



A quarterly publication of Makerere University Business School Leadership Centre

P.O. Box 1337 Kampala - Uganda.

Tel: 0414-220818. Website: www.leadershipcentre.mubs.ac.ug Email: Leadershipcentre@mubs.ac.ug

January - March 2013, Volume xxii

ENABLING THE YOUTH TO SUCCEED IN LIFE



The youth during a Campfire fun night. This was after a long day of class and experiential learning exercise. During the 3rd Youth Camp

Prof. Maggie Kigozi one of the women who have accomplished much as a business person, a woman and a manager advised young people to have an “I can attitude” and this would enable them think out of the box and face the tough world. Prof. Waswa Balunywa the MUBS principal argued the youth to always set goals if they wanted to achieve anything.

See full story on page 2

Inside this Issue

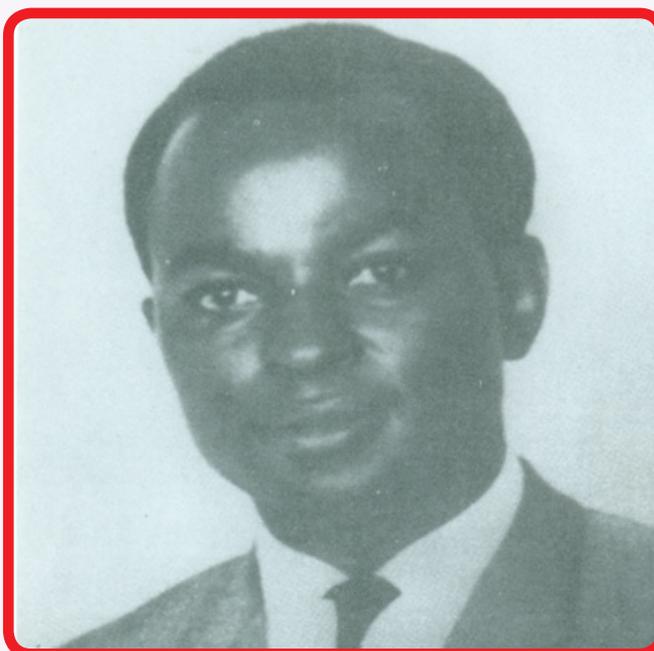
- » Third Annual Youth camp.....2
- » What you do not know about Leaders.....3
- » International women’s day.....4
- » Leadership by Peter Drucker.....5
- » Corporate Governance.....6
- » A profile of Hugo Chavez.....7
- » A profile of Hon. Miria Matembe.....8
- » Leadership by Prof. Waswa Balunywa.....10
- » The 4th Annual International Leadership Conference.....11
- » New year Centre’s calendar.....12

Who Was John Kakonge

Leaders provide vision to followers that enables followers achieve goals. This is true for organizations and nations. Things that have happened all over the world have been initiated by leaders but who are these leaders. Uganda’s history has major milestones, all these were a result of actions by some leaders. Being predominantly a kingdom area, Uganda remembers some of its outstanding kings, however there are some leaders who impacted on Uganda but we don’t remember or even know them. John Kakonge was once such a leader. Michael Kawalya Kagwa was another.

To speak about these two leaders was Rt. Hon. Kirunda Kivejinja former Deputy Prime Minister and Ambassador Kintu Nyago, Former Deputy Principal Private Secretary to

Continued on page 3



Jonh Kakonge (RIP) pictured in his days

The 3rd Annual International Youth Camp

“Enabling the youth to succeed in life”

Continues from page 1

He advised them to have the right attitude knowing that nobody owed them a living and if they did not have the right attitude to work, they would not achieve anything.

Hon. Matembe told young people to develop passion like herself to be able to move a head. She said. Youth like women were powerless and voiceless. This meant that they were at the mercy of powerful people and it was rare that the people cared about the powerless and voiceless.

