



impactafrica.network

Changing the African Narrative

H1 Report 2022

2022 Highlights



Company Retreat at Paradise Lost



Make A Change program at St. Thomas Shirandala



The Bridge at JKUAT



Elevate HR Investment Gala



JENGA School Open Day



Elevate HR Community Dinner



The Bridge Picnic at Karura Forest



Kinetic at an activation at Mustard Seeds Int. School

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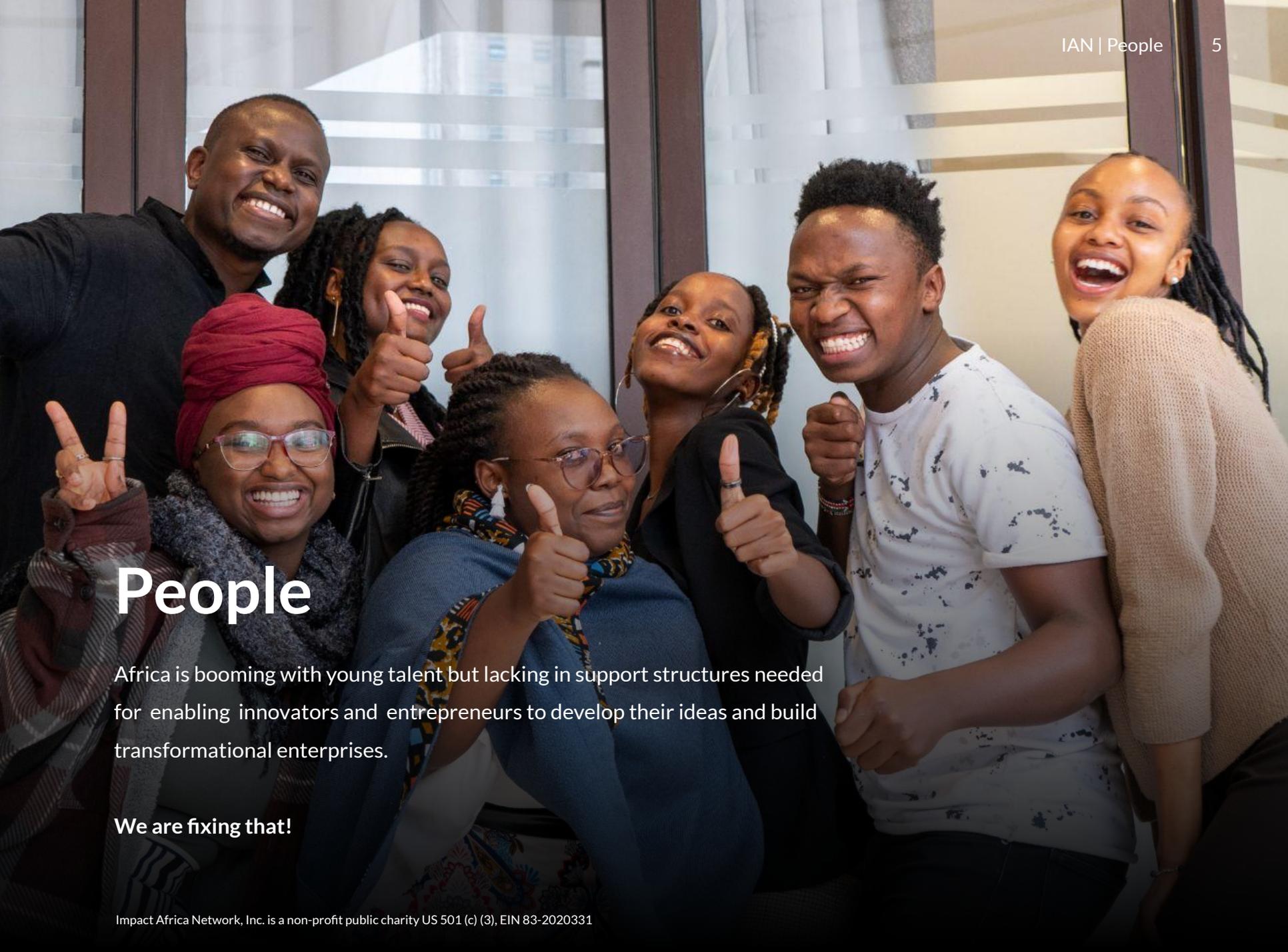
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Our Mission

Ensure young talented Africans
have a chance at participating in
the digital transformation of Africa
as **creators** and **owners**



A group of seven diverse young African people are smiling and giving thumbs up in an office setting. They are dressed in casual to semi-formal attire, including a red turban, glasses, and a patterned scarf. The background shows a modern office interior with large windows and glass partitions.

