



# Bootcamp Report

ENVenture Powered by New Energy Nexus

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## Introduction

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This report presents the proceedings of the 9th ENVenture Program 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. 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

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The Business 101 Bootcamp took place between 12<sup>th</sup> and 13<sup>th</sup> December 2019 at Nobview Hotel in Kampala District.

## Background of the training

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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.

The two-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

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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) Robert Birungi, Head of Credit

- b) Penny Mbabazi Atuhaire, Director, Strategic Partnerships
- c) Julius Mujuni, Country Director
- d) Smith Tukahirwa, Fellowship Manager
- e) Bruno Olanya, Regional Officer Central Uganda
- f) Marvin Tumusiime, Program Manager
- g) Susan Doi, Associate Consultant
- h) Moses Okwonga, Associate 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)
- Principle of running a successful business enterprise
- Marketing
- Case study- an ENVenture awardee shares lessons
- Product demo- Ugastove

### Day 2

- Moving it forward: ENVision and bookkeeping
- Financial planning and management
- Loan management and common mistakes of start up business
- Leadership in business management
- Product demo

## 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	Aids Orphans Education Trust	Jinja
2	National Youth Empowerment	Lira
3	Integrated Villages	Mukono
4	Ladder for Community Development Uganda	Lira
5	Nen Anyim Kudikiri Savings Group	Nebbi
6	Development Path for Community Transformation	Kole
7	Take a Step Women Association	Hoima
8	Rural Environmental Sustainability Initiative	Lyantonde
9	Gods care Ministry	Kampala

10	Bukedea Youth Professionals Association	Bukedea
11	Alitia Elia Foundation	Arua
12	Hope 21 Organisation	Kampala
13	Youth Effort for Sustainable Rural Development	Kumi
14	African Youth Forum against Poverty	Nebbi

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 New Energy Nexus' 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 - 12<sup>th</sup> December 2019***

The training workshop was opened with an ice breaker that required each participant standing up to introduce themselves by mentioning name, organization and designation. Moses 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 Uganda. 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 *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 expertise, 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.

Other speakers on day one included Penny Atuhaire, Susan Doi, and Smith Tukahirwa

### **Day two - 13<sup>th</sup> December 2019**

Day two began recap of the day one’s sessions followed by a presentation on *Leadership in Business Management* by Susan. 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, trainers took the class through some role playing games.

After lunch, different companies did product demos for their products which are also in our product catalog.

## 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 useful. 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 9 multiple choice questions are presented below. The evaluation criteria are based on a "strongly agree" to "Strongly Disagree" scale. The complete and detailed results are presented in a table below.

		Strongly agree	Agree	Disagree	Strongly disagree	Not relevant
1	The objective of the training was met	201	110	2	1	0
2	The presenters were engaging					
3	The presentation materials were relevant					
4	The content of the course was organized and easy to follow					
5	The trainers were well prepared and able to answer any questions					
6	The course length was appropriate					
7	The pace/speed of the course was appropriate to the content and attendees					



8	The exercises and roleplays were helpful and relevant					
9	The venue was appropriate for the event					

The overall biggest score given to the training was “strongly agree”. Many of the participants chose the “**strongly agree**” and “**agree**” indicating that participants were highly satisfied with the workshop. The highest satisfaction among the modules came from loan management and the EET courses. The best supplier presentation was Ugastove. 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 necessary for future trainings

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

- The EET courses
- Leadership and management
- The case study from previous ENVenture awardee
- Loan management
- Product demos by suppliers such as Ugastove

***Topics and issues necessary for future trainings:***

- More business planning courses
- Continuous training and refreshers
- Branding and products
- Monitoring of their business performance
- Accommodation extended to male
- Regional meet ups
- Need for more cleantech companies to be involved



## Annex 1: Pictorial



## Annex 2: Boot camp program

Time	Activity	
<b>DAY ONE</b>		
9:00 AM	Welcome remarks and introducing New Energy Nexus	Julius Mujuni
9:30 AM	CBO Introductions, individual & collective objectives	All CBOs
10:00 AM	Business Roadmap start to finish; lessons learned	Robert Birungi
11:00 AM	Coffee Break and Group Picture	
11:30 AM	Principle of Running a successful business enterprise	Moses Okwonga
1:00 PM	Lunch	
2:00 PM	Marketing	Moses Okwonga
3:30 PM	Case study- Case study an ENventure partner lessons learned	Initiative Uganda
4:30 PM	Product Demo One Cookstoves	Rehema Nakyaze
5:15 PM	Product Demo Two Solar	DLight Uganda
6:00 PM	Closing and coffee	
<b>DAY TWO</b>		
9:00 AM	Group reflections	All CBOs
9:30 AM	Training session- ENvision	Robert Birungi
10:30 AM	Financial planning and management	Susan Doi
11:30 AM	Loan management and common mistakes of start-up business	Susan Doi
1:00 PM	Lunch	
2:00 PM	Leadership in Business management	Trainers
3:30 PM	Product Demo Three Water filters	Spouts of Uganda
4:15 PM	Product Demo Four Briquettes or water pump	Green Bio Energy
5:00 PM	Coffee	
5:30 PM	Evaluation, Final announcements, End	Robert Birungi

## Annex 3: List of participants

DAY 1      12<sup>th</sup> / 12 / 2019

**ENVENTURE -Q4 2019 BOOT CAMP- ATTENDANCE REGISTER-NOB VIEW HOTEL NTINDA**

	NAME OF PARTICIPANT	ORGANISATION	DISTRICT	JOB TITLE	PHONE NUMBER	Email
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DAY 1 12th/12/2019.

ENVENTURE -Q4 2019 BOOT CAMP- ATTENDANCE REGISTER-NOB VIEW HOTEL NTINDA

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24					
25					
26					
27					
28					
29					
30					

DAY 2 13<sup>th</sup> / 12 / 2019.

ENVENTURE - Q4 2019 BOOT CAMP- ATTENDANCE REGISTER-NOB VIEW HOTEL NTINDA

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## 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					
	Principle of running a successful business enterprise					
	Marketing					
	Case Study - an ENVenture entrepreneur: lessons learnt					
	Product demos					
Day 2		Not at all	Not well	Neutral	Well	Very well
	ENVision- mobile bookkeeping solutions					
	Financial planning and management					
	Loan Management and common mistakes					
	Leadership in business management					
	Product demos					
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	Slow	Yes	Fast	Too fast

		1	2	3	4	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: ...