



imara
Leadership Initiative



ANNUAL REPORT 2025



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Abbreviations and Acronyms

AI - Artificial Intelligence

AU - African Union

ILI - Imara Leadership Initiative

SBCC - Social Behavior Change Communication

SDGs - Sustainable Development Goals

WYDE - Women, Youth, Democracy

Disclaimer

The 2025 Annual Report summarises the Imara Leadership Initiative Ghana Office programme implementation for the period from 1 January to 31 December 2025. Every effort has been made to ensure that the information presented, including references to partners and stakeholders, is accurate and not misleading. However, despite these efforts, the possibility of errors or unintentional omissions cannot be entirely excluded

FOREWORD

FROM THE MANAGING DIRECTOR

Nicholas Adzaho

IMARA LEADERSHIP INITIATIVE - GHANA
OFFICE



The year 2025 was one of steady progress and important reflection for the Republic of Ghana. It reaffirmed that youth development work is not always linear it requires resilience, consistent leadership and strong partnerships. Even amid global and local pressures, Ghana continued advancing with clarity and purpose and a firm commitment to inclusive and sustainable growth. Across the country, we saw institutions strengthening, communities adapting and new opportunities emerging particularly for young people, women, persons with disabilities and marginalized groups. These are not small gains they are the building blocks of long-term transformation.

Imara Leadership Initiative (ILI) Ghana is proud to have walked alongside the Government and partners in this journey. Together, we expanded our good governance, health promotion, gender equality, climate change, economic empowerment and peacebuilding portfolios to reflect emerging technologies and innovative landscape systems. This year reinforced a simple truth, progress is strongest when it is shared. The trust and collaboration between partners continue to drive results that matter in people's daily lives.

As we look ahead, ILI remains committed to practical, inclusive solutions that respond to Ghana's evolving needs – ensuring that development is not only sustained, but felt by all.

Year at glance

The Republic of Ghana entered 2025 with renewed ambition setting a clear pathway toward upper-middle-income status improvements on economic growth. At the same time, structural challenges including youth unemployment, rural poverty and disparities in access to services continue to shape the development landscape while encouragingly, emerging sectors such as digital innovation, green growth, and the blue economy are opening new pathways for inclusive growth.

250+ youth working on climate change solutions such as agri-food products, ocean conservation supported leading to 30-50% yield increase in climate smart solutions.

500+ youth innovators trained across 10 universities, with 20 student-led ventures.

20+ online masterclass courses taught on innovation, entrepreneurship and AI technologies in gender, health and economic empowerment.

100+ communities reached through mobile pop up ILI events

More than 200+ communities reached on health promotion advocacy projects.

Over 500 community members benefitted indirectly from improved access to entrepreneurship leadership sessions.

Strong collaboration with government institutions, development partners, civil society, academia, and the private sector underpinned these achievements. Together, these results highlight how integrated solutions spanning governance, climate action, gender equality, health promotion, innovation, service delivery and inclusive economic growth are contributing to Ghana's long-term development aspirations and ensuring progress that is both sustainable and people-centred

Country Context & ILI Positioning



Ghana is one of West Africa's most stable democracies with a lower-middle-income economy driven by agriculture, services, industry, and natural resources such as gold, cocoa and oil. Despite strong growth potential, the country faces challenges including public debt, youth unemployment, climate vulnerability, and regional inequalities.

Ghana's development agenda prioritises macroeconomic stability, job creation, industrialisation, digital transformation, quality education, healthcare, infrastructure, climate resilience and good governance. Guided by the Coordinated Programme of Economic and Social Development Policies (2025–2029) and the long-term Ghana@100 vision, the country aims to achieve inclusive, sustainable and private sector-led economic growth while strengthening social protection and human capital development.





- **Co-hosted ONE the annual Sub-saharan women, youth in democracy civic engagement (WYDE) accountability hubs** international and national professional exchange programmes with 8 nationalities, government institutions, academia, civil society and development partners to advance democratic governance and public sector innovation.
- **Conducted 10 interactive e-learning masterclass sessions reaching 200 youth** on leverages AI to combat hate speech, misinformation and disinformation during electoral processes.
- **Digital Campaigns for Responsible Civic Engagement**, use AI-assisted storytelling, social media campaigns to amplify positive youth and women's leadership in democracy and 10,000+ reached through social media increasing awareness on responsible civic engagement.
- **Supported the roll out of 6 produce policy briefs**, that provide evidence-based guidance for women, young people, policymakers and civil society on democratic governance in collaboration with thinktanks and universities



- **Medical Health Screening Mobile Camps**, ILI supported the implementation of 20 community medical screening camps across two regions in Ghana the Greater Accra Region and the Ashanti Region to improve access to preventive healthcare services for underserved communities.
- The outreach provided free health screenings, early disease detection, health education and referrals for further treatment to 300 people in the regions increasing awareness of non-communicable and infectious diseases. Through these camps, ILI strengthened partnerships with local health authorities, healthcare professionals and community leaders.
- **The Health Africa Leadership Accelerator Programme** empowered 30 new generation of African health leaders early- to mid-career professionals aged 18–35 with practical leadership, management and systems-thinking skills. Through the three-month hybrid learning model.