People

Africa is booming with young talent but lacking in support structures needed for enabling innovators and entrepreneurs to develop their ideas and build transformational enterprises.

We are fixing that!

Cohort 7 Jan-July

With an audacious vision of creating 10,000 jobs, we're always excited to bring on board new fellows to the program.

This cohort has come at a crucial time, as we're building capacity for most of our projects and brands which are at their GTM phase.



Angelique Mwikali
Procurement & Contract
Mgmt. Student, JKUAT



Bruce Kinyanjui
IBA- Finance Major
USIU - Africa



Peter Muturi
Applied Communication,
Multimedia Uni



Alex Njuguna
BSc Commerce- Finance,
Catholic University



Cynthia Nasambu
MS, Natural Resources
Management & Policy
University of Dar es Salaam



Linda Kairima
BCommerce,
Strathmore University



Keneddy Mugo
BA Political Science & Sociology,
University of Nairobi



Toussaint Olinde
BSc, International Business
Administration, USIU-Africa



Clinton Nanoti
Postgraduate Diploma,
Advanced Studies & Research,
Ashoka University



Bwisa Lynsey
BSc, Computer Science
Strathmore University



Valentine Gesare
BA Communications & Media
Studies, Moi University



Tina Maina
BA , Psychology,
USIU-Africa



Cynthia Mutete
Conflict and Peace Studies
and Sociology,
University of Nairobi



Ann Mubia
BSc Telecommunication
and Information
Engineering, JKUAT



Stella Gitahi
BA, Language, Communication
& Literature.
University of Nairobi



Lucy Mwelu
Agricultural Economics and
Resource Management, Maasai
Mara University

This is why we do what we do



Mercy Nyaramba
Cohort III
Mobile Developer
ElevateHR

"I joined the fellowship as a mobile developer to a project that was still in its ideation phase. My expectation was to dive straight into software development. But that wasn't the case, as I had to get started with market research.

IAN has taught me the beauty of getting involved in the full cycle of your product.

As a person who was laid back and introverted, I have grown my social, communication and leadership skills. With these I have been able to interact with global mentors, organize and moderate learning sessions for my colleagues.

Having the opportunity to build a diverse set of skills while at the same time working on the future is a privilege."



Brian Ochoo
Cohort VI
Program Lead
The Bridge

"On joining IAN, my only motivation was career progression. I figured the Innovation fellowship would really look good on my CV and so I went for it.

I expected an 8-5 job, where I would specialize in a particular role and play to my strengths, do the bare minimum and just be comfortable.

Through the culture, I have learned to develop a passion for something bigger than myself. I have learned the importance of execution and follow through, how trust is built with these two words, and what trust can do to teams.

In this role I have learned ownership, to take the win, and learn from the losses, and that the only way to succeed is to just execute!"

Staff



“The process of working at a startup, contributing and building something from an idea to a fully functional business is absolutely magical, not easy but very fulfilling. At IAN, I get to do this, and be part of not just one, but two projects! Plus, I am honored to be participating in the digital transformation of Africa!”

Nicole Omayo

Marketing & Growth Associate,
Impact Africa Network



“I have always been very intentional about where I work and the impact it has on the society; and what better way to move the needle than Education. At JENGA School, I get to be part of a team that commits daily to upskilling a group of future Tech Leaders.”

Eleen Montet

Head of Partnerships,
JENGA School



“Change is what I live for! It was the right time for me to embrace it by joining IAN. I believe we are building some of the most amazing products users will ever get to interact with. Did I want to miss out on this opportunity? No way. Happy to have found my tribe and the call to disrupt the status quo has never been more louder!”

Genet Malala

UI/UX Designer
Impact Africa Network



“The young people I have met at IAN are inspirational, dedicated, and united by the audacious goal of building 10 scale-ups that provide 10,000 jobs at a combined value of 10 billion dollars. It is a privilege to play a part in realizing this vision. Let's go, Africa!”

Assindi Hawi

Recruitment and Talent Programs
Lead, Impact Africa Network

Startups Launched

The goal is to launch fundamentally sound early stage startups that have a meaningful chance of attracting growth capital for scaling.

Our sustainability plan



JENGA School is a professional skills development institution focused on making Africa the engine room of Tech talent to the world, through offering programs in Software Engineering and Data Science.

“Without data you’re just another person with an opinion,” Edwards Deming. True to these words, JENGA School has taught me to backup all my arguments with real statistics, positioning me positively in my workplace. The knowledge I received here is insurmountable, thank you JENGA!”



