

# **LGT Impact Fellowship**

Impact reports of the 2024 cohort





# LGT Impact Fellows of the 2024 cohort:



Aarushi Gupta 3 years experience Associate LGT Venture Philanthropy, India



Chidinma Okoli
8+ years experience
Principal, Mergers & Acquisitions
and Investor Relations
Moniepoint (Lightrock), Nigeria



Jonathan Bii
7+ years experience
Communications Lead
One Mara Carbon Project, Kenya



Akshat Saxena 9 years experience Management Fellow Common Ground, India



**Fatouma Sokona**7+ years experience
Country Support Coordinator
AMP Health, Senegal



Joshua Kibirige 12 years experience Public Policy Analyst Harambee, South Africa



Benjamin Mukasa 17 years experience Country Manager- Uganda 4G Capital (Lightrock), Uganda



**Gita Osei-Bonsu**4 years experience
Grants and Compliance Fellow
mothers2mothers, Ghana



Pete Ngugi 16 years experience Partnerships and Business Development Fellow mothers2mothers, Kenya





## Aarushi Gupta

**Host organization:** LGT Venture Philanthropy

Fellow position: Associate

Fellowship duration: August 2024- August 2025

**Degree:** Bachelors in Architecture **Professional experience:** 3 years





## **Summary**

Through my Fellowship, I worked closely with regional and global teams to shape LGT VP's new Early Childhood Development (ECD) strategy and portfolio in India. Additionally, I also led potential new investments aligned with LGT VP's investment thesis and thematic focus on ECD.

# The problem LGT Venture Philanthropy aims to tackle

 LGT VP strives to improve the quality of life of people facing disadvantages, promote healthy ecosystems and build resilient, inclusive, and prosperous communities.

# The solution LGT Venture Philanthropy provides...

 LGT Venture Philanthropy deploys philanthropic growth capital to organizations and companies with effective, innovative and scalable solutions to social and environmental challenges.

## ... contributing to the SDGs:













## **Opportunity for a Fellow**

- LGT VP is taking a deeper focus on ECD (Early Childhood Development) in India and is in the process of launching a new collective that brings together funders, implementors and other key stakeholders to drive systems-impact for ECD.
- As part of this new focus, my fellowship included identifying the market gaps in ECD, creating a strategy aligned with the opportunities, and bringing together relevant partners to catalyse the ecosystem.

## "My experience as a Fellow...

- ... has been incredibly highownership — I had the chance to work directly with leadership, lead sector-shaping conversations, and see how funders think about systems change. There's real room to build, influence, and create momentum behind something that could shift how ECD is funded and delivered in India."
- Aarushi Gupta







- Supported the strategy development of SIRA, LGT VP's ECD collective. Engaged end-to-end on strategy including market landscaping, identification of gaps, ToC design, short- and long-term value add, and unlocking new partnerships
- Supported/led 2 new deals in LGT VP's ECD portfolio in India, including due diligence, investment analysis, and presentation to investment committee for approval
- Drove visibility and credibility with written OpEds, thought pieces, representation at key ECD events like ARNEC and AVPN



## ... contributing to LGT Venture Philanthropy

Led/worked on 2 new deals in LGT VP India's ECD portfolio

Spoke at/participated in 5 events and panels related to LGT VP's work in ECD

Helped engage and onboard 4 partners out of 50+ conversations

## Aarushi's next challenge

Continuing to build on our work at LGT VP and converting the strategy into action.





## **Akshat Saxena**

**Host organization:** Living Landscapes **Fellow position:** Management Fellow

Fellowship duration: June 2024- June 2025

Degree: B.Tech (Civil Engineering); MBA

(Environmental Management)

Professional experience: 9 years

## LIVING LANDSCAPES



## **Summary**

As a Management Fellow, I lead partnership coordination and end-to-end support throughout the project cycle across a multi-stakeholder initiative. I work to strengthen internal organizational processes and contribute to the long-term strategy development advancing key programmatic priorities

# The problem Living Landscapes aims to tackle

Degrading Commons has a cascading impact on the poor and marginalized caused by systemic challenges across policy and practice, exacerbated by a lack of focused ecosystem level engagement

## The solution Living Landscapes provides...

..to catalyze collaborative action by connecting various actors, initiatives and organizations to amplify impact, at scale, for community-centric environmental governance and rural livelihoods. The effort is to integrate landscape approach within existing natural resource management ways

