



Bundesministerium
für Ernährung
und Landwirtschaft



Think globally – Get together and act locally

31st International Leadership Workshop for Rural Youth, 10th – 23rd August 2023

Conference report

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Welcome address by the Federal Minister of Food and Agriculture

Dear Readers

The world is growing together: be it climate protection, crisis-proof agriculture or digitalisation – many challenges are global in nature. It is therefore important to look more and more beyond local, regional and national borders to work together on solutions for a good future. This is exactly what the 31st International Leadership Workshop for Rural Youth offered a great platform for.

The focus was on the topic of sustainability and how we also live up to it in practice. 77 participants from 46 countries put their heads together intensively for a fortnight, exchanged experiences and opinions and developed concrete project ideas with innovative approaches. New networks and friendships have emerged in the process.

This year's motto "Think globally - Get together and act locally" reflects both the spirit of the workshop and the task we face together. By thinking globally, we can learn from the experiences of other countries and cultures – and incorporate them locally into our programmes and initiatives to best support the needs and potential of young people.

Rural youth work plays a crucial role in the development of rural areas. It offers young people opportunities for education. At the same time, it is a powerful tool to empower them to raise their voices, develop their talents and actively participate in shaping a sustainable future. I am pleased that this workshop was also a success with which we strengthened international cooperation – and the participating leaders were able to take away a few things for their future commitment.

I would like to thank all those involved in putting this unique workshop together and thus making a valuable contribution to the development of young people and the strengthening of rural regions.

I wish you an exciting read, all the best and much success in your work.

Yours

Cem Özdemir

Federal Minister of Food and Agriculture



Background and objectives of the International Leadership Workshop for Rural Youth

For more than 60 years now, international leaders from various fields of rural youth work have been gathering at the House of Bavarian Agriculture in Herrsching am Ammersee. In the 1950s many European rural youth leaders expressed the wish to establish a permanent platform for the exchange of experiences and ideas. This led to representatives of FAO (Food and Agriculture Organization), UNESCO (United Nations Educational, Scientific and Cultural Organization) and WAY (World Assembly of Youth) initiating the International Leadership Workshop for Rural Youth at a meeting in Paris on 22 July 1960. Since 1962, the Federal Ministry of Food and Agriculture (BMEL) has therefore been organising the International Leadership Workshop for Rural Youth as a rule every second year.

Since 1987, the Federal Agency for Agriculture and Food (BLE) has acted on behalf of the BMEL as coordinator and permanent secretariat for the budgetary, administrative and technical tasks involved in preparing, conducting and following up on the workshop. The Bavarian Farmers' Association's educational centre in Herrsching am Ammersee, today known as the House of Bavarian Agriculture (HdbL), was the venue for the workshop from the very beginning. In 1993 the BMEL transferred responsibility for the content preparation, conception and implementation of the International Leadership Workshop for Rural Youth to the HdbL. Countless valuable ideas and project concepts for improving rural youth work around the world have thus been put into practice over the past decades. Over 2,000 participants from almost 150 countries have taken part in the 31 workshops held so far.

For the 31st International Workshop, 77 guests from all over the world gathered in Herrsching in 2023 to receive impulses and support for rural youth work and development and to exchange their experiences on this. This globally unique event enjoys an excellent reputation among rural youth movements on all continents. That is why it is a very special workshop.

Reports from participants

Can you imagine a changed world, one where we really work together and make a difference through our actions and not just talk? The new way of working together is to share ideas, learn from our global brothers and sisters from around the world and report on what is working (or not) in our countries and how. There are so many ideas and so many possible solutions that can help us promote and develop our countries, and it is great if we can learn what kind of resources it takes.

The "Think globally - Get together and act locally" motto was very fitting. We formed groups of people from systems with different social norms and values, with different languages and beliefs, people from different backgrounds and social classes. Within our group system, we worked together according to our abilities to ensure that each person felt represented and that any barriers of inequality were removed.

This workshop changed the way we think and the methods we use in our work with people. The International Leadership Workshop for Rural Youth will continue to shape young people from all over the world.

Precious Fortune Thompson, Bahamas



I arrived in Herrsching at night and started my wonderful days there with a really warm welcome. I enjoyed our days together and all the meetings with people, this unique mix of personal and collective growth. The workshop was carefully designed to provide us with valuable knowledge. It gave us opportunities to develop skills as well as learn about cultures and opportunities to network.

We made countless lasting memories and formed lifelong friendships. These experiences will greatly enrich my life. I was lucky enough to set off on this fantastic journey to Herrsching and return home with a broader perspective. This will motivate me to keep developing in the future - professionally and personally.

Muhammad Arif Khan, Bangladesh



Think globally –
Get together and act locally



Opening ceremony

Extract from the opening speech

Dear participants, dear lecturers, dear responsible persons and fellow campaigners of this phenomenal workshop, honoured guests!

Welcome to the International Leadership Workshop for Rural Youth, welcome to the House of Bavarian Agriculture Herrsching!

Thank you for making the journey! Thank you for investing time, energy and heart and soul! Thank you for leaving behind and giving up so many things - I mean especially close people and weighty tasks - in order to be here at the International Leadership Workshop for Rural Youth!

By attending, you are demonstrating your interest in our educational work and are supporting the objective of this worldwide unique workshop, which has been taking place here in Herrsching am Ammersee since 1962, i.e. for 61 years now and this year for the 31st time.

Thank you to those responsible at the Federal Ministry of Food and Agriculture who "uphold" this event initiated by your predecessors more than 60 years ago and ensure its continued existence: through their idealistic, personnel and financial commitment, through the commissioning of the Federal Agency for Agriculture and Food and the Haus der bayerischen Landwirtschaft Herrsching. In this way, you are making a valuable contribution to revitalising rural youth work, to development work in rural areas all over the world.

A warm welcome and big thanks to the 7 lecturers of the 31st International Herrsching Workshop! They come from 7 nations and 3 continents and play a very central role: they bring the participants together in the language groups, they give valuable professional and interdisciplinary input and they steer and moderate the learning processes.

Last but not least, big thanks and a particularly warm welcome to the 77 participants from 46 countries. You,



**Gunther Strobl, Workshop Head and Director
House of Bavarian Agriculture Herrsching**

your personality and expertise, your ideas and reflections, your concerns and projects, your further development as a leader and your worldwide networking as experts are the focus of this workshop!

It is about the contemporary interpretation of the founding goals of this unique event initiated in 1962:

- Qualification and strengthening of leaders of rural youth work
- Impulses and know-how for the promotion of rural youth work worldwide
- Exchange of ideas and experiences across borders
- Motivation to assume personal responsibility

All of them together make this worldwide unique workshop something very special. It is up to you to bring the motto of the 31st International Leadership Workshop for Rural Youth to life:

Think globally – Get together and act locally

Let us, who are here together, each with our own personal, cultural and professional background, use the diversity of experience and knowledge we have brought with us to work out approaches to solutions for the diverse challenges of rural youth work, agriculture and rural areas within the framework of our respective individual possibilities! I wish us all an enjoyable, fruitful and successful 31st International Herrsching Workshop!

Extracts from comments from guests at the opening ceremony



Dr Margarete Büning-Fesel, President of the Federal Institute for Agriculture and Food

You will learn with and from each other over the next two weeks. You will discuss ideas together and also develop your own action plans in order to implement them in your home countries if possible. In doing so, you will create important foundations for change on the ground and thus for a shared good future. The extraordinary setting of the workshop primarily creates space - space for international encounters, space for diversity of experiences and expertise, space to exchange, network and learn from each other. Ultimately, you, dear participants, shape this unique workshop. You open up the possibilities of joint further education for yourselves and all other participants.



Dr Ute Eiling-Hütig, Member of the Bavarian State Parliament

Over 8 million people, more than 60 per cent of the Bavarian population, still live in our rural areas, which cover about 80 per cent of the area of the Free State. The preservation of rural areas as the centre of life for as many people as possible in Bavaria - and thus also the preservation of our natural resources - is therefore a major challenge. Our aim is to continue to support our farmers in the best possible way. In doing so, we also rely on young people getting involved in their homeland and shaping it. After all, rural areas must remain a home worth living in for many people in the future.



Elisa Manukjan, Head of Division "Civil Society in Rural Areas, Education Policy" of the Federal Ministry of Food and Agriculture in her video welcome address

The Federal Ministry of Food and Agriculture, as the organiser of the International Workshop, is very pleased that so many young people from all over the world have come together again.

They will further educate themselves with each other, discuss, develop ideas and thus strengthen international networking.

Reports from participants on the opening ceremony

I welcome you warmly and would like to thank you for the invitation to Herrsching.

Since I arrived, I have felt at home here. I expect to gain new experiences and knowledge from the workshop. It is important for me to get to know people and to have good contacts after the workshop.

When I go back to Georgia, I will go back to my work with new experiences in my luggage.

Vano Kakashvili, Georgia



I am from Benin and I am in the French-speaking group of Salem. We are happy to participate in this workshop, which gives us the opportunity to learn new techniques and meet new people. We are also very grateful to gain so many different experiences in order to be able to support the local young agriculture we are privileged to represent as much as possible. These young people are facing up to the development challenges of our time, which is why we would like to express our sincere thanks to the Federal Ministry of Food and Agriculture and also to our team of lecturers for giving us this opportunity.

Fructueuse Noudéhou Ouidoh Epse Agbodjogbe, Benin



The programme of the 31st Leadership Workshop for Rural Youth at a glance

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
	08.08.2023	09.08.2023	10.08.2023	11.08.2023	12.08.2023	13.08.2023
	Arrival + welcome programme	Arrival + welcome programme	Leadership Training	Leadership Training	Leadership Training	Time at leisure
		Optional Pre-Workshops communication and presentation	Opening	Introduction activities	OPTIONAL Munich: Nymphenburg Palace and old town	OPTIONAL Concentration camp memorial site Dachau
14.08.2023	15.08.2023	16.08.2023	17.08.2023	18.08.2023	19.08.2023	20.08.2023
Leadership Training	Leadership Training	World conference	World conference	World conference	World conference	Final trip to the Alps Tour of a mountain farm
Exchange of ideas on a guided hike		International evening	Expert excursions	Team building with sports activities	Time at leisure	
21.08.2023	22.08.2023	23.08.2023	24.08.2023			
Sustainable action – person- al implementa- tion strategies	Sustainable action – person- al implementa- tion strategies	Sustainable action – person- al implementa- tion strategies	Departure			
		Closing ceremony and handover of certificates				

31st International Leadership Workshop for Rural Youth – Structure and content



The technical part of the workshop is divided into three major blocks - leadership training, followed by an exchange of implementation strategies for rural development and finally the development of sustainable action plans. This is complemented by a supporting programme of various interactive learning activities and optional programme offerings. They promote team building and have an impact on the group dynamics between the participants. They provide insight into living, learning, and working in Germany as a host country. In addition, the personal development of the participants plays an important role, which is strengthened by formal and informal learning during the professional units as well as the supporting programme.

