



ADVANCING KINGDOM INFLUENCE



Inspire Leadership E-Summit 2026

INSPIRE 2026 e-SUMMIT | AFRIKA MANIFEST

Ethics, Sustainability and Legacy Thinking

A conversation

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BEFORE WE START



Bring one real decision with you.

Think of something sitting on your desk right now that you keep postponing. Not a crisis. The ordinary one you keep moving to next week.

Keep it with you. We will come back to it three times.

WHERE WE BEGIN

Nobody photographs the soil.

The harvest

That is what we photograph. The launch, the ribbon, the graduation, the report.

The soil

Prepared months earlier, by people whose names are not in the picture.

Our subject

Ethics, systems, succession. All of it is soil work. None of it photographs well.

WHY THIS, AND WHY NOW

What is creation waiting for?

Romans 8:19

Creation is waiting for the sons of God to be revealed. Not for a better strategy. For people.

Isaiah 43:19

He says He is doing a new thing. Then the question is simply who He can trust with it.

Which is us

Not the church building on Sunday. The believer at the desk on Thursday.

Where are we tested?

Money

Systems catch most of this. Open procurement, published contracts, no one signature that can move money.

Kinship

The relative. The clansman. The church member. It usually comes dressed as loyalty. Sometimes as ministry.

Fear

The call at night. The lost contract. The transfer. Most compromises I have seen were not bought. People were afraid.

Which of the three is yours? Type 1, 2 or 3 in the chat if you are willing.

Three questions before you decide.

1 Daylight

If this were published tomorrow, with my name and my reasons attached, would I still do it?

2 Successor

Would the person in my seat in five years thank me, or spend two years undoing it?

3 Altar

Can I take this into worship on Sunday without explaining it to God first?

Try your decision on all three. Nobody is watching but you.

What happens to the first person who is caught?

Everyone is watching what happens next. Whatever we do teaches them what the rules really are, and it carries further than anything written on a wall.

Two things can be true

Restore the person.

Recover the money.

Mercy is for the person. It does not settle what is owed to everyone else.

What works when you leave the room?

Systems

If a decision cannot be made without you, that is a bottleneck. We often call it leadership.

Culture

What our staff do when no instruction exists. It is set by what we tolerate.

Pick the weakest of the four. That is your work this quarter.

People

Can you name three people you are preparing to take your place? Actual names.

Memory

Write down why, not only what. Otherwise we make the same mistake in five years.

What is it going to cost you?

A friendship

Somebody who helped you will ask for something you cannot give, and will not accept that the rule applies to them.

A contract

Sometimes the work goes to whoever paid for it. You watch it go, and you still have salaries to pay on Friday.

Being misunderstood

You will be called proud, or difficult, or ungrateful, by people whose opinion you actually care about.

Decide what you are willing to lose now, while nothing is happening. Not at ten at night with somebody important on the line.

LEGACY

Who is ready because of you?

Name them to yourself. If no name comes, that is worth sitting with. It is not a verdict.

And one test for the decision you brought: what will it look like when the people it affects have never heard your name?

And the people around you — who is being stretched right now, on purpose?

Four doors, if any of them fit.

1. Peer mentoring

Circles for senior leaders. Bring the real dilemmas, not the polished ones.

2. Skilling through TVET

Apprenticeships, internships, hiring the technically trained.

3. Vision Zero at work

No one dies or is maimed producing your profit. One standard, this quarter.

4. One verifiable system

Procurement, recruitment or reporting — make it checkable by an outsider.

If one fits, type the number in the chat, or write to me: ackagina@cornerstoneconsulting.co.ug

AFRIKA MANIFEST

It will not happen at a summit. It happens on your desk.

We will gather again next August, and somebody will ask what changed. The honest answer will be the sum of small decisions like the one you brought in with you tonight.

So do that one this week. Not next week.