## ... contributing to the SDGs:













## **Opportunity for a Fellow**

- To understand systems thinking approach and devise grounded strategies for rural landscape restoration. Explore how rights, agency and local stewardship shape environmental and social impact, how digital and public goods can enable grassroots change agents towards action.
- To convene, connect ecosystem actors strengthening the connections between women's empowerment, tribal leadership and climate resilience at scale.
- To co-create solutions to solve complex interlinked challenges

## "My experience as a Fellow...

... has been deeply enriching. It gave me a hands-on understanding of systems thinking-how it's shaped into action and brought to life with diverse voices across the impact space. I had the privilege to work with incredible thought leaders and experts who model how to bridge today's challenges with long-term solutions. The organization's trust, flexibility and patience allowed me to contribute in ways that felt true to me. It's been a space of real learning, contribution and growth something I will carry forward with gratitude.

- Akshat







- Led partnership engagement with 4 partners to drive operational and programmatic coordination across multiple projects, fostering collaboration and strategic alignment among partner-led initiatives.
- Authored a rapid appraisal report on a bamboo-based agroforestry and value chain model in Indonesia, contributing to the design of landscape restoration and NTFP-based livelihood strategies for the Common Ground initiative in India & tailoring model to operational geographies
- Supported fundraising efforts by developing pitch decks and investment snapshots for grant opportunities, conferences, and oneon-one engagements with potential funders.
- Institutionalized internal project and grant management processes.
- Enhanced reporting and knowledge workflows by designing an activity tracker and streamlining internal knowledge management systems.
- Provided research and writing support for multiple concept notes, policy briefs, and programmatic submissions to influence strategic direction and policy advocacy



## ... contributing to Living Landscapes

\$2m Worth of fundraising assisted, currently under review

\$4m Portfolio spanning multiple donor investments monitored

Convenings and workshops facilitated with the team, cumulative participation of 600+ attendees in a year

## Akshat's next challenge

Continue working and deepening role at Living Landscapes by leading projects to completion, institutionalizing remaining internal systems



# **Benjamin Mukasa**

Host organization: 4G Capital

**Fellow position:** Country Manager, Uganda **Fellowship duration:** July 2024 – June 2025

Degree: BBA (Finance), MBA (Credit & Strategy)

Professional experience: 16 years





## **Summary**

As Country Manager for 4G Capital Uganda, I led a strategic turnaround focused on profitability, operational efficiency, and expanding access to finance for underserved MSMEs. My role spanned finance, operations, product, and people—driving performance, compliance, and impact.

## The problem 4G Capital aims to tackle

Over 80% of Uganda's businesses operate informally, with limited access to affordable credit. Banks often exclude them due to lack of collateral and credit history. As a result, 52% of MSMEs fail within 3 years. Women and youth—who make up 70% of informal entrepreneurs—remain especially underserved.

## The solution 4G Capital provides...

- Short-term working capital loans with embedded financial training.
- Data-driven lending based on character and capacity—not collateral.
- Flexible, responsible lending with 95%+ repayment rates.
- A scalable model with 26+ branches and \$80M+ disbursed across 0.8M+ loans.

## ... contributing to the SDGs:







9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

## **Opportunity for a Fellow**

- Steer country growth strategy (Uganda)
- Improve operating efficiency and branch profitability
- Drive stakeholder engagement (UMRA, FITSPA, BOU)
- Align team to new KPIs and business structure
- Champion compliance and product delivery execution

## "My experience as a Fellow...

... serving as Country Manager of 4G Capital Uganda has been both humbling and transformational. I joined at a pivotal time—driving the scale-up of financial inclusion tools for MSMEs, improving unit economics, and championing a performance-driven culture. The opportunity to lead a missionaligned, fast-paced fintech team during Uganda's tightening regulatory environment deepened my leadership capacity, operational resilience, and stakeholder diplomacy. I'm grateful to LGT VP for the platform and the lifelong network of peers."