WORKSHOP PART I

LEADERSHIP TRAINING

Group work and dynamics; personal skills; creativity techniques; motivation and leadership; cooperation; conflict resolution; communication; moderation; presentation techniques.

WORKSHOP PART II

IMPLEMENTATION STRATEGIES FOR RURAL DEVELOPMENT

Application of leadership skills; methods for empowering young people; exchange of experiences on global challenges; world conference: strategies for rural development and local approaches to solutions, presentation of results; field trips

WORKSHOP PART III

SUSTAINABLE ACTION

Introduction to and development of individual action plans; presentation, feedback, counselling and coaching of the action plans; strengthening the networking of the participants





“Through the individual parts of the workshop, we came to better understand the importance of collaboration, negotiation skills, and persuasion, and how to apply them in real (group) situations and group settings. This workshop challenged us participants to be more confident in our leadership skills, to practice patience, to assess our abilities, to develop a deep appreciation for our work, and to recognize the importance of our commitment to a better world.”

Precious Fortune Thompson, Bahamas



Workshop part I

Leadership Training

Workshop part I, "Leadership Training", lays the foundation for the entire International Workshop. It focuses on the development of the participants' leadership skills, divided into small language groups, addressing topics such as group work, motivation, leadership, cooperation and conflict resolution. The learning process begins with "breaking the ice" between participants and getting to know each other. The goal is to create a safe atmosphere in the language groups to experience the opportunities and challenges of teamwork in a multicultural environment. In this way, the participants go through an intensive group development process. The core component of this is trust. This includes mutual trust on the one hand, but also self-confidence on the other. The decisive factor here is above all personal responsibility or initiative to present oneself to the group and the willingness to share personal experiences.

The facilitators teach the participants leadership skills in the following areas:

- Conflict management and cooperation models
- Effective conversation
- Motivating groups to act
- Creativity techniques for problem solving

In addition, the participants had the opportunity to learn a variety of presentation techniques, such as flipchart design, public speaking, and role-playing, through workshops located at various points throughout the workshop.



WORKSHOP PART I

LEADERSHIP TRAINING

Group work and dynamics; personal skills; creativity techniques; motivation and leadership; cooperation; conflict resolution; communication; moderation; presentation techniques.

Working in the language groups, participants experience and learn by their own example how group cohesion is created, how groups develop dynamically, and how to lead a group as a leader. This, in turn, requires openness to engage with different worldviews, values, cultures and leadership styles and to leave one's comfort zone. This four-day workshop kick-off, this year for the first time supplemented by the optional pre-workshops in the work phase, triggers a lot of self-reflection and promotes personal growth.

"The leadership training and the skills it taught were the greatest enrichment of the workshop for me. I left as a better leader – with more networks and ideas for a better rural Zimbabwe."

Clarence Tinashe Mashavave, Zimbabwe



“At first, I thought it would be difficult to integrate smoothly into a group and to adapt quickly, because people come from different countries and cultures, with different languages and professions. But after two days we told each other who we were, became closer and became a family. Since then, we have learned a lot from each other and used the techniques of the facilitation team to get to know each other better. It was a great, interesting and productive time.”

Kenbon Beyene Abdisa, Ethiopia



Reports from participants

I am honoured to have had the opportunity to participate in this workshop. (Employee) leadership has become an integral part of my professional journey in recent years. In the community pharmacies where I often work, it is not only important to lead the pharmacy team, but also to be a personality when it comes to serving the community. During the workshop, you could observe leadership qualities in most of the activities carried out in all parts of the workshop. However, in the smaller language groups in the first part of the workshop, the focus was on teaching them. Leadership skills are an essential part of every person's self-development, they involve self-knowledge, learning from experience and continuous growth.

Most of the time we were given a task to do within a certain time frame. Afterwards, we sometimes gave a (creatively prepared) presentation about what we had done either on our own or in the group (or alone). We then discussed the content and/or the presentation itself. This highly interactive way of learning helps to foster collaboration, participation and leadership development.

I found each of the exercises very informative – for my own leadership style and regarding my strengths and weaknesses. I am now more aware of how others lead, how I feel about it and how to respond more appropriately when I encounter these feelings, both in my self and in others. It is important to realise that there will always be the possibility of conflict and that a good leader knows how to find the happy medium where everyone can come to some kind of agreement.

Leadership competence is a key factor for the success of a company. Creativity, innovation and the ability to ensure that every team member knows the direction in which the company is heading are of great importance. Sometimes it is necessary to negotiate with other people involved in order to work well together and create synergies from which both sides can benefit. Gabriela is a great example of a good leader. She helped us to create an environment where each and every one of us could feel free to express our authentic being and show ourselves. Our group consisted of some strong personalities, within which, everyone showed consideration for each other and we were able to learn from each other.

Aletia Van Antwerpen, South Africa



“The first part of the workshop was particularly enriching for me, especially the units on communication skills and visualisation methods. As well, the differentiation between different leadership styles and personalities. They were a good basis for me to understand and work with the other participants throughout the workshop. Especially to apply them in the communication with my team at home, these competencies are helpful in my practical work on site. Now that I know how I am and how I work, the next step is to try to better understand who my colleagues are.”

SeongYoungLee, South Korea



“I have gained confidence and learned new leadership styles. I also tried out how to do presentations and be more creative. I knew something about conflict resolution strategies before, but it was great to get a refresher on it.”

Cara Jones, Great Britain



Workshop part II Implementation strategies for rural development

Workshop part II, “Implementation Strategies for Rural Development” was, in many ways, the most challenging. Here the participants are taken out of their “safe comfort zone” that they have formed in their small groups during the first week.

While significant rural problems are intensively discussed in a group constellation that has changed, a development process takes place: the participants move from learning leadership skills to the practical use of these newly acquired skills. Building on their own expertise, the workshop phase enables them to collaborate, exchange and network with other participants whom they did not know well before, and so are overcoming language and cultural barriers. To facilitate the transfer from the first to the second part of the workshop, the participants first work together in three large, linguistically mixed groups, whereby it is they themselves who shape the group process. In doing so, the facilitators are only there to support them. Finally, a team-building activity with all participants paves the way for the so-called “world conference”. The following key topics will be addressed during this expert exchange:

- Act locally with the help of education and guidance
- Act locally in harmony with nature and the environment
- Act locally in and with agriculture
- Act locally in society and rural areas

The World Conference will be preceded by four expert excursions in the region on these very topics. The suggestions gained from this are a helpful introduction to the discussion rounds. The participants complement these impressions with challenges, experiences and practical examples from their own countries. As a result of the world conference, main aspects in the context of these priority themes will be identified, which will then be intensively analysed and discussed in small expert groups. The results of this expert dialogue will finally be presented in the plenary session as the conclusion of the 2nd part of the workshop.

WORKSHOPPART II

IMPLEMENTATION STRATEGIES FOR RURAL DEVELOPMENT

Application of leadership skills; methods to strengthen young people's ownership; exchange of experiences on global challenges; world conference: strategies for rural development and local approaches to solutions, presentation of results; expert excursions



During the “Succulent Session”, the team-building activity in the morning before the expert excursions, the challenge was to achieve a unified understanding of the task to be accomplished, despite existing language barriers. The participants addressed this first in pairs, then in the large group; on a practical craft level and on a dialogue level.



Reports from participants

It was clear that you shape a group effectively by setting the rules and knowing what the expectations of the group and each individual are. We have really come together in our language group. When we started to integrate into other and changing groups, we found that this was more challenging. This was mainly because we did not yet have the basis of trust that we were able to build up in the first few days in our original language group. With the guidance of those who had more experience, we were able to overcome these hurdles as well.

Aletia Van Antwerpen, South Africa



4 Expert excursions

The participants had the opportunity to take part in a expert excursions of their choice. Each excursion was accompanied by a team of interpreters in order to pass on the expertise of the visited companies in the relevant technical terminology. After the excursions, all groups met for a joint dinner with a lively exchange about the experiences in the Hofbiergarten Stillern and listened not only to each other but also to traditional Bavarian music.



Act locally...

...WITH THE HELP OF EDUCATION AND GUIDANCE

- Experimental and Educational Centre for Cattle Feeding: education and training in combination with practice-oriented research in Achselschwang
- Tafertshofer family farm: dairy cattle; cheese production and mobile cheese shop, self-service shop

....IN HARMONY WITH NATURE AND THE ENVIRONMENT

- Wartaweil Nature Conservation and Youth Centre
- BUND Nature Conservation Central Education Centre
- Franz Sporer biogas plant: from dairy farming to renewable energy production

...IN AND WITH AGRICULTURE

- Spielberg potato combine: cooperative community according to the principles of Solidarity Farming
- Falterbauer family farm: cattle and poultry farming, restaurant business and direct marketing in the farm shop.

...IN SOCIETY AND RURAL AREAS

- Exchange with representatives of the Working Group of Rural Youth Associations in Bavaria at the General Secretariat of the Bavarian Farmers' Association
- Weber dairy farm: loose housing with milking robot, direct marketing with milk vending machine



Act locally with the help of education and guidance



Under the motto “Acting locally – with the help of education and guidance”, one of the four excursion groups visited the Achselschwang state farm. Up-to-date knowledge and skills are essential for the competitiveness of agricultural enterprises. The Experimental and Educational Centre for Cattle Feeding Achselschwang State Farm combines education and training with practice-oriented research. Under the guidance of the outgoing farm manager Georg Hammerl, the participants were not only able to visit stables and current experimental set-ups with state-of-the-art technology, but also young cattle and calf rearing as well as animal welfare facilities in the stable were on the agenda. In addition, there was a vivid presentation of how the state farm teaches young farmers sustainable agricultural practices with the help of education and extension. Of particular interest to the participants was the cost-covering economic operation of the farm as part of the Bavarian State Farm Administration, the generation of renewable energy for the entire site and the use of state-of-the-art technology in the practical instruction. After getting to know the Hofcafé on the farm of the Möstl family with coffee and cake, the group visited the agricul-

tural dairy farm of the Tafertshofer family, where three generations work together.

