



LEADERS IN EXTRACTIVES AND AFRICAN DEVELOPMENT (LEAD) PROGRAMME



The African Union governments adopted the African Mining Vision (AMV) in 2009 to serve as Africa's road map for strategically harnessing its mineral resources for broadbased sustainable development.

The AMV is Africa's own response to tackling the paradox of great mineral wealth existing side by side with pervasive poverty. It asks for the integration of the extractive sector into development policies at local, national and regional levels. To successfully implement the AMV on a country-by-country basis, it is recognised that there will need to be much improved governance in the sector and a better understanding of international best practice and how to implement it.

There is an urgent need for the people who are charged with making the AMV a reality in their home country to develop the required leadership skills, whether they sit in industry, government or civil society.

The LEAD Programme is designed to equip the next generation of leaders in the extractives sector with the skills required. It will bring together a cohort of early career professionals who are working in or engaging with the extractives sector, equipping them with the leadership skills that will allow them to catalyse sustainable development across Africa.

SUCCESSFUL CANDIDATES

Applications are invited from emerging leaders in all parts of the mining, oil and gas sector across Africa. It is expected that successful candidates will be career professionals under the age of 40 who can demonstrate a track record of passion for the sector and commitment to positively influencing the future of mining in Africa.

Candidates will need to complete an online application that will be reviewed by a panel of assessors. Funding will be available to assist with travel and accommodation expenses for the two-week stay in South Africa for non-corporate participants.

PARTNERS AND SUPPORTERS

Minerals to Metals is delighted to have the support of the Mining Indaba, Anglo American, and the German foundations BGR and GIZ. Funding is currently being sought to pay for the participation of the young leadership group next year.

Applications are open from 11 August to the 25th of August 2025
To access Application Form, use QR Code





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Learning outcomes:

- An understanding of mining from socio-economic and environmental perspectives
- Sensitivity to stakeholders, partnerships, and critical collaborations required to catalyze African development
- Knowledge of the African mining vision and other legislative and policy frameworks for the development, governance, and stewardship of mineral resources
- Awareness of imperatives for just transition toward a low-carbon economy and the role of the mineral sector in driving this
- Appreciation of the personal leadership skills and systems thinking required for complex and ambiguity decision-making

Purpose:

To equip young African leaders for the sustainable development of their continent's mineral resources

Objectives:

- Explore current and future challenges and opportunities associated with the African minerals sector and its contribution to the sustainable development of the continent.
- Critique the leadership and collective action required to achieve this.
- Create a network of committed African leaders the continent's who are actively engaged in influencing the future of minerals sector.

WEEK ONE: IMMERSIVE LEARNING

The first week will comprise a full programme of immersive learning on core topics:

- The implications of the changing global context for the extractive sector in Africa
- The role of the extractives sector in contributing to sustainable development and the green energy transition
- Implementing the African Mining Vision Leadership development and leadership practice
- Managing complexity and ambiguity
- Effective communication skills
- Stakeholder engagement
- Collaboration and partnerships

WEEK TWO: MINING INDABA

During the second week, participants will undertake a full programme of activities at the African Mining Indaba. This will provide them with a unique opportunity to interact with mining industry CEOs, ministers, advisors and thought leaders, and to have unparalleled access to the global conversations on strategic direction and trends. The intention is to provide a range of practical opportunities to test and challenge some of the concepts presented in the first week with the current leaders in the sector.

The group will come together at the end of the week for a final debrief, sharing of experiences and intelligence and planning for on-going peer engagement and support.

The two-week schedule is designed to maximize the opportunity for professional development, networking, stretch thinking, innovative learning and reflection.

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Alumni Programme

The LEAD Alumni programme is a highlight of participation in LEAD. The Programme enables the LEAD alumni to amplify their individual and collective impact and growth beyond the LEAD course at the University of Cape Town.

The focus is on building on leadership competencies and practical implementation of skills obtained from LEAD course by:

- Providing a platform and framework for networking and collaboration. Continuing the personal and leadership journey beyond the LEAD course.
- The LEAD Alumni Network incorporates the alumni from the LEAD predecessor programme, Emerging Leaders in African Mining (ELAM) and boasts some 153 leaders, and represents 28 African countries.
- Alumni are impactful leaders in civil society, government and industry.

LEAD PROGRAMME EMPOWERS PARTICIPANTS TO:

- Acquire essential frameworks, models and tools to make informed decisions about how to pursue effective leadership in the African mineral sector
- Identify and navigate the unique challenges in executing sustainable leadership models, pertaining to the impacts of mining
- Be aware of best practices deployed by leaders with proven track records in the African minerals sector
- Connect, network and collaborate with a diverse range of leaders and advance the African mining vision and personal growth

181
Alumni from
29 Countries

50%
Female in 2025
Cohort



Alumni Impact



Individual growth | Marit Kitaw Driving the African Mining Vision

The African Mining Vision (AMV) is a strategic framework aimed at promoting sustainable development in Africa's mining sector, in order to harness the continent's mineral wealth for the benefit of all its people. Dr. Marit Kitaw, an esteemed alumni of the LEAD Programme, is at the forefront of implementing the AMV as the Interim Director of the African Minerals Development Center. Her expertise and commitment to sustainable development have been instrumental in advancing the goals of the AMV, making significant strides towards a more inclusive and sustainable mining industry on the continent. Dr. Kitaw's work exemplifies the impact that LEAD alumni are making in shaping Africa's future through effective policy implementation and collaboration.