- Benjamin Mukasa



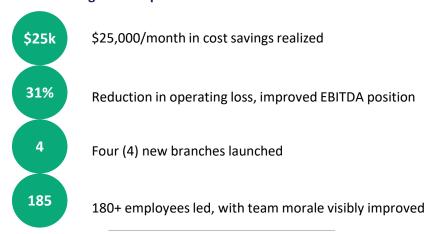


## Benjamin's achievements...

- Reduced Uganda business unit's operating loss by 31%, Q1 2025
- Reduced monthly operating costs by UGX 95M (~\$25,000)
- Registered the highest amount disbursed (since inception at the time) for one of the products, in April 2025.
- Launched 4 new branches in high-demand regions
- Led national stakeholder engagements with UMRA & FITSPA
- Drove re-alignment of KPIs, ExCo reporting cadence, and branch accountability culture
- Mentored 3 mid-level managers; promoted 2 into strategic leadership roles
- Led Lunch & Learn sessions on personal and professional development
- Actively supported team culture through birthday wishes and staff wellness initiatives



## ... contributing to 4G Capital



## Benjamin's next challenge

To further scale impact-driven finance by applying my leadership to new opportunities across fintech, development finance, or digital transformation in Africa.





## Chidinma Okoli

**Host organization:** Moniepoint

**Fellow position:** Principal, Mergers & Acquisitions and Investor Relations

Fellowship duration: July 2024 - June 2025

Degree: BSc. Finance

**Professional experience:** 7 years





## **Summary**

I work with the corporate development team at Moniepoint Group, covering mergers and acquisitions (M&A), international expansion, investor relations (IR) and Environmental, Social and Governance activities.

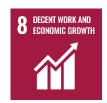
## The problem Moniepoint aims to tackle

 The lack of reliable online and offline instant payments infrastructure, access to credit and other financial services for both individual and businesses across micro, small, and medium-sized enterprises (MSMEs) in Nigeria.

## The solution Moniepoint provides...

- Includes point-of-sale (POS) terminals and other online payment solutions, enabling businesses to accept digital payments from customers.
- Moniepoint also provides business accounts with features designed for the needs of MSMEs and provides access to working capital loans to fund growth and expansion.

## ... contributing to the SDGs:





## **Opportunity for a Fellow**

- Support the corporate finance team in timely preparation and reporting of the monthly management account to investors.
- Lead the implementation of investors value creation plan particularly around environmental, social and governance issues.
- Support the Pan-African expansion plans for Moniepoint across identified markets, through comprehensive research and market insights.

## "My experience as a Fellow...

...at Moniepoint has been a transformative experience. I have deepened my knowledge of the fintech industry while contributing to the overall mission of driving financial inclusion in Africa. Working with cross-functional teams across the company provided me with unique insights into the different functions of the business, a perspective I appreciate as I had not been directly exposed to the operational sides of businesses in my previous roles as a Venture Capital investor."

- Chidinma Okoli

## **LGT Impact Fellowship – Impact Reports**





- Led the preparation of our monthly investor report and quarterly investor update, ensuring accuracy and on-time distribution.
- Engaged in coverage for key expansion markets, originating meetings with founders, investors and advisers to gain market insights and shared monthly coverage notes with the team, creating a database of M&A targets across countries.
- Engaged in financial and customer due diligence for a number of potential acquisition targets.
- Led the full year 2024 and YTD 2025 ESG reporting process to investors, collating relevant data across business units and building a repository of all company-wide ESG information for ease of future reference and reporting.
- Led a number of cross-functional company projects including a consumer protection assessment project with an external consultant to ensure our working capital loans product is in line with internationally recognised lending standards and best practices.





## ... contributing to Moniepoint

- 6 Prepared 6 monthly investor management accounts
- Led a number of investor visits as part of the company's Series C fundraise
- Led the execution of 2 ESG projects, driving implementation across multiple teams

## Chidinma's next challenge

Chidinma will continue working with the Corporate Development team at Moniepoint to further strengthen the investor relations and M&A function.





## Fatouma Sokona

Host organization: AMP Health

Fellow position: Country Support Coordinator

Fellowship duration: July 2024 – July 2025

**Professional experience:** 7+ years





## **Summary**

In my role, I strengthened internal systems and processes to improve coordination and program delivery. Led the design and implementation of the Management Partner (MP) Lifecycle framework — a core structure that outlines the journey of embedded partners working with Ministries of Health.

## The problem Amphealth aims to tackle

 Many public sector teams struggle to meet their goals due to limited leadership and management capacity. This hinders coordination, planning, and the delivery of effective and sustainable public services at scale.