With their approximately 80 dairy cows, the family not only produces milk, but also makes their own cheese with a mobile cheese dairy. The cheese is marketed directly through a self-service shop, where products from other farmers such as potatoes, pasta or oil are also offered. During the tour of the farm, the participants were given the opportunity to gain a direct insight into everyday milking operations.

In addition, they were able to ask each generation on the farm questions about their tasks and thus learned first-hand how several generations can work successfully on one farm.

In addition, the participants were particularly interested in the topics of feed ration and technical equipment.

Johannes Dietrich, Educational advisor at the House of Bavarian Agriculture, leader of the expert excursion

Act locally in harmony with nature and the environment

My name is Elliw Dafydd. I come from Wales where I work as a marketing and administration officer for a youth organisation called Young Farmers Club, which targets young people aged 10 to 28 and helps them develop into well-educated, responsible and confident individuals. I chose this excursion because I was fascinated by the concept of linking youth work and living with nature and the environment, and I was particularly attracted to the concept of sustainable living in a local setting. We all have a responsibility to contribute to a more sustainable world, and given the ongoing threat and impact of climate change, it is vital that we learn to live in harmony with nature and find more creative ways to overcome challenges that hinder this process.

During our visit to Wartaweil, we learned about energy consumption and how we can improve our energy consumption systems. We started the session by using a stationary bicycle to see how much physical energy is needed to run a light bulb and a radio.

We then learned in an interactive way with the help of a large table that served as a model village of a community. The table consisted of empty plots and houses with several sockets, and during the session we added a number of household appliances (light bulbs, fridges and washing machines); as we added these items we saw the increase in energy consumption on a screen. After we reached the peak of our energy consumption, we considered alternative ways of consuming energy, for example by introducing LED lighting and household appliances that were more energy efficient, which led to a reduction in the community's energy consumption.



We then started to introduce renewable energy sources such as wind and solar.

The model had a large lamp representing the sun and we built our renewable energy resources in relation to these elements. This experience gave us a good overview of energy consumption and helped us to think about alternatives to reduce our consumption.

The next part of our excursion was a visit to Franz Sporer's biogas plant, where we learned about the process of biogas energy and his personal experience in founding this company. I found it particularly interesting how the local community reacted to this project. People were initially against the plan because of the smell and increased car traffic, but later became supporters because of lower energy prices. Both excursion destinations were exciting and interesting, and we received a lot of valuable information. I would like to thank everyone involved in organising this excursion, as we as a group enjoyed it very much.

Elliw Daffyd, Great Britain



Act locally in and with agriculture



My name is Sanja Mikić. I come from Serbia, where I live and work. I am a researcher at the Institute for Field and Vegetable Crops in Novi Sad.

I am the head of a Benefit Sharing Fund project of the International Treaty on Plant Genetic Resources for Food and Agriculture in Serbia and Bulgaria. In this position, I am constantly striving to improve my leadership skills. I chose the excursion on the topic of “Acting locally – in and with agriculture” as this is most in line with my work and interests. The challenges facing agriculture today are global, but only by acting together and sharing experiences, knowledge and ideas can we bring about positive change at the local level. The field trip gave me the opportunity to observe local agricultural practices in Bavaria, compare them with my own experiences and apply the knowledge I gained when I returned home.

We visited a rather original agricultural cooperative, the “Potato combine” near Oberschweinbach and the interesting family farm “Beim Falterbauer” [At the Falterbauer’s] in Kottgeisering.

The cooperative is a community-based organisation that produces organic vegetables for more than 2000 member households in Munich. It operates according to a non-profit, self-managed and sustainable farming model in harmony with nature and emphasises waste reduction through recycling and the use of biodegradable materials. It was fascinating to see how optimal use of available resources, careful planning and good management result in providing fresh, seasonal food to so many people every week. I gained valuable insights into innovative approaches to pest and disease control in organic farming. I was particularly impressed by the company’s spirit of solidarity, its commitment to fair wages and the creation of employment opportunities for young people. It is remarkable how the commitment, support and enthusiasm of a community can act as powerful drivers for success. Equally impressive was the family business “Beim Falterbauer”.

In order to reduce risk and ensure a steady income, they have diversified their farm sectors and crops. Their income is based on four pillars: agriculture with farming and livestock, gastronomy, an original self-service shop with homemade delicacies, fresh and processed meat and dairy products and even the rental of digging machines. I have learned how important it is to have a deep understanding of the needs of the village, its inhabitants and mutual trust. It was also interesting for me to learn how they balance costs and profits by choosing not to produce organically so that their products are affordable for all. I was able to take away many practical ideas from this excursion.

Sanja Mikić, Serbia



Act locally in society and rural areas

To be honest, I was not quite sure what to expect, but the description of the excursion “Acting locally – in society and rural areas” seemed to fit best with my vision for my country.

I am passionate about making a difference in rural communities in South Africa, especially in Cape Town, and I believe that this change process starts with a change in mindset in our society. First, we started our excursion with a PowerPoint presentation and an exchange of ideas presented by some volunteers of the Bavarian rural youth associations. We enjoyed delicious coffee and cake and then visited the Weber family dairy farm in Pähl, followed by an incredibly eventful evening in a lovely local beer garden.

It was the first time I visited a farm where cows and calves were kept. What was most amazing for me was the amount of cows on the farm, even though only a father and his son work there. I learned that this is due to the sophisticated technology of the automatic machines that do most of the work, including milking the cows and cleaning the barn and using a feed pusher. That was something I had never heard of before. It was amazing to see how the cows were milked by a robotic AI system, which then produced fresh milk that was fed directly to a vending machine that made the fresh milk available for sale while still on site.

To be honest, the excursion was not quite what I had expected. Rather, it was an absolute adventure: from learning how far ahead Germany is with its technology, to tasting fresh milk straight from a cow, to all the fun and laughter, for example when we were “trapped” in the open stall because of a violent summer thunderstorm, or when our bus driver showed his impressive driving skills in a challenging turning manoeuvre. Not to forget: the beauty of the greenery that surrounded the farm. During the excursion, I learned how important cooperation and exchange between organisations and farmers is.

Lauri Burke, South Africa



Results of the world conference



The results of the World Conference 2023 were the following aspects, which the participants identified within the 4 excursion topics as the most important, for being able to think globally and act locally:

- Knowledge and expansion of capacities
- Developing markets
- Actors of change
- Advancing policy
- Variety of sustainable agriculture models
- Environmental policy measures
- Improved use of resources

The participants joined one of the expert groups depending on their interest. During the expert exchange, the participants in particular discussed concrete examples of solutions and implementation strategies and enriched the discussion with approaches and best practices from work in their home countries. Finally, each expert group developed a presentation of their findings, which was both delivered in the plenary session and served as the basis for a marketplace, where participants had the opportunity to deepen the exchange on the findings in smaller discussion groups.



Reports from participants at the World Conference

The second part of the workshop was devoted to the World Conference, which took place in the form of a workshop, with the “World Café” method, initially in a plenary session, then in group work, and had three main aims:

- Application of the newly acquired leadership competencies
- Exchange with other participants beyond the language groups
- Sharing experiences from the individual countries: sharing challenges, approaches, proven processes, with each other

Group discussions were organised at eight tables, two tables per topic. These topics were connected with the local realities that we encountered and experiences during the excursions.

The results of these group discussions were then divided into seven new subject areas:

- Knowledge and expansion of capacities
- Developing markets
- Actors of change
- Advancing policy
- Variety of sustainable agriculture models
- Environmental policy measures
- Improved use of resources

Heterogeneous language groups were then formed for the group work. The plenary session is described as the World Conference, within which the results of the group work were presented and then discussed. These presentations were given in the form of role plays, the preparation for which was underlined with informative images or PowerPoint slides – everything in a friendly, creative atmosphere. One of the most important findings from this phases was that variety is a source of mutual strength. As a result, the participants were able to get on together better. The different topics also allowed the varied experiences of the countries represented to be shared. Strengths and weaknesses, opportunities, threats, challenges, concrete proposals and implementation strategies were worked out for each topic.

Mahamourou Zan, Burkina Faso



Workshop part III

Sustainable action

WORKSHOP PART III

SUSTAINABLE ACTION

Introduction to and development of individual action plans; presentation, feedback, counselling and coaching of the action plans; strengthening the networking of the participants



The last workshop part III examined the topic of “sustainable action”. It was now the task of the participants to develop their own action plans based on the previous learning experiences, findings and discussions in the workshop. With the help of the facilitators and other participants, a general framework and concept for the development of the action plans was created. In this context, they then reviewed the extent to which their individual plans needed to be refocused and how they could develop their previous ideas. In doing so, they always had the opportunity to get feedback and advice from their language groups and from the facilitators to enrich their work on the ground. The objective of the last part of the workshop was to develop specific, measurable, attractive, realistic and time-bound goals - in the form of action plans for their home countries. An action plan usually includes steps, milestones, specific tasks and measures of progress, as well as responsibilities, resource needs and a timeline. The learning-by-doing method helped participants to

identify what needs to be done to implement a task, project, initiative or strategy. There was also a need to understand very well what needs to be done to overcome different challenges in order to finally implement an (innovative) idea well. At the same time, the acquired knowledge can then be applied and validated practically. The mutual support of the participants in their projects promoted the connection of individual and collective ways of thinking as well as the development of joint projects. This fundamentally contributed to building and strengthening networks and is the basis for sustainable action and concrete next steps.



Examples of action plans 2023

EMPOWERING TEENAGE MOTHERS

In Eswatini there is a small village in the Lobombo region, where a series of young girls live, who have a promising future before them. These girls come from poor families who sometimes do not have the basic requirements. There is also a military camp in the district. The girls are invited into the camp or sometimes go there voluntarily in order to get food, flying lessons and other things. Often these girls are sexually exploited and made pregnant by the soldiers, who later leave them and their children.

