

Bootcamp REPORT



September 27th-29th, 2018 - at The Innovation Village Hub, Kampala

ENVenture

Table of Contents

Introduction	2
Date and Venue.....	2
Background of the training	2
The training team	3
Agenda	3
The participants.....	3
Objectives	4
Content	4
Outcomes of the Bootcamp.....	7
Outcomes Key results.....	7
Acknowledgement of Sponsors and supporters.....	9
Annex 1: Pictorial	10
Annex 2: Boot camp program.....	11
Annex 3: List of participants	13
Annex 4: Evaluation form	14

Introduction

This report presents the proceedings of the 8th ENVenture Business 101 Bootcamp which was held in Kampala for its vetted Community Based Organizations (CBOs) partners. The topics explained in this report include: objectives of the workshop, participants, training team, training method delivery, key results, lessons learnt, and a follow up action plan. The workshop was supported by the CapCon Foundation. At the end of the workshop, all participants had the opportunity to express their level of satisfaction in writing. Annexed is the Training program, attendance list and participants' evaluation.

Date and Venue

The Business 101 Bootcamp took place between 27th and 29th September 2018 at The Innovation Village Hub in Kampala District.

Background of the training

Community Based Organizations are typically used to grants which enable them conduct their work in the communities they operate. However, in seeking to generate earned income through financial sustainability for their organizations, clean energy presents an exciting and lucrative business opportunity.

This training covered the following topics:

- Business roadmap start to finish
- Building the Skills: Clean energy business diagnosis
- Building the Skills: Financial Planning and Business 101
- Case study: an ENVenture entrepreneur: lessons learned by Initiative Uganda (joined in 2017)
- Moving it Forward: leadership and management
- Finding your voice: Entrepreneurship core competencies
- Building the skills: Monitoring and evaluation
- Mobile book keeping: ENVision Mobile app
- Clean energy product demonstrations by Dlight Designs, Green Bio Energy, Spouts of Water and Ugastove Manufacturers Ltd.

The three-day training was a guiding tool towards the startup of an energy enterprise. All aspects of last mile clean energy access and entrepreneurship in which the CBOs serve were discussed basing on prior partnerships. The training illuminated ENVenture's monitoring function in the activities of the entrepreneur from launch to the loan re-payment.

The training team

The members of the training team were staff of ENventure who collectively brought over 20 years of experience in clean energy, micro finance and last mile entrepreneurship. The team composed of;

- a) Julius Mujuni, Country manager
- b) Robert Birungi, Senior Loans Officer
- c) Smith Tukahirwa, Business Development Fellowship Officer
- d) Marvin Tumusiime, Program Officer
- e) Bruno Olanya Serunkuma, Regional Data Consultant

Agenda

The training team agreed on a draft agenda (attached in annex) prior to the training-workshop as shown below;

Day 1

- Business road map from start to finish (How to create a clean energy enterprise)
- Building the skills: Business diagnosis
- Building the skills: Financial Planning and Business

Day 2

- Moving it forward: Leadership and management
- Finding your voice: entrepreneurship core competencies
- Product presentation - solar products by Dlight Designs Ltd
- Product presentation - briquettes by Green Bio Energy
- Product presentation - water filters by Spouts of Water

Day 3

- Fintech and entrepreneurship - Showcasing the ENVision App
- Building the skills: Monitoring and evaluation
- Product presentation - Improved cookstoves from Ugastove Manufacturers Ltd

The participants

The training was attended by 36 participants who hailed from 10 CBOs each represented by 3 members and a business development fellow. The training registered an excellent attendance with majority being women. Kampala and Mukono district registered majority CBO participants as seen below;

No.	Name of CBO	District
1	Global Youth Skilling Initiative	Kampala
2	The Women Support Initiative	Lwengo
3	Mukono Multi-Purpose Youth Organization	Mukono
4	Vision Bags	Mukono

5	Banda Women Initiative for All	Wakiso
6	The Champion Route	Mukono
7	Mission for community development	Buikwe
8	Family Restoration and Human Rights Organization	Mukono
9	Action for Direct Impact	Kampala
10	African Development Promise	Wakiso

Also in attendance were representatives from each of the four supplier partners;

No.	Name of Supplier	Product	Headquarters
1	Ugastove Manufacturers	Improved cook stoves	Kampala district
2	Dlight Designs Ltd	Solar	Kampala district
3	Spouts of Water	Water filters	Kampala district
4	Green Bio Energy	Briquettes	Kampala district

Objectives

The workshop had a core objective function to coach ENVenture's mission of creating viable modern clean energy businesses in the last mile. It was also expected that the participants would learn about clean energy, share knowledge, identify sustainable partnerships, and create fruitful customer relations that can accelerate communal social impact.