## The solution AMP Health provides...

 AMP Health partners with African governments to build visionary and effective public sector teams by developing and institutionalizing leadership and management (L&M) capabilities to achieve ambitious goals.

## ... contributing to the SDGs:







## **Opportunity for a Fellow**

- As AMP Health scales its work across countries, there is a growing need to strengthen internal systems that ensure consistent and effective support to the global team and embedded MPs.
- It also offers the unique opportunity to work alongside a passionate, mission-driven team — creating space for deep learning, meaningful contribution, and a chance to make a small but lasting impact on the continent.

## "My experience as a Fellow...

I started this fellowship unsure how connection could happen behind a screen — but I've built real relationships, grown professionally, and contributed meaningfully across borders. It's deeply rewarding to know that by streamlining processes and supporting my team, I've helped make their work smoother and their impact stronger."

- Fatouma Sokona



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### Fatouma's achievements...

- Led the design and implementation of the MP Lifecycle Framework, a core system to guide the full journey of embedded MPs — from recruitment to offboarding. The framework improved role clarity, internal coordination, and accountability.
- Provided direct program management support to MPs across different country contexts, helping them stay on track with deliverables and troubleshoot operational or reporting challenges in real time.
- Improved reporting workflows and alignment by co-developing a structured MP reporting process with the Communication team, contributing to greater consistency, visibility, and timeliness in project updates.
- Strengthened internal coordination mechanisms by representing the Country Support (CS) team in regular ops/finance/learning syncs, and helping ensure that CS priorities were clearly communicated and supported.

## ... contributing to AMP Health

15+ tools/templates created or standardized

9 Management Partners supported across countries

1 end-to-end process reviewed, tested & operationalized

## Fatouma's next challenge

Fatouma will continue her journey with AMP Health, building on the foundation laid during her fellowship. She will continue supporting the team by scaling the tools and processes she developed, deepening cross-country collaboration, and contributing to new partnerships.

© LGT Venture Philanthropy cross-country collaboration, and contributing to new partnerships.





## Gita Osei-Bonsu

Host organization: mothers2mothers

Fellow position: Grants and Compliance Fellow

Fellowship duration: 1 year

Degree: LLM, LLB

Professional experience: 4 years





## **Summary**

I work within the Grants and Compliance team, supporting the organisation to meet donor requirements, ensure ethical standards, and build partner capacity. I develop tools, deliver training, and contribute to programme implementation and safeguarding initiatives across multiple country offices.

# The problem mothers2mothers aims to tackle

 Preventing mother-to-child transmission of HIV and improving health outcomes for women, children, and families across sub-Saharan Africa.

## The solution mothers2mothers provides...

Employment and training to women living with HIV - Mentor Mothers - who deliver life-saving health education, support, and services to other women and families in their communities. This peer-led model bridges gaps in healthcare access, empowers women economically, and helps eliminate mother-to-child transmission of HIV.

## ... contributing to the SDGs:







## **Opportunity for a Fellow**

- Gain hands-on experience with donor compliance and grant management – Work directly with diverse institutional donors to understand funding regulations, reporting requirements, and risk mitigation strategies.
- Engage in cross-functional collaboration and regional impact – Collaborate with programmes, finance, and country teams across sub-Saharan Africa, contributing to projects that enhance ethical standards and programme implementation on the ground.

## "My experience as a Fellow...

- ... has been incredibly insightful, rewarding, and transformative. Being part of a mission-driven organisation that places women at the heart of healthcare has not only expanded my skills but also reaffirmed my passion for purpose-led work. Each day brought new opportunities to learn, contribute, and grow whether through shaping tools that protect vulnerable communities or collaborating with inspiring colleagues across the continent."
- Gita Osei-Bonsu

## **LGT Impact Fellowship – Impact Reports**





- Developed the Sub-Partner Toolkit Created a comprehensive guide on USAID regulations and compliance standards, tailored for both sub-partners and internal staff to enhance grant compliance and capacity.
- Designed and Delivered Ethics and Safeguarding Trainings Created interactive training materials, case scenarios, and quizzes to build staff awareness and capacity on the Code of Ethics, Child Safeguarding, PSEA, Anti-Human Trafficking, and Sexual Harassment Policies as part of the pilot rollout of the Ethics Ambassador programme in Malawi and Nigeria.
- Contributed to Aligning Country Office Practices with Global Standards: Participated in the development of tools and templates that standardise processes across regions.