I will use the leadership skills I learn here to empower these girls to start a business so they can make a living. I will use the World Café to cultivate a mindset of finding solutions to problems rather than looking for a quick profit. And I will use my entrepreneurial skills such as negotiation skills, contract management, marketing and quality management.



Phumzile Happy Thwala, Eswatini



I and the Beyond the Game staff will train 40 teenage mothers to make washing-up liquid because this is an entrepreneurial activity and will help these girls do something productive to earn a reasonable income. This is an enterprise with low start-up costs that requires at least two people. The material is easily accessible and safe to use. The resources we need include a trade licence from the Ministry of Commerce, start-up capital of € 100 already donated, local vendors and a production building. With an investment of € 100 an ROI of € 321 and a profit of € 221 can be achieved in four weeks. At the end, we will have given these girls entrepreneurial skills, productivity and a sustainable source of income.

Many thanks for to the donors for their contribution of € 100. This start capital will be very helpful. And many thanks to the organisers of the workshop for imparting all the leadership skills and for cultivating the spirit of thinking globally, coming together and acting locally.

Fighting child labour and illiteracy in eastern Sierra Leone

The problem

Child labour and illiteracy are a problem that affects most of the children in a small village in eastern Sierra Leone. This problem is the result of a complicated circumstances that affect each other:

- Parents with only limited resources and knowledge force their children to work on the farm, girls are most affected because they are not given any opportunities by the family.
- Under-aged marriage and teenage pregnancies intensify the problem and reinforce the reasons for girls to give up school.
- The financial exploitation of children also plays a role, along with some social norms or lack of possibilities, opportunities.
- In the past two years, primary education in Sierra Leone has become free and accessible to communities, but the cost of uniforms and school supplies usually discourages families from actually sending their children to school.

Educating and encouraging parents and children to continue their education, and reducing early marriages and teenage pregnancies is an urgent concern in my community!



Mabinty Koroma, Sierra Leone

The action plan

In order to break this vicious circle in Panguma, many measures are needed. In general terms, my action plan aims to achieve the following results:

- Educating and encouraging teenagers and young women to get a good education
- Bringing youth together: Finding job opportunities, aiming for financial sustainability through awareness programmes, educational sponsorship and funding for young women.

The resources

Financing, state support and support from the community. The Youth Action for Agriculture and Development in Sierra Leone will organise and offer training, education programmes and subsidies.

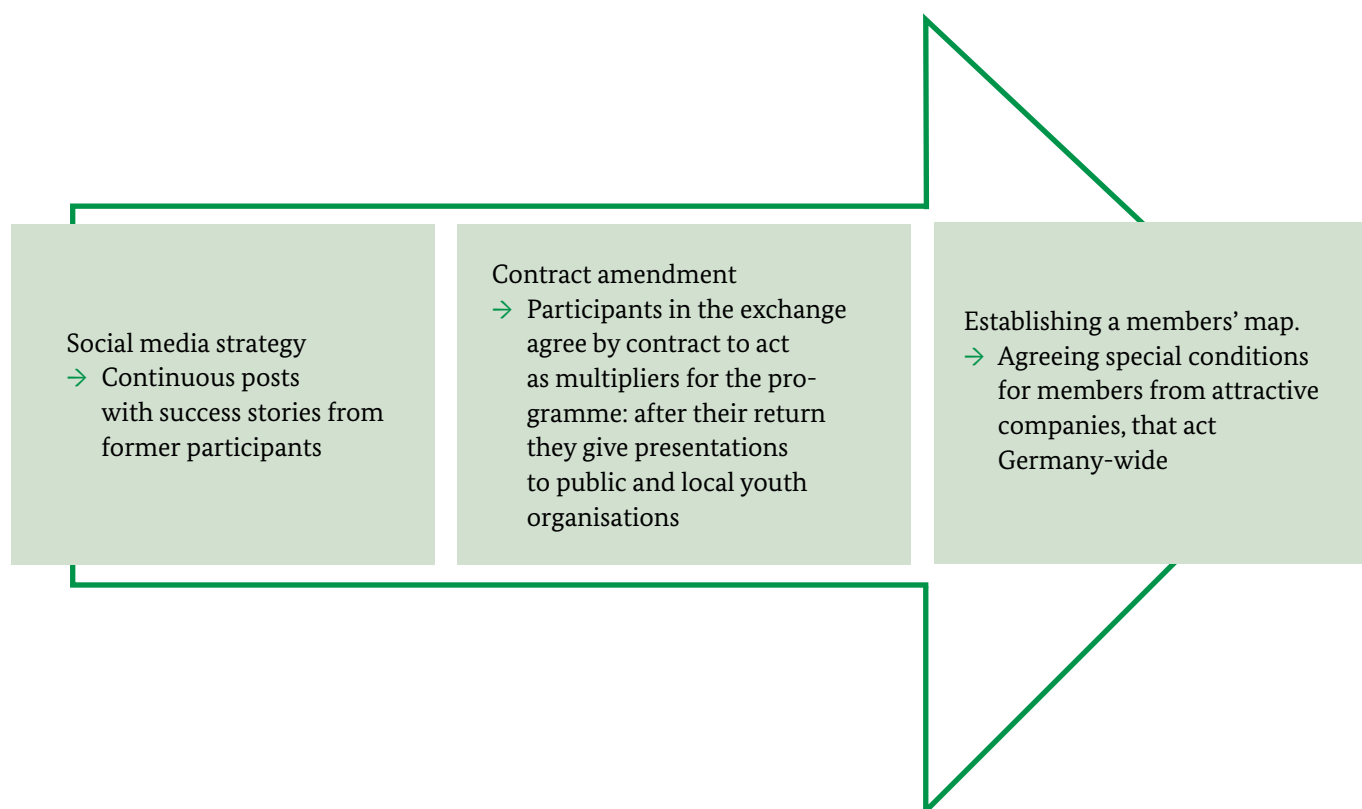
WHEN	WHERE	WHO	PARTNERS
Within 6 months, from September 2023 to March 2024	In a village in eastern Sierra Leone, Inhabitants: 7,965 Proportion of which did not attend school as young people, and pregnant teenagers forced into marriage: 53.2 %	Young people, who focus on the well-being of young women and girls and: their families (educating the parents)	Members of the village council, religious and traditional leaders, NGOs and the government

Membership drive for an international agricultural exchange programme



Wienke Carina Müller, Germany

The aim of the action plan is to acquire more members for participation in our IFYE exchange programme (International Farm Youth Exchange) and to retain them as members of our organisation after their return from abroad. My motivation is that I would like to maintain the spirit of my organisation and I hope that we will be able to arrange further exchanges with young farmers from different countries. In addition, I would like to promote international understanding and give young people the opportunity to get to know other ways of life, to become better informed about global events and to get to know other youth organisations and to develop their language and communication skills.



Initially, these three planned steps are to be discussed at the next board meeting in January 2024 with the other honorary board members.

After one year we will evaluate and see how many applications we have received.

We can then record how many people took part in the programme and will ultimately remain in the organisation.

Because the project is flexible, we are not tied to specific dates and can adjust the time periods at any time.

Iran's first certified organic district for saffron



Aliakbar Shafighi, Iran

Saffron is the most expensive spice in the world and has a special place among Iranian exports. The history of saffron farming in Iran goes back more than 3,000 years. With a proportion of 92-95 % of the global production, Iran is famous as the first and largest grower and exporter of saffron. Although the international markets are very interested in buying Iranian organic saffron, so far only 2 % of saffron in Iran is grown on organic farms.

The challenge

Smallholder farming is an important aspect for securing the sustenance of the Iranian people, for 37 % of all farmers there are smallholders with less than 10 hectares. Despite the important role of smallholders in food production and the development of sustainable as well as for maintaining biodiversity, many of them are very poor and do not have sufficient access to resources and support.

The potential

Saffron production takes place overwhelmingly in family companies that farm an area of less than 2 hectares, and therefore by nature they have the potential to convert to organic farming. The opportunity lies in the creation of an entire, certified organic district and in the enhancement of the end product. An internal control system (ICS) needs to be launched in order to certify all the smallholders in the South Khorasan Province.

The resources

The main costs for this project amount to EUR 3,500 for the certification, EUR 1,000 for training the staff and farmers and EUR 1,500 for the advisers.

WHEN	WHERE	WHO	PARTNERS
<p>As soon as possible (before the harvest season in October)</p> <p>→ Increased chance of retrospective recognition</p>	<p>In 25 different villages in the South Khorasan Province in Iran</p> <p>→ Dry climate</p> <p>→ Historically important ecological region</p>	<p>120 farmers in the region</p> <p>+ A private advisor</p> <p>+ A renowned local saffron production and processing factory</p>	<p>Established Swiss certification agency to certify and check organic cultures according to various standards</p>

Reports from participants



We transitioned to the last part of the workshop, which was the summary of everything we had learned and practised in the last few days, we began to create our individual action plans. This took place based on our experiences, our own work and our life, and was really a great opportunity to apply all the learned methods and tactics. Our plans were prepared in many ways - in writing or as a flipchart. I already had a plan for my job, but in the end I used many new techniques in order to improve it further.

When we presented the plans in our small groups, it was a great opportunity to learn from each other and to swap the details of every idea and every project with each other. When we then selected one plan from all the presented plans for the main presentation in the plenary session, it was really impressive how we worked together in order to find the best way to get a clear idea of what we wanted to say and change.

The workshop ended on the following morning with the presentation of the master action plans. It was wonderful to see the work from all the groups.

It made us proud of the others and grateful to be part of this brilliant workshop.

Ultimately, I can say that Herrsching has prepared brilliant leaders for the future around the world.

Yaman Jibreni, Syria

Experience sustainable action: Reference letter from a former participant

Shortly after the end of the 31st International Leadership Workshop for Rural Youth in August 2023, the workshop team received the following certificate for the sustainability of the event. Daneel Botes, was a participant at the 27th workshop in 2015 and now, 8 years later, he has written the following lines to the employees:

“Dear Members of the International Office, dear Team from Bavarian Agriculture,

I was privileged to take part in the 27th International Leadership Workshop of Rural Youth in 2015. Ms. Jana Leidenfrost was the speaker for my language group and I was grateful to her and the entire workshop team. We run a family company on the west coast of South Africa, where in addition to offers in agritourism we also farm sheep and keep bees. While I was still helping out on the farm in 2015, I now manage the operation alongside my full-time job. We make a great effort to manage our land considerately and sustainably so that the land profits from our work and the farm itself can be retained. We are expanding the company by specialising and we are supported in this by one permanent employee and his family.