These were among the key speakers at the 3rd Annual International Youth Camp that was held between Jan 15-19, 2013. The Camp was organized by the MUBS Leadership Centre along with the Entrepreneurship Centre who together focused most of the activities on developing young people, mentoring them, giving them knowledge and building their skills in Leadership, teambuilding and business start up.

The Director of the Leadership Centre Ms Regis Namuddu in her opening remarks welcomed the participants and urged everybody to join the centre as members.

She told the young people that without the right leadership skills they would not be able to succeed in their lives and move a head.

They had to be able to develop a mission for themselves as team players focus on other people

rather than themselves, and be able to share their visions with others.

This way, she said an individual can get to develop his/her potential and be able to lead meaningfully in society.

Ms. Diana Ntamu the Director of the Entrepreneurship Centre in her welcoming remarks argued the young people to be hard working and focus on their goals so as to be successful like how other successful business people were.

Ms Betty Tibaleka of the “Untold story” fame encouraged young people to acquire life skills education was intended to let people achieve their life goals but it only helped if one understood what skills were necessary to lead in life.

The camp had a series of activities including; sports, camp fire, goat roasting, games and variety of other exciting activities that kept the young people busy.

Young stars shared their life story backgrounds. Other people who spoke to the students included; Maureen Tweyongyere, Silver Kyagulanyi, Rachael Mindra among others.

The youth camp is one of the activities organized by Leadership and Entrepreneurship Centres as part of objectives to develop leaders in the country and promote best leadership and governance practices and to develop the culture of entrepreneurship.



Prof. Waswa Balunywa principal MUBS sharing with the youths



Hon. Miria Matembe conducting a session



Some of the participants presenting their work



Mr. Silver Kyagulanyi performing one of his favourite songs



Ms Betty Tibaleka (Centre) in a group photo

What You Do Not Know About Your Leaders

Continued from pg 1

H.E the President of Uganda and recently appointed as Uganda's deputy Ambassador to the United Nations.

John Kakonge was born in Bunyoro and went to study in India in the University of Delhi in the 1950s where he joined student politics and was acknowledged as a prominent students' leader. He was responsible for bringing Africa's Independence to India's political Agenda. He was mentored by Jawaharlal Nehru, India's first Prime Minister.

Kakonge returned to Uganda and decided to join politics rather than being employed. He was a mass mobilizer who developed trust with people. He was one of the founders of UPC and founder Secretary General of the party.

He was a nationalist who mobilized people at the grassroots and contributed greatly to the success of UPC and to its victory in pre independence elections. Kakonge endorsed the alliance between UPC and Kabaka Yekka which saw the UPC win the elections in 1962.

However Kakonge was betrayed by the party leaders when they locked him out of parliament, though Kakonge later joined parliament, he had become a victim of political intrigue.

Kakonge is remembered for being a nationalist, a person who struggled for Uganda's Independence, a mass mobilizer who gave his life to see Uganda Independent. Kakonge was thrown out as Secretary General of UPC through the manoeuvres of UPC leadership.



Ambassador Kintu Nyago talking about the Ugandan nationalists



Rt. Hon. Kirunda Kivejinja



Attentive participants



Some of the Participants at the seminar

Ambassador Kintu Nyago added that Michael Kawalya Kagwa was one of the pioneer Ugandan African barristers, who however sacrificed a promising private practice for exemplary service on the bench.

In the 1960s, Kaggwa declined President Obote's offer to become Uganda's first African Chief Justice, though he accepted to be appointed first Ugandan President of the Industrial Court. Businesswise, Kaggwa wisely invested the substantial fortune he inherited to expand his family's agricultural estate in Mukono and to establish a large commercial farm at Kaweeri, Mubende.

Ms. Regis Namuddu in her closing remarks thanked speakers for sparing their time to share their experience and knowledge about Ugandan leaders who make a contribution to the development of the county.

She appreciated Rt. Hon. Kirunda Kivejinja for the continuous support to the Leadership Centre Seminars and sharing his wealth of knowledge on issues to do with Uganda's politics.

In a special way she thanked Prof. Waswa Balunywa for having built a wonderful social network of prominent people.

in the country who are always at hand when invited to speak at the Seminars.

