

**2 weeks**  
**2-4 hours per week**

## The Systemic Entrepreneur (TSE)

The Systemic Entrepreneur is a transformative 12-week weekend program designed specifically for aspiring young innovators aged 12-16 in Kenya and East Africa. This isn't just another business course—it's an adventure in thinking differently. You'll learn to see the world as an interconnected system, discover opportunities hidden in plain sight, and build ventures that create real impact in your community.

Drawing on three decades of experience with the Decalogue Management Methodology™ and the foundational wisdom of Deming, Goldratt, and world-leading thinkers, this program has been carefully adapted for young minds. We've taken powerful ideas used by CEOs and entrepreneurs around the world and made them fun, accessible, and immediately useful for the next generation of African innovators.



*"Young people see the world differently—they notice things adults have learned to ignore. That freshness of vision is the starting point of all real innovation. This program gives you the tools to turn what you see into something real."*

**Domenico Lepore**

Co-author, Deming and Goldratt: The Theory of Constraints and the System of Profound Knowledge

*"The most important thing you'll learn is that every problem is a system. When you understand how the pieces connect, you can change the whole picture. And you're never too young to start changing the picture."*

**Angela Montgomery**

Co-author, Deming and Goldratt: The Theory of Constraints and the System of Profound Knowledge



### Topics Covered

- |          |  |          |  |
|----------|--|----------|--|
| <b>1</b> | <b>The Church as a System</b><br>Learn to see your church as one interconnected body rather than a collection of siloed ministries. Understand how every part affects the whole and where the real constraints to your mission lie.      | <b>2</b> | <b>Defining Your True Goal</b><br>Articulate spiritual maturity as your church's definition of "value." Move beyond activity metrics to clarify about what actually constitutes a mature disciple in your context.                       |
| <b>3</b> | <b>Strategic Alignment</b><br>Design processes that consistently produce disciple-making outcomes. Align all ministries—worship, youth, small groups, outreach—around a shared goal rather than competing for resources                  | <b>4</b> | <b>The Conflict Cloud Tool</b><br>Diagnose the core tensions blocking your church's effectiveness. Reveal the hidden mental models that create conflict between ministries and find breakthrough "injections" that serve the whole body. |
| <b>5</b> | <b>Leading the Human System</b><br>Build trust and release the gifts of your staff and volunteers. Understand that most "people problems" are actually system problems requiring structural solutions, not just appeals for more effort. | <b>6</b> | <b>The Human Constraint</b><br>Identify the mental models—your own and others'—that limit what your church can achieve. Learn to surface and transform the assumptions that keep you stuck in ineffective patterns.                      |
| <b>7</b> | <b>Quality, Involvement, Flow</b><br>Create the conditions where disciple-making happens naturally. Design systems where quality emerges, people are genuinely engaged, and ministry flows without constant heroic effort.               | <b>8</b> | <b>Your Faith-Driven Strategic Blueprint</b><br>Build a complete 12-24 month strategic plan using all the Decalogue tools. Leave with clear "Day 1" actions, implementation timelines, and metrics for tracking spiritual impact.        |

### Who Should Attend

This program is for curious young minds who:

1. **Dreamers with Ideas** You have ideas—for a business, a project, a way to help your community—and you want to make them real
2. **Problem-Solvers** You notice things that don't work well and wonder how they could be better
3. **Future Founders** You might want to start a business someday (or next week!) and want to learn how
4. **Curious Thinkers** You love learning how things work and connecting dots that others miss
5. **Team Players** You enjoy working with others to create something bigger than any one person could do alone
6. **Anyone** aged 12-16 who's ready for an adventure in thinking and creating

## Why This Program Matters for the Church in East Africa

*Churches across Kenya and East Africa are growing—but growth without strategy creates chaos:*

- **Siloed ministries** compete for resources and attention, fragmenting the body
- **Well-intentioned programs** run on autopilot long after they've stopped producing fruit
- **Volunteers burn out** because they're placed in roles that don't fit their gifts
- **Staff teams** are exhausted by conflict that no one knows how to resolve
- **Churches measure activity** (attendance, offerings) but cannot measure spiritual maturity
- **Resources are wasted** on programs that don't actually make disciples

The Faith-Driven Strategy program offers something different: a way to see your church as one interconnected system, design processes that consistently produce disciples, and lead your people in ways that release their gifts and build trust.