Lousa Sheenaz Yogo
Sr. UX Specialist, Palladium
JENGA Graduate

481
applications

75
enrolled

17
graduates



Team JENGA School

H1 at a glance

Jan & May Intake

JENGA School enrolled 38 students in class; 29 in the Foundations in Data Science class and 9 in the Software Engineering Class.

2nd Graduation Ceremony

In April, the school awarded a total of **17 graduates** from the Foundations in Data Science and our first Advanced Data Science class.

[Catch the full ceremony here.](#)

Scholarship

Tom Keiser, CEO of Hootsuite whose been a long term friend and mentor, awarded **10 full scholarships** to deserving JENGA School female students.

Student financing

JENGA partnered with KCB Bank Kenya and Co-operative Bank to offer subsidized loans to students to ease the burden of financing.

Open Day

JENGA School held its first **Open Day** bringing together tech enthusiasts, where they got to interact with a panel of key industry experts & potential employers on how they can position themselves for opportunities in tech.

Eleen Montet, Head of Partnerships at JENGA School and **Mark Orina**, Associate Information Officer at Impact Africa Network moderated the event.



Pictured above is the panel : (From second left) **Kennedy Wangari**, a Technology Consultant(AI & Analytics) at UNEP-WCMC, **Christopher Karani**, the Resourcing and Talent Management lead at Safaricom, **Billy Odera**, Chief Data Officer at Jubilee Insurance, **Jillo Mercy**, a Senior Product Executive at Interswitch and **Dr. Lawrence Nderu**, Dean at JENGA School



JENGA School's CEO, **Wendy Oluoch** featured in **CIO Africa** sharing her journey through leadership and her audacious vision for women. [Learn more >>](#)



Some guests at the event enjoying a picture moment



Elevate **HR**
The People Company

ElevateHR is a modern HR company that helps to bring together a community of innovation driven HR professionals to learn, share and create networking opportunities.



600+
Community
Members



Team Elevate at their 1st HR Community Dinner



ElevateHR appoints its first CEO

"I am very excited to take up the CEO role at ElevateHR. I hope to bring onboard my many years of corporate experience and to blend that with the youthful energy of the team at ElevateHR as drive towards being the "people company". I would like to live by one quote by one of the people who inspire me in business. "To me, business isn't about wearing suits or pleasing stockholders. It's about being true to yourself, your ideas and focusing on the essentials." – Sir Richard Branson, CEO of Virgin Group

George Makori
CEO, ElevateHR



The panel of speakers at the ElevateHR Investment Gala

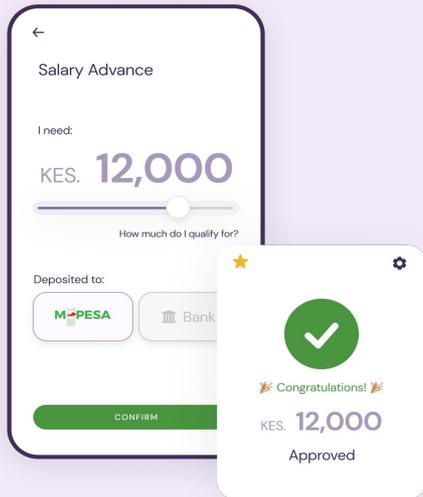
The Rebrand

Formerly SeamlessHQ, the company was inspired to rebrand based on their core principle and spirit of being a pioneer in leading their clients forward.

The new name is a refined version of what they have always known about themselves : **they elevate the HR space.**



Elevate **HR**
The People Company



ElevateHR is building a **user friendly, modern, cloud-based HR Platform** for the African Market

They aim to help companies:

- Develop and manage people better
- Easily manage employee data
- Run payroll at a click
- Automate the salary advance process

<https://elevatehr.co/>



7

Clients

15

Trial Customers

270

Sales Pipeline

Team Elevate making a presentation during their Investment Gala

Investment Gala

The company growth is anchored on community fundraising as a core strategy, allowing members to also take part in the innovation space by owning stake in the HR tech company.

In an event to introduce the community to the idea, ElevateHR successfully onboarded **18 investors** out of the **78 members** who were in attendance.

Customer Success

The team is working towards expanding across East Africa with an initial focus on Kenya, Tanzania and Uganda.