She thanked all those who participated in the Seminar and urged them to learn and practice what the speakers shared with them. She then invited all to a cocktail.

MUBS CELEBRATES THE INTERNATIONAL WOMEN'S DAY



Some of the participants at the MUB Womens Day Celebrations



(L-R) The Discussion panel Mr. Fredrick, Ms. Deborah (session chair), Ms. Lucy and Ms Regis Namuddu

In an attempt to bring equality between men and women the United Nations declared March 8th as the International Women's day. On this day countries take stock of the affairs of women in their countries to establish how far they have gone in bringing women to the main stream. Traditionally women have been denied certain rights and opportunities which have resulted into inequality between men and women.

The biological differences between men and women had been exploited to make women subservient to men. This has denied women access to education, ownership of property and prevention of women taking up leadership positions in organisations and even society.

The attempt that had been made to empower women includes legislation, affirmative action and usage of other means to streamline the role of men and women. The MUBS Women Forum which groups together the Leadership Centre, the Entrepreneurship Centre and Career Guidance Unit work together through out the year to sensitize both men and women about women's rights especially the young girls who are preparing for careers as managers.

On the women's day different speakers are invited to share the experience and bring out lessons on how best women can be empowered. The day celebrations

were managed by Mr. Patrick Ezaga who involved participants in self introductions. The forum was honoured with people from various organisations like HIAS, OXFARM, FOWODE, and Icon Gideon Children's Centre besides MUBS staff and students.

Key speakers were Ms.Maureen Tweyongyere, Ms.Regis Namuddu, Ms Daina.N.Ntamu, Ms.Barbara Kemigisa, Ms.Shamilah Kugonza, Ms. Salome Atim, and Ms. Deborah Serwada.

Ms Maureen Tweyongyere made an overview of the MUBS women forum. She said that the Fora were intended to address issues that affect women nationally and internationally and that they have so far carried out different activities like car wash to support girls who are under privileged to access post secondary education.

Hajati Ssebyala in her presentation, urged participants to engage in planting trees to avoid challenges like; earthquake, lightening and floods.

She said that there was need to make environmental protection as our number one priority in the country.

The MUBS Guild Minister for ladies affairs Ms Shamillah Kugonza talked about challenges girls face at University like Shortages of finance, and failure to cope with cultural changes.

To continue on page 9

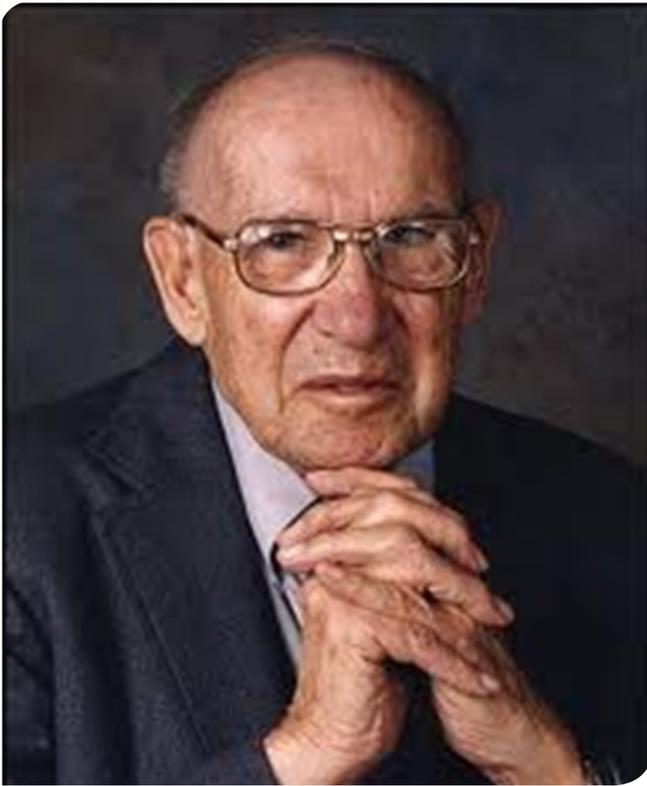


Participants singing the women's Anthem at the end of the event



Reactions to presentations

How Did Peter Drucker See Corporate Responsibility?