For church leaders who want to be faithful stewards of their God-given mission, this approach is not optional—it is essential.

## The GSE Young Innovator's Advantage: Why This Program is Different

*Focused on young people who see the world differently*

Traditional Youth Programs	The GSE Systemic Approach
Teach business steps and formulas	<b>Teach you to see the whole system</b> —how problems, people, and possibilities connect
Give you information to memorize	<b>Give you tools to use</b> —like the Conflict Cloud and Future Reality Tree—that you'll keep forever
Focus on winning and competition	<b>Focus on creating value</b> —building things that work for everyone
Use case studies from faraway companies	<b>Use stories you'll recognize</b> —from Kenyan startups, local markets, and your own experience
Tell you what successful people did	<b>Help you discover your own path</b> —based on your unique gifts and perspective

## Your 12-Week Learning Journey

*You'll progress through three interconnected phases, each building on the last. Every Saturday, you'll learn something new, try it out, and share what you discovered with your mentors and fellow innovators.*

### PHASE 1: THE FOUNDATION (Weeks 1-4)

#### Systems Thinking for Entrepreneurial Ventures

**Core Question:** *How do you see the world as a system, and why does that matter for your ideas?*

In this first phase, you'll discover that everything is connected. You'll learn to see the invisible threads between problems and possibilities, and you'll start mapping your own venture idea.

## Week 1: Welcome to the System—Seeing Connections Everywhere

**Core Question:** *What is a system, and how do you learn to see it?*

**What You'll Discover:** This week, you'll discover that your school, your family, your neighborhood—even your favorite video game—are all systems. Once you learn to see systems, you'll never see the world the same way again.

Weekly Topics & Key Takeaways:

	Topic	Fun Activity	Key Takeaways
1	What is a System?	<b>The School System Map:</b> Draw your school as a system—where do students, teachers, books, and schedules connect? What happens when one piece changes?	Everything is connected. When you understand the connections, you understand how to make things better.
2	Problems Are Puzzles	<b>The Broken Kiosk Mystery:</b> A local kiosk is losing customers. Is it the prices? The location? The service? Or something deeper? Work in teams to solve the mystery.	What looks like a simple problem often has hidden causes. Your job as an entrepreneur is to find them.
3	Your First Venture Idea	<b>Idea Share:</b> Tell the group about a problem you've noticed that you'd like to solve. No idea is too small or too wild.	Every great venture starts with someone noticing something that doesn't work.

	Week 1 Deliverables	Key Activities
1	Fun Activity to Share:	Draw a "system map" of something in your life—your morning routine, your favorite game, your local market. Show it to your mentor and tell them what you noticed when you saw it as a system.
2	Required Reading (Just for Fun)	"The System Hunters" — A short, illustrated story based on Deming and Goldratt: The Theory of Constraints and the System of Profound Knowledge. Follow two curious kids who discover that every problem is a puzzle waiting to be solved.

## Week 2: The Conflict Cloud—Solving Puzzles That Stump Grown-Ups

**Core Question:** *Why do people get stuck, and how can you help them get unstuck?*

**What You'll Discover:** You'll learn a superpower: the ability to see the hidden conflict behind every problem. Once you see it, you can solve it.

Weekly Topics & Key Takeaways:

	Topic	Fun Activity	Key Takeaways
1	What is a Conflict Cloud?	<b>The Sibling Showdown:</b> Two siblings want to use the family tablet at the same time. One for homework, one for a game. Draw their conflict as a cloud. What's really going on?	Behind every argument is a hidden need. Find the need, and you can find the solution.
2	Your First Conflict Cloud	<b>The Market Mama Puzzle:</b> A woman who sells vegetables at the market wants to grow her business but also needs to care for her young children. She feels stuck. Help her see her conflict clearly.	When you write down a conflict, it stops being confusing and starts being solvable.
3	Conflict Hunting	<b>Conflict Scavenger Hunt:</b> This week, notice one conflict in your life or family and draw it as a cloud.	Conflicts are everywhere—and now you have a tool to understand them.