Certain segments of the training advocated for social value creation and data collection helpful in generating impact monitoring tools. The training illuminated the importance of creation and maintenance of partner relationships that can generate much wider networks of eco-innovation initiatives for the CBO and the community it serves. The training aimed to provide lessons in business management, marketing, sales, human resources management and finance.

Content

Day one - 27th September 2018

The training workshop was opened with an ice breaker that required each participant standing up to introduce themselves by mentioning name, organization and designation. Julius started off the sessions by introducing the workshop program and objectives while hearing the expectations of the participants. The ground rules and bootcamp schedule were also explained in detail.



Participants learning the Business Road Map in greater detail

The first presentation was given by Julius who took the participants through the module *Business Roadmap from Start to Finish* (also titled as “How to Create a Retail Outlets for Clean Energy Products”) and *Business Diagnosis* which aimed at showing an overall picture of how the business model ought to be built on. The facilitator displayed a case study of a similar project that had successfully launched and operated in a remote village in India. A few videos featuring Aneri explaining the business road map were shown during this session. The key highlights in this session covered market research, shop infrastructure, budget creation, records & file management, product ordering,

marketing, after-sales and training.

Shortly after the coffee break, Robert coached the participants through *Building the Skills: Financial planning* and aligned the lesson with clean energy entrepreneurship. Participants participated in a math problem that prompted a rising need for a cash flow plan while incorporating the time value of money and a breakeven analysis.

The first day’s sessions were rounded up with a *Q&A session* facilitated by Bruno. Using his field and fellowship experience, Bruno gave a more realistic overview of how the day’s sessions could best be incorporated into the clean energy enterprises. Several questions and concerns were raised by the participants who expressed their enthusiasm for product presentations the next day. Following the presentation and Q&A, the workshop was closed for the day.

Day two - 28th June 2018

Day two began recap of the day one’s sessions followed by a presentation on *Moving It Forward: Leadership and Management* by Julius. The topics covered in this module included traits of good and bad community organization leaders with real life examples of prominent figures world-over. Majority of the participants were able to derive important dos and don’ts from the session. A subset of this session tackled *Transformational Leadership* which emphasizes vision, empathy, perseverance, community risk, collaboration and mobilization.



Shortly after the leadership segment, the session that followed was the *Finding your voice: Entrepreneurship core competencies* and its content was picked from the EET Handbook, a publication on the Global Alliance for Clean Cookstoves. This session covered risk taking, goal setting, strategic thinking, information seeking and customer care. To practically explain, Marvin facilitated the class through a risk taking game. The name of the game was not communicated beforehand and the participants were asked to guess the game, with only five participants guessing correctly. It involved tossing a ball into a bucket from three distance points (either 1 meter, 2 meter or 3 meters away from the stationary bucket). Each player had up to three chances to toss the ball from a preferred

distance point. Majority of the throws were done from the shortest distance suggesting the players were playing it safe. Shortly after the game, the participants went back to the training room and were coached on risk taking.

After the lunch break, a water filter partner company called Spouts of Water Ltd presented their flagship product, the Purifaaya. Scovia, the company representative explained the functionality of the product and demonstrated how it works. Dirty water was collected from nearby source and this was nicely filtered to achieve 99% safe drinking water. There were also presentations of solar and briquette products from Dlight Designs Ltd and Green Bio Energy Ltd respectively. All presenters provided unique selling points and strategies on how to best distribute the products to the last mile.

Day three - 29th June 2018

The third and final day of the bootcamp started off with recap of the previous day's activities. The first agenda of the day was a presentation from Robert about the ENVision mobile app, an easy-to-use book keeping app for last mile entrepreneurs. The participants got to use the app while others downloaded the app on their smart phones. Shortly after that, Marvin and Bruno presented a *Monitoring and Evaluation session* on how the entrepreneurs would be able to track progress of their businesses. The products demonstrated on this day were improved cook stoves from Ugastove Manufacturers Ltd. Much like the previous day, the participants were equipped with unique selling points and marketing strategies for the product. All the companies that exhibited promised to cooperate with the entrepreneurs on tailored marketing strategy and support.



Some of the clean energy technologies

Outcomes of the Bootcamp

The participants agreed on the following recommendations for their future work:

- Majority of the participants found the training very empowering and this resulted into a readiness for the entrepreneurs to launch their businesses.
- The participant agreed to revisit areas that came up as weak points for their businesses.
- The fellows were looking forward to mentoring and providing business development support to the respective CBOs in attendance.
- The biggest next step for all the participants was the creation of business plans that paid attention to marketing, financials, and scaling potential.

Outcomes Key results

Evaluation of trainers and workshop:

The last-day evaluation conducted on Day 3 was to get feedback on participants' opinions about the usefulness, content, methodology, and the workshop in general.

