#YabaManifesto

PILLAR: Culture

The relationship and form of interaction amongst different companies and stakeholders within a cluster shapes the culture of the cluster and its ability to support its members and enable innovation. As a cluster, we seek to define our aspiration and support projects to shape and encourage collaboration amongst stakeholders in #Yaba. We seek to create a culture of innovation that is inclusive and exemplary for other clusters in Nigeria and across Africa.

Grand Aim:

To eliminate isolation in the YABA technology cluster and foster a collaborative culture at all levels, for everyone.

Key Objectives:

Innovation: Executives in the Yaba technology cluster should be congenial and relaxed but nevertheless be prepared to work intensely for long hours, leading to high productivity and relentless innovation.

Independence: Despite this deep commitment to their work and colleagues, Yaba tech cluster members should be encouraged to be free agents with no strong allegiance to one company thereby promoting a mobile workforce that fosters a greater exchange of ideas and information across the cluster.

Persistence: People in the Yaba tech cluster must know that failure is inevitable, but must also remain confident that problems are eventually solved. The desired work culture will allow for prudent risk-taking, higher resilience, greater experimentation and innovation, and more 'shots on goal' that increases chances of success.

Creativity: Money remains the primary motivator for most startups but Yaba cluster members must be encouraged to also find fulfillment in being recognized for their creativity and innovation as the best talent is attracted mainly by work that is interesting, worthwhile and challenging.

#YabaManifesto Implementation Plan

Collation/Execution Matrix
See table 1.1 below

Credits: Co-Creators Credits *(from Radar, Twitter, initial cchub meeting, Silicon Africa other platforms)*
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Credits: Action Plan *(list of all contributors)*
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Introductory Notes

- **Execution Phases:** This Execution Matrix represents a range of activities that will be executed over the next 15 years (2017 – 2032). Execution will be split into the following phases (color codes to represent each phase in the execution matrix will be applied to components of each Action Plan in the execution matrix – not done):

  o **Phase 1:** Short Term, 3 Years (2017 – 2020)
  o **Phase 2:** Medium Term, 6 Years (2020 – 2026)
  o **Phase 3:** Long Term, 6 Years (2026 – 2032)

Problem 1:	Solution:	Action Plan	Tasks & Assigned Responsibility	Cross Functional Dependency	Timeline
Problem 2:	**Solution:**				
Problem 3:	**Solution:**				
Problem 4:	**Solution:**				
Problem 5:	**Solution:**				
Problem 6:	**Solution:**				
Problem 7:	**Solution:**				
Problem 8:.	**Solution:**				
A. *[describe sub-set of the main problem if applicable]*	***Solution:*** *[describe solution proposed if any]*	• *[Action 1]* • *[Action 2]* • *[Action 3]* • *[Action 4]* • *[Action 5]*	*[Task Name] [Volunteer/Personnel 1]*	*[describe components of this pillar that might need inputs from other pillars of the ecosystem]*	*[estimate timeline]*

Accountability Framework

- **Quick Wins:** *[describe Quick wins here]*

- **Performance Benchmarks (Quantitative):** *[describe performance benchmarks against which the action plan will be measured here]*

- **[Add note]** [add description]

Efforts has been made to capture all problem-solution suggestions made via Radar & twitter during the co-creation process. However, if you observe that any combination was missed, kindly email _____