We have gone into partnership with the Owl Orphanage, the aim of which is to rehabilitate injured birds of prey and to release them back into the wild. The Owl Orphanage is now located on our farm and has been able to

increase its size and the range of birds and animals that are rehabilitated. The blue crane, the national bird of South Africa, will also be rehabilitated here going forward. In an expanded partnership between the Owl Orphanage and Wilde Life Forensic Laboratory close to Yzerfontein, in September 2023 we are starting our first international internship programme. The interns will stay on the farm for five months in order to get to know and support the Owl Orphanage and to develop their knowledge in the areas of forensics, leadership, entrepreneurship and responsibility. The first group of three interns from the Netherlands will be followed by a second group per year.

The lessons, excursions, the interactions with the international participants and all the knowledge from the International Workshop made it possible for us to make this initiative reality. We thank you for expanding our horizon!”

Daneel Botes, participant at the 27th workshop 2015, South Africa



Supporting programme

Introduction & team building

For the success of the workshop, it is not only essential that the participants from all over the work get to know each other, but also that they come together as a community, a team, and grow. Ice-breaker and team-building activities are therefore an important part of the workshop agenda on the first day, not only in the language groups, but also in the large group with every participant.



Daily morning boost

Motivating and activating everyone for the upcoming tasks and activities – this is the aim of the "Morning Boost", for which all the participants gather together in the morning. While to begin with the facilitators go through the short, relaxed units, over the course of the workshop the participants themselves arrange and perform the start to the day.

„Walk and Talk“ – Hike to Andechs



- Where do you see yourself in ten years?
- Tell me about a place you particularly like.
- Share a story of a moment when you were proud of yourself.
- Who is the person who has influenced you most in your life?

With these and other questions in their luggage, the entire workshop group sets off on its first outing. The hike along the Ammersee and through the Kiental to one of Bavaria's oldest pilgrimage sites, Andechs Monastery, allowed participants to discover not only the area but also those who are sharing their path.

Inspired by the questions which were handed out, they were also able to make new acquaintances as well as have their first intercultural experiences and discuss worldwide challenges. Once they arrived at the "summit", the participants were greeted warmly by one of the monastery's pilgrimage pastors.

After their climb under the warm summer sun, there was a brief glimpse into the history of Andechs in the shadow of the monastery church.



"The Morning Boost brings participants together after breakfast. At this meeting, each language group provides activation and motivation in the morning through dance, songs and games. The main goal is to create an atmosphere of enthusiasm and happiness among the participants before the work begins. During this morning gathering, the workshop team announces the organisational information for the day."

Mahamourou Zan, Burkina Faso



"On Monday, August 14th, an athletic hike was organised to the oldest and perhaps most beautiful monastery in Germany, which was founded in 1455 and is 7km from Herrsching. In Andechs, the participants had the opportunity to exchange views with the father of the order.

He explained the history of the monastery to them and mentioned that this place continues to be the second largest pilgrimage site in Bavaria. After this discussion and a well-earned break, the participants had their snack in the monastery's Bräustüberl pub before returning by bus."

Mahamourou Zan, Burkina Faso

International evening

The international evening gave participants the chance to present their country's culture in a vivid way. From traditional clothing via typical dances, songs and stories to culinary national specialities, everything was available. With pride and a zest for life, the participants showed their uniqueness and, through this, discovered things in common with others' hitherto unknown talents. In a relaxed atmosphere, interest was aroused in thus far foreign cultures.





“Pure inspiration! Discovering so many different cultures and customs in such a close atmosphere was truly unique, super interesting and wonderful at the same time. The international evening was so inspiring for me that I am hoping to be able to arrange a similar event one day in my own hometown, in the county of Cuxhaven. So that people from different backgrounds can also come together and talk about their cultures and customs and preserve them.”

Fenja Badura, Germany

Sports evening

Respect, consideration for others and mutual trust are of immense importance for harmonious and successful team play, whether during group work in the workshop room or when playing sports. The sports evening traditionally ensures that participants trust each other, seemingly playfully easily, and form teams across countries and languages without prejudice. The weather played along beautifully for the sports evening, making fair matches in the open air possible, as well as a restorative sandwich picnic in the evening sun in Breitbrunn.

“On the evening of Friday, August 18th, the participants applied themselves to football, volleyball, yoga and slackline exercises for more than three hours. Everyone tackled their own sporting performance in a pleasant atmosphere.”

Mahamourou Zan, Burkina Faso

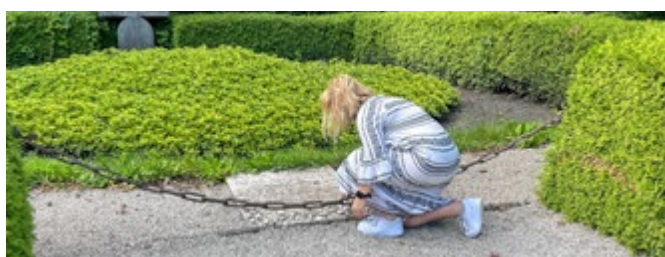


Munich and Nymphenburg Palace

In beautiful weather, the participants enjoyed discovering Nymphenburg Palace and the historical centre of Munich. After the first days of intensive work in the language groups, the trip was not only a welcome opportunity to gather new energy but also a highlight for many participants to be able to get to know and discover the capital of Bavaria. The well-informed tour guides accompanied them to popular spots and shared interesting facts about several corners near the Marienplatz. Late in the evening, two buses returned them to Herrsching with a feel-good atmosphere.



Concentration camp memorial site Dachau



“Peaceful, moving and shaped by history. The trip to the concentration camp memorial site Dachau was a vivid reminder of the horrors of the Holocaust and of how “leadership” can be abused. The visit showed how important it is to accept historical responsibility and to defend the values of humanity and peace in international dialogue.”

Inke Badura, Germany

Final trip to the Alps



“Up high with the “Tigers” – we made it together! The hike through the mountains in Garmisch-Partenkirchen was an unforgettable experience which combined adventure and great conversations. While we travelled through the picturesque landscape, we shared stories, cultures, motivation and laughed a lot together – a very special day, which I will remember for a long time.”

Inke Badura, Germany

“The hike in Garmisch-Partenkirchen was one of the highlights of the workshop. With great enthusiasm, the participants took part in this final trip, which took place on Sunday, August 20th. For the travel together, depending on the distance and altitude of the climb, four groups were organised, the Snails, the Eagles, the Giraffes and the Tigers. The first two groups took the cable car up, while the latter two managed the climb on foot. Besides the destination itself, a mountain farmyard, this trip led participants to exert themselves to put their physical and mental potential to the test, but also their ability to push past boundaries and take on challenges. There was a break in the rustic Hanneslabauer restaurant and this was complemented by a short tour through the agricultural buildings of the enterprise. Here there was also a tasty lunch, which fortified the hungry hikers for the descent.”

Mahamourou Zan, Burkina Faso

Reports from participants



"I have taken part in more than 60 international workshops abroad, mostly in Europe. They were all productive and interesting. But the 31st International Leadership Workshop for Rural Youth, which I took part in this year, was completely different and was a lot of fun. We debated, staged and designed our visions of the future of agricultural policy, which is important for the world. We also got to know new people and talked about the possibilities of doing business together in the future and starting projects. I will remember this event and its great significance positively for a long time.

I am sure that I will soon start a new project with participants myself. And I hope very much to see you all again soon in Azerbaijan or another part of the world."

Gulsel Safarova, Azerbaijan

"I came to the 31st International Leadership Workshop for Rural Youth not knowing what to expect. With an open spirit and an open heart, I let the workshop team take me on a journey which I can tell you with 100% certainty was a unique journey in life which I will never forget.

To begin with, I was a little uncertain whether I would be accepted into the programme, as I have no specific background in the agriculture industry and I was a little nervous and shy about the next two weeks, but I left the workshop with a completely new attitude to life, a completely new perspective on myself as a manager and on the world around me, with friends and a huge network across the whole world!

The facilitator of my language group, Mona, gave me tools I didn't know existed, and provided me with some of the lessons about myself and the world around me. I very much enjoyed the cultural experiences I had. I enjoyed learning to communicate with people with so many different backgrounds and despite language barriers and I was challenged by the incredible intensity of the programme's planning. I am grateful for having had the opportunity to speak in front of the whole workshop three times – including the international evening, when I spoke about South Africa with my countrywoman. And then the other two times, when I was selected by my smaller teams as leader to present our concerns on the main stage. In my opinion, these presentations really improved my leadership qualities and gave me the confidence to believe in myself more. I would like to thank the Federal Ministry of Food and Agriculture, as well as the entire workshop team, the trainees and the workshop leaders for everything they



contributed to my gain in experience – and for selecting me to take part in this workshop. It was an unforgettable experience and I am looking forward to continuing my journey and, one day, to sharing it with my companions and with the workshop team: Think globally - Get together and act locally!"

Lauri Burke, South Africa

The facilitators and their language groups



The facilitators of the 31st International Leadership Workshop for Rural Youth:
Front row (from left to right): Charlotte Karibuhoye Said, Guinea-Bissau, Gabriela Quiroga Gilardoni, Uruguay; Mona Knesebeck, Germany; Ben Haouia Salem, Tunisia; Marthe Wandou, Cameroon; Jonathan Cook, Great Britain.
Back row: Anelia Coetzee, South Africa.

What began as a two-week workshop suddenly became a wonderful lasting trigger and motivation to take on new perspectives. All of this is accompanied by the recognition that, when we cannot do something alone, we must encourage others to do it with us.

Now, you have been inspired by Herrsching. Make use of as much of this at home as you can, work hard and share all your knowledge, these experiences and the social capital you gained with others. Be influential. Be yourselves. Develop your talents. Use the knowledge you gained here to motivate others and to actively work with them to change what must be changed to improve the life of young people in the country.

This is not the end, but a new beginning full of exciting new opportunities!

We are looking forward to hearing from you!

Gabriela Quiroga, Uruguay / Netherlands



The motto “Think globally – Get together and act locally” underscored the aim of the 31st International Leadership Workshop for Rural Youth for the participants to improve their self-confidence and assertiveness.