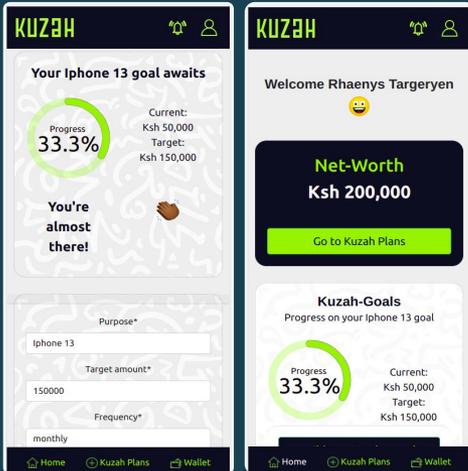
Here's what a client had to say:

"We have been in a good working relationship with Emelda and team. The technical and sales team have also been responsive to our queries and ensured quick turnaround time."

Nick Kisengese

Director, ClinWin Research Services

KUZAH



Kuzah is the financial well-being partner for the new generation. They aim to be the champion for financial independence for 350 million Africans.

The goal is to provide:

- Financial literacy sessions
- A savings and investments platform
- Employee financial wellness program
- Financial literacy workshops that are tailor made for individual organizations

<https://kuzah.co/>

2M
Assets under management

252
Community members



By the numbers

4 Financial literacy sessions

7 Community Events

100+ members on the Product Waitlist

5 paying students for Financial Literacy Classes

H2 Projections

150 students in class

Milestones

Kuzah have signed a partnership agreement with **Britam** and are currently in the review process of the CMA sandbox which is a testing ground for fintechs for them to officially go to market.

Their savings and investments platform is set to go live by early October.

You can join their product waitlist [here](#)



Clinton Manoti
Kuzah Community Member

"Thank you Kuzah for organising such an insightful session. I figured nil returns is much simpler than most cyber cafes make it look. Filing employee returns, there are quite a number of aspects that need to be learnt to ensure the returns are properly filed. Thank you Mercy Mawia for taking your time explain and answer our questions"

shukran



Shukran is a digital tipping platform that exists to ensure the most deserving workers are rewarded for their great service.

They aim to provide:

- Fast and seamless tipping experience
- Guaranteed privacy for both the tipper & the service worker
- Cashless transactions at minimal transaction cost



By the numbers

- 4 restaurant activations
- 137 deposits
- 79 withdrawals

H2 Projections

- 500 community members
- 40 restaurant partnerships
- 5000 registered users
- 10,000 tips

Milestones

Shukran has registered **192** early adopters on their digital platform.

In a bid to create more awareness of the brand and grow the tipping culture, Shukran has built partnerships with 4 restaurants;

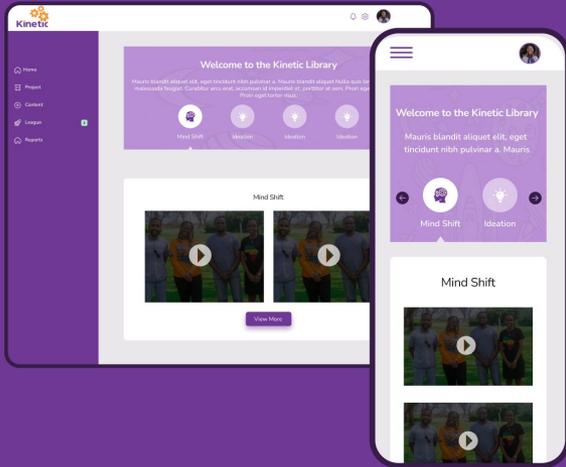
- Fogo Gaucho Kilimani
- Bistro Adreno
- Moov Cafe
- Golden Spot Bar and Restaurant.

With Shukran, we're creating an equitable world.

'It is quite user friendly, I mean I took merely seconds to tip...Wow! This is all quite fantastic...I love how easy it is to use the app.'



Modesta Ngei
Super tipper



Kinetic, formerly known as Systematic Entrepreneurship, is an entrepreneurship learning platform nurturing the next generation of great African entrepreneurs. It focuses on Grade 7-13 students.

They aim to:

- Nurture an entrepreneurial mindset in students
- Develop collaboration and execution skills
- Empower students to be problem solvers

<https://kinetic.education/>

40
schools in our
pipeline

18
schools with
positive interest



Team Kinetic at Mustard Seed schools sensitizing students on entrepreneurship



Team Kinetic

“Entrepreneurship education has evolved from just a career path to a way of developing skills and preparing for life. However, most schools are yet to adopt it as a core curriculum. Kinetic seeks to change this narrative. It’s been a fantastic journey seeing the transition from SE to Kinetic and we look forward to nurturing the next generation of innovators.”