	Week 2 Deliverables	Key Activities
1	Fun Activity to Share:	Find a small conflict in your life (maybe with a sibling or friend) and draw it as a Conflict Cloud. Show it to your mentor. What did you discover when you saw it on paper?
2	Required Reading (Just for Fun)	"The Cloud Hunters" — A short story based on The Human Constraint. Meet a group of young detectives who solve family and neighborhood puzzles using the Conflict Cloud.

### Week 3: Your Leadership System—You Are the Center of Your Own World

**Core Question:** *Who are you as a leader, and what makes you unique?*

**What You'll Discover:** Before you can lead others, you need to understand yourself. This week, you'll explore your own gifts, your own challenges, and the mental models that shape how you see the world.

Weekly Topics & Key Takeaways:

	Topic	Fun Activity	Key Takeaways
1	Mapping Your World	<b>My Personal System:</b> Draw the system of your life—family, friends, school, hobbies, dreams. Where are the connections? Where are the tensions?	You are the center of your own system. Understanding it helps you make better choices.
2	Mental Models—The Stories We Tell Ourselves	<b>The "I Can't" Detective:</b> What's something you believe you "can't" do? Where did that belief come from? Is it really true?	Some of the things we believe about ourselves are just stories. You can write new stories.
3	Your Superpowers	<b>Gift Discovery:</b> What are you naturally good at? What do others come to you for? Ask three people who know you well.	Your unique gifts are the foundation of your entrepreneurial journey.

	Week 3 Deliverables	Key Activities
1	Fun Activity to Share:	Draw your personal system map and identify one "mental model" you discovered. Share it with your mentor.
2	Required Reading (Just for Fun)	"The Girl Who Changed Her Story" — A story based on The Human Constraint about a young artist who discovers that the voice telling her "you're not good enough" isn't telling the truth.

### Week 4: Putting It Together—Your First Venture Diagnosis

**Core Question:** *What venture idea will you work on for the rest of the program?*

**What You'll Discover:** This week, you'll choose one idea to focus on for the next two months. You'll use everything you've learned so far to diagnose your idea and prepare to develop it.

Weekly Topics & Key Takeaways:

	Topic	Fun Activity	Key Takeaways
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1	<b>Choosing Your Venture</b>	<b>Idea Pitch:</b> Share your top idea with the group. Get feedback. Choose the one that excites you most.	The best venture is one you care about deeply.
2	<b>Diagnosing Your Venture</b>	<b>Venture Conflict Cloud:</b> What's the core challenge your venture solves? Draw it as a Conflict Cloud.	Every venture starts with a problem. Knowing that problem clearly is half the solution.
3	<b>Preparing for Phase 2</b>	<b>What's Next?</b> Preview the tools you'll learn in Phase 2 to develop your idea.	You've diagnosed the problem. Now you'll design the solution.

	Week 4 Deliverables	Key Activities
1	Fun Activity to Share:	Submit your chosen venture idea and your Conflict Cloud diagnosis to your mentor. Get ready for Phase 2!
2	Required Reading (Just for Fun)	"The Young Entrepreneur's Toolkit" — A fun introduction to the tools you'll use in Phase 2, based on Sechel: Logic, Language and Tools.

## PHASE 2: THE APPLICATION (Weeks 5-8)

### Opportunity Identification in Complex Systems

**Core Question:** *How do you turn a problem you've spotted into a real opportunity?*

Now that you've diagnosed a problem, it's time to design a solution. You'll learn to map out your idea, see where it might go wrong before it does, and create something people actually want.

#### Week 5: The Future Reality Tree—Seeing Your Solution Before It Exists

**Core Question:** *What would the world look like if your solution worked perfectly?*

**What You'll Discover:** You'll learn to build a "Future Reality Tree"—a map of all the good things that will happen when your venture succeeds. It's like seeing the future!