Organisational influence | Cynthia Simkhonda | Sustainable Artisanal Mining Applied for Livelihood Advancement for Youth and Women Project

The Sustainable Artisanal Mining Applied for Livelihood Advancement (SAMALA) project in Chikwawa District, Malawi, aims to transform the artisanal salt mining sector by promoting environmental conservation and gender inclusivity. Led by Cynthia Simkhonda, Program Coordinator at IM Sweden, the project introduces improved mining practices and diversified income-generating activities to enhance economic stability and environmental sustainability for the community. Despite the challenges posed by climate change, the SAMALA project demonstrates the potential for communities to thrive through innovation, collaboration, and sustainable development.

Collaboration | LEAD Alumni collaborate to establish a new and transparent Malawi Minerals Commission

What began as a conversation on the sidelines of the 2024 Mining Indaba and the LEAD Programme between UCT LEAD 2024 participant Edwin Wuadom Warden from the Extractives Initiative Transparency Initiative (EITI), Alumni Nelson Chimwemwe (LEAD 2023) from Malawi and Augustine Mubanga (ELAM 2014) and Professor T.B Mlilo evolved into a peer-learning exchange journey between Malawi and Ghana. Malawi and Ghana are collaborating on a peer-learning exchange journey, aiming to increase the contribution of the extractive sector to the GDP from 1% to 10% by 2030, following a conversation during the 2024 Mining Indaba. The Chakwera-led government recently approved the Mines and Minerals Bill of 2023 and signed Mining Development Agreements with mining companies, marking a significant step towards achieving the goal of increasing the extractive sector's contribution to the GDP. These agreements pave the way for the resumption of operations at the Kayelekera Uranium Mine and initiate Rare-earth mining. The Malawi Minerals Commission regulates the mining sector, while Ghana's Minerals Commission promotes sustainable practices. EITI collaborates with the Commission to improve transparency, disclose mining contracts, and use beneficial ownership information for due diligence in awarding mineral rights.



Augustine Mubanga



Nelson Chimwemwe



Edwin Wuadom Warden

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OUR TEAM

Thabani Mlilo

LEAD Director/Director of LEAD Alumni

Thabani is an Adjunct Professor at the University of Cape Town with 22 years' proven experience in multiple sectors, specialising in extractives industry. He has in-depth understanding and experience in sustainability, health and safety, climate change, and community relations in Africa (including South Africa, Guinea, Mali, Ghana, Tanzania, Egypt, Ethiopia, Namibia and Zimbabwe), South America (including Argentina, Chile, Brazil and Colombia), North America and Asian Pacific (Australia). His specialises in creating value throughout the entire mining value chain, from exploration to closure through a purpose-led, solutions-orientated and strategic approach. He is passionate about leadership development, mentoring, and equipping future leaders with skills and competencies to enable a sustainable future. He has worked at Anglo American, AngloGold Ashanti, ERM, PwC and ERG Africa. He is currently the Managing Director at Moahi Sustainable Solutions, a boutique Sustainability advisory firm specialising in ESG.

Jenny Broadhurst

Programme Convenorship

Jennifer has more than 40 years of research and education experience in the field of minerals beneficiation within industry and academia. Her research interests over the past 15 years have expanded to include the broader sustainability challenges (environmental, economic and social) facing the resource extraction sector and the inter-generation burdens these places on mining communities, particularly in the South African and African contexts. She has held several leadership roles within UCT, including co-director of the Minerals to Metals Initiative (2015-current), Research Coordinator and EXCO member of the Department of Chemical Engineering (2020-2023), Interim SARCHI holder for Bioprocess Engineering (2019-2022), and Director of the UKRI-funded GCRF Mine Dust and Health Network (2019-2022).

May Hermanus

Programme Advisor

May works independently as a part-time academic, a board director, and consultant (in research and advisory capacities). She has worked for trade union National Union of Mineworkers (NUM) Samancor (OHS lead), DME (Chief Inspector Mines), Centre for Sustainability in Mining and Industry at Wits (Director) and the CSIR (head of Natural Resources and the Environment). Her roles and activities include and have included health and safety of miners, the mining sector's impact on the environment and communities, the regulation of the sector, its structure and composition both formal and informal; and the positioning of the sector for inclusivity and sustainable development.

Elsbeth Donovan

Learning Design and Facilitation

Elsbeth worked for Cambridge Institute for Sustainability Leadership (CISL) from 2008 to 2021 and was responsible for designing and delivering CISL's education work in South Africa. In addition to customised work with various organisations, she directed the CISL Sustainability Practitioner Programme and the Business and Sustainability Programme in South Africa. She is currently a Head tutor on CISL's online programme Business and Sustainability Management and Co-Convenor of a new online programme in development called Business and Social Justice. Elsbeth's passion is preparing current and future leaders for a very different future through "curated" learning experiences. Elsbeth is Chair of Sustainability Matters, an NPO that works to prepare young South Africans for a different future, and on the Board of Just Share NPC a shareholder activism organisation. Elsbeth's interest in Sustainability, Well Being & Human Development comes from her science background. She studied Zoology and Biochemistry for a BSc at the University of Rhodesia (now Zimbabwe) and a Post Graduate Diploma in Therapeutic Dietetics. She also obtained an MBA from University of Cape Town.

Cledwyn Mangunda

Programme Coordinator

Cledwyn Mangunda is an experienced chemical engineer with a passion for sustainable metal extraction and recovery. His 19-year career has spanned managerial roles in food processing, metal and timber processing industries, and academia. His research interests are in mine dust mitigation and control, mining stakeholder engagement, and hydrometallurgical processes with a focus on waste treatment and valorisation. He currently serves on the advisory board of two higher education institutions within Southern Africa and is the programme coordinator for the GCRF Mine Dust and Health Network.

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