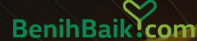


Organized by



Supported by



YOUTH ACTION FORUM

Penggerak Akar Rumput **5.0**

A Youth Leadership Journey



Message from Our President

Welcome to the Youth Action Forum.

It is both an honor and a pleasure to witness this journey come together, shaped by the commitment and sincerity of all who have been part of it. I would like to extend my appreciation to the participants, mentors, facilitators, speakers, and partners whose contributions have made this experience possible.

We are living in a time where the challenges we face are no longer simple or isolated. They are interconnected, layered, and require a deeper level of understanding. In such a context, leadership is not only defined by the ability to act, but by the capacity to listen, to reflect, and to respond with awareness.

The Youth Action Forum is created as a space to nurture that capacity. A space where young people are encouraged to engage with themselves, with others, and with the realities they are part of. Not only to seek solutions, but to better understand the context in which those solutions must exist.

I believe that meaningful change begins with awareness, and grows through consistent action. What has been built here is not an end, but a foundation.

Tantowi Yahya
President
United in Diversity Foundation



With our highest appreciation

Youth Action Forum 5.0 was made possible through the support and trust of **SOGO** and **BenihBaik**.

Your contribution enables more than the delivery of a program—it sustains a space where young leaders can grow, reflect, and take meaningful action within their communities.

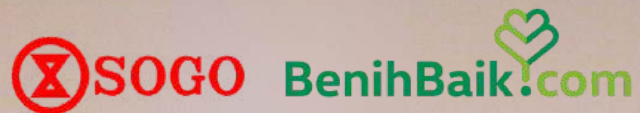


Table of Contents



Message from Our President	02
Understanding the moment	06
Designing the journey	08
Participants Constellation	10
The Journey in Motion	16
Reflection & Key Learnings	39
Insight from the Journey	40
Enabling the Journey	44

Leadership for a Complex World

The challenges shaping today's world are no longer isolated.

Social inequality, environmental degradation, and rapid technological change are deeply interconnected—creating systems that are complex, unpredictable, and constantly evolving.

Across Indonesia, young people are stepping forward to respond. They initiate projects, mobilize communities, and take action on issues that matter. Yet many of these challenges cannot be addressed through action alone.

They require leaders who can **see systems, reflect deeply, collaborate across differences, and act with awareness.**

Youth Action Forum (YAF) was created with this understanding.

Rather than focusing only on solutions, YAF focuses on developing the **leadership capacity needed to navigate complexity and create meaningful change.**

This report documents the full journey of Youth Action Forum (YAF) 5.0 as a leadership capacity building program.

It presents the program's context, design, implementation, and outcomes—while capturing the shifts in perspective, capability, and action experienced by participants throughout the journey.

Understanding the Moment

A World of Interconnected Challenges

The 21st century presents a defining moment for humanity. While progress continues in many areas, complex challenges persist across social, environmental, and economic dimensions.

These challenges are not separate—they are interconnected and systemic.

Indonesia's Generation Z represents a significant and influential part of the population. Many young people are already contributing to their communities through grassroots initiatives and social innovation.

However, they are navigating increasing complexity:

- uncertainty in economic opportunities
- pressures from digital environments
- evolving societal expectations
- global challenges such as climate change

Supporting their development as leaders is essential for shaping a more inclusive and sustainable future.



Many of today's challenges can be understood through three fundamental disconnections:

- **Social Divide** — the growing distance between individuals and communities
- **Ecological Divide** — the separation between humans and the natural environment
- **Spiritual Divide** — the disconnection between individuals and their inner sense of purpose

Addressing these divides requires leadership that goes beyond technical solutions and engages deeper levels of awareness and responsibility.

Why Youth Leadership Matters Now

In this context, leadership is no longer defined only by authority or position.

It is defined by the ability to:

- **understand complexity**
- **engage with diverse perspectives**
- **act with awareness and responsibility**

Developing these capacities among young leaders is essential to creating sustainable and inclusive change.





The Youth Action Forum

The Birth of Youth Action Forum

Youth Action Forum didn't start from ambition, It started from a quiet realization There were already so many youth initiatives-projects, communities, movements. On the surface, it looked alive, even hopeful. But if you stayed a little longer, a pattern began to show: burnout, inconsistency, and ideas that didn't go anywhere. Not because young people didn't care, but because they were often left alone-without enough support, without spaces to reflect, and without frameworks to understand the systems they were trying to change.

YAF began in 2017 as a small attempt to respond to that gap, continued through 2018 and 2019, carrying questions that were still unresolved, before eventually pausing. When it returned in 2024 and 2025, it came back with a more honest stance-less interested in producing more "initiatives," and more concerned with what actually sustains change. Over time, YAF shifted from doing to understanding, from urgency to awareness. It moved away from asking "what can we build?" toward a more difficult question: why do many of the things we build not last?

It doesn't fully have the answer. But perhaps what YAF offers is something else-a space to sit with that question a little longer, before rushing to fix it.

Program Vision and Objectives

Youth Action Forum 5.0 aims to:

- Strengthen leadership capacity among young changemakers
- Foster collaboration across sectors and communities
- Support youth-led initiatives addressing SDGs
- Build a network of leaders committed to sustainable change

Cultivating Conscious Leadership

YAF positions leadership not only as a set of skills, but as a way of seeing and engaging with the world.

The program focuses on developing leaders who are:

- aware of themselves
- connected to others
- capable of understanding systems

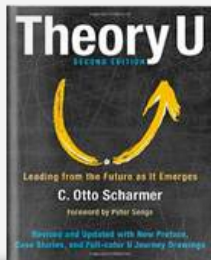
Designing the Journey

Learning Philosophy

YAF is designed as a learning journey where participants actively engage in reflection, dialogue, and action. It creates space not only to learn from content, but to learn from experience—both their own and others’.

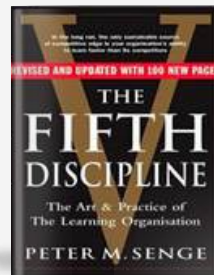
Learning is not limited to acquiring knowledge. It involves experiencing, questioning, and applying insights in real contexts. Participants are encouraged to engage with complexity, to sit with uncertainty, and to continuously reflect on how their perspectives and actions evolve throughout the process.

Frameworks That Guide the Journey



Theory U

Emphasizes awareness and presence as the foundation for transformative leadership.



System Thinking

Encourages understanding interconnections within complex systems.



Social Innovation

Supports the design of collaborative solutions to societal challenges.

The Leadership Development Pathway

Participants progress through five phases:

CO-INITIATING (STARTING TOGETHER)

Revealing shared intentions and constructing a container for the process.

CO-SHAPING (EXPANDING THE PRESENCE OF THE FUTURE)

Nurturing the seeds of the future within a larger ecosystem.

CO-SENSING (EXPLORE TOGETHER SYSTEM)

Sensing and observing the reality of the system from a holistic perspective and building social and ecological connections.

CO-CREATING (PRESENTING THE FUTURE TOGETHER) - prototyping

Crystallizing and bringing the seeds of the future into the current reality.

CO-PRESENCING (IMMERSE IN SHARED DETERMINATION)

Building connections with the highest potential for the future.



Frameworks That Guide the Journey

Behind the journey of YAF is a clear intention: not only to equip young people with skills, but to support a deeper process of becoming. A process that goes beyond knowledge and capability, and begins to shape how participants see themselves, how they relate to others, and how they position themselves within the world they are part of.

It recognizes that meaningful change does not start from tools or solutions alone, but from awareness—of self, of context, and of the systems that shape both. From there, learning becomes something more lived. Not only about what can be done, but about how and why it is done.

This is where the journey begins to take root, gradually shaping not only what participants do, but who they are becoming in the process.

YAF is designed to nurture a generation of young leaders who are resilient, grounded, and capable of creating meaningful impact—guided by three core

Rooted Strong

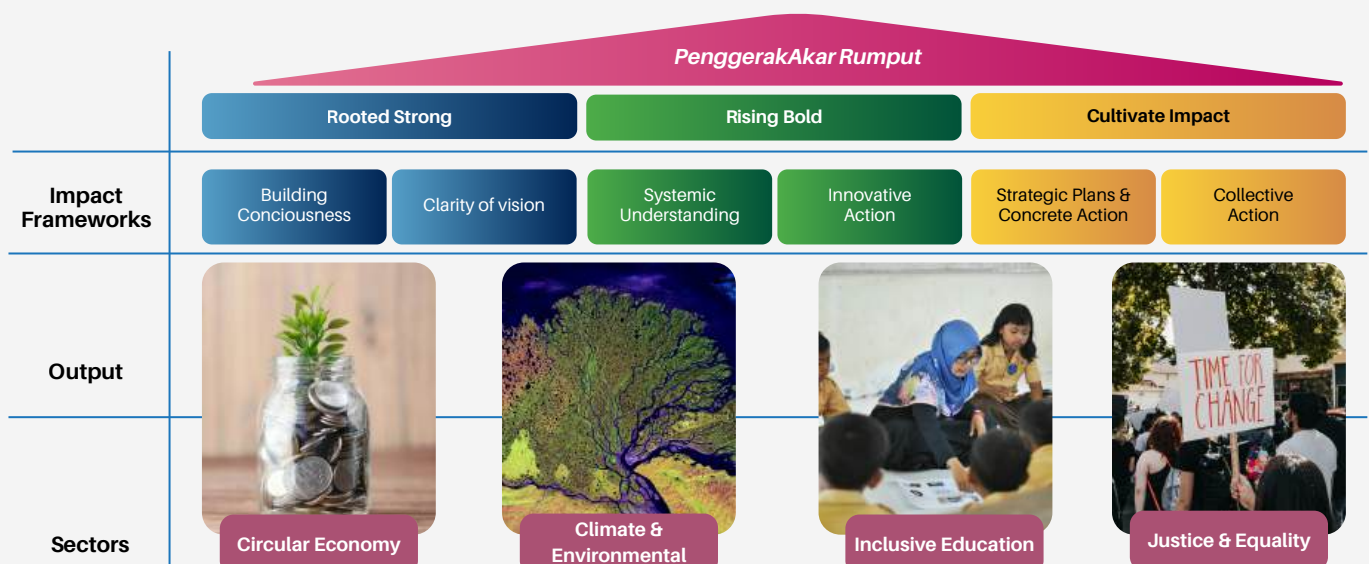
Building a strong inner foundation by cultivating self-awareness and emotional grounding. Participants are encouraged to listen deeply—to themselves and their surroundings—to better understand who they are and the intentions that guide their journey.