Weekly Topics & Key Takeaways:

	Topic	Fun Activity	Key Takeaways
1	<b>What is a Future Reality Tree?</b>	<b>The Perfect Day:</b> Imagine it's one year after your venture launched. Describe a perfect day. What's happening? Who's happy?	Seeing success clearly helps you make it real.
2	<b>Building Your Tree</b>	<b>Good Things Branch Out:</b> Start with your solution at the bottom. What good things happen next? And next? Build your tree branch by branch.	Every solution creates a chain of positive effects. Map them out.
3	<b>Sharing Your Vision</b>	<b>Tree Gallery:</b> Share your Future Reality Tree with the group. See how different everyone's visions are!	Your vision is unique to you. Share it proudly.

	Week 5 Deliverables	Key Activities
1	Fun Activity to Share:	Build your Future Reality Tree and share it with your mentor. What's the most exciting "branch" on your tree?
2	Required Reading (Just for Fun)	"The Tree of Good Things" — A story based on Moving the Chains about a young innovator who maps out all the good that will come from her idea—and discovers even more than she expected.

#### Week 6: The Negative Branch—Seeing Problems Before They Happen

**Core Question:** *What could go wrong, and how can you prevent it?*

**What You'll Discover:** This is like having superpowers. You'll learn to spot problems before they happen—and design your venture so they never occur.

Weekly Topics & Key Takeaways:

	Topic	Fun Activity	Key Takeaways
1	<b>What Could Go Wrong?</b>	<b>The Trouble Game:</b> Think about your venture. What's the worst that could happen? What could go wrong that you haven't thought of?	Problems don't have to be surprises. You can see them coming.
2	<b>Building Your Negative Branch</b>	<b>Catch the Trouble:</b> For each "good thing" on your Future Reality Tree, ask: could anything bad come from this? Build your negative branch.	Every solution has possible downsides. Finding them early means you can prevent them.
3	<b>Trimming the Branch</b>	<b>Fix-It Time:</b> For each problem you found, design a way to prevent it. Trim your negative branch!	You're not just a problem-spotter now. You're a problem-solver.

	Week 6 Deliverables	Key Activities
1	Fun Activity to Share:	Show your mentor one "negative branch" you discovered and how you plan to trim it.
2	Required Reading (Just for Fun)	"The Trouble Spotter" — A story based on Quality, Involvement, Flow about a young entrepreneur who saves her venture by spotting problems before they happen.

## Week 7: The Unrefusable Offer—Creating Something People Actually Want

**Core Question:** *Why would anyone want what you're offering?*

**What You'll Discover:** You'll learn to design an offer so good that people can't refuse it. Not because you're pushy, but because it solves a real problem they have.

Weekly Topics & Key Takeaways:

	Topic	Fun Activity	Key Takeaways
1	<b>What Do People Really Need?</b>	<b>The Customer Interview:</b> Interview a potential customer for your venture. Don't tell them your idea—just ask about their problem. What do you learn?	The best offers come from deep listening, not from telling.
2	<b>Designing Your Unrefusable Offer</b>	<b>Offer Builder:</b> Based on what you learned, design your offer. What exactly are you offering? Why would someone want it?	Your offer should resolve a real conflict for your customer.
3	<b>Testing Your Offer</b>	<b>The "Would You Buy This?" Game:</b> Share your offer with potential customers. Do they light up? Do they have questions?	Feedback is a gift. It makes your offer better.

	Week 7 Deliverables	Key Activities
1	Fun Activity to Share:	Share your Unrefusable Offer with your mentor. Who did you interview? What did you learn?
2	Required Reading (Just for Fun)	"The Offer Nobody Could Refuse" — A story based on From Silos to Network about a young entrepreneur who creates something so good that everyone wants it—by actually listening to what people needed.