The tried and tested SWOT analysis (Strengths, Weaknesses, Opportunities and Threats) was one of the tools used to find out who we are and who the people around us are. The participants learn from each other how they can use their own strengths and weaknesses, and those of the organisation, in order to avert or mitigate external threats and develop opportunities. At the same time, participants explored “best practices” and the reasons why these are important for us and for others.

The interaction between perception, assumptions and performance in collaborations of many people became clear when strengths, weaknesses, opportunities and strengths were analysed as we discussed communication and conflicts. The exercise confirmed that good preparation with the help of a SWOT analysis improves the ability to think and assertiveness and puts participants in a position to overcome conflicts and optimise communication. What remains is for the participants to practice conflict management.

The way we act has consequences for ourselves and for others, as we act differently, for example being punctual, working well under pressure or being creative.

If we reassess our communication style and put ourselves in the positions of others, this has effects on individual and group performance.

The most valuable lesson we learnt is to act actively as part of a team, and to stay in the team the whole time until the task is complete.

I want to encourage you to always remember that your success does not lie in the brilliance of your ideas, but in the care with which you carry out your plan of action. Every step you take brings you closer to your goals. Stay focussed, communicate openly and support each other. The hard work which starts with your action plan will shape the future you hope for. Get involved and inspire others to turn opportunities into reality. I wish you all the best for your future actions and please always remember this quote by Mother Theresa: “I can do things you can’t do; you can do things I can’t do: Together we can achieve great things.”

Mona Knesebeck, Germany

The workshop laid the foundations for participants to understand after their return why teams either work or disintegrate, why members do not participate actively and leave the team before the task is complete.

The workshop built on participants’ understanding and made acting locally possible: Active participation and remaining consistently true to a team does not mean doing things as you have always done them, but being consistently present, assertive and attentive.

Above all, it is important to prepare well, by using tools such a SWOT analysis, which helps to develop awareness.

Anelia Coetzee, South Africa



Dear changemakers, dear decision makers, I would like to thank you for coming from far away and sacrificing your valuable time because you believe that together, we can bring about the change we need.

Your dedication to the cause and your willingness to invest your valuable time bear witness to your firm belief in our joint ability to bring about the change we so desperately need. My heartfelt thanks to all those who were involved in the organisation of this workshop and who contributed to making it such a successful and thought-provoking event. I would like to express my deepest appreciation to the dedicated people working tirelessly behind the scenes to organise this workshop. When we gather here, we should remember the words: "Every day offers the chance of wonders", so keep shining and hope for the best for your countries.

These words remind us to continue lighting the flame of hope for the improvement of our own countries and for the world as a whole.

For me, it was incredibly inspiring to see how previous participants have implemented the principles and guidance from previous International Workshops. It is even more inspiring to see how previous participants have

adapted this knowledge to the specific requirements of their countries. I would like to encourage you to hold on to your dreams and plans of action and to work tirelessly to put them into practice.

Salem Ben Houia, Tunisia



It is important that specialists take part in these workshops who know precisely how to implement what they learn. I admire the profiles and dedication of everyone to the success of the work together.

Your experiences, our differences, which were transformed into great mutual enrichment, and your motivation to be successful, made the exchange of ideas extremely productive and the workshop simply pleasant – that is the spirit of Herrsching. In the form of your plans of action, you have committed yourselves not only to being multipliers of what you have learnt, but also to positively influencing your communities and your countries, which is extremely important. These are small steps, which address precisely the challenges we know many of, and I know that you are also capable of taking them.

Remember the values we discussed, such as peace, respecting others, inclusion and gender. These values will personally empower you and make you into strong leadership personalities. Give the organisers feedback, so they can see how well you stand by your words.

I would simply like to wish you GOOD LUCK!!!

Marthe Wandou, Cameroon



Once again, it has been an exciting and inspiring two weeks. It seems extraordinary that it has been possible to bring together people from so many different countries and with such different backgrounds and help them to get to know each other and work together harmoniously in just a few days. The “Herrsching spirit” is the result of many factors, of course. Because it is on the one hand, the hard work of the organisers, who bring together attendees from the whole world and work together with them during the workshop. On the other hand, it is the programme itself, which has been consciously designed to turn strangers into friends, foreigners into neighbours, and people from many walks of life and from the whole world into colleagues. The environment, such as the accommodation, the plentiful food, the fresh air and the lake, also contribute to making attendees really feel at home. But perhaps what is most important is you yourselves, who contribute your own experiences and energy, and freely share these with each other, inspired by the atmosphere created by the workshop. The results speak for themselves – the enthusiasm and energy that was put into the presentations and the measures developed by every attendee to use the learnings in their homeland. The new contacts and cooperation made across countries and continents show that it is possible for people to work together in harmony, regardless of their country and origins. We can all learn from each other if the will is

there, and the workshop proves this. The “strangers” who tearfully said farewell to their new friends at the end of the workshop know that they will never forget the spirit of friendship and cooperation that makes up the magic of the workshop. Keep in touch with each other, keep this spirit alive and spread the learnings from the workshop in your work and lives.

Jonathan Frank Cook, United Kingdom / Italy



For two weeks you have now been learning and practising how you can run and belong to a successful team. Thanks to a growth in self-knowledge and awareness, and self- and mutual empowerment, you can strengthen leadership qualities such as empathy, cooperation, communication and conflict-solving skills ... in the language group and beyond. A real journey of transformation! Our group symbol, the “Green Bees”, very graphically reflects the feeling of togetherness and the teamwork, commitment and strong work ethic, the multiplier effect (inspired by the power of pollination), all with a strong focus on exerting influence and sustainability. At the end many people were sad to think they might never again find themselves in such a wonderful environment, in a safe space in which every member can grow and help others to do so too. However, I think and hope that every one of you can also create this space in your teams, working groups, circle of friends etc. and can nurture the Herrsching spirit wherever you are – by implementing your action plans and developing networking opportunities beyond borders. I would like to wish you all the best!

Charlotte Karibuhoye, Guinea-Bissau



Closing ceremony

Extracts from the closing speech

Dear Ladies and gentlemen, dear guests, dear participants of the 31st International Leadership Workshop for Rural Youth!

Today, after 2 weeks here in Herrsching, here on the Ammersee, a unique workshop with impressive people and worthy aims is coming to an end.

For 14 days, 77 multipliers in rural development work from 46 countries, from 4 continents, from the most varied cultures with I don't know how many languages in up to 3 workshop languages here in the House of Bavarian Agriculture Herrsching, have lived and worked together.

During all the days and also the evenings you have exchanged views, identified and explored worldwide and local challenges, and on the basis of participants' varied expertise, have developed and collected appropriate solutions. The participants have worked out action plans for how each and every person can contribute the impetus and ideas, the learnings and experiences we have gained, to their organisation, position, region, country, in their local work. You, dear participants, have achieved something great here! You have shown that – in accordance with the motto of the 31st Herrsching workshop – you are prepared and able to think globally and act locally – together with others!

This was particularly clear during our "World Conference" last Friday, when all of you here in this hall contributed your individual expertise, and not in language groups, but in subject groups, to work on the challenges facing rural areas, youth work and agriculture.

It was not easy to overcome language barriers and other hurdles, but the presentations of your results on Saturday spoke for themselves. Dear guests, you can study the



Gunther Strobl, Workshop Head and Director House of Bavarian Agriculture Herrsching

poster that emerged from the results marketplace for yourselves in the foyer!

Dear guests, you see here, in this 31st International Leadership Workshop for Rural Youth, 77 participants, who have strengthened each other together in this workshop that is unique worldwide, in your commitment to youth work in the countryside, to rural areas, in your dedication to a better world through personal commitment and in assuming responsibility. And that across all countries and cultural areas.

You see here managers who want to get something moving, can get something moving and will get something moving!

We from the workshop team, we from Herrsching, would like to wish you, dear participants of the 31st International "Herrsching" Workshop all the very best from the bottom of our hearts!

All the best in the implementation of your projects, in dealing with all the small and large challenges to the benefit of rural youth, agriculture, rural areas and all our futures!

Extracts from the ceremonial address

**Dear Members of Parliament,
Dear Ms Schmidt.
Dear Mr Bissinger,
Dear guests!**

I am pleased that you have completed a successful workshop in the past few days. I am also very pleased that so many dedicated people have once again managed to prepare and arrange such an exciting event for you. I really like coming back to Herrsching again and again. Not just because it is in a beautiful region of our country. But above all, because every time I'm impressed by the special spirit at this workshop – from the commitment, the “us feeling”, the dynamism and the confidence for a GOOD future that emanates from this event.

A few days ago, during his presentation to a larger group in the German government a new colleague said, “Doing is like wanting, only better!” That’s why I’m here! I also see precisely this mentality among you. Developing ideas, creating impetus and getting things going as quickly as possible!

Dear participants,
we live in a very unclear and uncertain time. The world is changing quickly.

The terrible Russian war of aggression in Ukraine, which has resulted in fears of even worse shortages of food, of hunger. The climate crisis and the biodiversity crisis, which is threatening the natural bases of our lives in an increasingly visible manner. Added to this is digitalisation, which now encompasses all areas of life.

If we want to get on top of these uncertainties and challenges – which couldn’t be more immense – then we will have to be aware of the following:

All these challenges can be traced back to us as people. This is precisely why we should also do everything humanly possible to deal with these challenges – not alone, but together and multilaterally – thinking globally instead of nationally!

You have been able to train very intensively for two weeks under the motto “Think globally – Get together and act locally!”. And you have experienced how your active work, your discussions, your exchanges of experiences and your listening have made up the core of the training. Fundamentally, you were always learners and teachers at the same time. Please keep hold of this characteristic – it’s an important task for us all to continue learning, to keep developing. And – it’s an important task to pass on our



Dr Klaus Heider, Head of Department at the Federal Ministry of Food and Agriculture

own knowledge to young people in the countryside with commitment and dedication – to show them a hopeful future. To motivate them to shape their lives themselves – to “do” and not just to “want”. You, dear participants, are needed now. You are important members of your local society – but also of global society! Use the experience you have gained locally, use it to make your home alive and liveable!

You are also key bearers where

- keeping rural areas attractive for young people and
- making a contribution to countering existing inequalities between the sexes and discrimination against women are involved.