Rising Bold

Developing the courage to face uncertainty, unlearn ineffective patterns, and engage with complexity. This phase invites participants to understand systems more deeply and to explore innovative ways of responding to the challenges they encounter.

Cultivate Impact

Translating vision into action through collaboration and collective effort. Participants are supported to turn ideas into meaningful initiatives that create tangible and lasting impact within their communities.



Participant Constellation



Selecting the Participants

Youth Action Forum 5.0 received over 500 applications from across Indonesia, reflecting a growing wave of young people who are not only aware of the challenges around them, but are actively trying to respond to them in their own contexts. From this pool, more than 100 applicants were shortlisted for the interview stage.

Beyond credentials, the selection process focused on how applicants think, relate, and act—looking closely at:

Initiative & Leadership

The ability to take action and mobilize others

Commitment to Issues

Engagement with real social, environmental, or community challenges

Openness to Learn

Willingness to reflect, question, and grow

Values Alignment

Resonance with the principles and spirit of the program

500+
Applicants

100+
Interviews

50
Selected Participants

50 individuals, shaped by different contexts
but connected by a willingness to engage, question, and stay with the work.

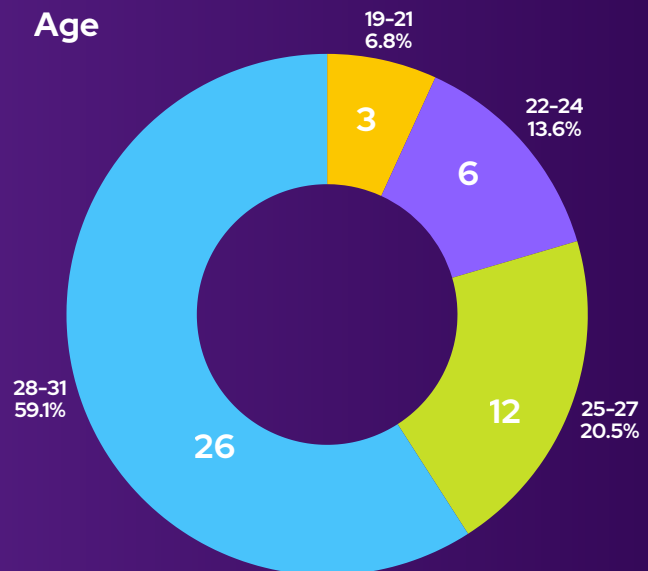


Who Joined the Journey

Participants of YAF 5.0 consist of 26 women and 24 men, with a majority aged between 28-30 years old—representing a group of emerging leaders in Indonesia.

This composition reflects a strategic balance. Many participants bring grounded experience from their professional and community work, while still being at a stage where they remain open, adaptive, and willing to challenge existing ways of thinking. It is within this intersection—between experience and possibility—that new ideas, approaches, and forms of leadership begin to take shape.

Age



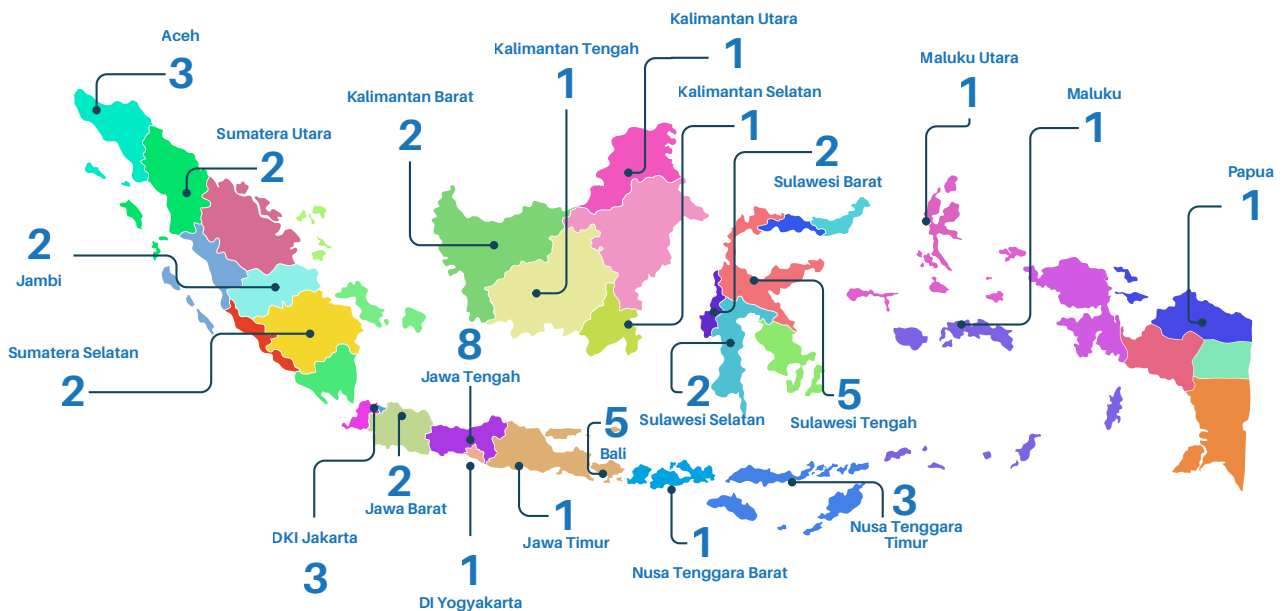
Gender



48% 24 Participants Male



52% 26 Participants Female



Who Joined the Journey

Participants of YAF 5.0 come from across Indonesia, stretching from the west to the central and eastern regions. But this is not just about geographic spread. It is about bringing into one space realities that are often kept apart.

Each participant carries a different context of access and limitation, of visibility and neglect, of being closer or further from where decisions are made. What feels urgent in one place may be invisible in another. What is taken for granted in some regions remains a daily struggle in others.

In this sense, diversity is not a feature, it is a tension. And it is within that tension that something begins to shift. Participants are invited not only to share, but to confront, to listen more carefully, and to question their own assumptions about what change looks like and for whom it is meant.

From these encounters, connections form—slower, more intentional, and rooted in a deeper understanding of each other's realities. What emerges is not just a network, but a possibility: that collaboration across difference, if held with care, can lead to forms of impact that are more grounded, more honest, and ultimately, more meaningful.



Participants Profile -



Ismi Ariniawati
Jawa Tengah
Yayasan Flores Bumi Lestari



Fatimah
Sumatera Barat
PRCF Indonesia



Elfira Wahdalia
Kalimantan Barat
Semesta Sintang Lestari



Risa Maulegi Suryana
DKI Jakarta
Sahabat Kawan Cilik
dan Kitong Bisa



Kornelia Bernadecta Lie
Kalimantan Barat
Putussibau Art Community



Indra Resky Eswanto, S.Tr.IP
Jawa Barat
Pemda Sumedang



Assabti Nur Hudan Ma'rufi
Daerah Istimewa Yogyakarta
Sandjivvane Integrative
Support



Nelda Hannia
Nusa Tenggara Barat
Yo'ra Hero



Renaldi
Sulawesi Selatan
Komunitas konservasi Lima



Calvin Muliawan
Kalimantan Utara
Marine Megafauna Foundation



Noviyanti
Sumatera Selatan
Pusat Unggulan Komoditi Lestari



Syazwan Luftan Riady
Jawa Timur
Wiskomunalian



Mika Ria Matondang
Sumatera Utara
Aliansi Organisis Indonesia



Dormaulina Sitanggang
Sumatera Utara
Badan Otonom Pers
Mahasiswa Wacana



Alfi Syahri
Aceh
Dinas Lingkungan Hidup
Pengelola Lingkungan



Yusril
Sulawesi Selatan
Forum Cendekia Maritim



Muhammad Fakhrrully Akbar
Kalimantan Tengah
Kebun Oibama



Agustio Ardin
Sumatera Barat
Universitas Negeri Padang



Demianus F Bubui
Papua
AIFA COMMUNITY



Delia Sasya Oktafiani
Kalimantan Selatan
Putik Bersih



Ayu Rahmadani
Aceh
Yayasan HAKA



Ida Bagus Ari Genga Wijaya Kusuma
Bali
Pemerintah Provinsi Bali



I Wayan Sutarja Putra, S.H.
Bali
DESA WISATA SERANGAN



Meldawati
Sulawesi Barat
Sahabat Pulau Indonesia



Ni Made Dita Kurnia Saraswati Giri
Bali
Tsinghua Southeast Asia Center

Participants Profile -



Amar Pradopo Zedha Beviantyo
Jawa Tengah
DARMASUTA



Gede Herry Arum Wijaya
Bali
AVIRAMA Foundation



Aziza Nurul Amanah
Sumatera Selatan
Kriya Kite Indonesia



Priska Elisabeth Veronika Wua
Nusa Tenggara Timur
ANGIN Advisory



Alberkat Efraim Toau
Sulawesi Tengah
Progres Sulawesi



Gaidi Azham Anwar S
Jawa Tengah
Dampak Sosial Indonesia



Nadia Atika Amrin
Jawa Tengah
Bali Waste Cycle



Rasib Adam
Maluku Utara
**Perpustakaan Desa
Galo-Galo**



Ryan Hankey Ranonto
Sulawesi Tengah
**Yayasan Pukat Tentena
Maroso**



Aisya Noorhadiva Tirtosudiro
DKI Jakarta
AVPN Impact Collab



Rizky Aulia Isyatami Hidayat
Jawa Barat
WeSpeakUp.org



Chitra Regina Apris
Jawa Timur
United In Diversity



Fauzul Azkia
Aceh
Puleh Indonesia



Wafiq Zuhair Muhammad
Jawa Tengah
Yayasan Sahabat Pedalaman



Anzar Wulan
Jambi
Kebun Kriya



Laraswati Clarita Ola
Nusa Tenggara Timur
Thresher Shark Indonesia



Ajeng Aryani Puteri
Jawa Barat
**Islamic Development Bank
(IsDB)**



Lili Shafidila Nursin
Sulawesi Tengah
PROGRES



Ichwan Nugraha Budjang
Sulawesi Tengah
Tadulako Youth Movement



Anisa Nindia Hayati
Jawa Tengah
Salam Setara



Dea Aprilan Berkam
Sulawesi Tengah
**Dinas Perkebunan dan Peternakan
Provinsi Sulawesi Tengah**



