

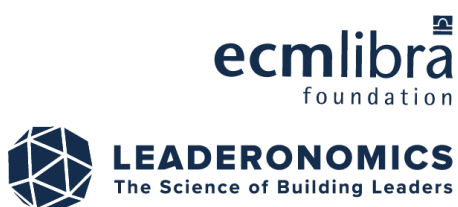


# SPARK

ECM LIBRA FOUNDATION

2019 PROJECT REPORT

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## PROGRAMME OVERVIEW

# INTRODUCTION

Leaderonomics Youth in partnership with ECM Libra Foundation and EPSOM College in Malaysia have provided 80 youths aged between 13-16 years old from all over Malaysia the opportunity to experience the SPARK Leadership Programme which was conducted on 15-21 December 2019 (see attachment for Programme Outline) in EPSOM College in Malaysia.

The objectives of the programme are as follows:

- i. To help participants discover their leadership potential
- ii. To provide essential leadership tools and motivate participants to make a difference in their communities
- iii. To encourage unity by building a deeper understanding between cultures and a sense of appreciation for the multicultural society in Malaysia

To achieve these objectives, we have outlined a few specially designed sessions to achieve the aforementioned objectives. Some of the examples of the sessions are as follows:

## 1. LEAD Challenge

LEAD Challenge is a live project that the participants will need to complete before the end of the camp. Five teams are allocated a sum of money to design, develop and execute a community engagement project within the duration of the camp. This challenge, which runs throughout the camp, encourages the participants to actively apply their learnings from the sessions and challenges them to assimilate the knowledge, skills and attitudes immediately.

Other than empowering the participants to give back and make a difference, the LEAD Challenge also provides them with experience in project planning and teamwork. Participants will learn to delegate and manage resources, think out of the box and also present their ideas in a structured manner

The community groups are:

- **Pusat Jagaan Rumah Kebajikan Calvary Land**

An integrated social care centre that provides shelter for orphans and old folks

- **Pusat Jagaan Pertubuhan Rumah Kebajikan Subadhra**

A nursing home of underprivileged adult women

- **Pusat Kebajikan Perlindungan Jothi Viyasar Negeri Sembilan**

An integrated social care centre that provides shelter for orphans, single mothers and old folks

- **Persatuan Kanak Kanak Rhema**

An orphanage

- **Persatuan Kebajikan Vinashini**

A nursing home for the mentally challenged

## 2. Project Management

Participants are provided with the necessary tools to plan their project including SMART Goals, progress tracking and basic financial planning and budget reporting.

## 3. SPARK Night

Participants discover the rich cultures and learn to appreciate and embrace the diversity the country has to offer. Participants get to share their unique cultures and experience the differences through sharing and games.

## PROGRAMME OVERVIEW

# INTRODUCTION

### 4. Leadership Launch

This session kicks off the camp by setting harvesting opinions on the definition of leadership. Through a number of engaging and interactive activities, several key components to leadership and the importance of having a growth mindset, one that sees opportunity in the midst of adversity, is discussed. Participants will also be introduced to a Leaderonomics Youth Leadership Model called AVP – Awareness, Vision, and Plan. A leader is someone who is aware of where they are, know where they want to go to, and derives a suitable plan that leads them to their desired destination, turning obstacles into opportunities along the way. An activity that encapsulates this idea well is conducted to provide students with an immersive and experiential learning experience.

This session typically has many ice breakers involved that include:

- **Bottle Challenge**

This is a game by which the students are challenged to touch the bottle in the shortest amount of time possible. Students would be given multiple chances to lower their timing to as much as possible. This tests their creative and how they work as a group to solve a problem.

### 5. Discovering Me

A unique session which highlights unity in diversity. In this session, participants will learn more about their unique personality traits and personal strengths. From a better understanding of themselves, participants will gain an understanding and appreciation of the uniqueness of others, and grow in their ability to effectively work with different people across the personality spectrum, recognizing what motives and drives themselves and others within the group, thus being both an effective leader and team member.

*Learning objectives:*

- Improve Self-awareness
- Learn how to work with individuals who are different
- Have a greater sense of appreciation of diversity

### 6. Bubble Tea Simulation

The Bubble Team Simulation is a live action remake of the environment in a F&B Industry. Participants will make use of skills like business acumen, marketing know how, customer relationships and budgeting among others as they navigate through what it takes to run a profitable business.

*Learning Objectives :*

- Basic financial literacy
- Managing limited resources
- Financial Planning
- Basic entrepreneurial skills like marketing, stakeholder management, dealing with different types of clients, etc.

## PROGRAMME OVERVIEW

# INTRODUCTION

### 7. Communication

COMMUNICATION seeks to highlight that collaboration and communication is becoming an increasingly necessary component of our everyday lives. In our knowledge-based economy, communicating and working in teams effectively is the key to success and a means of impactful leadership. In this session, participants will learn tips to effective communication as well as play the Builders & Explorers Simulation.

