



Leadership Program for Young Professionals from Migrant Organizations

An Example from Germany

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1st participant group, 2007-2008

The Situation in Germany in 2007

- Politics and society wants to reach out to immigrant communities
- Lack of representation of migrant interests and issues
- Migrant Organizations face generational *and* functional changes
- New political and societal environment: Migrant organizations have to adapt or re-invent themselves

The Idea Behind the Project

- Migrant organizations as part of an active democracy
- A program for „capacity building“
- Young leaders as role models and „bridge-builders“
- Empowering individuals to change structures

Project Goals – Short Term

Individual competences and cross-linking

- Increasing individual competences in order to strengthen the participants' activist roles
- Cross-linking the participants in order to enable cooperation and insight between different ethnic/religious organizations and activists
- Establishing migrant contact persons for politics, media and civil society in order to foster dialogue and understanding

Project Goals – Long Term

Participation and Dialogue

- To increase the professional level of migrant organization activities
- To increase society's perception of migrant issues and needs
- To increase migrant organizations' awareness of “game rules” in democracies for achieving demands



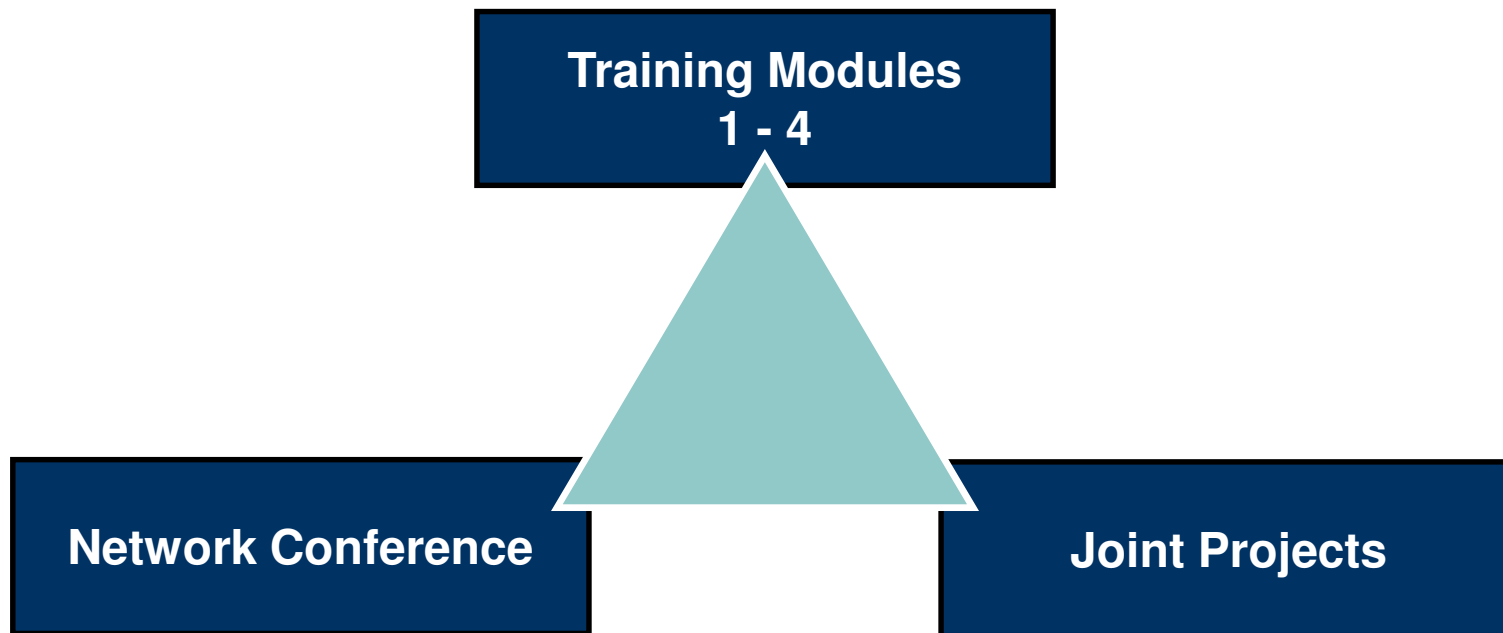
2nd participant group, 2008-2009

Key Data

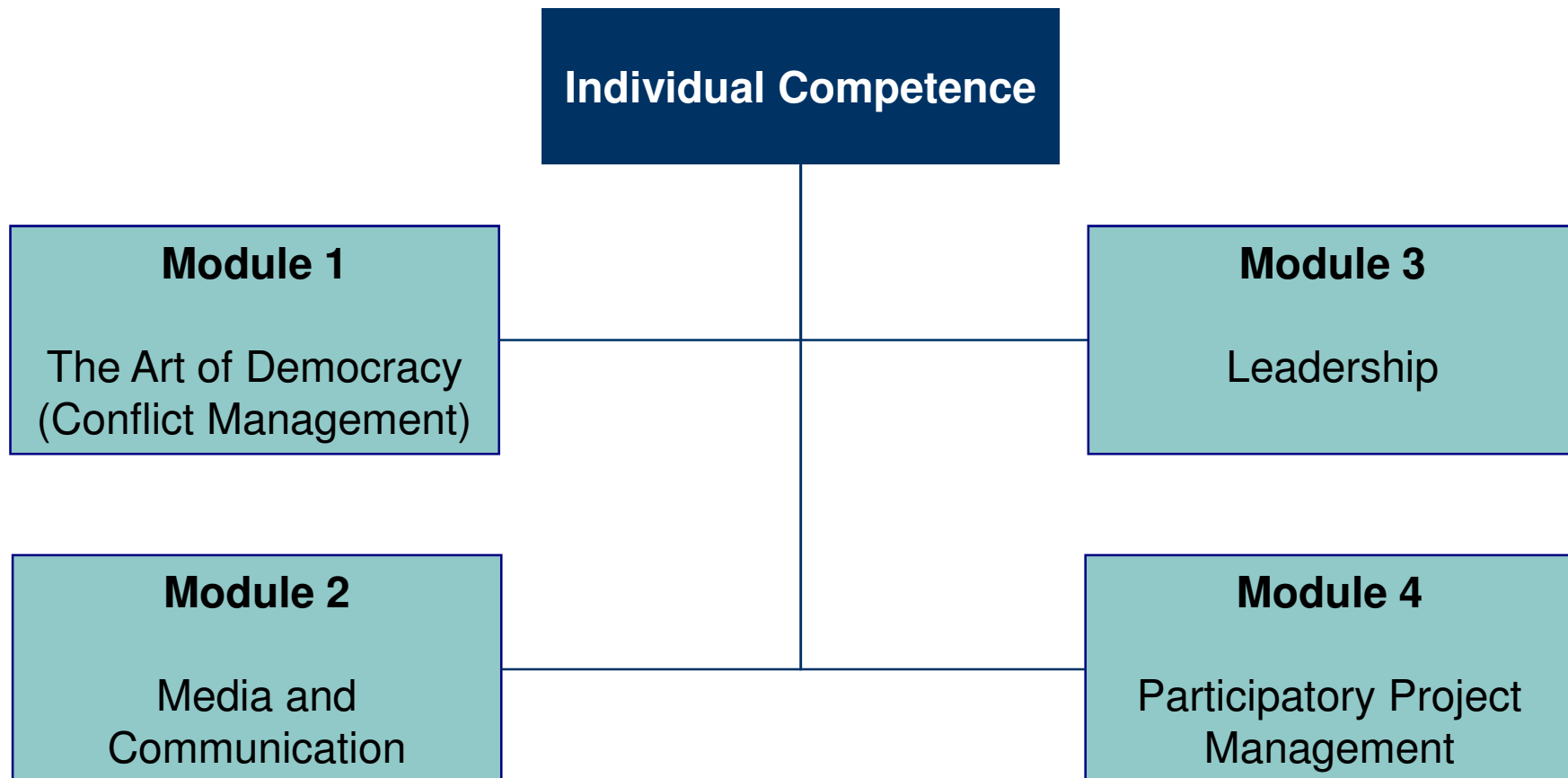
Leadership Program 2007-2013

- Three training cycles/groups, each lasting one year in average
- Training cycles consist of 4 “training modules” (weekends) plus one annual network conference
- 85 participants in total, age 20-35 years, approx. 25 different ethnic backgrounds
- Focus on soft skills, self-perception and behavior modification, complementary talks with experts from politics and civil society

Program Overview – Training Cycle



Training Modules





3rd participant group, 2010-2011