According to Peter Drucker, “Leaders in every single institution and in every single sector, have two responsibilities. They are responsible and accountable for the performance of their institutions, and that requires them and their institutions to be concentrated, focused, limited. They are responsible also, however, for the community as a whole.”

Peter strived to make business leaders see the community as the responsibility of the corporation. He called on leaders to embody “the Spirit of Performance” by exhibiting high levels of integrity in their moral and ethical conduct; focusing on results; building on strengths; and leading beyond borders to meet the requirements of stakeholders, ultimately serving the common good.

“It is my passionate belief that leadership is a matter of how to be, not how to do. Yet it is what leaders’ do that others see and judge, not what leaders are. So what can a leader do?”

The world continues to be more connected and more than ever the actions of organizations are scrutinized by the media and the public. Having an effective appreciation and approach toward corporate social responsibility and ethical, principled leadership is essential. The need to make a profit should be balanced with fair trade, sustainability, corporate social responsibility, and other ethical principles. diverse,

inclusive community that cares about all of its people. For leaders in all three sectors there is a new appreciation that when we build the healthy community, it is for the greater good.

Ignoring externalities threatens excellence, ethics, and engagement in organizations, but addressing these externalities can transform challenges into opportunities. When we truly focus on the common good, service is a privilege not a chore but a remarkable opportunity.

And even for a leader with little concern about the greater good, there is the reality that a sick and ailing community cannot produce the healthy, energetic, productive workforce our enterprises demand if indeed they are to be viable and even present at the end of this turbulent decade. The bottom line of every social sector organization is “changed lives.” That is possibly why Peter Drucker said, “It is the social sector that may yet save the society.” But only in collaboration with our partners in the private and public sectors can we move beyond the walls and build this essential, cohesive community.



Drucker enjoying good moments

Drucker's Leadership Quotes

“Almost everybody today believes that nothing in economic history has ever moved as fast as, or had a greater impact than, the Information Revolution. But the Industrial Revolution moved at least as fast in the same time span, and had probably an equal impact if not a greater one.”

“Plans are only good intentions unless they immediately degenerate into hard work.”

“The most important thing in communication is to hear what isn't being said”

“Whenever you see a successful business, someone once made a courageous decision”

Corporate Governance

Managing Culture in Organizations

Corporate culture is really a kind of image for the company which top management would like to project. The image of the organization differs according to where you view it. Even in companies with strong cultures the social distance between senior management and shop floor reality can be very wide. Cultures are hardly planned or predictable; they are the natural products of social interaction and evolve and emerge over time.

So is it valid to allow such a notion of culture to give way to a version of managed consensus? Pettigrew believes that cultures can be shaped to suit strategic ends. He has in mind the idea that organizations have the capacity to transform themselves from within. Even if cultures can be managed is this necessarily a good thing? Willmott (1993) has fashioned a tough challenge to what he calls corporate culturalism.

This is the tendency for culture to be promoted as a device for increasing corporate effectiveness.

Organizational culture

Organizational culture includes an organization's expectations, experiences, philosophy, and values that hold it together, and is expressed in its self-image, inner workings, interactions with the outside world, and future expectations.

It is based on shared attitudes, beliefs, customs, and written and unwritten rules that have been developed over time and are

considered valid.

Also called corporate culture, it's shown in;

1. The ways the organization conducts its business, treats its employees, customers, and the wider community,
2. The extent to which freedom is allowed in decision making, developing new ideas, and how power and information flow through its hierarchy

Culture and the management of change

If real change is to occur in organizations rather than cosmetic or short lived change, it has to happen at the cultural level. Corporate culture has many powerful attractions as a lever for change. The problem is how to get a hand on the lever.