Trainees:

As revealed by the evaluation results, majority of participants found the training very empowering. The content was very relevant and helpful. It was evident that the training helped the participants in their readiness to start their clean energy businesses.

Evaluation findings (Multiple choice questions):

The most significant comments made by participants and the results extracted from the 15 multiple choice questions are presented below. The evaluation criteria are based on a "Not at all" to "very well" scale, "Not at all" standing for the minimum satisfaction and "very well" for the maximum. The complete and detailed results are presented in a table below

		Not at all	Not well	Neutral	Well	Very well
1	Business road map start to finish			2	11	15
2	Building the Skills: clean energy business diagnosis			1	11	19
3	Building the skills: Financial planning and business 101			3	13	15
4	Case study: lessons from an ENventure partner				11	21
5	Moving it Forward: Leadership & Management				13	19
6	Finding your voice: Entrepreneurship core competence			2	11	19

7	Building the Skills: Monitoring & Evaluation			2	16	16
8	Mobile book keeping: ENVision mobile app			7	8	14
9	The facilitators knew the subject matter well				10	23
10	The facilitators gave clear explanations of the topics				10	23
11	The speed of the lectures was appropriate			7	10	13
12	The facilitators answered questions well				8	25

The overall biggest score given to the training was “very well”. Many of the participants chose the “well” and “very well” indicating that participants were highly-satisfied with the workshop. The highest satisfaction among the modules came from Partner Lessons and the EET courses. The best supplier presentation was GBE. 90% of the respondents felt that the facilitators knew the subject matter well and delivery was good.

Evaluation findings (open ended questions results):

In this, the main comments and feedbacks given in writing by participants through the evaluation questionnaire are presented and regrouped into 2 clusters of comments:

- I. The aspects of the boot camp the participants found of interest
- II. Topics and issues not clear

The aspects of the boot camp the participants found of interest:

- The EET courses
- Core competencies
- Product presentations
- ENVenture’s mission and business roadmap

Topics and issues to discuss in the future:

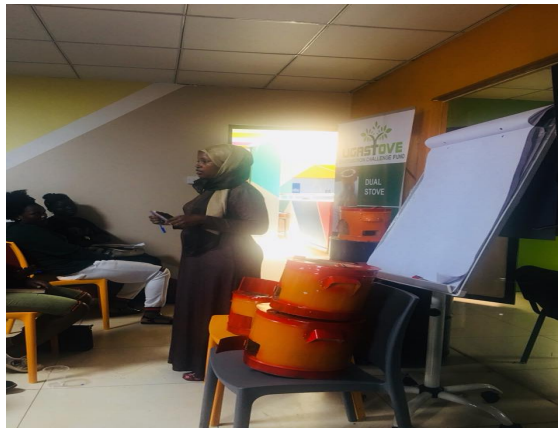
- Illuminate more lessons learned by past partners
- More empowerment sessions
- Social media integration
- Credit sales management
- Government policies on clean energy
- Identification of funding and ENVenture’s funding opportunities
- Presentations from CBOs attendees

Acknowledgement of Sponsors and supporters



Great thanks to Capcon Foundation who sponsored some of the women attendees

Annex 1: Pictorial



Annex 2: Boot camp program

Time	Activity / Topic	Moderator
DAY ONE (27th SEPTEMBER 2018)		
8.00 - 8.30am	Arrival and Sign-in	
8.30 - 9.00am	Welcome remarks and introduction to ENventure	ENventure
9.00 - 10.00am	Video presentation and the Business roadmap start to finish	Julius Mujuni Country Manager
10.00 - 10.30am	Coffee/Tea break	
10.30 - 1.00pm	Building the Skills: Clean energy business diagnosis	Julius Mujuni Country Manager
1.00 - 2.00pm	Lunch	
2.00 - 3.00pm	Building the Skills: Financial Planning and Business 101	Robert Birungi Senior Loans Officer
3.00 - 4.00pm	Case Study- an ENventure entrepreneur: Lessons learned	Initiative Uganda (Green Goods Ltd) Mukasa Nasser
4.00 - 4.30pm	Closing, coffee	
DAY TWO (28th SEPTEMBER 2018)		
8.30 - 9.00am	Arrival and Sign-in	
9.00 - 10.00am	Moving it forward: Leadership & Management	Julius Mujuni Country Manager
10.00 - 10.30am	Coffee/Tea break	
10.30 - 12.30pm	Finding your voice: Entrepreneurship core competencies	Marvin Tumusiime Program Officer
12.30 - 1.30pm	Lunch	
1.30 - 2.30pm	Solar supplier presentation	DLight Designs
2.30 - 3.30pm	Briquette supplier presentation	Green Bio Energy
3.30 - 4.30pm	Water filter supplier presentation	Spouts of Water
4.30 - 5.00pm	Market place exhibition for Q&As	All product Suppliers
5.00 - 5.30pm	Closing, coffee and networking	
DAY THREE (29th SEPTEMBER 2018)		