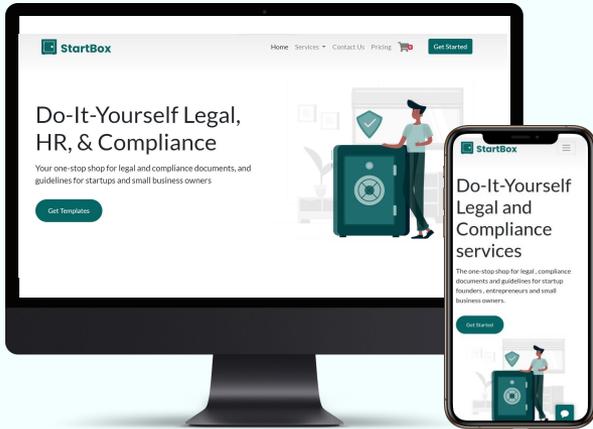
Mumbi Kariuki
Business Development Manager

Milestones

They have been able to conduct school visits to:

- Crawford school
- Woodcreek school
- Mustard Seeds international school
- Greensteds international school
- Hillcrest International school
- Makini International school
- Regis school
- Nova Pioneer

Kinetic has established partnerships with Crawford and Mustard Seeds schools and are officially rolling out the program in these schools from October.



Startbox is a founder's tool for setting up legally compliant operations with simplicity, ease and without breaking the bank.

They aim to provide:

- Friendly, easy-to-use platform
- Access to simplified legal templates
- Legal advice in the form of step-by-step guidelines
- Consultation round-the-clock with a lawyer.

<https://startbx.com/>

10
Waitlist
signups

1
Paying
client



We make it simple, easy and accessible for more people to start businesses and stay compliant, all on their own.

By demystifying the legal aspects of moving from idea stage to running a startup as a founder, we are contributing to the success of first time founders with hopes of seeing more talented Africans setting up and thriving in this ecosystem.

Milestones

Startbox has closed on their first paying client. And with an MVP that's going live soon, they're ready for take off.

"Startups are the future for the African continent, solving for the most pressing issues of our time. Startbox is working to ensure that founders can focus on building, knowing the legal foundations of their startups are solid without breaking the bank We are excited to empower the fuel of the African economy on their success journeys."



Imali Asena
Legal Associate
Startbox

Venture Capital

We are catalyzing Africa's transformation by supporting exceptional, mission driven entrepreneurs building great African companies that hold human wellbeing at their core.

Supporting the next generation of transformative African companies



From Here Ventures Africa = Growth

FHV is a **\$15M** early stage venture fund looking to capitalize on the irrepresive growth in Africa's tech sector.

They aim to:

- Deploy capital and a suite of support capabilities to exceptional entrepreneurs
- Connect the dots in the ecosystem between founders, talent and resources
- Create networks with local and international tech leaders, investors, advisors and entrepreneurs

Investment Focus Areas

We invest in:



Infrastructure plays

Scalable solutions at the infrastructure layer of the problem stack upon which an entire industry is built or redefined entirely

- *Systemic painkillers*



Human wellbeing

Mission driven entrepreneurs with an unwavering commitment to enhancing human wellbeing as a core thesis to their venture

- *Human first*



Women in leadership

Entrepreneurs who prioritize women in leadership roles and who hold gender balance as a core value

- *Power to our women*

Beyond money value

Tools

As builders ourselves, we have developed capacity in key areas that accelerate startups

We have set up structures around GTM, GTM tech stack, engineering, data maturity, learning & development and storytelling.

Talent

We have access to a network of strategically built talent communities.

- JENGA School- Ecosystem of technical talent
- The Bridge- Career Accelerator for recent graduates
- Startup Talent Network- Community for startup professionals
- Impact Africa Network- Innovation Fellowship Program
- TAPIn- LinkedIn for tech talent
- JENGA Learning Community

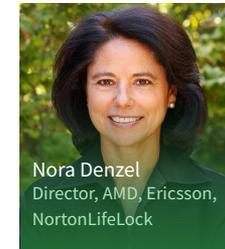
Networks

We have an experienced team with in-depth local knowledge, a broad network of tech leaders, domain experts and entrepreneurs that have a robust set of operational capabilities.

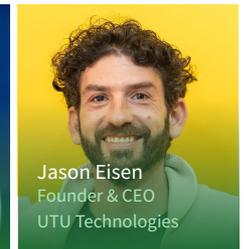
Tech Leaders



Domain Experts and Mentors



Entrepreneurs



11

Investors
(2 local)

2

Investments

7

Deals in the pipeline

Team



Mark Karake
General Partner



Modestar Waruguru
Finance Associate



Imali Asena
Legal Associate

Milestones

The fund has secured **two investments** as part of their portfolio; **Lipa Later** and **Rology**

These two brands stood out as they align with FHV's investment pillars and are especially focused on solutions around human wellbeing.