In this simulation, participants are split into three groups - Builders, Seekers and Explorers.

- **Builders:** Wear blindfolds and only one allowed to build a lego structure.
- **Seekers:** Need to go to station games and win lego pieces. They are unable to enter the hall where the Builders and Explorers are located.
- **Explorers:** Only ones able to look at the model of the lego structure and verbally guide the builders.

### 8. Chatz

Chatz is a session that engages participants in the form of an open forum where various thought provoking questions are opened to the floor for debate. Participants will be separated in groups as they learn how to communicate, express their difference in opinions and appreciate the opinions of others.

*Session Objectives :*

- Learning to agree & to disagree well
- Learning to listen to other opinions regarding a specific issue
- Learning to manage differing opinions
- To have an open discussion in a safe and guided session

### 9. Ignite!

During this session, the importance of confidence is explored. Every participant will be tasked to identify and accept things they cannot change, their personal strengths, their achievements, and their personal barriers. An understanding of their barriers (intellectual or otherwise) is necessary in order to guide them through and beyond them.

Breaking boundaries enables students to think through their strengths, root it to an experience, and develop their weaknesses and mental blocks that prevent them from taking the next step in their development. The idea is to get participants to be vulnerable and break out of their comfort zones, to create a "new normal" and instill great confidence.

*Learning objectives:*

- Understand confidence as a concept
- Identify personal strengths, achievement and weaknesses
- Identify growth barriers and commit to break through them

### 10. Pitch Out

This session is the culmination of all the hard work that went into the LEAD Challenge over the past week. Participants will be compiling all the learnings and experiences they have earned in completing their LEAD Challenges and then presenting it to a panel of industry leaders.

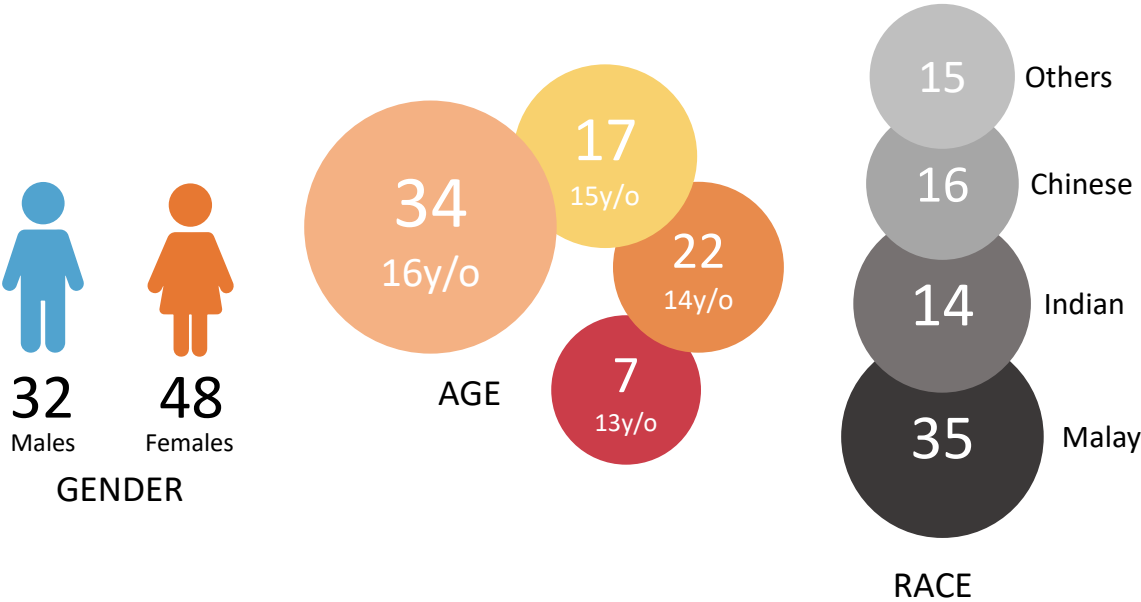
*This year, our panel includes :*

- Representatives from our sponsors, ECM Libra Foundation
- Archana Vashisht, Community Advocate at the Young Southeast Asian Leaders Initiative