## Week 8: Putting It Together—Your Venture Design

**Core Question:** *What have you designed so far, and what's next?*

**What You'll Discover:** This week, you'll pull together everything from Phase 2 into a clear venture design. You have a Future Reality Tree (the good), a Negative Branch (the problems you've prevented), and an Unrefusable Offer (what you're actually offering). Now you're ready to build!

Weekly Topics & Key Takeaways:

	Topic	Fun Activity	Key Takeaways
1	Reviewing Your Design	<b>Design Gallery:</b> Share your Future Reality Tree, Negative Branch, and Unrefusable Offer with the group. Celebrate how far you've come!	Your venture is becoming real, one tool at a time.
2	Getting Ready to Build	<b>What's Next?</b> Preview Phase 3, where you'll learn to make your venture actually happen.	Design is done. Now comes the adventure of making it real.

	Week 8 Deliverables	Key Activities
1	Fun Activity to Share:	Submit your complete venture design (Future Reality Tree, Negative Branch, and Unrefusable Offer) to your mentor.
2	Required Reading (Just for Fun)	"The Designers" — A story about young innovators who've designed their ventures and are ready to build, based on themes from Sechel.



*"The summer school was an incredibly enriching experience that deepened my understanding of entrepreneurship and innovation. Working closely with peers from diverse backgrounds, I experienced the power of teamwork and creative problem-solving in building impactful solutions. This experience has truly shaped my perspective on sustainable business and the role of entrepreneurs in building a better future."*

**Unnimaya M., age 16, UAE**  
Summer School 2025 Pilot Participant

## PHASE 3: THE SYNTHESIS & EXECUTION (Weeks 9-12)

### The Resilient Venture: Designing for Impact and Adaptability

**Core Question:** *How do you make your venture actually happen—and make it last?*

This is where your idea becomes real. You'll learn to spot obstacles before they stop you, build a team that works together, and create something that can grow and adapt.

## Week 9: The Prerequisite Tree—Seeing Obstacles Before You Hit Them

**Core Question:** *What could stop you, and how will you get past it?*

**What You'll Discover:** You'll learn to map every obstacle between where you are now and your successful venture. And for each obstacle, you'll find a way through.

## Weekly Topics & Key Takeaways:

	Topic	Fun Activity	Key Takeaways
1	<b>What Are Your Obstacles?</b>	<b>Obstacle Hunt:</b> What's everything that could stop your venture from succeeding? Money? Time? Skills? Permission? List them all.	Obstacles aren't roadblocks—they're puzzles to solve.
2	<b>Building Your Prerequisite Tree</b>	<b>Step by Step:</b> For each obstacle, what intermediate goal will get you past it? What conditions do you need? Build your tree.	Every obstacle has a path around it. Your job is to find the path.
3	<b>Sharing Your Obstacles</b>	<b>Obstacle Swap:</b> Share your biggest obstacle with the group. Get ideas from others who might have solved something similar.	You don't have to figure everything out alone. Your peers are your allies.

	Week 9 Deliverables	Key Activities
1	Fun Activity to Share:	Share your Prerequisite Tree with your mentor. What's the most interesting obstacle you discovered?
2	Required Reading (Just for Fun)	"The Obstacle Buster" — A story based on Moving the Chains about a young entrepreneur who maps every obstacle and finds creative ways past each one.

## Week 10: The Transition Tree—Your Step-by-Step Action Plan

**Core Question:** *What exactly will you do, and in what order?*

**What You'll Discover:** This week, you'll create your action plan. Not a boring list, but a living map of exactly what you'll do, week by week, to make your venture real.

## Weekly Topics & Key Takeaways:

	Topic	Fun Activity	Key Takeaways
1	<b>From Obstacles to Actions</b>	<b>Action Builder:</b> For each intermediate goal on your Prerequisite Tree, what specific actions will get you there? List them.	Big goals become possible when you break them into small steps.
2	<b>Building Your Transition Tree</b>	<b>First This, Then That:</b> Put your actions in order. What has to happen first? What next? Build your tree.	Sequence matters. Some things have to happen before others.
3	<b>Your First 30 Days</b>	<b>Day 1 Plan:</b> What will you do in the first week after the program? The first month? Write it down.	The best plan is the one you actually start.