The team continues to discover innovative pre-seed and seed companies to invest in.



Lipa Later is a fintech company that allows retailers to sell goods and services to consumers with repayments made in affordable installments.



Rology is a health tech startup introducing Teleradiology to the vast African and Middle Eastern markets. They are the uber for radiology to a massive underserved market.

Average ticket size

\$100,000 - \$300,000

"While Egypt is one of the hot tech hubs on the continent, I never would have guessed that only our second investment would be in Cairo. Africa=Growth"



Mark Karake
Managing Partner, (FHV)

"Thanks Mark, it's our pleasure to have you and the FHV team onboard our journey to give accessibility to world class diagnostic services to everyone living on our continent. Long way to go together"



Amr Abodraiaa
Founder & CEO, Rology

[Learn more about our latest investment here >>>](#)

Make A Change

Education Program

This is a CSR program by Impact Africa Network.

Our mission is to enable young underprivileged primary school children to gain access to education.

We do this by pooling together funds from Merchandise sales.

We believe that education transcends generations, and we should always pay it forward.



Team MAC

<https://erp.impactafrica.network/>

40
Children impacted



Our team visiting St. Thomas Shirandala to meet the students and kickstart the 1st round of sponsorship.

1 hoodie sale = A pupil's school fees for a whole year.



“One day I will become a teacher. Thank you for believing in me and supporting my dream.”

Lucy Diana

Grade 8 Pupil St. Thomas Shirandala

Make A Change
Education Program
by **impactafrica.network**

Make A Change

Education Program

How to purchase a hoodie

The Make A Change program thrives when you purchase a hoodie .

Check the poster below for more details

Make A Change
Education Program

M-PESA
PAYBILL 4018585
ACCOUNT Merch IAN

BUY A HOODIE
put a child through school for a whole year

@Ksh 3500

Get in touch: macprogram@impactafrica.network
+254 745291394

<https://merch.impactafrica.network>

Hoodie Samples





CHINI YA MAJI
PODCAST

Chini Ya Maji Podcast covers the players, dynamics, lessons and success stories of the African startup ecosystem

Since 2018

87 Episodes

27,469 Listens



Team CYM

Podcast Guests



Idris Bello
Afropreneur & Founding Partner, LoftyInc Capital Management



Femi Kuti
Co-founder & CEO Reliance Health



Daniel Yu
Founder & CEO Wasoko formerly Sokowatch



Tracey Turner
Founder & Chairman Copia Global



Adebisi Aromolaran
Head of Africa Expansion DLocal



Eldrid Jordaan
Founder & CEO Gov Chat



Timothy Nuy
Co-founder & CEO Finclusion Group



Eerik Oja
Co-founder & CEO Planet 42



Sam Wanjohi
Founder & CEO Popote Innovations



Richmond Bassey
Co-founder & CEO Bamboo

"I get a lot of inspiration from peoples stories. In fact, my favourite genre of books is biographies and autobiographies. Chini ya Maji podcast is my go to podcast for inspiration. Just listening to stories of founders and leaders who have paved a way in tech and entrepreneurship puts a lot of perspective in my own aspirations. The Founder series in particular is my favourite."



Albert Kahira
Research Scientist
Forschungszentrum Jülich

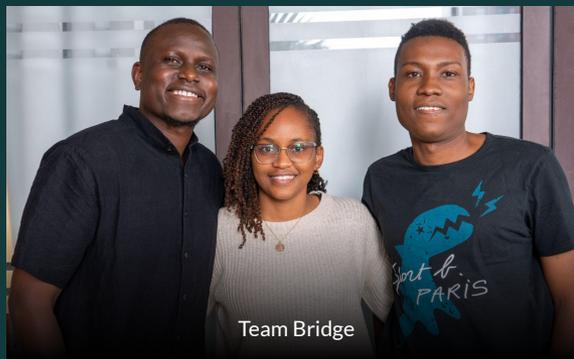


Igniting the minds of future leaders

The Bridge is a talent program designed to bridge the gap between in-class learning and skills necessary to thrive in the 21st century.

The 4 month program is focused on equipping recent graduates and final year students

- A mindset shift
- Execution skills
- Career launch strategies.



Team Bridge

180
applications

47
enrolled

19
graduates



The Bridge team at an activation in JKUAT University

The 1st cohort that kicked off in January 2022 graduated **19 fellows** in July, with **4 fellows** joining the coveted Innovation Fellowship program at Impact Africa Network.

Cohort 2 kicked off in August with an enrollment of **18 paid students**.

We're connecting young talent to Africa's digital transformation opportunity.



