

HARBOR AFRICA 2026

CATALYZING CAPABILITY, CAPACITY & CULTURE

**Rwanda & Ghana
16th - 27th March, 2026**

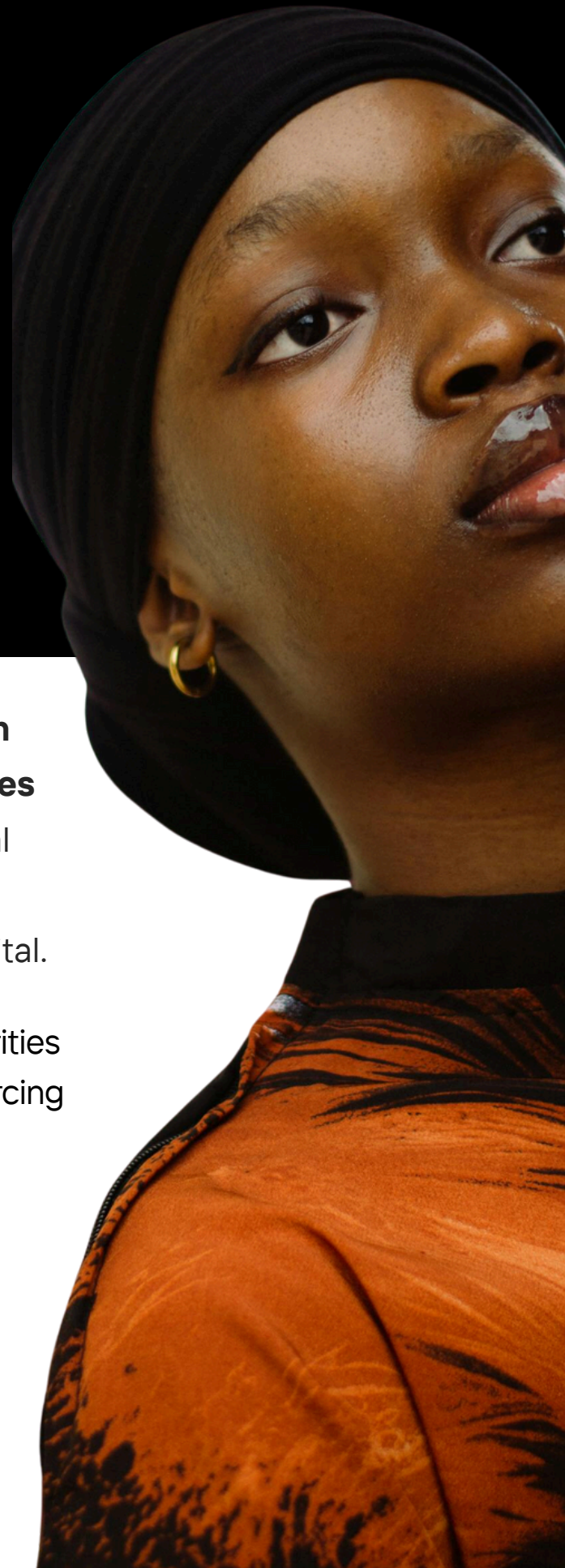
The Future is *Africa*

The global landscape demands resilience, innovation, and secured talent and leadership pipelines. Africa is the Strategic Partner required for future operational excellence.

The Africa Leadership Exchange 2026 is **an exclusive, high-ROI mission for executives** ready to establish deep, mutually beneficial alliances and leverage Africa's definitive advantages in governance and human capital.

This mission aligns with global transition priorities highlighted at COP30 in Belém, Brazil, reinforcing Africa's pivotal role in climate leadership and sustainable infrastructure.

This mission is a strategic investment structured around the pillars that secure global success.





CAPABILITY

The delegation will explore the region's rapidly evolving capabilities in business services that align with global demand and de-risk supply chains. This includes, but is not limited to, IT-enabled services, finance and accounting, elite customer experience delivery, resilient supply chain coordination, and emerging AI/data support. Delegates will conduct site visits to companies and academic institutions to assess validated, low-risk locations for immediate business ventures and strategic establishments. Key areas include blockchain-enabled financial services and emerging AI/data center ecosystems, positioning Africa as a future-ready hub.

Why It Matters: Global enterprises demand resilient, responsive, and operationally capable service delivery models. Africa offers scale, talent, and strategic cost parity, providing the definitive location for low-risk outsourcing with zero diminution in quality relative to other international destinations.

Key Outcome: Strategic MOUs between companies owned and/or represented by attending delegates and their counterparts in Ghana and/or Rwanda, formalizing operational partnerships and investment.



CAPACITY

Africa will be home to over 1.1 billion working-age people by 2040, a demographic engine unparalleled globally. Countries like Rwanda and

Ghana have proactively invested heavily in technical education and employability pipelines. Delegates will engage directly with university leadership, specialized workforce development organizations, and cutting-edge talent accelerators to assess talent readiness and explore co-investment in sourcing, training, and custom onboarding models.