Yohanes Fokundo Roja Sola
Nusa Tenggara Timur
**YOUTHTASKFORCE
ANTI TPPO SIMPUL NTT**



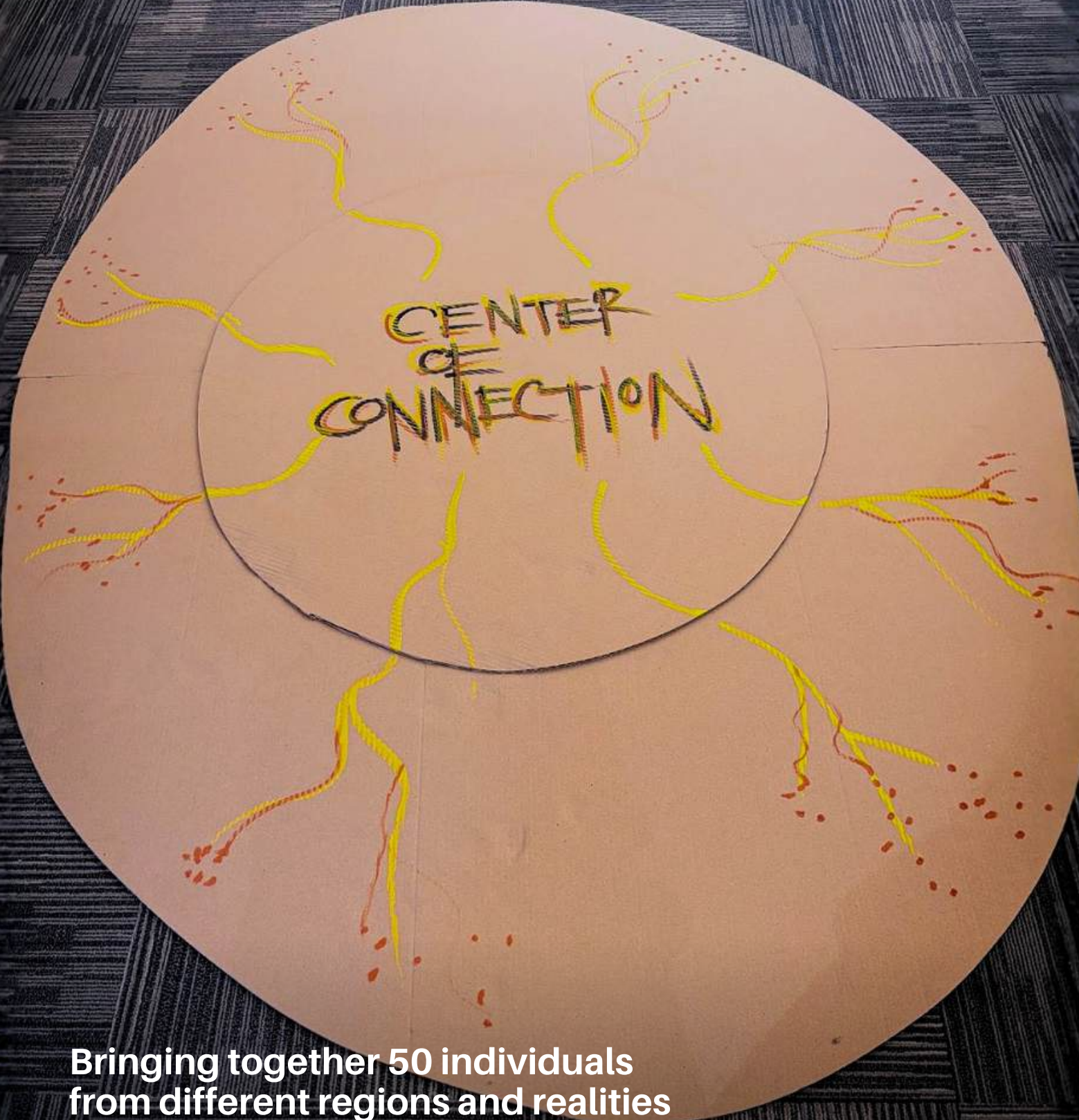
Tyas Fatih Patria
DKI Jakarta
Pemoeda



Laila Fajrin
Jawa Tengah
Jaringan GUSDURian



Muzain Wattimena
Maluku
**Dinas Pertanian Kabupaten Seram
Bagian Timur**



CENTER OF CONNECTION

**Bringing together 50 individuals
from different regions and realities
is one thing.**

**Learning how to begin, together,
is another.**

The Journey in Motion

Induction Workshop - 22 November 2025

YAF 5.0 opened with an Induction Workshop, marking the first moment participants stepped into a shared space, not just as individuals, but as part of something they had not yet fully understood.

More than an introduction, this session set the tone: how to show up, how to listen, and how to move through the journey ahead.

Arriving, Together

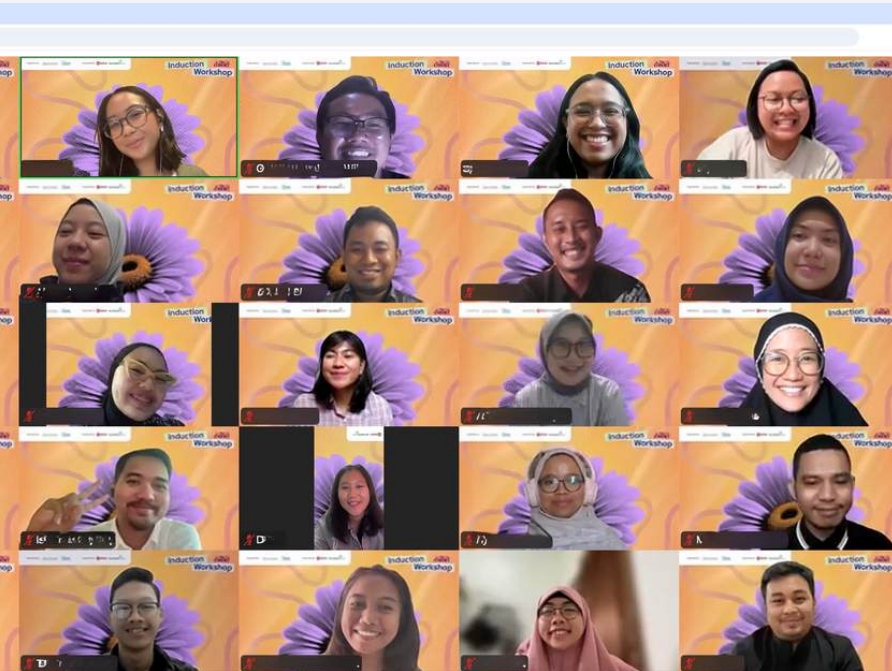
The workshop began with a check-in. Simple, but necessary.

A moment to arrive—bringing different contexts, energies, and expectations into one room, and slowly beginning to recognize one another beyond names and backgrounds.

Understanding the Path

Participants were then introduced to the structure of the program, its learning pillars, flow, and core competencies.

Not as a rigid roadmap, but as an invitation: to engage, to question, and to take ownership of their own learning process.



The session remained active and participatory, with light interactive moments that helped break distance and build early group dynamics. Not everything needed to be serious—because sometimes, connection begins there.

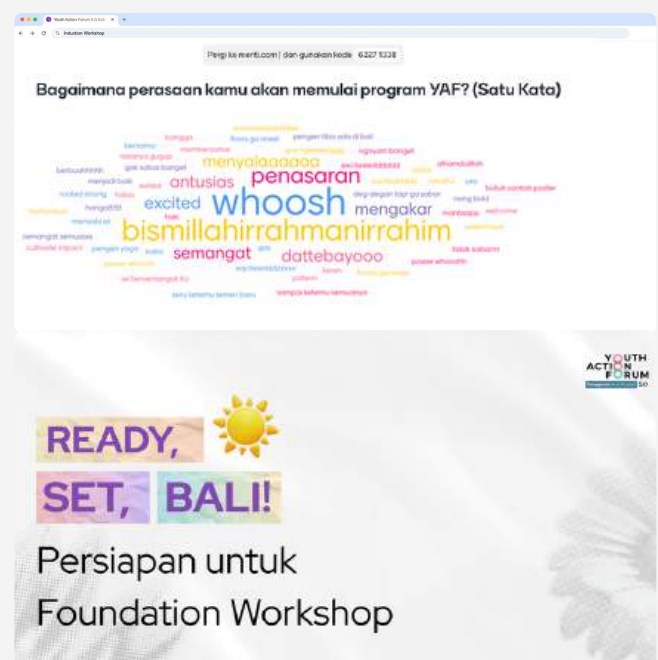
The conversation then shifted toward the next phase: the Foundation Workshop in Bali (2-6 December 2025).

More than a continuation, this would be the first time participants step deeper into the process—moving from introduction into immersion. What began as an orientation would soon be tested, expanded, and experienced more fully.

The Induction Workshop did not aim to complete anything.

It was there to prepare the ground—before the real work begins.

A clear starting point—before everything begins to unfold.