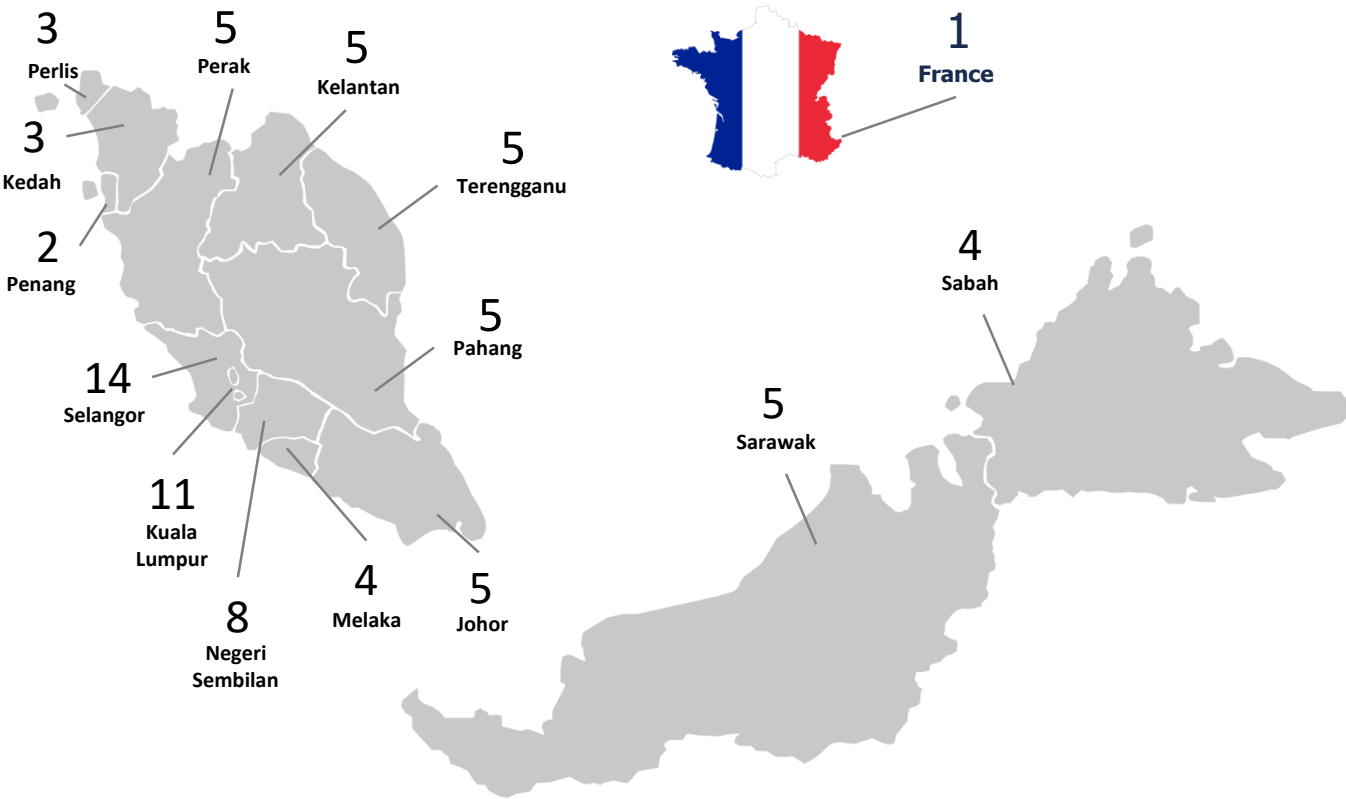
# DEMOGRAPHICS

The breakdown of the participants are as follows:



# DEMOGRAPHICS

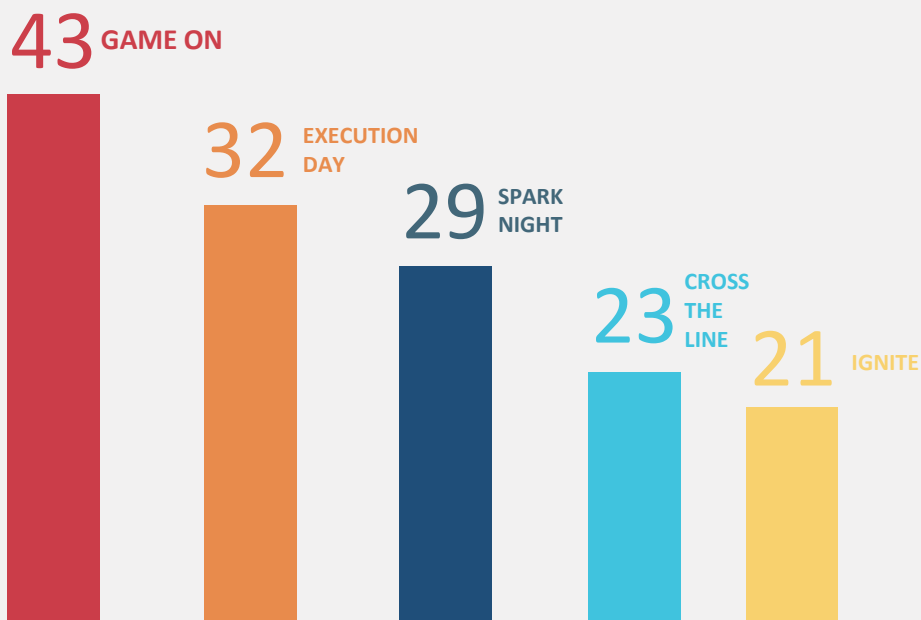
The breakdown of the participants are as follows:



STATE	HOME/ORGANIZATION	STATE	HOME/ORGANIZATION
PERLIS	SMK Syed Ahmad, Tambun Tulang	MELAKA	SMJK Notre Dame
KEDAH	SMK Sultanah Asma	JOHOR	Public Campers
PENANG	Public Campers	PAHANG	SMK Paya Besar
PERAK	6 <sup>th</sup> Mile Orang Asli Village, Tapah	KELANTAN	SMK Dewan Beta
SELANGOR	Public Campers ADAB Youth Garage DUMC (Dream Centre)	TERENGANNU	SMK Tengku Bariah
KUALA LUMPUR	Public Campers Yayasan Chow Kit Rainbow Home HOPE Worldwide	SABAH	SMK Takis, Papar
NEGERI SEMBILAN	SMA Persekutuan Labu Budimas Orion Home	SARAWAK	Yayasan Lasallian, Kuching

# OVERVIEW OF PARTICIPANTS' EXPERIENCE

## TOP 5 MOST INTERESTING SESSIONS



## RATINGS ( 0 - 5 )





# TOP 5 LESSONS LEARNT

CONFIDENCE (55)

A horizontal bar in a light blue color, representing the value 55.

TEAMWORK (39)

A horizontal bar in a medium blue color, representing the value 39.

RELATIONSHIP BUILDING (33)

A horizontal bar in a light blue color, representing the value 33.

LEADERSHIP (24)

A horizontal bar in a dark blue color, representing the value 24.

SELF-DISCOVERY (23)

A horizontal bar in a dark blue color, representing the value 23.

# PROGRAMME OUTLINE

		Laundry Pickup		Laundry Return			
Time	15 Dec (Sun)	16 Dec (Mon)	17 Dec (Tue)	18 Dec (Wed)	19 Dec (Thurs)	20 Dec (Fri)	21 Dec (Sat)
8:00-8:30		Plenary	Plenary	Plenary			Plenary
8:30-9:00		Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast
9:00 - 9:30							
9:30-10:00							
10:00-10:30		Discovering Me	Speak Up, Speak Well!	Ignite!	Execution Day	Pitch Out	What's Next
10:30-11:00							
11:00-11:30							Farewell
11:30-12:00							
12:00-12:30		Lunch	Lunch	Lunch	Lunch	Lunch	Lunch
12:30-1:00							
1:00-1:30		LEAD Challenge Day 1				Spark Night Prep	
1:30-2:00		Interview Prep	LEAD Challenge Day 2	Workshops	Execution Day		
2:00-2:30		Sponsor Interview					
2:30-3:00							
3:00-3:30							
3:30-4:00							
4:00-4:30		Break	Break	Break	Travel Back	Game On!	
4:30-5:00							
5:00-5:30	The Grand Tour	Game On!	Game On!	Game On!	Game On!		
5:30-6:00							
6:00-6:30							
6:30-7:00	Wash Up	Wash Up	Wash Up	Wash Up	Wash Up	Wash Up	
7:00-7:30	Welcome Dinner	Dinner	Dinner	Dinner	Dinner	Final Dinner	
7:30-8:00							
8:00-8:30	Leadership Launch	Bubble Tea Simulation	Chatz & Screens	Cross The Line	Pitch Out Prep	SPARK Night	
8:30-9:00							
9:00-9:30							
9:30-10:00							
10:00-10:30	Supper + Reflection	Supper + Reflection	Supper + Reflection	Supper + Reflection			
10:30-11:00	Lights Out	Lights Out	Lights Out	Lights Out	Lights Out	Lights Out	



# PARTICIPANTS' IMPACT PROGRESS

## - Pre & Post Questionnaire

### *Overview*

Each participant was given a pre camp questionnaire prior to the kickoff of camp to assess where they rated themselves on several key questions. The preliminary assessment was to serve as the baseline upon which the camp impact was measured.

A similar questionnaire was administered post camp to assess whether or not the experience gained through the camp was effective in shifting or improving participants' outlook across similar categories.

### *Design*

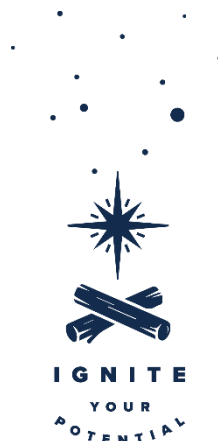
The questionnaire is designed as a set of nine leadership specific questions intended to test four different components of leadership; **self-confidence, positive attitude & outlook, emotional intelligence and role modeling**. These questions are meant to be answered honestly and quickly without much mental deliberation. The rationale behind this logic is that the first answer that comes to mind is usually the most instinctually true and reflects a participant's true feelings.