	Week 6 Deliverables	Key Activities
1	Fun Activity to Share:	Share your Transition Tree and your "First 30 Days" plan with your mentor.
2	Required Reading (Just for Fun)	"The Action Heroes" — A story based on Quality, Involvement, Flow about young entrepreneurs who turn their plans into action, step by step.

## Week 11: Team and Trust—Building Your Crew

**Core Question:** *Who will help you, and how will you work together?*

**What You'll Discover:** No venture succeeds alone. This week, you'll learn to build a team, find mentors, and create the kind of trust that makes everything possible.

## Weekly Topics & Key Takeaways:

	Topic	Fun Activity	Key Takeaways
1	<b>Who Do You Need?</b>	<b>Dream Team:</b> If you could have anyone help you, who would it be? What skills do you need that you don't have?	Your team fills your gaps and multiplies your strengths.
2	<b>Building Trust</b>	<b>The Trust Game:</b> What makes you trust someone? What makes others trust you? Share stories.	Trust isn't magic—it's built through clarity and keeping promises.
3	<b>Finding Mentors</b>	<b>The "Would You Buy This?" Game:</b> Share your offer with potential customers. Do they light up? Do they have questions?	Mentors are everywhere. You just have to ask.

	Week 11 Deliverables	Key Activities
1	Fun Activity to Share:	Share your "Dream Team" list and your "Mentor Hunt" results with your mentor.
2	Required Reading (Just for Fun)	"The Team Builders" — A story based on From Silos to Network about young entrepreneurs who learn that the right team makes everything possible.

## Week 12: Graduation—Presenting Your Venture to the World

**Core Question:** *How do you share what you've built with confidence and pride?*

**What You'll Discover:** This is your moment. You'll present your venture to your mentors, your peers, and a panel of real entrepreneurs. You'll share your journey, your tools, and your vision for the future.

## Weekly Topics & Key Takeaways:

	Topic	Fun Activity	Key Takeaways
1	<b>Telling Your Story</b>	<b>Story Builder:</b> What's the story of your venture? Where did you start? What did you discover? Where are you going?	Every venture has a story. Yours is worth telling.
2	<b>Practice Pitch</b>	<b>Pitch Practice:</b> Share your presentation with a small group. Get feedback. Make it better.	Practice makes confident, not just perfect.
3	<b>Graduation Day!</b>	<b>Present to the Panel:</b> Share your venture with real entrepreneurs. Celebrate everything you've accomplished.	You did it. You're a Systemic Entrepreneur.

	Week 8 Deliverables	Key Activities
1	Fun Activity to Share:	Present your venture! Then celebrate with your cohort, your mentors, and your family.
2	Required Reading (Just for Fun)	"The Graduates" — A celebration of everything you've learned and built, with stories of young entrepreneurs just like you who are changing their world.

## Treasures You'll Keep

By the end of this program, you will have:

1. A **complete venture plan** ready to launch

2. A **portfolio of tools** (Conflict Cloud, Future Reality Tree, Prerequisite Tree, Unrefusable Offer) that you'll use forever
3. A **personal leadership story** that's uniquely yours
4. A **network of fellow young innovators** across East Africa
5. **Certificate of Completion** from the Graduate School of Entrepreneurs

## Why This Program Matters for Young East Africans

You live in one of the most dynamic, exciting places on Earth. East Africa is full of problems waiting to be solved—and opportunities waiting to be seized. The young people who will shape this region's future aren't waiting for someone else to fix things. They're learning to see the system, spot the opportunities, and build the solutions themselves. This program gives you the tools that entrepreneurs and leaders use around the world—adapted for your age, your context, and your dreams.