**What began as an introduction
now moves into experience.**

**The journey starts to take shape,
more fully, in Bali.**



Foundation Workshop

Foundation Workshop - DAY 1

The **Foundation Workshop** marked the first full immersion of the YAF 5.0 journey where participants moved beyond introduction and began engaging more deeply with themselves, with others, and with the systems they are part of. Over five days, the process was designed not as a series of sessions, but as a continuous experience; combining reflection, dialogue, and practice.

The first day of the Foundation Workshop was not about jumping into solutions. It was about grounding—understanding why we are here, and what calls each person into this space.



Conversations touched on the challenges Indonesia is facing, and the role young people hold in responding to them, not in isolation, but from the ground up. This was not framed as urgency, but as responsibility.

Starting at the Root

The day began by **setting a shared context**, connecting personal intention with a broader reality. It created a space for participants to align not only on what they are here to do, but also on why it matters and how their individual journeys relate to something larger.



Seeing Each Other

Through the **Web Connection** process, participants began to see each other differently.

Not just as individuals with different backgrounds, but as people connected by overlapping concerns, questions, and lived experiences. Subtle connections started to surface—shared interests, similar tensions, and common motivations that had not been visible before.

Patterns began to emerge, revealing where their paths intersect and where collaboration could take shape. What initially felt like a group of individuals slowly shifted into a network, held together not only by the program, but by a growing sense of connection and possibility.



why am I here, really?

- Root — what they need to build within themselves
- Trunk — how they connect to systems
- Leaves — what they want to bring into action

The process invited a more honest reflection. Not everything was clear, and not everything needed to be. What surfaced was not uniform—but that was the point. Each intention carried its own direction, shaped by different experiences and motivations.

Shifting Perspective

Rather than focusing only on external solutions, the process invited them to examine how change also requires a shift in how we listen, perceive, and respond. It opened space to recognize how our own perspectives shape what we see—and what we might overlook.

The background screen displays a diagram titled 'Sistem KETEMBUHAN' (Transparency System) based on an 'ECO-system'. The diagram features a central green tree-like structure with various components labeled around it: 'Prototyping', 'Membentuk', 'Meginistalkan', 'Presencing', 'Tekad terbuka Keberanian', 'Kasih sayang', 'Hati terbuka', and 'Mendengarkan'. The text 'Sistem KETEMBUHAN' and 'berdasarkan ECO-system' is written vertically on the right side of the screen.

“

We didn't begin with answers or solutions. We began by understanding why we are here and what it means to show up, together.



Learning from Practice

The **Youth Dialogue Studio** brought in voices from practitioners that working directly within communities, including **I Dewa Ayu Anggi Cahyani** (Yayasan Sinar Harapan Bali), **Wisnu Saputra** (DNetwork), **Indra Leonardo** (Fabbata), **Ir. Ketut Rawi Adnyani** (Eco Enzyme Nusantara Provinsi Bali), and **Andrian Dwi Kurniawan** (Senang Eco Services).

Through stories, challenges, and lived experiences, participants were exposed to the realities of leading change at the grassroots level, where complexity is constant and clarity is often hard-earned. The conversation moved beyond ideas, offering a closer look at what it actually takes to stay with the work over time.

The session was followed by small group dialogues, creating space to reflect, question, and connect those insights to their own contexts. What was heard began to translate into something more personal—shaping how participants see their own role within the work they are building.



Turning inward

As the day moved toward closing, the focus shifted inward.

Through **guided reflection and meditation** practices, participants were invited to reconnect with a more fundamental question:

“who am I within this process?”

This was not positioned as an answer to find, but as a question to stay with.



Day 1 did not produce answers. But it began something more important; a shared ground to begin from.

A space where different perspectives could meet, where intentions started to take shape, and where the journey could move forward with a clearer sense of direction.





Foundation Workshop – DAY 2

If Day 1 was about grounding and intention..

Day 2 expanded the lens—moving from the self into the systems participants are part of.

The day began with a continuation of **Memahami Jati Diri**, a guided reflection and meditation.

Participants revisited questions of awareness, identity, and presence. Not as abstract ideas, but as something practiced and experienced. It created a space to slow down and reconnect, before stepping into a more complex layer of the journey.



Making Work Visible

In the **Initiative Showcasing** session, participants brought their work into the room.

Through a rotating format, they shared the initiatives they are building. It became a space not only to present, but to listen and observe. As participants moved between groups, connections began to emerge. Different efforts, contexts, and approaches started to relate to one another in unexpected ways.

Understanding Systems

The focus then shifted to **Systems Thinking**.

Participants explored how challenges are rarely isolated. What appears on the surface is often part of a larger pattern, shaped by relationships, structures, and underlying beliefs. Through exercises and reflection, they began to recognize how these elements interact, influencing the outcomes they see.

This process invited participants to look beyond immediate problems, and to understand the deeper dynamics at play—how actions, relationships, and assumptions continuously shape the systems they are part of.

Seeing More Clearly

Using the **iceberg model**, participants worked in groups to map real challenges.

They moved from visible events into deeper layers. Patterns became more apparent. Structures began to take form. Assumptions and mental models were questioned. The conversation slowly shifted from describing problems to understanding why they persist.



What once appeared as isolated problems slowly revealed themselves as part of larger systems, shaped by patterns, structures, and the ways we choose to see and respond

Sensing the System

In the **Social Presencing Theater (SPT)** session, participants engaged with the system in a different way.

Rather than relying on analysis, they used presence, body, and intuition. Through this process, hidden dynamics started to surface. Tensions, imbalances, and possibilities became more visible, not through explanation, but through shared experience.

The day closed with reflection.

Participants were invited to notice what they saw, what they sensed, and what stayed with them. Not as a final takeaway, but as something to carry forward into the next phase of the journey.

Some things remain unclear
in the room,
until they are encountered
in the field.





Foundation Workshop - DAY 3

After two days of reflection and deepening understanding, participants were invited to step beyond the learning space and into real contexts. The shift was intentional. To move away from discussion and into direct encounter, where realities are not framed, but lived.

Not to observe from a distance, but to engage more closely. To listen, to notice, and to experience how the challenges they have been exploring actually unfold on the ground—collecting insights, testing initial assumptions, and allowing new perspectives to emerge from what is encountered.

Preparing to See

Before entering the field, participants aligned on how to engage with what they would encounter. Not as visitors, not as problem-solvers, but as learners. The invitation was to slow down—to listen more carefully, to observe more closely, and to become more aware of how they themselves are present in the process. It required setting aside the need to quickly interpret or respond, and instead allowing space for what is there to be seen more fully

Entering the Field

Participants conducted site visits across Bali, engaging with communities, environments, and local initiatives. What they encountered was not a case study. It was real. Complex, layered, and often difficult to simplify. Conversations unfolded, observations deepened, and initial assumptions began to shift. What seemed familiar at first began to reveal deeper layers—tensions, trade-offs, and relationships that are not immediately visible.

The process was not about collecting information, but about sensing. Paying attention not only to what is said, but also to tone, context, and what remains unspoken. Noticing how people relate, how decisions are made, and how different elements interact within the system.

Through this, participants began to recognize that understanding does not come from quick conclusions. It emerges through presence, through careful attention, and through the willingness to stay with complexity.

Sensing, in this context, became more than a method.
It became a way of seeing.



Site #1 Magi Farm

Waste takes on a different meaning here.

What usually ends up in landfills is transformed through Black Soldier Fly bioconversion into feed, fertilizer, and a working circular system. It feels practical, almost technical, but behind it is a shift in how value is understood.

Participants began to see that circular economy is not only about reducing waste, but about redesigning systems so that waste no longer exists in the first place.

Sustainability here is not an idea, It is something designed to work.

Site #2 Astungkara Way

The relationship between people and land feels more intentional.

Farming is not only about production, but about restoring what has been depleted. Soil, biodiversity, and culture are treated as part of the same system, held together through regenerative practices and community-based tourism.

Participants learned that sustainability cannot be separated from livelihood. It requires balancing ecological restoration with real economic needs.

Not perfect, but deliberate.



Site #3 IDEP Foundation

Resilience is approached as something to be built over time.

Through community-based work, knowledge is shared, practiced, and owned collectively. Disaster preparedness and environmental awareness are not introduced as external solutions, but developed from within the community itself.

Participants began to understand that resilience is not created through short-term intervention, but through long-term relationships and collective capacity.

Resilience is not delivered, It is grown.





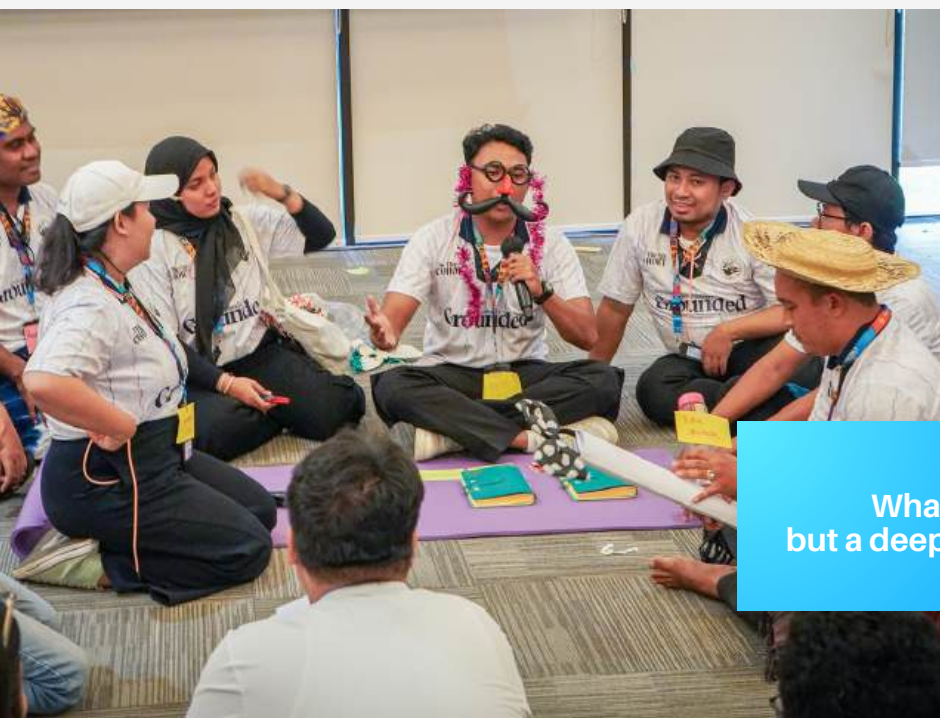
Site #4 Desa Energi Berdikari - Keluarga Nelayan Lestari (DEB KENALI)

Different pressures meet in one place.