#### **LIMITATIONS**

There are a couple of identified limitations to the assessment:

- The data collected could potentially be skewed since it is heavily dependent on honesty.
- The conclusions drawn in this report is based on the understanding of the context of the students and grounded in the relationships shared with them. The conclusions drawn may not specifically apply to all individuals within a form cluster or across all forms but serve to generally form an overall consensus or narrative around the survey results.
- Students may have also not fully understood all questions in the survey which might have contributed in variances in the scoring retrieved.

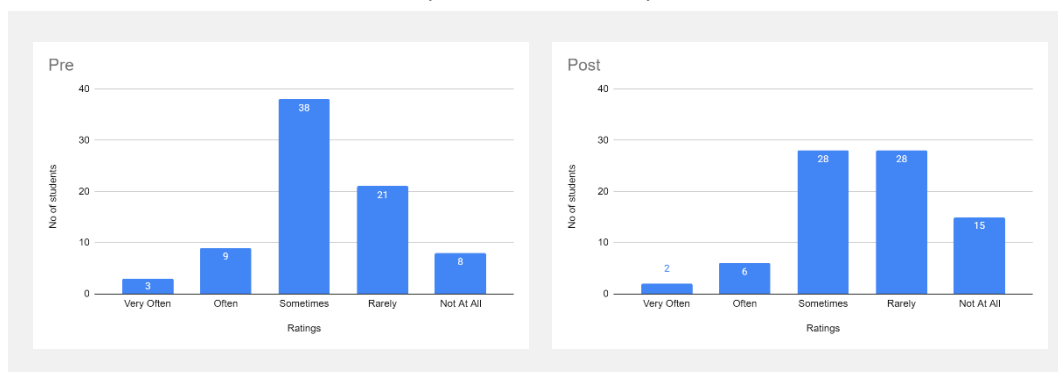
The findings of the survey conducted is discussed in the next section.



# PARTICIPANTS' IMPACT PROGRESS

## - Pre & Post Questionnaire

Question: I doubt myself and my ability to succeed  
(Self- Confidence)



From the pre & post comparison, it is observed that there is a shift leaning towards the increase of self confidence for most of the participants albeit a small number maintaining their outlook with doubt to their ability to succeed. Sessions like Speak Up, Speak Well (Communication) and Breaking boundaries would have challenged the students to identify their strengths and to break through their weaknesses through honest and guided personal reflection.

Question: I am highly motivated because I know what it takes to be successful  
(Self - Confidence)

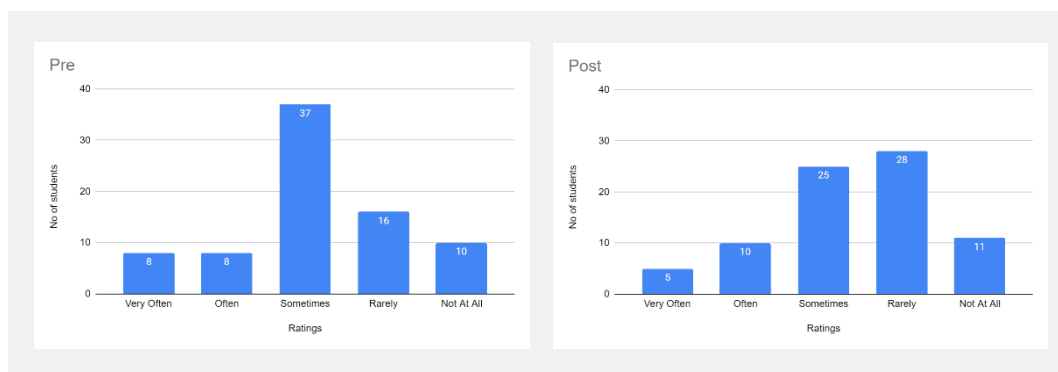


Based on pre & post comparison, it is evident that the camp experience elevated levels of motivation of participants and provided them with clarity on what it takes to be successful. It is noted that although participants generally are more doubtful on their ability to succeed as shared above, the participants are still more driven in their motivation to reach success.

# PARTICIPANTS' IMPACT PROGRESS

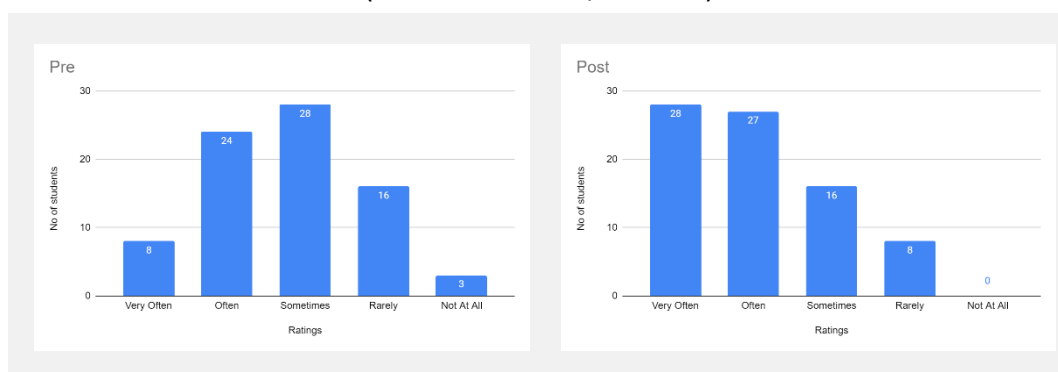
## - Pre & Post Questionnaire

Question: I get upset and worry often  
(Positive Attitude/Outlook)



It is observed that participants have significantly felt less worried on their outlook of their life from the shift seen in the chart. Sessions like Ignite! would have helped the participants to have clearer goals and determination towards it, and provided an avenue for them to have the shift of their mindset that they are able to achieve their goal set.