The Bridge alumus speaking at MKU University

"The program has re-modelled, re-wired and any other word you can use to explain a shift in your mindset and the way you see the world and the people around you. We were taken through problem solving skills, critical and creative thinking, innovative thinking, systematic entrepreneurship just to mention but a few, and now I can say I am one hell of an innovative leader"



Kipngeno Koech
Software Engineer
Cohort 1 graduate

**POWER TO
OUR WOMEN**
Conversations

Power To Our Women hosts conversations with global female leaders and changemakers with the intent of inspiring a new generation of female leaders in Africa.

We have hosted leaders to address various themes:

- Why we need more women in AI
- Why we need more women innovating now
- Women in venture capital
- Catalyzing innovation in women entrepreneurs



<https://www.impactafrica.network/ptow/>



Rosita Najmi
Snr Director, Head of
Social Impact, PayPal



Joti Balani
Founder
Freshriver.ai



Dorcas Nderitu
Founder
Women In HR



Natalie Kolbe
Managing Partner
Norrskan 22



Wendy Oluoch
CEO, Jenga School



Ann Wanjiku Mutahi
SME Advisor



Patricia Okello
Founder, Kayana



Joyce Karanja
Partner, Bowmans



Mercy Leparaiyo
VP of Human Resources
Shock Your Potential



Wanjiru Waruiru
Director of Strategic Information
UGSF Global Health Services



Navalayo Osembo
Founder & CEO
Enda Athletic



Lucy Mwelu
Community Member

"Navalayo's episode was one of my favorites. I was able to garner a lot from her journey as the Founder & CEO of ENDA. My biggest takeaway was that the worst answer you can get from potential investors, clients and partners is a NO. Fear of rejection and failure acts as a barricade towards what we want to achieve; we should never let fear stand between us and our goal."

Mentor Network

Learning sessions

These sessions teach and equip our young fellows with industry expertise and technical skills through interactive learning sessions



SEO Learning session with Crystal Carter

Our Champions



Nicole Omayya
Marketing & Growth
Impact Africa Network



Crystal Carter
Head of SEO
Communications, Wix



Rehema Wachira
Software developer
Andela, Kenya



Ethan Wessel
Smart Contact Engineer
ConsenSys, United States



Oluwaseyi Ayodele
Mobile & POS developer
ITEX, Nigeria



Pascal Parfait
Product manager
Sokowatch, Kenya



Harun Wangereka
Snr Android Engineer
Android GDE, Kenya



Sitati Kituyi
Co-Founder
Hodi, Kenya



Eric Gichuri
Software Engineer
Percolate inc. Kenya

Fireside Chats

We host conversations with global business leaders and change makers designed to shift mindsets and inspire a new generation of innovation leaders and entrepreneurs.

“When hiring, go for a strong cultural fit as opposed to purely functional expertise. Get people who share in your values, are empathetic and give objective feedback.”



Ralf Wenzel
CEO, Jokr

Our Champions



Dean Stoecker
Co-Founder & Executive
Chairman, Alteryx



Ralf Wenzel
CEO
Jokr



Robert F. Smith
Founder, Chairman & CEO
Vista Equity Partners



Jan Hollez
Co-Founder & CTO
Deliverect



Scott Dietzen
Vice-Chairman
Pure Storage



Andrew Gazdecki
CEO
MicroAcquire



Tomer Weingarten
Co-Founder & CEO
Sentinel One



Rob Walling
Co-Founder
Tiny Seed



Vinod Khosla
Founder & Partner
Khosla Ventures



Frank Sloatman
Chairman & CEO
Snowflake



Lior Schiff
Co-Founder & CEO
Tripledot Studios



Avi Meir
Founder & CEO
TravelPerk



Will Schroter
CEO & Founder
Startups.com

Financials

Transparency and accountability are foundational values to everything we do.

Profit and Loss Statement

Impact Africa Network

01/01/2022 to 30/6/2022



Income	
Direct Public Support Individual Contribution	\$335,380
Other Income - Exchange Gain	\$2,358
Total Income	\$337,738

Expenses	
Program Operation Cost	\$225,633
General Operation Cost	\$31,723
Total Expenditure	\$257,356

Operating Surplus/Deficit: **\$80,382**

Expenditure Breakdown

Program Operation Cost (88%)