Special focus will be placed on inclusive workforce development for women and girls, alongside advanced technical skills in chip design and portfolio-income strategies.

Why It Matters: Africa will have the world's largest and youngest workforce aged between 18 and 35 by 2030, making the continent the #1 source of future human capital. **Early and fast movers have the exclusive opportunity to co-create the next generation of AI-enabled, future-ready talent** for mutual, long-term competitive advantage.

Key Outcome: Formal strategic partnerships, alliance workforce development agreements, and MOUs between delegates and their counterparts in Rwanda and/or Ghana, securing a dedicated talent pipeline for their enterprises.



CULTURE



In high-stakes business, trust is the non-negotiable foundation. **In Africa, culture is the accelerator of that trust.** The delegation will engage in curated cultural experiences to explore how history, tradition, and innovation intersect as the necessary foundation for building governance-driven business relationships.

Why It Matters: In African enterprise, culture is not cosmetic; it is foundational and strategic. Understanding this context builds high-value trust and enables deeper, more sustainable partnerships with reduced friction.

Key Outcome: Confirmed delegates will commence a structured, trust-building process in the months leading up to the event in March 2026. This pre-mission relational capital will accelerate the process of securing tangible, meaningful business outcomes during and after the mission.



THE DUAL POWER PLAY

Ghana

Ghana is the democratic gateway to West Africa and a major economic convergence point for talent, trade, and regional leadership. The country acts as the engine of scale and continental influence, underpinned by tangible investment incentives. Enterprises benefit from a Talent Guarantee, driven by a government initiative to train one million young people in digital and technology skills, creating an unparalleled, future-ready workforce pipeline. For financial enhancement, companies in key IT and BPO zones enjoy 10-year tax holidays, immediately boosting long-term profitability. Ghana's Regional Authority is solidified by hosting the AfCFTA Secretariat in Accra, positioning it as the strategic hub for continental trade and enterprise expansion across 54 markets. This stability and opportunity are reflected in its FDI Strength, as Ghana is consistently ranked in the Top 5 FDI destinations in Africa, affirming its investment-friendly environment.

Rwanda

Rwanda's status as the model for governance, digital efficiency, and policy agility makes it the ultimate low-risk partner and a hub for committed leadership and enterprise piloting. This strategic value is supported by outstanding Governance & De-Risking metrics, including its consistent ranking as #1 in Africa for Government Transparency and Top 3 for Ease of Doing Business (World Bank). Rwanda actively attracts foreign investment through favorable financial policies, offering a highly competitive Corporate Income Tax (CIT) of 15% for companies in the Kigali Innovation City (KIC) Special Economic Zone, and guaranteeing Ease of Capital Repatriation with a 0% withholding tax on dividends for foreign investors. Furthermore, its commitment to a robust Digital Infrastructure, aiming for full national fiber connectivity by 2026, ensures immediate, high-speed support for all BPO and digital operations.

Rwanda is driving digital infrastructure and innovation hubs, while Ghana is scaling technology skills and trade leadership. These priorities open doors for delegates to align with national strategies, advance ESG goals, and unlock high-impact co-investment opportunities.

ITINERARY



KIGALI

Day 1 (03/16)

Arrive in Kigali and enjoy a VIP welcome reception with cocktails overlooking Rwanda's iconic hills.

Day 2 (03/17)

Explore Rwanda's investment incentives and BPO ecosystem through strategic roundtables, data center visits, and a ministerial banquet.

Day 3 (03/18)

Immerse in Africa's talent engine with university dialogues, student-led demos, and an informal dinner.

Day 4 (03/19)

Reflect on Rwanda's cultural heritage at the Genocide Memorial and engage in art and fashion experiences before a vibrant cultural gala.

Day 5 (03/20)

Seal deals during an executive golf challenge followed by MOU signings and the Dinners with Directors Kigali edition featuring a chef's table experience.

Day 6 (03/21)

Transition from Kigali to Accra with priority travel arrangements.

Day 7 (03/22)

Arrive in Accra and enjoy a polo match and cocktail reception in the heart of the city.

Day 8 (03/23)

Explore Ghana's BPO/ITO ecosystem through a summit, tech hub visits, and an evening of Highlife music.

Day 9 (03/24)

Engage in policy and trade dialogues, visit the AfCFTA Secretariat, and conclude with a strategic ministerial banquet.

Day 10 (03/25)

Immerse in Ghana's talent ecosystem through Higher Education and Tech Hub Demos, capped with a skyline dinner experience.

Day 11 (03/26)

Discover Ghana's heritage at Kwame Nkrumah Memorial Park and Accra's art district before the African Royalty Gala.

Day 12 (03/27)

Wrap up with an executive golf challenge, MOU signings, and the Dinners with Directors Accra edition.