Small-scale fishers navigate rising operational costs, climate impacts, and limited access to sustainable energy. Initiatives like solar-powered charging stations and alternative livelihoods begin to shift what is possible.

Participants saw how solutions must respond to immediate needs while also addressing long-term sustainability, often within constraints that are not easy to resolve. But the tension remains visible.

Between sustaining life today, and sustaining it for the future.



What remains is not just what was seen,
but a deeper awareness of what lies beneath.

Making Sense Together

Returning from the field, participants worked in groups to process what they had seen.

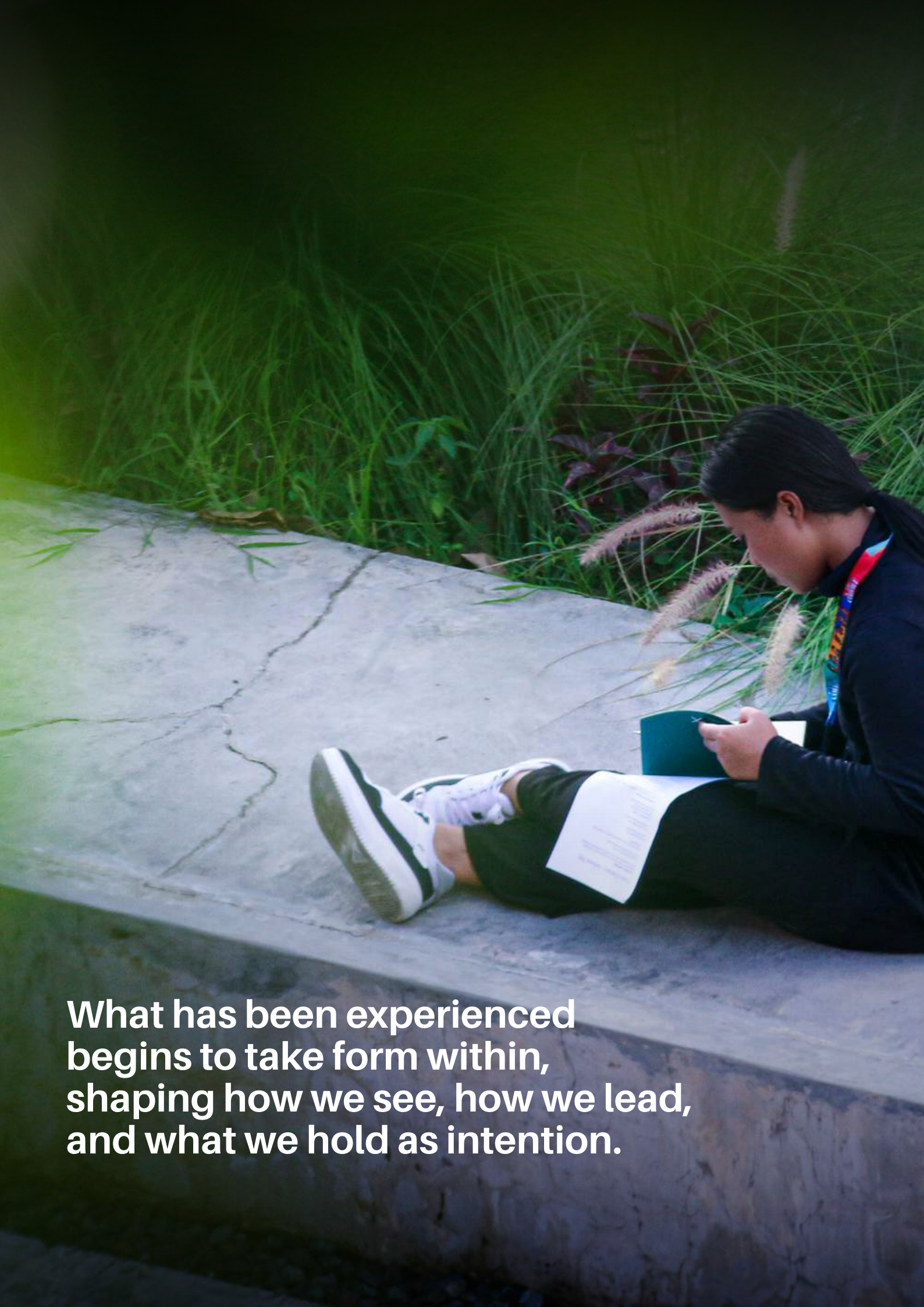
Using the **iceberg model**, they mapped observations into patterns, structures, and underlying assumptions. The experience was then translated into **short theater performances**, allowing each group to express what they sensed in a more embodied and collective way.

The day closed with a collective reflection.

Participants were invited to notice what stayed with them.

What felt new, what felt challenging, and what continues to raise questions.

What returns is not just a sharper way of seeing,
but a deeper awareness of how realities are shaped,
where challenges are interconnected, and where **change is never as simple as it first appears.**



**What has been experienced
begins to take form within,
shaping how we see, how we lead,
and what we hold as intention.**



Foundation Workshop - DAY 4

Day 4 unfolded as a deeply introspective space—an invitation to slow down, look inward, and make sense of the journey so far.

The day began with another continuation of *Memahami Jati Diri*, inviting participants to let their learning settle. It was a moment to pause and revisit what had unfolded over the past days—allowing insights to surface more clearly.

Facing What Lies Beneath

This continued into the **Personal Sculpting** session, where attention turned more inward.

Participants explored their inner landscape—patterns, reactions, and ways of relating that often go unnoticed. What had been experienced externally in the previous days began to reflect something more personal. The system was no longer only something outside, but something that also lives within how we respond, decide, and engage.



From Ego to Eco

The conversation then shifted into the lens of **Leadership: From Ego to Eco**

Through this, participants were invited to reconsider what it means to lead. Moving from a focus on individual intention and control toward a more relational and interconnected way of engaging.

Leadership here is not about having the answer, but about being aware of how we are part of the system we seek to influence.



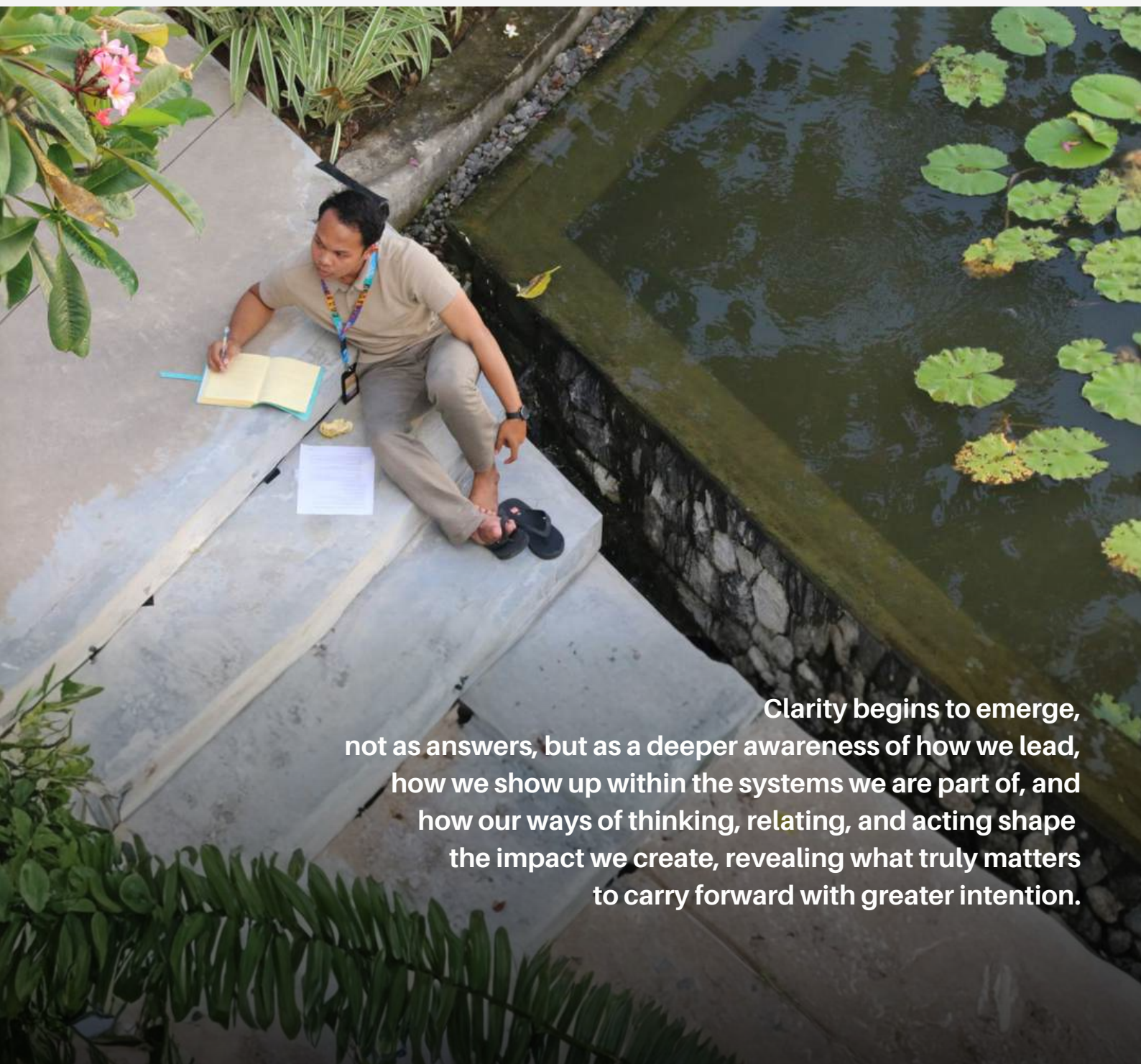
Choosing the Path Forward

The day moved toward **Power of Intention**.