Question: I am optimistic about life, I can see beyond temporary setback and problems  
(Positive Attitude/Outlook)



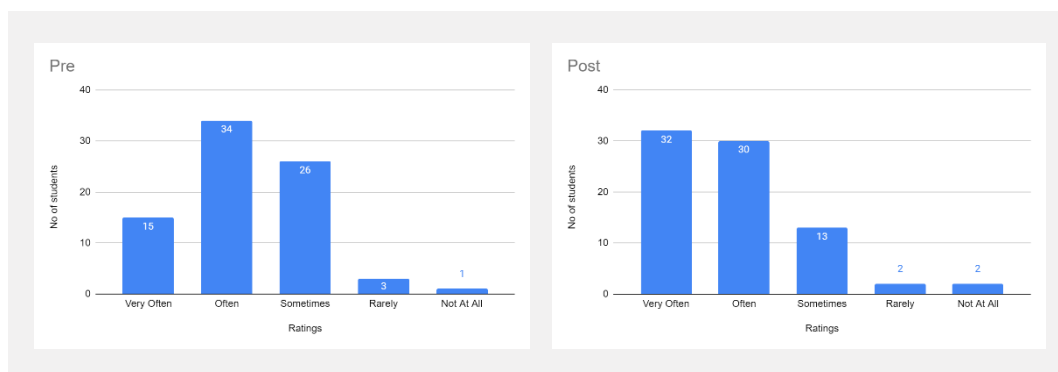
It is evident that the camp experience had a huge impact on participants in terms of their level of optimism. More participants registered higher levels of optimism, along with a decreased pessimism post camp, signaling the effectiveness of the facilitators in encouraging, supporting, and uplifting the participants, as well as the overall effectiveness of the modules, games, and experiences crafted.



# PARTICIPANTS' IMPACT PROGRESS

## - Pre & Post Questionnaire

Question: I make time to learn what others need from me so we can both be successful  
(Being a Good Role Model)



It is interesting to note there is a significant jump in the participants view on growing together towards success. Though generally participants dynamics have shown to be on the tendencies of being more empathetic to their surrounding based on their personality test results from the Discovering Me session. The session integrated during sessions such as Game On would force the participants to confront and work together as a team in order to achieve success together.

Question: My actions show people what I want from them  
(Being a Good Role Model)



We can also clearly see from data obtained from the pre and post assessments, that more participants are inspired to be a positive role model to those around them, by first exhibiting behaviors that they seek to see in others. This is indicative of the positive journey and experiences participants had, as well as a heightened awareness positive role models, exhibited by the facilitators pool. From the finding, it can be said that youth participants understand the need to role model and be change agents and positive difference makers, one who having first received the opportunity to learn, extends and shares their learnings out to others for the benefit of their peers and community.

# PARTICIPANTS' IMPACT PROGRESS

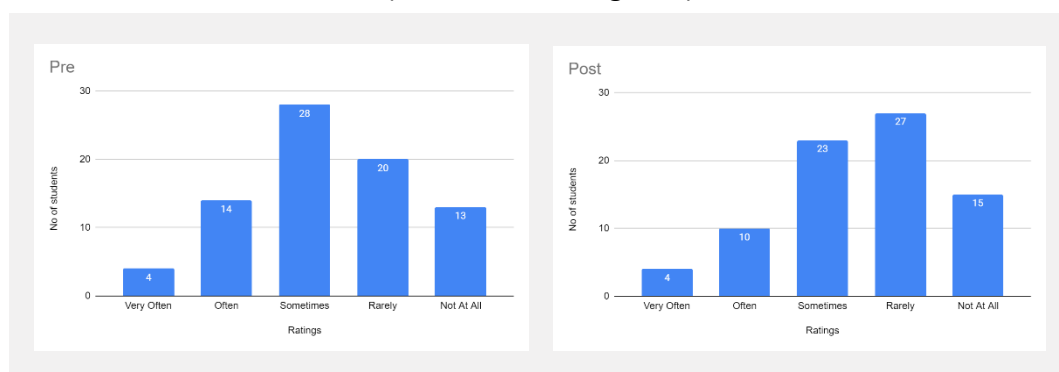
## - Pre & Post Questionnaire

Question: When someone is upset, I try to understand how he/she is feeling  
(Emotional Intelligence)



An assessment and comparison of the pre and post camp data also highlights greater levels of empathy exhibited by participants. Sessions like Discovering Me – aimed to raise self-awareness and understanding among diverse personality groups – and communication inculcated the need to love, serve, and empathise with others based on the motivation and personal profile of the person one is reaching out to.