## Learning Methods

This program is designed for busy church leaders. Each week combines:

	Method	Description
1	<b>Interactive Video Adventures</b>	Short, fun videos introducing big ideas with stories you'll love
2	<b>Case Study Mysteries</b>	Real puzzles from Kenyan life—markets, schools, neighborhoods—for you to solve
3	<b>Self-Discovery Quests</b>	Activities that help you understand yourself and your unique gifts
4	<b>Weekly Mentor Huddles</b>	Live Saturday sessions with your mentor and fellow innovators—ask anything!
5	<b>Peer Share Circles</b>	Show your work, get ideas, celebrate together
6	<b>Build-It Challenges</b>	Each week, you build something new—a map, a tree, a plan—and share it

## What You'll Take Away

### Superpowers You'll Gain

	Superpower	You Will Be Able To...
1	<b>System Sight</b>	See connections that others miss
2	<b>Conflict Clarity</b>	Solve puzzles that stump grown-ups
3	<b>Future Vision</b>	See success before it happens
4	<b>Trouble Spotting</b>	Catch problems before they catch you
5	<b>Offer Magic</b>	Create things people actually want
6	<b>Obstacle Busting</b>	Find paths around any roadblock
7	<b>Team Building</b>	Bring people together to create magic

## Learning Requirements & Assessment

To earn the Certificate in Faith-Driven Strategic, you must:

1. Complete all module work by stated deadlines
2. Actively participate in course discussions, reflections, and mentor huddles
3. Complete all weekly deliverables
4. Submit a passing **Faith-Driven Strategic Blueprint Action Plan** that demonstrates application of Decalogue tools to your church context

## The GSE The Systemic Entrepreneur Program Key Facilitators

Our faculty brings together decades of experience in systemic management, the Decalogue Methodology, and working with young people across five continents. They're not just experts—they're mentors who care about your journey.



[Domenico Lepore](#)

Domenico Lepore is a physicist, management thinker, and co-creator of the Decalogue Management Methodology™. For over 30 years, he has worked with organizations across Europe, North America, and Africa to embed systemic thinking into daily practice. A former student and collaborator of Dr. W. Edwards Deming, Domenico brings unparalleled depth to the question of what it means to think systemically—and he's passionate about sharing these ideas with young minds.

*Co-creator of the Decalogue Management Methodology™*



[Angela Montgomery](#)

Angela Montgomery is a cognitive scientist, organizational consultant, and author who has spent three decades helping leaders build organizations that function as networks rather than hierarchies. Her work integrates insights from cognitive science, complexity theory, and the Theory of Constraints into practical tools for daily life. Angela's particular focus on the "human constraint"—the mental models that limit what we can see and do—is central to helping young people discover their own potential.

*Co-creator of the Decalogue Management Methodology™*



[Giovanni Siepe](#)

Dr. Giovanni Siepe is a management consultant and practitioner of the Decalogue Management Methodology™ with extensive experience across Europe and Africa. He specializes in helping leaders and teams apply systemic thinking to real challenges. Giovanni brings a pragmatic, results-oriented approach to working with young entrepreneurs, helping them turn ideas into action.

*Co-creator of the Decalogue Management Methodology™*



[Hannah Adari](#)

Hannah Adari is a dynamic facilitator and coach who works with young people to discover their unique gifts and build confidence in their ideas. With experience across East Africa in youth development and entrepreneurial education, Hannah brings energy, warmth, and practical wisdom to every mentor huddle.

*Youth Program Facilitator*



[Josiah Oduor](#)

Josiah Oduor is a passionate educator and youth mentor with deep experience in nurturing young entrepreneurial talent across Kenya. He specializes in creating learning environments where young people feel safe to dream, brave to try, and supported to grow. Josiah leads our weekend mentor teams and ensures every participant feels seen and encouraged.

*Young Innovators Program Lead*

## The GSE Experience

### Beyond the Classroom

Your journey with GSE does not end after 12 weeks. When you join the The Systemic Entrepreneur (TSE) Program, you become part of something larger—a community of young leaders committed to building enterprises that are both successful and effective.