Rather than setting targets, participants were invited to clarify what truly matters through guided journaling.

What they choose to hold onto, and what they are willing to carry forward from this journey.

This was followed by a **solo walk**, creating space to sit with that intention more quietly—away from discussion, allowing thoughts to settle in their own time.



Clarity begins to emerge, not as answers, but as a deeper awareness of how we lead, how we show up within the systems we are part of, and how our ways of thinking, relating, and acting shape the impact we create, revealing what truly matters to carry forward with greater intention.

**From journey of self-discovery,
now moves forward
as a commitment to collective action.**





Foundation Workshop – DAY 5

Day 5 was about integration—bringing together insights, experiences, and intentions into a shared sense of commitment moving forward.

Revisiting the Journey

The day began with a **Gallery Walk**, where participants revisited the collective learning journey over the past five days. Ideas, reflections, and moments were laid out as a shared memory—allowing participants to see not only their own growth, but the evolution of the group as a whole.



Holding Space for What Emerges

In the **Circle of Trust**, participants were invited to share the seeds of change that had grown within them. It became a space of openness and listening—where personal reflections, intentions, and hopes for their communities were expressed and witnessed together.



From Insight to Direction

The process returned to Systems Thinking. Participants **revisited the iceberg model**, this time bringing their own initiatives into the frame. Challenges were mapped, patterns were recognized, and possible **ideation** began to emerge more clearly.

Not to finalize solutions, but to shape direction. Participants translated what they have seen, sensed, and understood into early ideas—grounded in reality, yet open to evolve.





Continuing Beyond

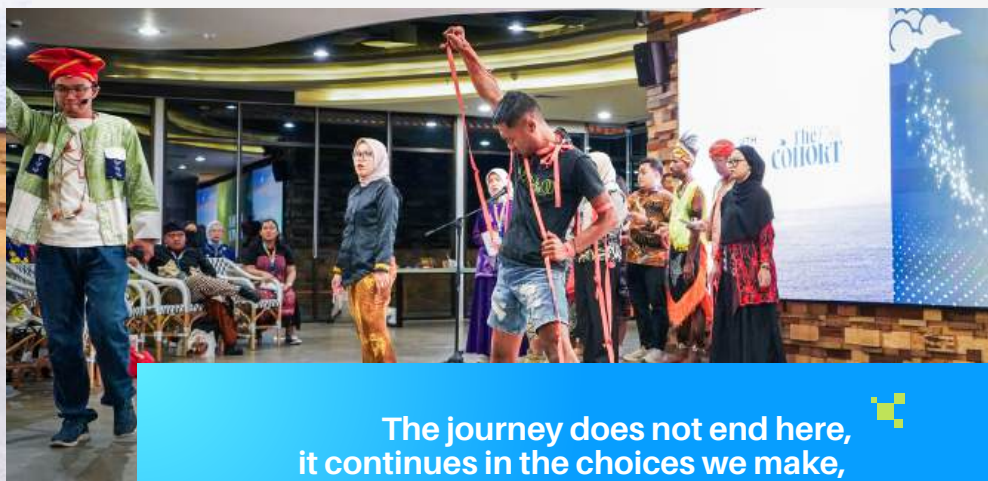
The workshop closed with a shared moment of resonance through **Cultural Night**.

Simple, but meaningful. A recognition of the journey that has been lived together, and the responsibility that comes with carrying it forward.

Fully initiated and organized by the participants. It became a space for expression, connection, and celebration—marking the end of the five-day journey not as a conclusion, but as a transition into the next phase: the **Action Lab**.

“

A space of expression, celebration, and connection. Not separate from the process, but part of it. A reminder that beyond systems and structures, there is also culture, identity, and joy that shape how we move forward together.



The journey does not end here, it continues in the choices we make, the spaces we enter, and the way we choose to lead from here on.



**What was learned together now
begins to take root in each
participant's own field of practice**

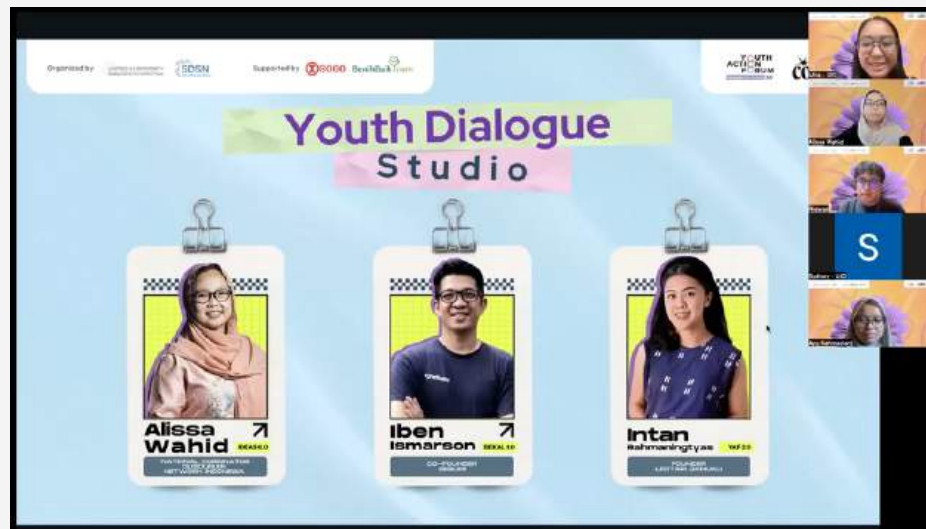


Action Lab

Action Lab 1 — Planting the Seeds

The transition into Action Lab did not begin with doing, but with returning.

Participants revisited their journey—what had shifted since the Foundation Workshop, how they now listen, how they question, and how they begin to see themselves within the system. In small conversations, fragments of change surfaced. Not always clear, but present.



The space then opened to voices beyond the room. Through **Youth Dialogue Studio**, Alissa Wahid, Iben Ismarson, and Intan Ramaningtyas shared stories from the field, where ideas meet resistance, where uncertainty is constant, and where change takes time.

Their experiences brought the conversation closer to reality. Not as something ideal, but as something lived, shaped by constraints, relationships, and persistence over time. Participants were invited to see that the work is rarely linear, and that progress often comes with tension and setbacks.

**“The work is long,
but we need to start.”**
- Iben Ismarson

Action Lab 2 — Nurturing the Soil

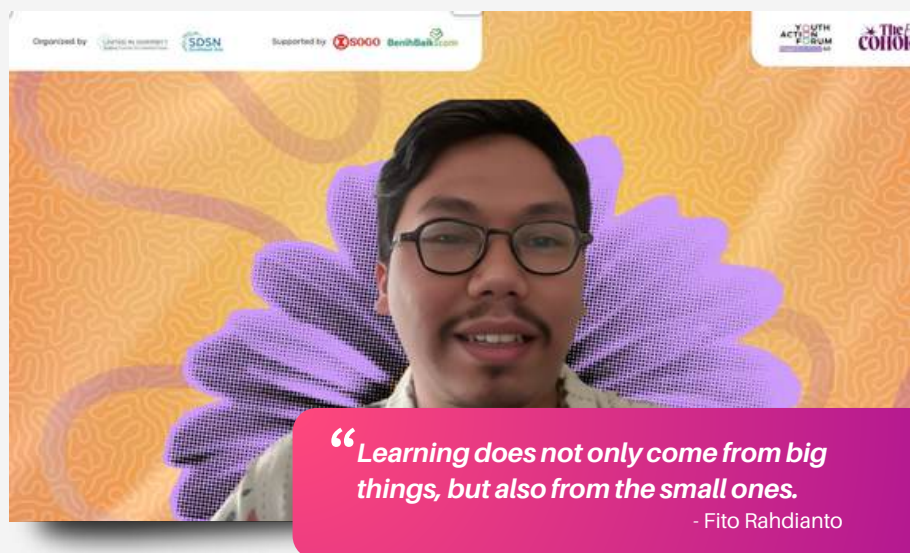
From there, the focus shifted.. away from the individual, toward the space between people.

Participants brought their early experiences from *Ruang Belajar Mandiri* into the room. Some spoke of small progress, others of friction and doubt. Both became part of the learning.

Through the session with Fito Rahdianto, collaboration was no longer framed as working together, but as something that needs to be built—through trust, consistency, and shared intention.

They explored who is involved, who holds influence, and who is often left out of the conversation. Through this process, participants started to recognize how different actors shape the direction and possibilities of their initiatives. What became clearer is that change does not happen in isolation, but within a network of relationships that require intention, awareness, and engagement.

Transformation, at this stage, no longer felt individual. It began to take shape as something collective.



**“Learning does not only come from big
things, but also from the small ones.”**
- Fito Rahdianto

Apa yang kita pahami tentang “Berpikir Desain”?



Action Lab 3 — Growing the Stem

Ideas started to take a more defined form, though not yet solid.

With Puri Lestari, participants were invited to sit with the space between what they hope to build and what actually exists. Through design thinking, that gap was not avoided, but explored.

There was no pressure to be certain. Instead, participants were encouraged to stay with the process—testing, reshaping, and questioning their own ideas. Ideas moved, shifted, and sometimes broke apart. And that was part of the work

Action Lab 4 — Branching Ideas

The process then asked for something more grounded.

Through sessions with Israrrudin and Fara Devana, participants began to confront a different layer of reality—how ideas need to be communicated, supported, and sustained.

It was no longer only about what feels meaningful, but also about how that meaning can be shared, understood, and supported by others.

Participants started to articulate their work more clearly. Not perfectly, but with more intention. At this point, ideas were no longer just possibilities. They began to carry direction.

What we talk about When we talk about: Public Communication



Action Lab 5 — Branching Ideas

The space became more personal again.