## ... contributing to mothers2mothers

- Increased Efficiency
- Policy Awareness
- Regulatory Alignment

## Gita's next challenge

Continuing on with mothers2mothers on a six-month extension.





## Jonathan Bii

Host organization: Ahueni – One Mara

Carbon Project (OMCP)

Fellow position: Communications Lead
Fellowship duration: Sept 2024 – Sep 2025
Degree: B.A. Language & Communication

**Professional experience:** 7 years





## **Summary**

As the Communications fellow, I developed and led OMCP's first communications strategy to engage stakeholders and raise awareness. This resulted in a clear brand identity and a radio and community campaign in the Greater Mara, thus laying the groundwork for OMCP to own its narrative.

# The problem One Mara Carbon Project aims to tackle

- the threat of climate change, with a focus on soil and grasslands degradation
- the growing economic and environment pressures for communities who are reliant on the Mara ecosystem

# The solution One Mara Carbon Project provides...

 a nature-based solution by helping conservancies and landowners generate income through carbon credits, while protecting wildlife habitats and promoting sustainable land management

## ... contributing to the SDGs:





## **Opportunity for a Fellow**

- who is a self-starter and creative thinker. It is for those who want to get their hands dirty and help build something from the ground up
- Seeking to adapt and innovate alongside a lean, dedicated team
- who cares about climate change and wants to move from concern to action
- who wants to work directly with a community making impact

## "My experience as a Fellow...

- ... came at a time when we are witnessing rollbacks on the progress made in the development sector. OMCP has reaffirmed that good work is still happening, and that now is the time to invest in community-led, community centred projects. As a communicator, my role is to ensure the stories of these communities are told, resourced and respected.
- Jonathan Bii









### Jonathan's achievements...

- Developed a 1-year communications strategy to guide OMCP's outreach
- Created a brand guide and messaging templates; produced brand assets used on merchandise and mock-ups. Also included were templates for presentation slides and documents for the team
- Designed and launched a mass radio campaign reaching conservancies and landowners in the Mara, as well as new audiences, leading to increased brand trust and ownership
- Designed and published the OMCP project handbook
- Developed the OMCP website and designed a grievance and feedback mechanism platform (now under construction)
- Hosted two community event activations during market days in Aitong and Ngoswani
- Established one key media partnership and built a reliable network of suppliers, including designers, web developers, printers, and local influencers

## ... contributing to One Mara Carbon Project

Listenership reached through the radio campaign via Geopoll data analysis

Conservancies reached within the Mara region

Hosted community event activations on market days in the Mara region

## Jonathan's next challenge

Build on my communications experience to influence how climate stories are told and funded.





# Joshua Kibirige

Host organization: Harambee Youth

**Employment Accelerator** 

Fellow position: Public Policy Analyst

Fellowship duration: 12 months

Degree: MA African Studies (Major History)

Professional experience: 12 years





## **Summary**

I supported the Strategic Communication team with research & strategy to help communicate key issues to stakeholders in government, business, and civil society. My work focused on keeping our messaging and engagement aligned with South Africa's shifting political, social, and economic landscape.

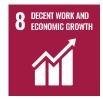
## The problem Harambee aims to tackle

Harambee addresses youth unemployment in South Africa by removing barriers to work, connecting young people to opportunities, and aligning training with market needs. Through partnerships and support for both jobs and self-employment, it is building a more inclusive labour market.

## The solution Harambee provides...

Harambee connects young people to jobs and training through SAYouth.mobi, and builds their employability with work-readiness programmes, 12-month placements, and career support. By partnering with employers and small businesses, Harambee promotes inclusive hiring and expands youth opportunities in high-growth sectors, driving systemic change in the labour market.

## ... contributing to the SDGs:







## **Opportunity for a Fellow**

- Engage with South Africa's regulatory landscape and the socioeconomic and political factors influencing youth employment.
- Conducted research to identify structural barriers in the youth employment ecosystem and analysed the impact of legislation and government priorities on access to work.
- Mapped the youth employment ecosystem (political parties, civil society organisations and labour unions) to align Harambee's interventions with national development goals.