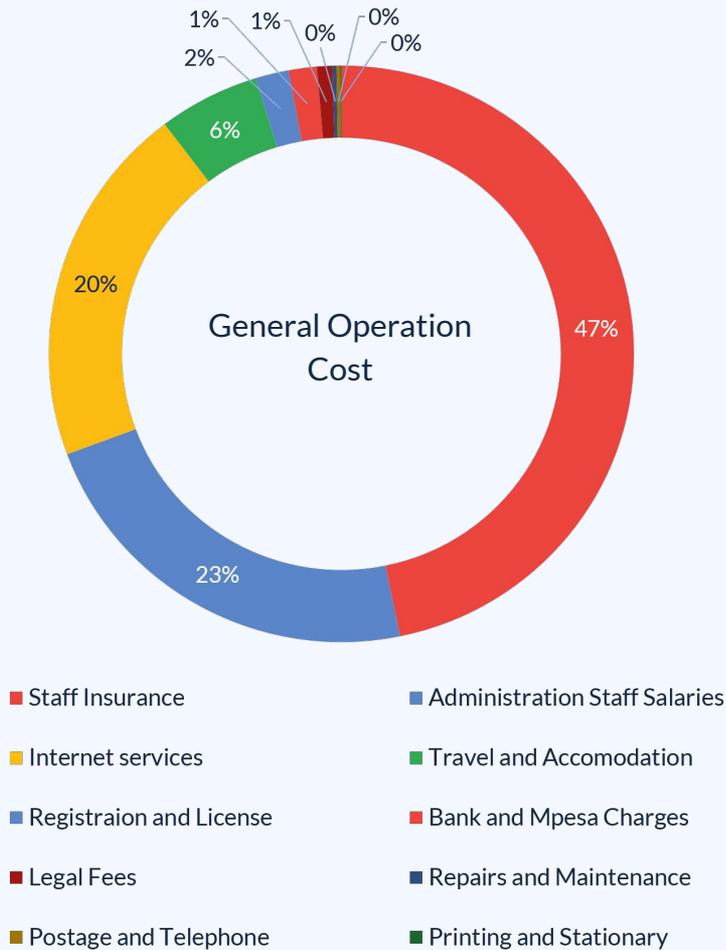
- Project Support
- Fellowship Programme Cost
- Subscription & License
- Team Meeting Expenses
- Fundraising Expenses

Program Operation Cost (88%)

Fellowship Programme Cost	\$202,049
Subscription & License	\$12,716
Team Meeting Expenses	\$7,176
Project Support	\$3,286
Fundraising Expenses	\$405
Total	\$225,633

Expenditure Breakdown

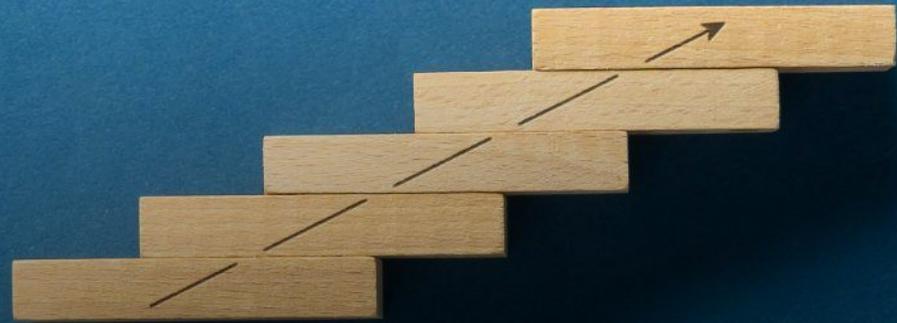
General Operation Cost (12%)



General Operation Cost (12%)

Staff Insurance	\$14,841
Administration Staff Salaries	\$7,155
Internet services	\$6,450
Travel and Accommodation	\$1,775
Registration and License	\$584
Bank and Mpesa Charges	\$493
Legal Fees	\$267
Repairs and Maintenance	\$73
Postage and Telephone	\$65
Printing and Stationary	\$20

Total	\$31,723
--------------	-----------------



Traction

Onwards and upwards, we continue to unleash human potential and build great African brands.

H1 Traction



Startups Launched

2



Projects

3



Jobs Created

30



Community

1000+



Vision 2030

Awakening a sleeping

GIANT

10

Scale-ups

10K

Skill Jobs

\$10B

In Value

Our vision is to develop **10 scale-ups**, that provide **10K jobs**,
with a combined value of **\$10B**



JOIN US

Support the Cause

We invite you to join a community of passionate and generous people from across the world who form the backbone of the work we do

Methods of Participation

[Micro donations](#)

For as little as \$30 a month, *just like Netflix*, you enable us continue with this important work.

[Founders Challenge](#)

Join our 100 Founders Challenge: A high impact opportunity for successful entrepreneurs to pay it forward.

[CSR](#)

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- Mark Karake
Founder & CEO, Impact Africa Network

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