Participants were not only working with their ideas, but also meeting those who had gone through a similar journey before. In this session, they were connected with UID Fellows including Atikah Risyad, Ahmad Arif, Eva Sundari, Heri, Yusuf Jamaludin, Wahyuni Shalatan Fitri, and Nadia Putri, who stepped in as mentors and brought perspectives shaped by real experience.

Divided into seven small groups, each guided by one mentor, the space became more intimate.

Here, participants spoke more openly. Not only about what they are building, but why it matters, what feels unclear, and where they feel stuck.

Mentors helped participants sharpen, expand, and clarify their ideas through questions, reflections, and shared experiences. A clearer sense of direction, shaped through dialogue, not certainty.





Action Lab 6 — Blooming in Action

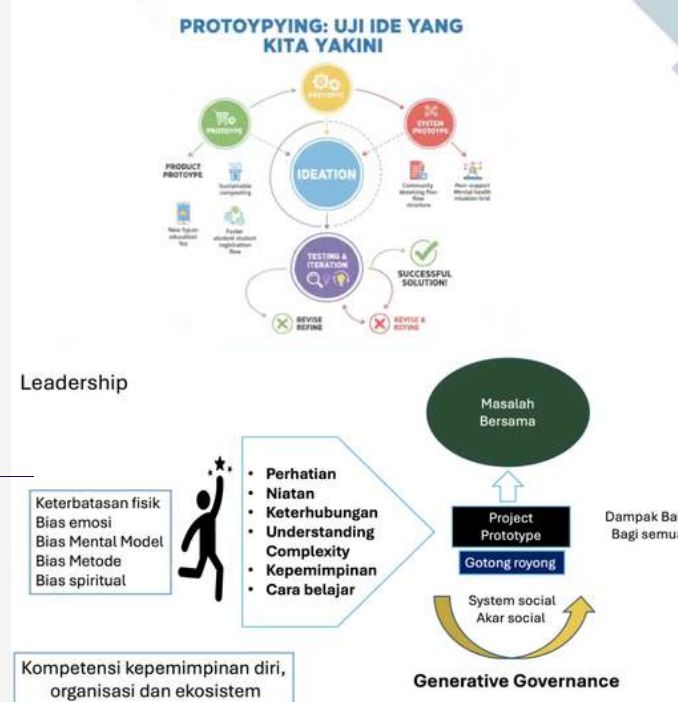
The final session became a space to pause and look back.

After weeks of working through ideas, testing assumptions, and navigating uncertainty, participants returned to their own journey. Not to evaluate, but to notice. What has shifted, what has stayed, and what now feels different.

In smaller circles, reflections unfolded. Changes in how they think, how they listen, and how they approach the work ahead began to surface. The process was no longer just about building prototypes, but about understanding how they themselves have changed through it.

“Where our awareness and attention go, our energy follows”
(Suyoto)

The session with Kang Yoto brought this into sharper focus. That what sustains the work is not only strategy or skill, but awareness



As the session moved toward closing, the energy in the room felt different. Not because everything was clear, but because something had settled. Participants were no longer starting from the same place.

What remains is not a finished solution, but a way of moving forward, with more awareness, more intention, and a deeper understanding of what it means to stay with the work.





Pathway to Impact

Expanding Beyond the Journey

As the final phase, Pathway to Impact opened a space for participants to share their vision and prototypes—connecting their initiatives to a wider ecosystem of support and collaboration.

Showcasing What Has Emerged

Participants presented their learning journey and prototype initiatives through an **e-Exhibition**. This became a space to make their work visible—not only as outcomes, but as evolving processes shaped by their experiences throughout the program. Beyond visibility, the exhibition also opened opportunities for collaboration—inviting potential partners, supporters, and communities to engage with the ideas and contribute to their growth.

Marking the Transition Forward

The journey was formally closed through a **Graduation** moment, marking the completion of the program while opening a new chapter ahead. More than a ceremony, it became a space to acknowledge each participant's growth, commitment, and the courage to carry their initiatives forward.



More than 34,800 views were recorded, reflecting a growing interest from a wider audience to learn about the participants' prototypes.

**Reflections, feedback,
and voices from the
journey offer a deeper
understanding of its
impact.**

Reflections and Key Learnings

The following insights reflect key learnings gathered throughout the YAF journey, drawn from participant experiences, facilitation processes, and program implementation. Rather than presenting fixed conclusions, these observations highlight patterns that emerged—revealing both the strengths of the learning design and the areas that require further development.

Together, they offer a clearer understanding of how the program supports participant growth, while also pointing toward what needs to be strengthened to sustain impact beyond the learning space.

What We Learned	What We Observed	What Needs to Be Strengthened
Inner awareness shapes leadership	Participants showed shifts in how they reflect, engage in dialogue, and position themselves within systems, especially through sessions such as presencing, personal sculpting, and intention-setting.	Strengthen continuity of reflective practices beyond the workshop to ensure awareness is sustained in real contexts.
Field experience deepens system understanding	Through field sensing, participants encountered real-world complexity, recognizing patterns, tensions, and underlying dynamics across social, environmental, and economic contexts.	Provide clearer guidance on translating field insights into actionable directions, especially for participants with limited prior experience.
Dialogue and peer learning build collective perspective	Sessions such as Youth Dialogue Studio and group reflections enabled participants to engage with diverse perspectives and connect insights to their own context.	Enhance facilitation strategies to ensure more balanced participation across different engagement styles.
Mentorship strengthens direction and clarity	Small group mentoring with UID Fellows supported participants in refining and grounding their initiatives through dialogue, reflection, and feedback.	Increase continuity and frequency of mentoring support to better accompany participants through implementation challenges.
Bridging learning to action remains critical	Participants developed early-stage prototypes and action plans, though readiness and clarity varied depending on experience and context.	Strengthen post-program support systems, including follow-up sessions, partnerships, and access to resources.





Insights from the Journey

Reflection from Fasilitator

The process is not only shaped by what is delivered, but by how the space is held.

Through their role, facilitators accompany the journey from within—creating conditions for reflection, dialogue, and deeper awareness to emerge.

Being a facilitator in YAF feels like a process of “refueling” both spiritually and intellectually. While I am used to holding spaces for change within UID, YAF brings a different dimension. It shows that deep transformation can happen in a relatively short time when the right conditions are created.

Seeing the participants carry that spark beyond the Foundation Workshop, even as they return to the noise of everyday life, reinforces my belief that people are inherently drawn to change. It reminds me that lasting transformation is not something we sustain alone, but something that must be nurtured collectively.

I believe a safe space is like fertile ground, where the seeds of change can begin to grow. But the real challenge in creating that space comes from within myself. It requires letting go of the perceptions and biases I have built over the years.

I have to learn to show up genuinely and openly, so participants feel accepted as they are. The challenge is to ensure that we, as facilitators, do not become directors of the process, but rather supporters—holding the space for participants to shape changes that are meaningful for their own roles and realities.

The biggest lesson for me is about trust—trust in the system, and trust in the people I work with. In the past, I often worked in environments with more resources and structure. Through YAF, I experienced working across teams with different backgrounds, but with a strong shared drive.

I came to see that meaningful spaces do not depend on ideal conditions, but on the sincerity of those who hold them. This experience did not change who I am as a facilitator, but it strengthened my understanding that I am part of a larger ecosystem—where change is something we care for together, not something we carry alone.



Pramita Indrarini
- YAF 5.0 Facilitator



Reflection from Mentor

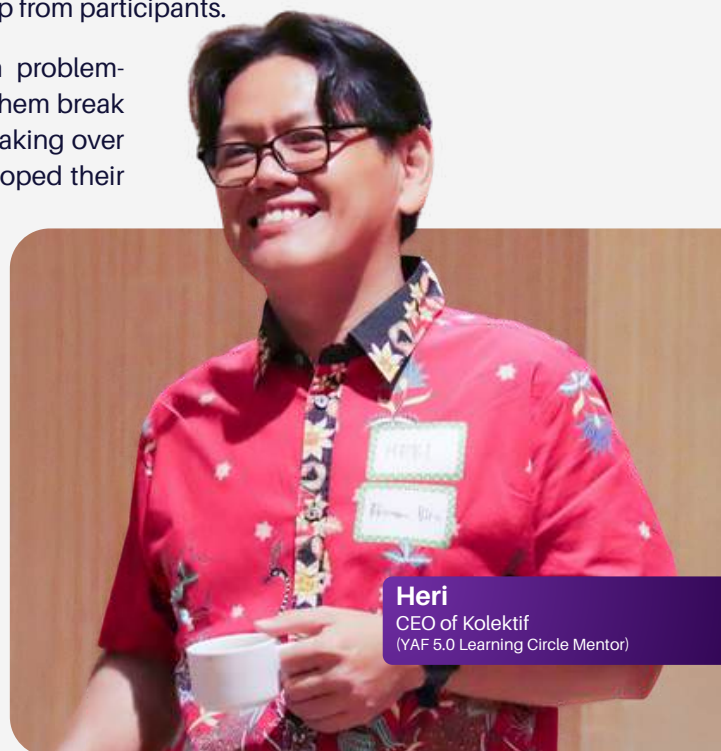
As ideas begin to take form, the process is strengthened through guidance and perspective. Mentors step in not to provide answers, but to challenge, refine, and support participants in navigating the complexity of turning intention into action.

Participants stood out for their blend of idealism, empathy, and courage to take action, even as many ideas remain at an early stage. Most initiatives are rooted in local environmental, social, and economic issues, making them relevant and grounded. While not all ideas are technically mature, they show strong intent, clear direction, and high potential to grow through iteration, alongside a strong sense of ownership from participants.

The mentoring approach focused on facilitation rather than problem-solving—guiding participants through key questions, helping them break ideas into actionable steps, and offering perspectives without taking over decisions. This ensured participants retained ownership, developed their own thinking, and learned through the process.

A key insight is that young people have immense potential, and what they need most is structure, support, and the right guidance. Early-stage ideas should be assessed based on direction, reflection, and willingness to learn, rather than maturity. Youth leadership is reflected in their fresh perspectives, courage to experiment, and openness to growth. The mentor's role is to shape thinking, not provide answers.