I hope you will profitably use the knowledge and experiences you have gained during your work in your home countries – as key bearers. Keep going. Because “doing is like wanting, only better!”

Extract from the welcome addresses

As the Education President of the Bavarian Farmers' Association, I'm proud that this International Workshop is taking place for the 31st time here in Herrsching, here in the House of Bavarian Agriculture Herrsching, which is our training institution.

Many aspects of the International Workshop correspond to the core concerns of the Farmers' Association in Germany, in Bavaria: training work, national networks, helping people help themselves and responsibility for shaping rural areas have always been close to our hearts.

And these topics have had a place here in Herrsching, in our training and conference institution, for more than 75 years, which we are very proud of and that is also close to our hearts.



**Stephan Bissinger, District President Swabia
Bavarian Farmers' Association**

Finally, what would I want for your future?

When you travelled here, you already brought a lot with you. Experiences from your work with rural youth, but definitely lots of questions too.

When you travel back home, you'll have gained some new tools – a great wealth of experiences, solutions and answers – and of course above all, friendships for life – and that from around the world. Keep in touch, keep communicating, because everything here has only been a start of your common journey, make something of it! Never lose your courage or your hope, even when things get difficult – you will get your country and the people there moving – never lose sight of that! This year, one former attendee, Richard Semwanga from Uganda, told me at the World Farmers' Association conference in South Africa that this workshop formed the basis for his presidency of his Young Farmers' Association, the UNYFA, and that attendees were able to sustainably strengthen the association with the skills learned. You are an inspiration to me, to us and the



**Theresa Schmidt, National Chair
Association of German Rural Youth**

youth of the world – keep hold of all this and in particular your passion for and commitment to rural areas – I'm sure we'll hear lots more from you!

From the bottom of my heart, THANK YOU for giving all rural youth a voice! When I see you here I'm not worried about the future!

The motto of the seminar was "Think globally - Get together and act locally". For me, this means that we should always open ourselves up to different perspectives, develop an understanding for each other - and then work together in the best possible way on this basis.

We are confronted with a wide range of global challenges. Whether it is the protection of our natural resources, the fight against hunger or equal rights for men and women - it is important that we pull together. The International Seminar can and should sow the seeds for the future.



**Cem Özdemir, Federal Minister of Food and Agriculture,
in his video welcoming address**



Closing speech of a facilitator

Dear Ladies and Gentlemen, dear guests, dear participants,

It is a great pleasure and an honour for me to stand before you today, and to give this closing speech for the International Leadership Workshop for Rural Youth under the motto, “Think globally – Get together act locally”. We have been on an inspiring journey during the past few days, which has taken us across borders and cultures.

Dear attendees, I would like to cordially invite you to take a look back at our inspiring days together. What an exciting journey we’ve been on! I would like to give you some thoughts to take away with you, which we have gathered during our intensive dialogue with each other. We have recognised that we live in a world in which developments on the global stage influence our daily lives in many ways. The challenges we face know no borders: climate change, social injustice, health risks, wars and many more. But in the midst of these global interdependencies is our strength – the power of local action. We have learnt that every action we take in our own community has effects that go well beyond it. If we act locally, we send out a message – a message of change, of solidarity and of responsibility. Our common ideas and solutions can bring about change that influences not only our neighbourhoods, but also the world around us. We have identified that “Think globally – Get together and act locally” is more than just a slogan. It’s a way of thinking, a type of living and acting. It means recognising the connection between the great and the small and understanding the effects of our actions on global connections. It means using local resources to bring about positive changes – whether in education, environmental protection, sustainability or other areas. You have exchanged ideas, obtained knowledge, formed networks and have definitely expanded your horizons as a result. The diversity of your opinions and experiences has enriched your discussions and shown how important it is to work together on a sustainable future. The workshop may have come to an end, but the seed you have sown will continue to grow. I would like to encourage you to take what you have learnt into your communities, to implement ideas and initiate changes. Each of you can be an ambassador of global thinking and local action – in your families, among your friends, in your organisations, at your workplaces and beyond. It’s important that you take local people with you and inspire them to get actively involved in positive changes. This requires communication, empathy and the ability to build bridges between different interests. Together, you can develop local projects that have a global effect. I’m sure that the skills and techniques you have learnt will be helpful with this task.



Mona Knesebeck, facilitator from Germany

You are a wonderful group and your enthusiasm and cooperation was tangible at all times. You are mentors and role models who will smooth the way for the coming generations.

With this in mind, I would like to thank you all most sincerely. Your active participation, your commitment and your enthusiasm have made this workshop an unforgettable experience. May the connections you have made here grow further and flourish. Be inspired by the knowledge and ideas you have shared here, to strengthen rural youth work at the local and global level and to shape the future together. Let’s preserve the spirit of this workshop. I would like to wish you all the best on your further path and a good journey home. We will always be pleased to hear from you.

Thank you!

Closing speech of the participants

Dear participants, dear Ladies and Gentlemen, dear guests,

It is a real pleasure to have the opportunity to say some words and express my gratitude on the occasion of the closing ceremony of this outstanding workshop. Between 10 and 23 August 2023, 77 participants from 46 countries took part in a great workshop, which included knowledge transfers, and dialogue between the participants in the House of Bavarian Agriculture.

We met German producers during the excursions, discovered rich cultures and educational historical locations, and dedicated ourselves to sporting and other leisure activities. All this variety enabled us to strengthen our abilities and learn many lessons.

This entire process ended with the action plans that set us obligations as attendees. Together, we committed ourselves to implementing these plans, to preparing the information and what had been achieved, to helping others and to accompanying rural youth in our different countries.

From today, we are champions, and also ambassadors for these young people, because we are managers from now on. We will pass on this training in our individual circles and ensure that our plans are implemented accordingly.

I would like to thank the German Ministry of Food and Agriculture for the unique opportunity that was offered to us with this workshop and for the special interest taken in the rural youth of the world.

I would like to thank the people responsible at the House of Bavarian Agriculture in Herrsching and the entire team for their reception, catering and attention, for every detail that made our stay so pleasant.

We all had a great time.

Thank you to the facilitators for the training, the good work, the simplicity and the support.

I would also like to thank all the other participants very much for the cooperation, the exchanges of experiences and the professional community that we have created.

I would like to wish you every success and a good journey back to your countries.

Thank you!



Aissata Coulibaly, participant from Mali



Stefan Funke, participant from Germany

**A cordial “Grüß Gott” from me too,
I’m Stefan Funke from Bavaria.**

Many different kinds of conflict surround us. In the media, we experience conflicts between countries such as Ukraine and Russia. In politics, conflicts occur in many different ways. We experience conflict situations in friendships, and above all, also in relationships. Every one of us enters into conflicts – and tries to resolve them.

Every one of us knows of numerous conflicts in their country, their society, their family, their life.

What does this have to do with our workshop?

This workshop, with its participants from 46 nations, made the following points very clear to me. Due to the numerous different cultures and religions, intensive discussions and conflicts are pre-programmed. We will never have the same opinion, but using our newly-acquired soft skills, such as clear communication and active listening, despite all our differences in opinion we have emerged from our discussions with a positive feeling. In addition, this diversity of opinions and the intensive dialogues have made the encounters with you so exciting. I very much enjoyed this.

And to come back to the conflicts I have mentioned: My hope is that when we return to our homes, we can make a contribution to resolving the conflicts in all our societies. And when I look at the personalities of the attendees, I am also very confident that this will happen.

What I would like for all of us is that we not only successfully implement our action plans, but also many other exciting projects, that we have an inspiring and positive effect on people in our environments, and contribute to better togetherness as a result.

I would like to wish us all good luck, good health and lots of crazy ideas for our lives and our fellow human beings.

I am really very glad to have got to know you all – and I very much hope to see you again at a later point in time. Servus!



Shaquille van Throo, Participant from Suriname

Good Evening!

My name is Shaquille van Throo and I come from Suriname in South America.

I stand before you today with a heart full of gratitude and excitement.

It is a privilege to talk to you, after an unbelievable journey we have taken together during this workshop.

The wealth of knowledge, experiences and contacts I have gathered has left traces in me that nothing and no one can extinguish.

I must admit, that my feelings are a mixture of happiness and enthusiasm, paired with a hint of sadness that this transformative chapter is now coming to an end.

The subject of “Think globally – Get together and act locally” really spoke to me.

When I leave this workshop, I will take many insights with me that will empower me to not only take on challenges not only in the rural areas and villages of Suriname, but also in my personal life.

It was an illuminating experience that has shown me the power of negotiation and decisions we make.

We can all make a huge difference in our direct environments with small steps.

When I look back on our journey here in Herrsching, I am amazed about the notable cooperation within our small language group and also in the large workshop group.

This workshop was a valuable source of learning. The individual leaders I have gotten to know in these two weeks have displayed qualities that I deeply admire: authenticity, self-confidence, charisma and many other qualities that we know a good leader needs to have. Recognizing these qualities and learning from them was an inspiration to me. Think about this workshop as a giant tool factory. When we arrived, our tool boxes were empty and we have patiently tested the tools we want to fill them with. Today I can proudly say that I've carefully filled my toolbox. I have selected tools with which I can repair broken-down vehicles in my community, so to speak. The challenges with which we are confronted require innovative solutions, and my toolbox is filled with resources to effectively tackle these challenges and promote the repair and advancement of my community.

I want to express my heartfelt thanks to all who have contributed to making this workshop such an amazing success.

Everyone has contributed in their own way. I hope that many more people in my country and all over the world can have the experience we have had here.

Through workshops like these, we can smooth the path to a world that is not characterized by inadequate leaders, but by competent leaders who are equipped with a suitable toolbox.

With additional qualities such as empathy, love and the ability to contribute to real change. Finally, I would like to say that the tools we've acquired here, the connections we've made and the knowledge we've gained will help us toward a better future in the world.

Let's think about how we can create a world in which sympathy, understanding and strong leadership can bloom through our actions, regardless of where, either large or small.

I thank you.

Hello everyone,

My name is Tekle and I come from Georgia.

I feel honoured to stand before you and with you to share my thoughts and experiences. I'm happy that I had the opportunity, with the help of the German government, to meet cool and motivated people who want to change the world for the better.