Firstly, cultures can be explicitly created you have to be aware of what it takes to change an existing culture. The ability of companies to be culturally innovative is related to leadership and top management must be responsible for building strong cultures.

Leaders construct the social reality of the organization; they shape values and attend to the drama and vision of the organization.

Culture is frequently counter posed to formal rationality in this sense culture helps to resolve the dilemma of bureaucracy; formal procedures are necessary for business integrity but they also stifle autonomy and innovation.



Leadership Quotes

“Injustice anywhere is a threat to justice everywhere”

Martin Luther King Jr.

“Faith is taking the first step even when you can't see the whole staircase”

Martin Luther King Jr.

A genuine leader is not a searcher for consensus but a molder of consensus.

Martin Luther King Jr.

Be careful the environment you choose for it will shape you, be careful the friends you choose for you will become like them.

W. Clement Stone

Leadership is the art of getting someone else to do something you want done because he wants to do it.

Dwight. Eisenhower

Hugo Chavez's Brief Profile

Hugo Rafael Chavez Frías was born on July 28, 1954, Sabaneta, Barinas, Venezuela and died on March 5, 2013.

The Venezuelan politician was president of Venezuela 1999–2013. Chavez styled himself as the leader of the “Bolivarian Revolution, a socialist political program for much of Latin America who was named after Simón Bolívar, the South American independence hero.

Although the focus of the revolution has been subject to change depending on Chavez's goals, its key elements include nationalism, a centralized economy, and a strong military actively engaged in public projects.

Chávez grew up in Sabaneta, a small town in the south-western plains of Venezuela. He was the second of six surviving children His parents, both schoolteachers, did not have enough money to support all their children

As a teenager, Chávez was heavily influenced by José Esteban Ruiz Guevara, a local historian, who introduced him to the teachings of Bolívar and Karl Marx, the German philosopher who was one of the



fathers of communism, both of which had a profound impact on Chavez's political philosophy.

In 1971 Chávez entered the Venezuelan Military Academy in Caracas, the national capital, not because he wanted to be a soldier but because he dreamed of becoming a professional baseball player, and the academy had good baseball coaches.

On February 4, 1992, Chávez and a group of military officers led an attempt to overthrow the government of Pres. Carlos Andrés Pérez. In 1998 he won the presidential election with 56 percent of the vote.

After his election in 1998, Chavez became known around the globe for railing against the United States, nationalizing parts of his country's vast oil reserves, and focusing his nation's spending on the poor.

Venezuelan President Hugo Chávez died after a battle with cancer. He was 58 years old.

Lessons

- Nationalism
- Endurance
- Empathy
- Persistence
- Love and care
- Love for development
- Innovation



Hugs with his daughters



Thousands march with the coffin which contained Chavez's remains



Mourners took to the streets in parts of Venezuela

Dr. Miria Rukoza Koburungi Matembe, Former Member of the Pan-African Parliament

Miria Matembe was born on August 28, 1953. She is currently the Director of the (CEWIGU). She is co-founder of Action for Development (ACFODE) in Kampala, and a former member of parliament representing the Mbabara district of Uganda until 1989 as a former Minister of Ethics and Integrity.

She also represented her country as a member of the Pan-African Parliament, where she served as chairperson of its Committee on Rules.

As former Minister of Ethics and Integrity, from 1998 to 2003, she formulated the government's policy on corruption, and helped set standards of ethics for professionals in public office.

A former commissioner of the Uganda Constitutional Commission, she later served as delegate to the Constituent Assembly that promulgated the new national constitution in 1995. In 2002 she published a book entitled "Gender, Politics and Constitution Making in Uganda" where she documents her experience in bringing gender issues to the forefront of national politics.

Lessons

- Confidence
- Empathy
- Intelligence
- Knowledge sharing
- Independent mind



Miria Matembe was known as Rukoza Koburungi Miria in her childhood days. She studied in Bweranyange girls and later joined Namasagali girls. Miria graduated from Makerere with a degree in Law.

She is married to Mr. Matembe with four sons.