Question: I feel threatened when someone criticizes me  
(Emotional Intelligence)

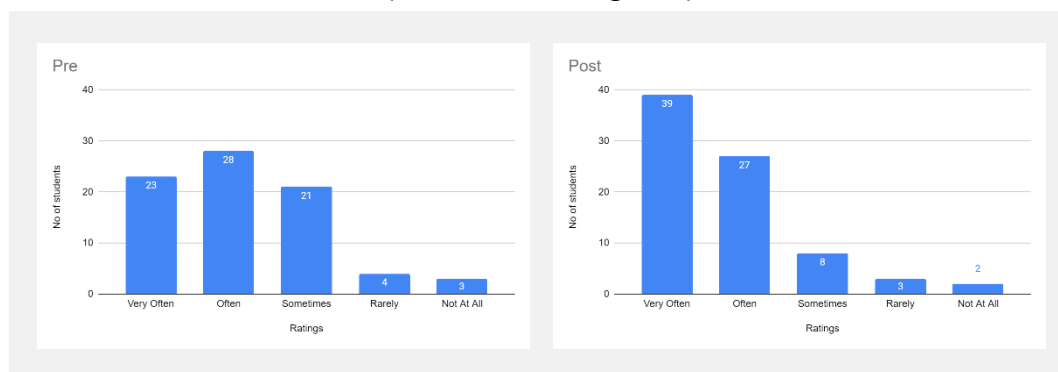


It is noted that while there are some shift leaning towards the participants view on handling criticism better, there seem to be generally quite a smaller shift compared to other question observed in the test conducted. Though from the beginning, participants are more inclined towards taking criticism positively, which shows the participants crowd have stronger beliefs in the value they have set for themselves.

# PARTICIPANTS' IMPACT PROGRESS

## - Pre & Post Questionnaire

Question: I can accept leadership styles that are different from my own  
(Emotional Intelligence)



It is seen that the participants have strongly felt and believe in their ability to respond to situation differing to their preference on leadership styles. This shows that participants have widen up their perceived mindset in response to adapting to the differences among the people around them. Session like Discovering Me and Chatz, would help participants in identifying their strengths while also generating the awareness and acceptance on the differences and tendencies in dealing with people who are not in the similar style as them.

Overall, it is evident that SPARK Camp 2019 have significantly impacted the participants in the 4 areas tested for the components of leadership which are **self-confidence, positive attitude & outlook, emotional intelligence and role modeling**. Session conducted with the aid of the facilitators over the course of 7 days would have greatly aided the participants experience in opening up their current perceived views and experience to enable the mindset shift to happen and the broadening of their perspective in the respective area.