Despite minor technical challenges, the process was engaging and meaningful for both participants and mentor. Overall, the experience was energizing and reaffirmed that a growing ecosystem of young changemakers is emerging, bringing real hope and momentum for the future.



Heri
CEO of Kolektif
(YAF 5.0 Learning Circle Mentor)

What stood out in my group is that the participants were already quite mature and experienced. Although only around 3-4 people consistently attended from the full group, their initiative ideas clearly reflected a strong understanding of their roles within their organizations and the broader system. They were not proposing ideas arbitrarily, but rather responding to real needs and gaps within their respective contexts.

My approach was mostly conversational—creating space to explore where their confusion or concerns were actually coming from. While I occasionally found myself offering “solutions,” what stood out more was how, through sharing, they were able to encourage and support one another. The dynamic became less about guidance from me, and more about peer-to-peer reinforcement.

I believe the notion of safe space and open communication is especially important for young people today, many of whom feel helpless or overwhelmed amid global uncertainties. It was encouraging to see more young people becoming aware of systemic issues and recognizing the broken aspects of existing systems, while also choosing to support one another. The systemic gaps may always exist, but I hope the good intentions within YAF can amplify the positive work of young people and help guide the next generation forward.



Nadia Putri R.
Regional Co-coordinator of
Global Youth Biodiversity Network (GYBN) Southeast Asia
(YAF 5.0 Learning Circle Mentor)



Reflection from Participants

Behind each part of the YAF journey are personal experiences that cannot always be captured through structure alone.

These reflections offer a glimpse into how the process was lived—how participants made sense of what they encountered, and how the experience began to shape the way they think, act, and relate to the world around them.



“YAF changed how I understand change. It does not begin with solutions, but with the ability to understand reality more deeply.”

– Nadia Atika Amrin

This program created a learning space that goes beyond outputs. It emphasizes reflection, sensing, and a deeper understanding of social context.

I learned that defining problems cannot be rushed. It requires the ability to be present, to listen, and to truly understand before responding.

This process reshaped how I see my role—not just as someone who implements programs, but as someone who creates space for reflection and awareness in every process I engage in.

“I realized that I am not a superhero who can fix everything. But I can choose to show up and be present in a meaningful way.”

– Risa Maulegi Suryana

Throughout YAF, I went through a reflective process that helped me understand myself, strengthen my intentions, and engage with different perspectives.

I learned that change does not always have to be big. Even small actions, when done with intention, can create real impact.

From this, I commit to taking small but consistent steps. Listening more carefully, reflecting more often, and staying present in the work I choose to do.



“I feel like I would regret it for the rest of my life if I hadn't joined YAF 5.0.”

– Dea Aprilan Berkam



YAF gave me the space to return to myself. Not just to learn, but to understand and make sense of what I have been going through.

Throughout the journey, I developed new habits such as journaling, sensing, and using tools like the iceberg model and Theory U. These helped me become more aware of myself and my surroundings.

One of the most memorable moments was during the field visit. Seeing real issues in the community made everything feel more grounded. The sensing journey helped me understand situations more deeply, while sculpting allowed me to be honest with myself in ways I had not experienced before.

Through this process, I learned to accept my imperfections, quiet the critical voice in my head, and focus on what I can actually do.

I feel more productive after YAF, even though I am still in progress. I am beginning to understand that change does not come from overthinking, but from taking action.



“YAF helped me see problems from a wider perspective and approach them more thoughtfully.

– Rizky Aulia Isyatami Hidayat

Throughout the program, I gained new insights that changed how I understand challenges. I began to see issues not just from one angle, but as part of a larger system.

Tools like the iceberg model and practices around awareness helped me think more clearly and structure my ideas better. I also became more mindful in how I respond and take action.

The experience, especially during field visits, made me realize how important it is to stay open and connected to real contexts when trying to create change.

“The biggest shift for me was realizing that I am a central part of the change I want to create.

– Kornelia Bernedecta Lie

YAF gave me the space to pause and reflect on myself. It was not always easy to process everything, but over time, I began to notice real changes in how I think and respond.

I became more aware of my own reactions and more grounded in how I approach my work. This awareness helped me bring more clarity and structure into the projects I am involved in.

What I learned in YAF is not something I leave behind. It continues to shape how I make decisions and how I show up in different spaces.



“YAF changed how I move. It is not about how fast I act, but how present I am in every step

– Rasib Adam



Before joining YAF, I often found myself busy with activities without really being present. This program helped me slow down and pay attention to what truly matters.

Through mindfulness and reflection, I became more aware of the small things that shape the bigger picture. I learned that being a change-maker is not about rushing, but about moving with intention.

Now, I feel more ready to return to my community, not just to bring solutions, but to create spaces where people can grow together.

What remains from this journey is not only what was learned, but what has shifted.



In how participants see themselves.
In how they understand the world they are part of.
And in how they choose to move forward from here.

The work does not end with the program.
If anything, this is where it begins; carried in the way they think, the way they act, and the choices they continue to make beyond this space.



Enabling the Journey

With Gratitude

This journey would not have been possible without the support of those who chose to be part of it.

To our sponsors and partners, thank you for your trust and for believing in the importance of creating spaces where young people can learn, reflect, and grow. Your support has helped make this journey possible in ways that go beyond what can be seen.

Sponsor



Community Partners



Site Visit Partners



Astungkara Way



Magi Farm



Divers Clean Action



IDEP



With Appreciation

To those who shared their time, experience, and perspective, thank you for being part of this journey.

Quentino Junandar

ANGIN Advisory
(YAF 4.0)



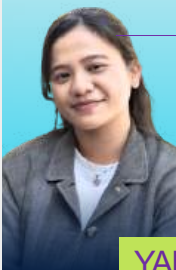
Sovia Hariyani

trashherobelu
(YAF 4.0)



Sinartika

Beasiswa Timur



Ashar Ilyasa

SDSN Youth
Indonesia



Mentors and speakers brought more than knowledge into the space. Through their presence, they offered guidance, challenged thinking, and helped shape a learning process that is grounded in real experience.

Speakers

YAF 5.0 - Info Session

Wisnu Saputra

DI Network



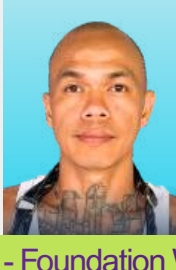
I Dewa Ayu A.

Yayasan Sinar
Harapan Bali



Indra Leonardo

FABATA



Andrian Dwi K.

Senang Eco
(YAF 1.0)



Ir. Ketut Rawi A.

Eco Enzyme
Nusantara



Speakers

YAF 5.0 - Foundation Workshop | Youth Dialogue Studio

Iben Ismarson

SEBUMI
(BEKAL 1.0)



Intan R.

Lestari Jamuku
(YAF 2.0)



Puri Lestari

Profesional Fasilitator
(IDEAS Asia Pacific)



Alissa Wahid

Gusduran
Network Indonesia
(IDEAS 6.0)



Fara Devana

Kitabisa
(BEKAL 4.0)



Fito R.

Koalisi Ekonomi
Membumi
(BEKAL 4.0)



Speakers

YAF 5.0 - Action Lab

Atikah Risyad

FAM Rural
(BEKAL 3.0)



Yusup Jamaludin

Jakarta Business
School
(YAF 1.0)



Nadia Putri R.

Global Youth
Biodiversity
Network (GYBN)
Southeast Asia



Wahyuni Shalatan

PT Forestwise
Wild Keepers
(BEKAL 4.0)



Heri

Kolektif
(BEKAL 3.0)



Eva K. Sundari

Board
Partnership for
Governance
REASON



Ahmad Arif

Nusantara Food
Biodiversity
(BEKAL 3.0)



Mentor

YAF 5.0 - Action Lab



With Appreciation

To the Team & Committee behind the program

Kang Yoto

Chancellor



Cokorda Istri Dewi

Senior Advisor



Shobi Lawalata

Director of Academic & Learning



Behind every meaningful journey is a team that holds it all together. Through their dedication, collaboration, and care, the program was brought to life with intention and heart.

Thank you for the work behind the scenes, the countless moving parts, and the commitment that made this journey possible.

Israruddin

Director of THK Forum Initiatives, Partnership & Policy Lab



Pramita Indrarini

Learning Division Manager



Moch. Ridwan

Partnership Coordinator



Namira Iriawan

Program Assisant - Center Future Knowledge



Marlina Ayuningtias

Program Coordinator - Center Future Knowledge



Sydney Pricilla

Program Management Officer



Hidiyati Azizah

Program Assisant - Center Future Knowledge



Robi Kurnia

Marcomm Manager



Mirna Nuriana

Secretary



Alex Desmytre

Program & Partnership Officer



Fajar Islahudin

Senior Graphic Designer



Indra Zaka

Graphic Recorder



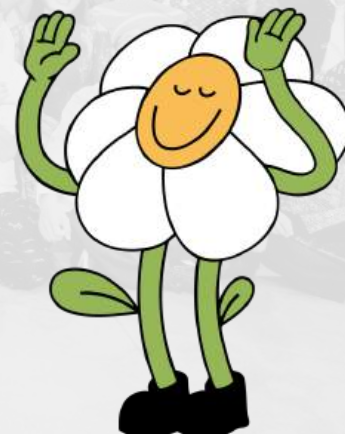
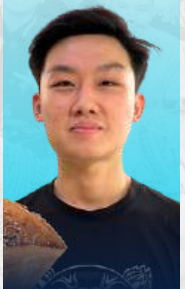
Kian S. Simbar

Intern Graphic Design



Reinaldo Edbert

Intern Marcomm



**In a complex world, leadership requires more than action.
It requires awareness, reflection, and the ability
to engage with systems.**

**Youth Action Forum
contributes to this by cultivating leaders who are prepared
to navigate complexity and create meaningful change.**

**More About
Youth Action Forum:**





**YOUTH
ACTION
FORUM**
Penggerak Akar Rumput 5.0

**The Fifth
COHORT**

Organized by



Supported by