Even in her childhood days Miria had an outstanding personality, she was a no nonsense person who struggled for girls' rights. She never allowed boys to intimidate her or intimidate any woman that were in her surroundings.

Today Matembe is the most controversial woman politician in Uganda. A born again Christian, Matembe has been struggling for gender equality and clean politics. As a lawyer, she focused on human rights and constitutional Law.

She claimed international speaker who inviolably invited by different foras worldwide to share her experience as a human right and woman activist.

From her humble roots in Rutooma village Kashaari in Mbabara district, she has risen to be unclaimed natural and international personality.



Hon. Miria Matembe received an award for her contribution for this nation



Hon. Maria Matembe in a talk show on NTV



Hon. Miria Matembe talking to the youth during the Youth Camp at Makerere University Business Schools in January 2012



Prof. Mondo Kagonyera handed a gift to Hon. Miria Matembe at the 3rd Annual International Leadership Conference

MUBS Women's day Celebrations

Continued from page 4

The Director Leadership Centre Ms. Regis Namuddu in her presentation said that talking about women empowerment will not stop because the number of women in leadership or management positions is not substantial as yet. She said that women are still facing challenges at the workplace. Challenges like; outright rejection, taken as sex objects, balancing work and home among others. She concluded her discussion by informing participants that research findings show that women are less corrupt, accountable and that they can make better decisions. Therefore women just need to be supported at the workplace to ensure good governance.

Mr. Fredrick Ekakoro Etoori said that, Sexual harassment, bias towards girls, lack of career guidance in schools, were some of the challenges that shared at the forum. He said that those challenges reduce girl child's esteem.

The Director Entrepreneurship Centre Ms. Diana Ntamu said that, women lack access to information, they lack aggressiveness and confidence, family obligations are also against women because they have to look after their families. She urged parties concerned to commit more resources to support women, to clear road maps, and to provide information centres for women.

The forum was entertained by a young man Fred who is an orphan. He sang his song entitled "A bakyala Engine za basajja" praising women.

The song was so good to listen to and women had a good feeling as he sang, they appreciated him by giving him cash. Fred from Gideon children's Centre was introduced to the The organisers by Mr. Gideon the founder of that Centre which supports Fred.

Gideon urged participants to Support needy children, uplifting them to become useful citizen, just like Fred who has the talent to sing and able to prosper if supported.

Among the speakers was Barbra Kemigisha who gave her life experience as an Aids Victim. She contracted the disease from the relatives who made her addicted to sex at tender age. She encountered quite a number of challenges and her daughter also contracted the disease. She urged participants to join her in fighting against Aids. She said that, she has encouraged over 30 youth to speak out about their HIV status



Fred entertaining participants

and to ensure that Aids stops. It was an emotional moment as she narrated her story and most participants had great sympathy collected cash for her and more was promised to enable her pursue her mission of fighting the spread of Aids and dealing with stigma.

The International Women's day at MUBS activities were enriched by Hajati Ssebyala who offered a number of fruit trees to be planted at MUBS in commemoration of the day and as a promotion of keeping green and maintaining the environment.

The forum ended with great excitement and promises of doing better as far as women inclusion is concerned.



Barbra Kemigisha giving her AIDS testimony



(L-R) Ms. Shiphrah Lukwago, Ms. Victoria Byoma, Prof. Balunywa and all other participants made a sign of togetherness in support of Barbra



Greening at the International Women day MUBS celebrations. Left is Hajat Aphua Ssebyala, Ms. Regis Namuddu and Ms. Deborah Serwadda

The competences of a Leader



Leadership by Prof. Waswa Balunywa

Leadership like many other social concepts has no definite definition or meaning. It is not a classical science whose meaning would be empirically verified. In my work experience I have been in leadership and also observed colleagues work with people in their organizations and I have found that leaders have three major competences. One is to do with getting things done, the actual results and the other is dealing with people, the third is self mastery

If you are in a business situation getting things done is the skill required for business to be successful. It is how you manage the process of getting results. Similarly in a non- business situation it is still to do with the process of getting results. The skills of dealing with people are given different names, at times they are referred to as interpersonal skills, at times leadership skills. All those actions involved in recruiting, development mastery and managing people. The leader's effectiveness depends on how he develops these skills and how he uses these skills.