Initially I would like to say that Herrsching has become a place in which I have learned many things and now associate with wonderful memories of people from all over the world. I have the feeling of belonging in a location in which all the nice and interesting people come together. We have shared so many passionate and interesting ideas with each other, our experiences have reflected upon each other, as if we were a team from Hogwarts, each with their individual background, but all with a common goal: finding a better future.

As a result, I am more empathetic to all countries. It is now clear to me how many similar problems our countries have. And to be honest, it is also reassuring to know that we will get through them together. This means that we will find solutions together and can also help each other. Now I understand more about your cultures, your countries, your languages, your agriculture and I feel more connected to all of you. I feel more connected with your past and your experiences.

In addition to all of the positive and good feelings, I also feel a great responsibility. I have had the chance to take

part in intensive and fruitful training, had the opportunity to make excursions and visit various cities, which is a privilege, because there are many smart people who live in poverty or in wartime conditions. Based on this feeling, I think we can all be ambassadors of knowledge in our countries to promote and share the abilities we have learned during the workshop.

I also want to emphasise that the stay here was like a healing session for my spiritual well-being. The yoga sessions, the nature and the discussions about my favourite topics have brought me peace. Naturally there were some days on which I felt overtaxed or stressed, but as my new friend Rolly from Peru said to me, a little stress and discomfort mean that I am growing and leaving my comfort zone, which makes sense, in a way.

Therefore I want to thank everyone, the employees, organisers and participants. Thank you for the exchange, for the care, and thank you for helping me to believe in a better future. I will go back to Georgia with better knowledge, abilities and above all, as a better person.

Herrsching and this building have felt like a home and will always have a special place in my heart.

Thank you so much!



Tekle Zakalashvili, Participant from Georgia

Parting Words

Dear guests and participants,

A few days ago I began to think about which words I would leave you with. The last short phrases of these wonderful and intensive two weeks.

I would like to share with you a few thoughts from a man about whom I recently read an article. It was about Viktor Frankl, an Austrian neurologist and psychiatrist who lived from 1905 to 1997. He lived through and survived incarcerations in four different concentration camps and lost most of his family in the Holocaust. His life's work was the search for the sense of what really makes us human.

Here is a summary of some of his findings:

- Humans experience meaning when they have a task or work, when they can love or be loved.
- Being human means accepting responsibility, growing through difficulties and thus having a stronger sense of “we” than “I”.
- Being human means experiencing a deep embeddedness and actually feeling responsible beyond spatial and even generational boundaries.
- Humans free, they can and must continuously make decisions, such as the decision for meaning and thus also accepting responsibility. A person acting as such, always retains their worth and self-respect.

As humans, we should always stay open and comprehensive, not closed and careworn.

In my perception, these words, these realisations by Viktor Frankl describe well what and how you have lived and worked here.

Take the “we” home with you.
Continue to assume responsibility.
Stay wonderful and open people.



Angela Kraus, Assistant Workshop Director and Director of Education Management of the House of Bavarian Agriculture Herrsching.



Thank you very much!

“Thank you to everyone! I will always carry this experience in my heart an hope that the workshop will enrich many other young people in the future.”

Natasha Ortolan Ervilha, Brazil

“This workshop was my first proper international connection point. Thank you for opening my eyes through the experience of this workshop. Now I think globally and not just locally.”

Fenja Badura, Germany

“Thank you for this programme. No one in Eswatini knew about such programmes and will now apply for them, so that more participants will come from local leadership and can learn. It's just what we need to ensure food security.”

Phumzile Happy Thwala, Eswatini

“I went into the workshop without knowing that there was a country called Suriname, and I leave the workshop with a brother and sister from that country. I have met people who have influenced my viewpoints and approaches to many things in life, I've become more positive, grateful, selfless and ultimately have become a pivotal leader. The experiences were so amazing that we can't value them enough. I thank you so much.”

Clarence Tinashe Mashavave, Zimbabwe

“I was impressed by the structure and well thought-out process that we experienced during the entire workshop. It was a life-changing experience for me that I will carry with me in my “tool-box” everywhere I go. I thank you.”

Aletia Van Antwerpen, South Africa

“To this wonderful team from unbelievable leaders from all over the world: Thank you for the best time of my life! I've acquired memories, knowledge, skills and friendships that will last a lifetime. Thank you for selecting me to be a part of this unique workshop!”

Lauri Burke, South Africa

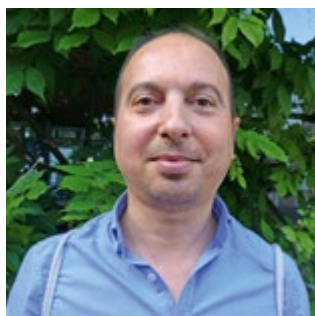
“I arrived with great openness to learn more about agriculture. And I have learned so much more than that. I have created networks, got to know and learned about other cultures, and what it means to be a good leadership personality.”

Lavina Odungo, Kenya

“The workshop was so rich in varied topics and so efficient that I have learned as much as in one year of weekly classes at the university.”

Cara Jones, Great Britain

The participants of the 31st International Leadership Workshop for Rural Youth



Florjan Bombaj,
Albania



Gulsel Safarova,
Azerbaijan



Kenbon Beyene Abdisa,
Ethiopia



Abdullah Beka Aliyi,
Ethiopia



Rawda Seman Jubber,
Ethiopia



Samrawit Getachew
Maru, Ethiopia



Precious Fortune
Thompson, Bahamas



Erecia Hepburn,
Bahamas



Muhammad Arif Khan,
Bangladesh



Fructueuse Noudéhou
Ouidoh Epse Agbodjogbe,
Benin



Natasha Ortolan Ervilha,
Brazil



Saidou Ouedraogo,
Burkina Faso



Djeneba Denise
Tiendrebeogo,
Burkina Faso



Mahamourou Zan,
Burkina Faso



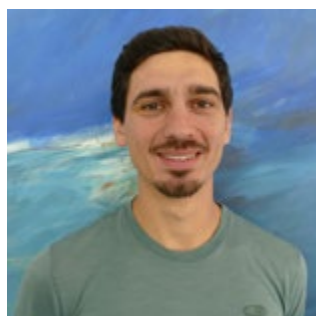
Luka Backhus,
Germany



Inke Badura,
Germany



Fenja Badura,
Germany



Stefan Funke,
Germany



Wienke Carina Müller,
Germany



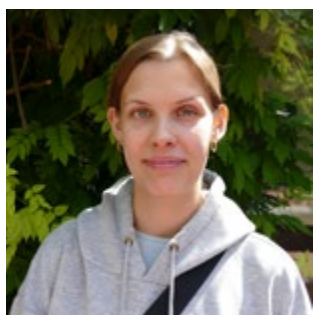
Amany Euphrasie Koicou
Hangban Epse Bosson,
Ivory Coast



Oua Manan Ernest
Malan, Ivory Coast



Tanja Butilkin,
Finland



Unna Harjamäki,
Finland



Vano Kakashvili,
Georgia



Tekle Zakalashvili,
Georgia



Margaret Afriyie,
Ghana



Kwame Appiah Kubi,
Ghana



Elliw Dafydd,
Great Britain



Cara Jones,
Great Britain



Benoit Schneider,
Haiti



Sarthak Roy,
India



Farnaz Ghodrati Namin,
Iran



Aliakbar Shafighi,
Iran



Antoninah Kagwiria,
Kenya



Karen Kaumbuthu,
Kenya



Lavina Odungo,
Kenya



Yoba Alenga,
Democratic Republic of
the Congo



Aissata S Coulibaly,
Mali



Boubker Bouamama,
Morocco



Ahmed El Asfari,
Morocco



Guédadho Hountou
Djigo, Mauretania



Glory Ejeh,
Nigeria



Mujahid Rasool,
Pakistan



Rolly Kevin Calvo Muñoz,
Peru



Manuel Champa Caverro,
Peru



Mamadou Diallo,
Senegal



Sanja Mikić,
Serbia



Mabinty Koroma,
Sierra Leone



Idiris Farah Abdi,
Somalia



Clara Tebar Aparicio,
Spain



Lauri Burke,
South Africa



Aletia Van Antwerpen,
South Africa



SeongYoung Lee,
South Korea



Shyra Mando,
Suriname



Shaquille van Throo,
Suriname



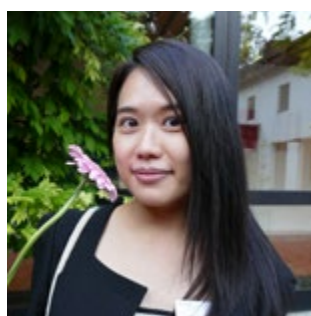
Kayise Bhembe,
Eswatini



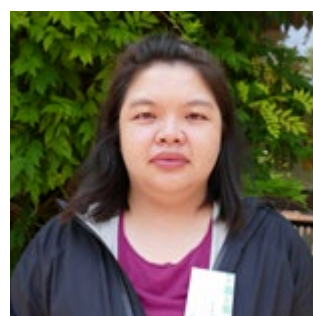
Phumzile Happy Thwala,
Eswatini



Yaman Jibreni,
Syria



Min-Shan Hsieh,
Taiwan



Wei-Hsin Liao,
Taiwan



Yu-Ting Shen,
Taiwan



Wei Chen (Blake) Lin,
Taiwan



I-Hsuan (Amy) Yeh,
Taiwan



Habiba Issa Nguogani,
Tanzania



Chama Inson,
Thailand



Yendouboame Ligbe,
Togo



Djariatou Oudei,
Togo



Mouftao Salami Odjo,
Togo



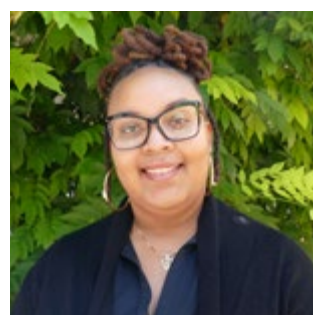
Khalil Hannachi,
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Uzbekistan



Firdavs Kobilov,
Uzbekistan



Hong Vo Tuan Kiet
Truong, Vietnam



Clarence Tinashe
Mashavave, Zimbabwe



- 77 participants
- from 4 different continents
- from 46 different countries
- 43 women and 34 men
- 61 participants with English as the working language
- 16 participants with French as the working language

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TEXTE

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Further information at

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