#### What you can expect:

- 1 **Deep personal engagement:** Small cohort sizes ensure that every participant receives individualized attention and feedback in a supportive environment.
- 2 **Practical tools you use immediately:** Every concept is paired with a tool you can apply to your real challenges, starting Day 1.
- 3 **Peer learning that lasts:** The connections you build with fellow church leaders facing similar challenges become a lasting network of support and collaboration.
- 4 **Faculty accessibility:** Our faculty are not distant experts—they are practitioners who engage directly with your questions and challenges.

#### A Supportive Environment

We understand that church leadership requires more than just content—it requires a container where you can be vulnerable, ask honest questions, and explore your doubts without judgment.

The The Systemic Entrepreneur (TSE) Program is designed to provide that container: small groups, skilled facilitators, and a cohort of young leaders who will become your trusted peers.

## A Global Network: The Decalogue Network

When you complete this program, you gain access to the Decalogue Network—a global community of leaders, practitioners, and organizations committed to systemic management.

### The network includes:

1. **Practitioners across five continents** who apply Decalogue tools in diverse contexts
2. **Ongoing learning opportunities** including advanced programs, workshops, and peer gatherings
3. **Access to new research and tools** as they are developed
4. **A community of support** when you face your toughest strategic challenges
5. **Connections** to youthful leaders around the world facing similar journeys



## Next Steps

When you complete the The Systemic Entrepreneur (TSE) Program, you gain access to the Decalogue Network—a global community of leaders, practitioners, and organizations committed to systemic management.

### For Individuals

If you are ready to transform your leadership and join a community of women leaders committed to making a difference, we invite you to apply.

- Prepare your application including a brief personal statement about your leadership journey and what you hope to achieve
- Submit your application by the deadline
- Join an information session (optional) to meet faculty, hear from alumnae, and ask questions
- Complete your enrollment and begin your pre-program preparation, including access to pre-reading and self-assessment tools



### For Organisations

Evidence indicates that churches with aligned, systemic leadership significantly outperform their peers in every measure of health and growth. The Systemic Entrepreneur (TSE) program is an effective way to invest in your church's future.

- Volume booking discounts available
- Custom programs tailored to your specific context
- In-house options for leadership teams
- Measurable impact on your effectiveness

**CONTACT US**



*"I came with an idea that was just a fuzzy thought. I leave with a complete plan, tools I can use forever, and friends who believe in me. The Conflict Cloud alone has changed how I solve problems at school and at home."*

**Kevin O., age 14, Nairobi**  
Pilot Program Participant

## Programmes for Organisations

### Develop Your Youthful Leadership Capacity

Evidence indicates that churches with aligned, systemic leadership significantly outperform their peers in every measure of innovation and enterprise. The Systemic Entrepreneur (TSE) program is an effective way to invest in your church's future.

**Our bespoke solutions include:**

1. **Volume booking discounts** available for multiple participants from the same school or organisation
2. **Custom programs** tailored to your specific group context
3. **In-house options** for special groups and leadership teams
4. **Measurable impact** on your group's effectiveness and unity

For more information about bespoke solutions for your group or organization, please contact: [africa@crystalperk.com](mailto:africa@crystalperk.com)



## **Bespoke Business Solutions: Custom Programs for Your Organization's Unique Strategic Context**

Every organization faces unique strategic challenges. We integrate a range of components into a bespoke and powerful learning experience to deliver your desired outcomes.

**Our bespoke solutions include:**

1. **Customized curriculum** addressing your organization's specific strategic challenges
2. **Industry-specific case studies** drawn from your sector
3. **In-person or blended delivery** options
4. **Leadership team alignment** sessions
5. **Ongoing coaching and support** for participants as they execute strategic initiatives

We have collaborated on executive education solutions for organizations across Africa, including:

- Financial services institutions
- Manufacturing and agribusiness companies
- Technology and fintech firms
- Professional services organizations
- Public sector agencies
- Non-governmental organizations
- Family businesses preparing for next-generation leadership

**Learn in a way that suits your organization.** Whether you prefer short or intensive programs, interactive workshops or online modules, we provide a variety of options to suit your needs and can adapt any of our programs accordingly.

For more information about bespoke solutions for your organization, please contact: [africa@crystalperk.com](mailto:africa@crystalperk.com)