Being able to understand yourself as a leader, who you are, what drives you and how you exercise the competencies that you have. This is also referred to as self mastery. I will start off with the competence of being able to master yourself.

One of the most important skills one needs to have is the ability to manage oneself. Often times we do not know who we are. We assume we are very important people and in some cases we think we are the best God created for mankind. We develop huge egos which now and again explode in our faces. Self mastery is the ability to be aware of yourself, your strengths and weaknesses. Being able to say I do not know when you do not. Being able to control your emotions and avoid outburst and things that

when you think about them later alone you ask yourself why did I do that, being honest about your strengths and weaknesses, keeping your word and ensuring you are consistent with the things you say and do.

Self mastery also enables you to set out your personal goals, map out where you are going and use your strengths appropriately to your advantage. This competence is at the centre of the other competences. If you do not know yourself and cannot control yourself you cannot be an effective leader.

The other competence among others is the ability to take decisions. When you form teams YOU TAKE DECISIONS., when resolving conflict you take decisions, when you want results you take decisions. Leaders must take decisions, this one critical test to leadership effectiveness. The second set of skills is grouped together as getting results. It is okay for the leader to be people oriented to be able to build teams and to be the master of oneself however, at the end of the day you want results. An organization without results has no basis for existence and cannot continue in the long run. Results are achieved through having several competences.

- *Knowing what is required in the situation you are in an organization is crucial*
- *For instance if you are in an organization producing something, the results are in what units you produce. As leaders you need the ability to see ahead, plan ahead, acquire the necessary resources and move the organization towards the intended results. As a leader therefore you need to understand the process and have the competence to manage the process.*
- *Good results are a result of efficiency of the process. A leader therefore must possess these result oriented competences to be effective.*

The other set of competence is the interpersonal or people skills also referred to as leadership skills, these include ability to communicate, manage conflict, build teams, motivate people and take decisions. Leaders must get a competence to communicate, listen to people, use their body language and saying things to people in such a way that people are able to understand and perform their tasks. The other competence is the ability to develop teams. These are work situations where you need a team bringing complementary skills together, getting a common objective and setting the rules by which people work. Human beings are inherently selfish; bringing them together in a team requires high skills. The other competence a leader requires to be effective is to resolve conflict. Conflict is inevitable in all situations an effective leader must create harmony in all situations. (The word he includes she)



Makerere University Business School Leadership Centre



Call for papers & Invitation to attend the Conference

4th Annual International Leadership Conference (AILC)

About the Conference

The Leadership Centre announces the 4th Annual International Leadership Conference under the theme
"Empowering the Youth to lead the Future"

Introduction

Unemployment, climate change, poverty, HIV/AIDS, women exclusion continue to be the burning items on the world agenda. How they are handled today will shape the future. Today's leadership must provide the guidance necessary to ensure reduction of poverty and sustainability of development besides addressing the social ills like unemployment and HIV/AIDS.

That future as is commonly said belongs to the youth. The youth need to be mentored and nurtured into a leadership that will provide the guidance to create a better world one with sustainable resources. But the youth themselves are leaving the problem of the future. There are many unemployed youth, high prevalence of HIV/AIDS among the youth, the concerns for social unrest, high use of drugs is for the youth. It is leadership that will determine and shape the events that resolve these social evils and create a world in which there is less poverty, less social unrest, access to resources and development and sustainable development. The youth need to be sensitized about these issues. They need to be part of the current leadership and to be prepared to take over future leadership which will ensure and equitable and peaceful world.

