



Leadership as a Catalyst for Driving Social Development

Participant Workbook & Action Lab

10 October 2026 | 10:00 a.m.–12:00 p.m. | Zoom

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YOUR OUTCOME

Leave with a clearly diagnosed social challenge, a CATALYST action design and one leadership commitment you will test within 30 days.

Name

Role / organisation

Social challenge I care about

What social development should change

People — whose lived experience should improve?

Problem — what is happening and why?

Power — who decides, benefits, pays or remains unheard?

Progress — what observable change matters?

Permanence — what should remain after the project or leader?

Leadership health check

DIAGNOSE

Circle or write the pattern most relevant to your initiative: Solutionitis • Conferenciasis • Partnershiposis • Pilotitis • Founderitis • Metric Anaemia • Saviour Syndrome.

The disease I observe and the evidence for my diagnosis

The damage it causes

The CATALYST treatment I will apply

What can I do, where I am, with what I have?

The CATALYST canvas

C — Clarify the challenge

Describe the lived problem, affected people, evidence and root causes before proposing a solution.

A — Ask and listen

Share power with the people affected. Hear excluded voices and test assumptions.

T — Translate purpose into outcomes

Turn moral concern into a specific result that can be observed and measured.

A — Align actors and assets

Map stakeholders, incentives, capabilities, authority, resources and possible resistance.

The CATALYST canvas — continued

L — Launch a small credible action

Start with a safe, time-bound experiment that produces learning and visible value.

Y — Yield evidence and learning

Measure outputs, outcomes, inclusion and unintended effects; adapt honestly.

S — Strengthen the system

Build processes, partnerships, accountability and resources beyond one heroic leader.

T — Transfer ownership

Develop others, share authority and leave the community able to sustain and improve the work.

Case-study action lab

SCENARIO

A community of 25,000 has high youth unemployment. A local organisation proposes a three-day digital-skills bootcamp for 100 young people. Prior trainings produced publicity but few jobs; excluded groups participated less; employers want practical experience; the community distrusts short-lived projects. Resources: ₦4 million, six months and five volunteers.

Our six-month outcome

People whose voices must shape the solution

Root causes and assumptions to test

First 30-day credible action

Output indicator

Outcome indicator

Inclusion or trust indicator

Ethical risk and safeguard

How ownership and capability will transfer

Our 90-second recommendation

My 30-day leadership experiment

Challenge I will address

Person or group I will listen to first

Assumption I need to test

Small action I will launch

Evidence I will collect

People I must align

Ethical boundary I will protect

How I will share ownership

Action date and accountability partner

Reflection

One belief about leadership I am leaving behind

One leadership practice I am taking forward

One question for my mentor
