential animal healthcare services by reaching remote pastoral communities and providing support beyond conventional service expectations.

Participants explored how dedication, responsiveness, and community service can create positive impact and contribute to improved livelihoods.

To enrich the discussion, a YouTube video featuring Dr. Nageeye's work and community engagement was screened. The video enabled participants to observe a practical example of community driven service and encouraged reflection on how individuals can contribute to development through commitment and action.

The session was highly participatory and created space for discussion and reflection. Participants shared their observations and discussed lessons learned from the case study, particularly around responsibility, service to communities, and the role individuals can play in creating meaningful change.

The session concluded with participants identifying practical examples of how similar approaches could be applied within their own communities and areas of engagement.

## SESSION 3: GOOD GOVERNANCE

### FACILITATOR: FARDUS MOHAMED

The third session focused on Good Governance and was facilitated by Fardus Mohamed. The session aimed to strengthen participants' understanding of governance principles and their importance in promoting effective, inclusive, and accountable leadership at community and institutional levels.

During the session, participants were introduced to the concept of good governance and explored its key principles, including accountability, transparency, participation, responsiveness, inclusiveness, rule of law, and effectiveness. The discussion emphasized how these principles contribute to building trust, improving public service delivery, and creating stronger relationships between communities and institutions.

The facilitator also highlighted the role of women and youth in advancing good governance by actively participating in civic engagement, community leadership, and decision making processes. Participants reflected on governance challenges within their local context and discussed practical ways to encourage more inclusive and responsible leadership practices.

The session was delivered through presentations, interactive discussions, and experience sharing to encourage active participation and critical reflection. Participants engaged in dialogue, shared examples from their communities, and explored how governance principles can be applied in their everyday roles and responsibilities.

The session concluded with a participatory reflection where participants identified key lessons and committed to promoting transparency, accountability, and active participation within their communities and future leadership engagements.



## SESSION 4: GROUP DISCUSSION AND REFLECTION

The fourth session was conducted as a **group discussion exercise** to encourage active participation, critical thinking, and reflection on the themes covered throughout the training.

Participants were divided into **three groups**, and each group was assigned discussion questions related to youth leadership, governance, participation, and community engagement. The exercise aimed to provide participants with an opportunity to exchange experiences, analyze challenges, and propose practical solutions.

The groups discussed the following questions and presented their reflections during the plenary session:

**Question 1:** What challenges do youth leaders in Somaliland face?

**Key responses:** Participants identified limited access to leadership opportunities, insufficient representation in decision making spaces, unemployment, limited mentorship, financial constraints, and social barriers that affect youth engagement and leadership growth.

**Question 2:** How can youth participate in decision making spheres?

**Key responses:** Participants emphasized strengthening youth representation in local structures, increasing civic education, engaging in community initiatives, participating in policy dialogues, joining youth networks, and using advocacy and public engagement platforms.

**Question 3:** Why is youth participation important in governance and leadership?

**Key responses:** Participants noted that youth bring innovation, new perspectives, energy, and long term investment in community development. Their participation was seen as essential for inclusive governance and sustainable decision making.

**Question 4:** What barriers limit women and youth participation in leadership positions?

**Key responses:** Participants highlighted social norms, unequal opportunities, lack of confidence building initiatives, limited access to information, and weak institutional support mechanisms.

**Question 5:** What practical actions can improve ethical leadership and good governance?

**Key responses:** Participants recommended promoting transparency and accountability, strengthening public participation, encouraging community dialogue, supporting youth leadership programs, and increasing awareness of governance principles.

**Question 6:** How can communities support women and youth to become effective leaders?

**Key responses:** Participants suggested creating mentorship opportunities, encouraging equal participation, investing in leadership development, providing platforms for engagement, and recognizing the contributions of women and young leaders.

At the end of the session, each group presented its discussion outcomes to all participants. The exercise was highly participatory and created an open platform for dialogue, reflection, and collaborative learning.

Participants demonstrated strong engagement and generated practical recommendations for strengthening youth and women's participation in leadership and governance processes in Somaliland.

### Key Challenges Identified

- Limited participation of women and youth in decision making spaces.
- Limited access to leadership and mentorship opportunities.
- Social and economic barriers affecting engagement.
- Low awareness of governance and civic participation mechanisms.

### Recommendations

- Expand leadership and governance capacity building initiatives.
- Create more inclusive platforms for youth and women participation.
- Strengthen civic awareness and community engagement.
- Promote mentorship and networking opportunities for emerging leaders.

### Way Forward

- Continue engagement and follow up activities with participants.
- Support practical application of leadership and governance skills.
- Strengthen collaboration among youth, communities, and institutions.
- Encourage active participation in governance and local development initiatives.





## GOLE WATCH

Gole watch is a parliament monitoring initiative in Somaliland that bridges the gap between the parliament and citizens by providing accurate and visualized information.



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