PHOTOS

## CALVARY LAND





PHOTOS

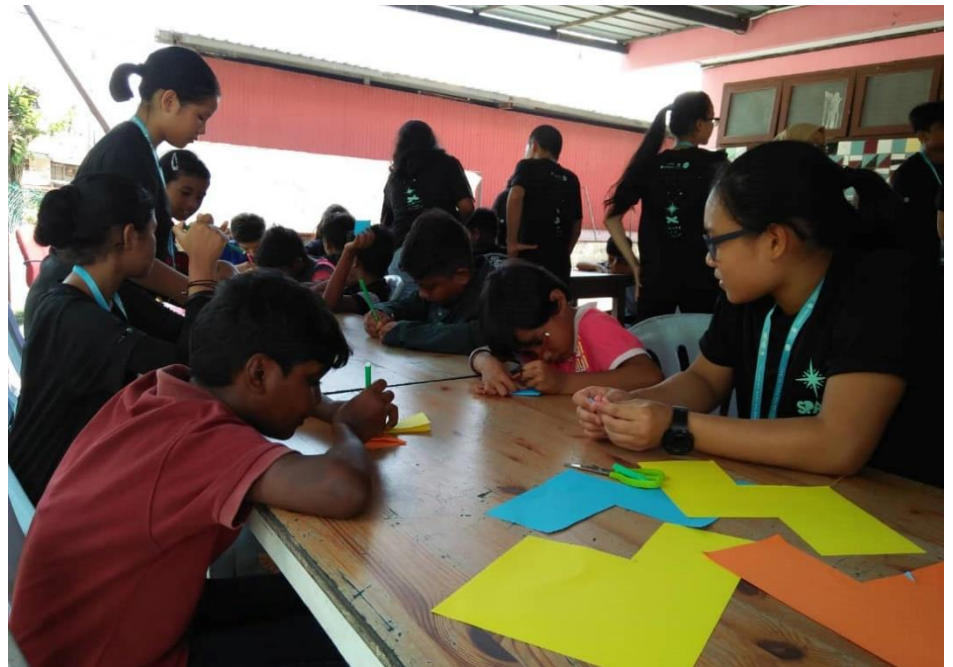
SUBADHRA





PHOTOS

## JOTHI VIYASAR





PHOTOS  
RHEMA





PHOTOS

VINASHINI





PHOTOS

SESSIONS



IGNITE  
YOUR  
POTENTIAL

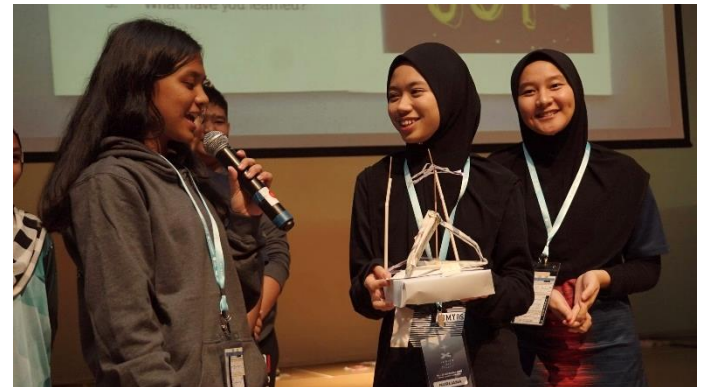


## PHOTOS SESSIONS





## PHOTOS SESSIONS





PHOTOS

## PITCH OUT





PHOTOS

## BAGAN LALANG BEACH



# CAMPER FEEDBACK

The camp did not disappoint, in fact, it swept me off my feet and now, I'm not sure what to make of daily life, because I'm seeing everything in a new light. Project Homes made me question my privilege, the sessions taught me to see actions and consequences in a different light, and *Ignite* is making me look at life in a positive perspective. If anything, SPARKS has changed my worldview, and helped me improve as a person.

Teioh Nuan Ning  
*Public Camper*  
Selangor



When I joined this camp, I got to know many new friends of other races, culture and religion and that is one of the special memories that the Spark Camp 2019 has taught me. The wall between my Chinese and Indian friends and I was never an obstacle for us to get to know each other better and become best buddies. And I tried to step out of my comfort zone and communicate with the others who were mostly new. Other than that, I also learned a lot of new things that I never had the courage to do before.

Ahmad Faiz Mohd Saidi  
*Camper*  
Terengganu



# CAMPER FEEDBACK

When I joined this camp I got to experience on how to talk in front of audience in English for the first time. Also, I got a new experience when I go to a community home (Vinashini). This camp taught me how to be brave, love ourselves first and that I'm not alone. This camp inspired me to be confident with myself. I really enjoyed this camp. I also learned how to be a good leader, be more daring to speak out and most importantly, learning to embrace our mistakes.

Tengku Nur Amalina Tengku Rozila Azman

*Camper*  
Kelantan



My favourite part of the camp was when we joined another group and went to a special needs home. There were people with many types of mental disabilities and we had a great time doing activities and spending the day with them. It was one of the most memorable parts of the camp and I hope the people at the home also thought it was memorable too. I learned methods and techniques on how I could improve my public speaking, which was always a challenge for me because I am shy. Overall I learnt the importance of being a leader and how I could become a great one.

Loic Gilkes

*Camper*  
France





# CAMPER FEEDBACK

This camp has honestly been one of the most powerful ones that I have attended. There was excitement showing in multiple ways from the faces of the facilitators to even the minor details like the song choice. Each session was loaded with fun & engagement, most of them being student-led such as SPARK Night & the LEAD Challenge, directly dealing with the goal of campers taking on leadership roles as well. I'm also proud to say that this has been the very first camp that I was loud and open in. Where I used to be quiet & conservative with my dialog, this camp has been an event to try out a new look & the amazing experience will solidly embed it into my personality for the years to come.

Gelson Eng  
*Public Camper*  
Selangor



I learned self confidence, self love, team work and most importantly leadership skills. I made a lot of new friends from different backgrounds and cultures. I barely ever talk to new people so this is one of my biggest achievements. I didn't gain self confidence from the sessions alone, but also from the facilitators. They were so supportive and positive. In fact almost everyone there was positive. No room was made for negative comments and you were not allowed to jeer at or put anyone down. The facilitators would encourage me to do better and to challenge myself which I highly appreciate. Without them, the camp wouldn't be as impactful as it was. Overall, the camp was life changing. I never felt so supported and appreciated before. I made amazing new friends that are still in touch with me. I've grown so much just by attending this camp. I'm much more confident, friendlier, talkative and my mental health is better.

Aezra Rhanea Hildebrand Stephen  
*Camper*  
Sabah





# THANK YOU!

Thank you for the opportunity to further our reach  
In empowering and inspiring a new generation of leaders!

# SPARK



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