## "My experience as a Fellow...

- ... was mixed. I valued the exposure to key publications and stakeholders, which deepened my understanding of youth unemployment, and I was especially inspired by the young people in the work-integrated learning programme. However, I struggled with communication across teams, largely due to competing priorities and heavy workloads, which highlighted some of the organisation's internal challenges."
- Joshua Kibirige





### Joshua's achievements...

- Played a role in preparations for the Solutions Exchange event, including the development of briefing packs, formal invitations, and official correspondence.
- Contributed to Harambee's thought leadership by drafting highlevel speeches and opinion pieces, including:
  - The Deputy Minister of Labour and Employment Jomo Sibiya's keynote for the Solutions Exchange in October 2025.
  - The Deputy President's address for Harambee's Youth Day event in June 2025.
- Presented to and engaged with young job seekers as part of the work-integrated learning programme, offering guidance and practical support to help them navigate pathways into work.
- These contributions strengthened Harambee's strategic positioning, enhanced its stakeholder engagement, and deepened its impact in supporting youth employment.



## ... contributing to Harambee

- Produced weekly and monthly reports on South Africa's socio-economic and political landscape, with a focus on youth and broader development issues.
- Contributed research and content to high-level presentations for Executive Committee and Board meetings.
- Conducted mock interviews with young job seekers to build their confidence and improve their readiness for the labour market.

**Joshua's next challenge:** I look forward to growing and deepening my expertise in addressing the marginalisation of communities and tackling socioeconomic disparities across Africa and the developing world.





**Peter Ngugi** 

Host organization: mothers2mothers

Fellow position: Partnerships and Business

**Development Fellow** 

Fellowship duration: July 2024 – June 2025

Degree: MBA

Professional experience: 16 years





## **Summary**

I work with two key teams at mothers2mothers; Resource Development and Country Management Unit. This role was envisioned as a bridge between the country teams that I support and Resource Development. It evolved to include proposal writing and coordination across all countries.

# The problem mothers2mothers aims to tackle

 m2m aims to tackle Africa's biggest challenges, positioning us as an integrated primary health care organization, to achieve our vision of Health for All Brings Opportunity for All.

## The solution mothers2mothers provides...

m2m 's integrated primary health care approach provides necessary health services in the communities we support, addressing health conditions which are often possible to prevent or treat through early detection. m2m's Peer Mentors and Mentor Mothers follow the healthcare journey of clients in the public health system through our hybrid peer direct service delivery model.

## ... contributing to the SDGs:







## **Opportunity for a Fellow**

- Cultivate new relationships with potential funders and develop a strong funding pipeline for supported countries.
- Fill in capacity gaps in grant applications both in writing and coordination as well as in the development of mission critical documents and resources.
- Personal growth opportunities abound as this fellowship starts off with a fairly simple job description and evolves as your skillset becomes more apparent.

## "My experience as a Fellow...

- ... has been a growth- and aweinspiring one where I have embraced ambiguity, change and self-improvement. I have learnt about a whole new sector – the health sector – which has been intriguing for me. I love that my work has delivered impact for the communities that we serve."
- Peter







- Reignited conversations with potential partners: Upon joining it was clear that there had been significant strides made to make contact with potential partners in Ghana, Uganda, and Zambia but due to gaps in capacity, and resultant lack of follow-up, these conversations had gone cold. I worked with the country teams to ensure that we followed up on all cold conversations and breathed life back into them. As a result, we signed an MOU with MUCOBADI after three long years of 'courtship'.
- Peer organization research: Developed a research tracker to track m2m's peers and who has funded them in the last decade in an effort to see if m2m could be knocking on more doors to access additional funding for a much-needed solution to the health care gap in SSA.
- Secured an invitation to apply for funding: Through the peer organization research, I identified a small endowment fund – The Keith Haring Foundation, that funds projects that engage in; 1) research and 2) care with respect to AIDS and HIV infection.



## ... contributing to mothers2mothers

- Conference attended in Uganda and 4 meetings held around this convening
- MOUs developed from scratch and signed
- Grant applications written; two of which raised \$50k and \$22k for m2m Zambia and m2m Ghana

## Peter's next challenge

I plan to continue my impact-filled journey in the development sector. I'm particularly curious about this work from a funder's lens and have already began exploring opportunities in this regard.



## **Disclaimer**

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