The 4th Annual International Leadership Conference is causing a discussion on the role of the youth, the need to empower the youth to be aware of these problems under the theme ***"Empowering the Youth to lead the future"*** Scholars, researchers, policy makers and practicing leaders are invited to present research reports, cases and experiences on this broad theme or most specifically on the following sub themes;

The Subthemes

The Leadership Week: Series of activities

- **Training programme**
- **Exhibition of Books, Leaders, Photos, and Profiles**
- **Academic International conference-Types of presentations; case study, poster and electronic**
- **Corporate governance conference**
- **Guild leaders session**
- **Cultural gala**
- **Excursion**
- **Leadership visits**

Schedule for conference papers submissions
Submission Deadline for abstract of not more than 500 words

March+ 30, 2013: Deadline for submission of abstracts

April 15, 2013: Confirmation of successful abstracts

May 15, 2013: Deadline for submission of full papers

Please submit the papers in electronic format (PDF Files only) to

leadershipcentre@mubs.ac.ug OR ratukunda@mubs.ac.ug

Note: Successful papers will be published in the Makerere Business Journal (MBJ) and Journal of the Horn of Africa

For detailed information, please check our Conference website <http://www.ilc.mubs.ac.ug>

CONFERENCE DATES: 24-29, JUNE 2013

Conference Director, Regis Namuddu

Phone contacts +256 414220818, +256 712836007, +256 703226277



Lead To Serve

CONFERENCE REGISTRATION FEES

International Participants US \$ 250 Local Participants Ug Shs 375,000

SPECIAL OFFER!!!!

Early Bird -registration by May 30, 2013

FEES: International participants \$200/save \$50

Locals Ug Shs 300,000 save 75,000/=

Please consider the offer and pay in time to enable better preparations

MODE OF PAYMENT:

Account Name: MUBS Leadership Centre

Local Currency (Ug. Shillings) by cheque or Cash to Barclays Bank

Hannington Road A/C No.6003524750

US Dollars (\$) to Barclays Bank of Uganda Ltd.

Plot 16 Kampala Road Branch,

A/C Number 0344025878

Swift code BARCUGKX

Website <http://www.ilc.mubs.ac.ug>

New Year Centre's Calendar Jan -June, 2013



Ms. Regis Namuddu
Director Leadership Centre

Dear Friends,

Belated Happy New year!

Another year and another opportunity for us to work together to improve our leadership skills and governance in the country

I would like to take this opportunity to inform you of the upcoming events in the first 6 months 2013 as shown in the table below.

Join us as to enable us achieve our vision

"A centre for Research, Training, development of leaders and best leadership and governance practices"

The international Women's day 8 March 2013

Thank you all who participated in the MUBS International Women's day celebrations. Thank you for supporting the women in a bid to secure their rights in this evolving social world. This is an annual event and we invite you to the 2014 women's day celebrations at MUBS.

I would also like you to pay attention to our upcoming **4th Annual International Leadership Conference** to be held this year June 24-29. The theme of the Conference is **"Empowering the Youth to lead the future"**

Our schedule for the first six months is as below. Register for the programme you would like to attend
Inquiries 0414220818 / +256712836007. Join us as we discuss and propose solutions to the youth challenges.
We will be happy to interact with you.

"Developing Leaders and Best Leadership and governance practices" The MUBS Leadership Centre Activity

MONTH	ACTIVITY	DURATION
January	International Youth Camp	5 Days 15-19, 2013
February	Empowering Women to lead	2 Days 22-23, 2013
February	17 th Quarterly Leadership Seminar <i>Topic: "What you do not know about your leaders"</i>	1/2 Day 28
March	Women Forum	½ Day 8th
March	<ul style="list-style-type: none"> • Effective Board Management • Managing conflict 	2 Days 21 st -22 nd
April	Leadership in High Schools Training	2 Days 11 th – 12 th
April	Team building	2 days 25 th –26 th
May	Leadership and Change management	2 Day 23 rd – 24 th
May	18 th Quarterly Leadership Seminar <i>Topic: Corporate Governance</i>	1/2 Day 30 th
June	4 th Annual International Leadership Conference Theme" <i>Empowering the Youth to lead the future"</i>	6 Days 24 th – 29 th