8.30 - 9.00am	Arrival and Sign-in	
9.00 - 10.00am	Building the skills: Monitoring & Evaluation	Marvin Tumusiime Program Officer
10.00 - 10.20am	Coffee/Tea break	
10.20 - 11.20am	Mobile book keeping: ENVsision mobile app	Robert Birungi Senior Loans Officer
11.20 - 1.00pm	Cookstove supplier presentation	Ugastove Ltd
1.00 - 2.00pm	Lunch	
2.00pm - 2.30pm	Evaluation, closing session	

Annex 3: List of participants

NAME OF PARTICIPANT	Gender	ORGANISATION	DESIGNATION
Sheba Musiimenta	F	ENventure	Fellow
John Ndeeda	M	Mukono Multi Purpose Youth Organisation	Volunteer
Oscar	M	ENventure	Fellow
Ashiraf Kyepa	M	Action for Direct Impact	Executive director
Martha Nabadda	F	The Women Support Initiative	CFO
Shamim Najjombwe	F	The Women Support Initiative	Programme officer
Tadeo Olmi Mwesige	M	Utopia Mbarara	Programme officer
Dickens Tugume	M	Banda Women Initiative for All	Ass.programme coordinator
Racheal Nakyejjwe	F	African Development Promise	Programme officer
Rebecca Nziza	F	African Development Promise	Programme officer
Justine Opolot	F	Action for Direct Impact	Secretary
Alex Kal Ojera	M	ENventure	Fellow
Diof B Caria	M	ENventure	Fellow
Diana Calatell Albo	F	ENventure	Fellow
Esther Birungi	F	The Champion Route	Ass.Manager
Monic Rwaheem	F	The Champion Route	Executive director
Lillian Lei	F	ENventure	Fellow
Prudence Yoo acel	F	Life Concern	S & M officer
Aidah Birungi	F	Global Youth Skilling Initiative	Treasurer
Grace Nakanjako	F	Global Youth Skilling Initiative	Programme officer
Rosemary Nakasagga	F	The Women Support Initiative	Executive director
Joshua Rwotdit	M	ENventure	Fellow
Felistah Jjuuko	F	Family Restoration and Living with Reality as a Human Rest	Member
Edith Nambowa	F	Family Restoration and Living with Reality as a Human Rest	Ass.chairperson
Prossy Najuko	F	Family Restoration and Living with Reality as a Human Rest	Executive director
Elizabeth Nakintu	F	African Development Promise	Programme officer
Brenda Namusabi	F	Vision Bags	Programme officer
Francis Mambi	F	Vision Bags	Executive director
Michael Muwanguzi	M	Vision Bags	Programme officer
Brain Mambi	M	Vision Bags	Secretary
Hoscker Opio	M	SMC	Board member
Alice Nantunga	F	ENventure	Fellow
Edith Naturinda	F	Mukono Multi Purpose Youth Organisation	Volunteer

Gender ratio: 22 Females and 11 men

Annex 4: Evaluation form

To what extent did you gain knowledge and confidence in the following topics?						
Day 1		Not at all	Not well	Neutral	Well	Very well
	Business road map start to finish and video					
	Building the skills: clean energy business diagnosis					
	Building the skills: Financial planning and business 101					
	Case Study - an ENventure entrepreneur: lessons learnt					
Day 2		Not at all	Not well	Neutral	Well	Very well
	Moving it forward: Leadership and management					
	Finding your voice: Entrepreneurship core competence					
	Dlight Designs Presentation					
	Green Bio Energy Presentation					
	Spouts of Water product presentation					
Day 3		Not at all	Not well	Neutral	Well	Very well
	Building the Skills: Monitoring & Evaluation					
	Mobile Book Keeping: ENvision mobile app					
	Ugastove Manufacturers presentation					
How good was the facilitation?		Not at all	Not well	Neutral	Well	Very well
3.1	The facilitators knew the subject matter well.	1	2	3	4	5
3.2	The facilitators gave clear explanations of the topics.	1	2	3	4	5
3.3	The speed of the lectures was appropriate.	Too slow 1	Slow 2	Yes 3	Fast 4	Too fast 5
3.4	The facilitators welcomed questions and responded to them appropriately.	1	2	3	4	5

Overall evaluation	
1.1	What impressed me or interested me most was ... (please explain why)
1.3	The topics or issues that were not clear to me were ...
1.4	I would like the following topics to be discussed in this or future workshops: ...