ACCRA

STRICTLY BY INVITATION

This mission is reserved for executives who possess the definitive authority required for immediate business outcomes. By curating a circle of decision-makers we guarantee that conversations lead to commitments, and commitments translate into measurable impact.

Delegate Profile

- **Capital Commitment:** Must hold the executive mandate to commit capital and resources for long-term strategic initiatives.
- **Budgetary Control:** Must possess the necessary budgetary control to fund investment and resource allocation decisions.
- **Definitive Signing Power:** Must be prepared to execute Memorandum of Understanding (MOUs) and formalize strategic alliances on-mission.
- **Action-Oriented Intent:** Delegates are co-investing counterparts whose participation is anchored in action, authority, and measurable engagement.

DELEGATES' FEE

\$9,550

PER DELEGATE

Covers:

- Two cities; Kigali and Accra
- Minimum of two pre-mission briefings
- Ministerial-Level Consultations
- Structured B2B Matchmaking
- Dinners with Directors
- Dedicated Security
- Concierge Service
- End-to-End Logistics Support
- Post-mission support includes matchmaking, advisory, and facilitated follow-up with government and private sector partners
- Package excludes flights and accommodation
- Attendance at breakfast, lunch and tours is limited exclusively to Delegates
- The fee covers spousal attendance at all cultural events and dinners

REQUEST TO JOIN BY DEC 12/31 2025.

PARTNERSHIP PACKAGES

Select partnership packages may be accepted in part through in-kind contributions, subject to alignment with mission needs and approval by the convenors.

Country Partner

\$50,000

*Total ownership of the delegate experience in one specific market.
Position your brand as the "Host" of the nation.*

Benefits:

- Recognition as the "Official Country Partner"
- 5-minute strategic keynote slot at the virtual Country Briefings and welcome reception
- Opportunity to provide a White paper or one-pager included in the digital delegate pack
- Opportunity to co-create the "Topic" at the Dinners with Directors in your chosen country
- Primary Brand Placement on all communication material
- Two (2) Delegates Passes (Full access to both countries)
- Priority access for two (2) executives at Dinners with Directors in both Kigali and Accra
- Opportunity to include one (1) high-quality branded item or executive brochure in the official Delegate Welcome Kit
- Full-page ad and feature/case study in the Impact Report

Knowledge Partner

\$25,000

*Own the content track (pillar) that matches your business goals.
Capability, Capacity, or Culture.*

Benefits:

- Recognition as the "Official Knowledge Partner" for your pillar during Pre-Mission Briefings
- A 5-minute strategic opening address to kick off the specific itinerary day associated with your pillar
- Opportunity to provide a White paper or one-pager included in the digital delegate pack
- Prominent Brand Placement on all communication material
- One (1) Delegate Pass (Full access to both countries)
- Priority access for two (2) executives at Dinners with Directors in both Kigali and Accra
- Opportunity to include one (1) high-quality branded item or executive brochure in the official Delegate Welcome Kit
- Half-page ad and feature/case study in the Impact Report

PARTNERSHIP PACKAGES

Select partnership packages may be accepted in part through in-kind contributions, subject to alignment with mission needs and approval by the convenors.

Alliance Partner

\$10,000

*Focused on Connectors
and firms focused on
long-term regional
influence.*

Benefits:

- Recognition as “Alliance Partner” during the mission events and WALA launch ceremony
- Opportunity to include one (1) high-quality branded item or executive brochure in the official Delegate Welcome Kit
- Opportunity to deliver a toast for WALA at the dinner, addressing key partners
- Brand placement on all communication material
- Priority access for two (2) executives at Dinners with Directors in both Kigali and Accra
- Feature in the Impact Report

Ecosystem Partner

\$5,000

*Designed for
organizations that wish
to align their corporate
identity with the
mission's values.*

Benefits:

- Recognition as “Ecosystem Partner” at all events and communication
- Opportunity to include one (1) high-quality branded item or executive brochure in the official Delegate Welcome Kit
- Brand placement across all official communication materials
- Official recognition during the virtual Country Briefings.
- Priority access for one (1) executive at Dinners with Directors in both Kigali and Accra
- Feature in the Impact Report

THE CONVENOR



The Board Harbor Foundation is a mission-driven organization based in Washington, D.C., committed to reshaping the future of corporate governance through trusted, high-integrity leadership networks. We convene board directors, C-suite leaders, and governance professionals to foster trusted relationships that accelerate systems-level change in both corporate and civic institutions. Our signature experiences such as Dinners with Directors and closed-door board readiness intensives serve as platforms to build relational capital, deepen trust among leaders, and strengthen the governance ecosystem across sectors.

This visit is not just a trade mission, it is a leadership mission. As the convenor, Board Harbor brings its core strengths governance, trust-building, and systems thinking to a global context.

Through this delegation to Ghana and Rwanda, we are expanding our work beyond boardrooms in the United States to help shape the future of enterprise governance, institutional capacity, and human capital development in partnership with African leaders and ecosystems.

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