06 Gender Equality & Inclusion

31% women-led ventures supported

25% women with disabilities supported

5 digital storytelling and
5 user centered SBCC toolkit.



Gender equality and social inclusion were central to all our work in 2025, ensuring that opportunities reach women, youth and marginalized communities, within ILI areas of work 31% of supported ventures were women-led.

In governance, 50% of the projects had women representation through the in-person and e-Learning system were women, we also conducted national advocacy around the Global Disability Summit and other awareness days strengthened institutional commitment to disability inclusion. Through these integrated efforts, ILI helped ensure that development policies reflect the needs and voices of all Ghana,

ILI also produced 5 digital storytelling and creative media to influence positive social and behavioural change, challenge harmful gender norms and inspire inclusive communities. and designed 5 user-centred Social and Behaviour Change Communication (SBCC) toolkits, digital resources and learning solutions for schools, universities and communities to promote gender equality, women's rights and inclusive social transformation.

07 Economic Empowerment



- Through the Women Financial and Economic Inclusion programming , ILI's stellar Kappu Finance App has trained and empowered over 100 women on financial and economic inclusion in Ghana comprising women entrepreneurs to build more resilient local economies through inclusive digital financial solutions.
- ILI also adapted to new challenges and opportunities by reinforcing policy frameworks for economic transformation for young people by expanding its economic empowerment programmes in Ghana's innovation ecosystem supporting catalytic financing models, strengthening linkages with innovation hubs, and enhancing the capacity of enterprise support organisations.



Promoting Climate Resilience and Sustainable

- Climate resilience remained a core focus, with strengthened environmental monitoring and improved management systems supporting better adaptation and planning across regions.
- Imara Leadership Initiative, ***supported 100 young leaders in climate change*** interventions through the Imara Climate Leaders Bootcamps, Ocean conservation , including enhanced reserve management systems and contributed to long-term environmental stability.

Together, these efforts strengthened environmental governance, improved the protection of key ecosystems and supported national progress toward a more climate-resilient and sustainable future.

Peace building



In 2025, Imara Leadership Initiative, strengthened its partnerships with government, development partners, the private sector, and academic institutions on areas of peace building through facilitating trainings on post conflict reconstruction, mediation and peace and security in border communities, this reflected our continued support enabled us to advance national priorities.

150 young people from Ghana where also trained on peace and security through our virtual learning sessions recognizing the power of digital tools in learning and development.

The programme also strengthened participants' capacity to become community peace ambassadors, fostering dialogue, tolerance, and social cohesion within their communities. By leveraging digital platforms, Imara Leadership Initiative expanded access to quality leadership education beyond geographical barriers, creating a growing network of young peace champions committed to preventing violence, promoting civic engagement.

Delivery and Lesson Learnt



Strong operational systems and a focus on monitoring and evaluation supported effective delivery throughout 2025. Preventing and responding to sexual exploitation and abuse (PSEA) remained a core operational priority, with mandatory training for all personnel and strengthened reporting channels.

EXPERIENCES FROM 2025 REAFFIRMED THE IMPORTANCE OF:

- **Partnerships drive scale** - collaboration remains essential for impact.
- **Flexibility is critical** - programmes must adapt to evolving realities.
- **Inclusion strengthen results** -early intergration of gender, youth and sustainability leads to stronger outcomes.

Looking Ahead 2026

In 2026, Imara Leadership Initiative, will continue to align its support with national priorities. Key areas of focus will include:

- **Good governance** , by promoting digital civic engagement advocacy interventions.
- **Health**, empowering young people with innovative health solutions.
- **Gender**, promote interventions to end gender-based violence.
- **Climate action**, expand our climate resilience community programs.
- **Economic Empowerment**, expanding opportunities for young people and women in entrepreneurship and financial inclusion.
- **Peace building** , supporting inclusive peace and security interventions and social cohesion to reinforce stability and participation.

Partnerships will remain at the heart of our work as we continue to help scale practical and innovative solutions. As Ghana advances to promote the Sustainable Development Goals (SDGs) and AU Agenda 2063 , ILI will remain a trusted partner in shaping development solutions that are inclusive, forward-looking and responsive to the needs of all people.



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