

# MUBS Leadership Centre

# NEWSLETTER



LEADING TO SERVE

January - March 2019 Issue:

A quarterly publication of Makerere University Business School Leadership Centre

## INSIDE

Security Training	2
Skills Development Programme	3
Effective Board Management Training Programme	4
International Women's Day Celebrations 2019	5
Students Mentorship Training Programme	6
Say No To Drugs	8
Leadership Centre Reviews Its Strategic Plan	8
9th AIYC	9
The Late Christine Alalo	11



*Mr. Leo Kibirango, Governor Emeritus, Bank of Uganda one of the facilitators giving an overview of Corporate Governance at the Effective Board Management training for Soroti Fruits Limited Board of Directors at the C'Sand Suites, Jinja.*



*Mr. Charles Odongotho, (6th from right) Host and Moderator NBS Frontline falitated about Engaging the Youth in Transformational Change at the Annual Youth Conference 2019 held at MUBS, annex Bugolobi in a group photo with the participants*



**Prof Waswa Balunywa, Principal MUBS introducing Mgr. Dr. Lawrence Ssemusu as one of the key speakers at the Annual Women's Day 2019 celebrations**

## Security Training



The MUBS Leadership Centre in partnership with the bugolobi Local Council conducted a Leadership training for bugolobi flats security personnel on 26th February at MUBS annex conference hall.

### Introduction

The success of a nation and indeed of an organization depends on its leadership. Leadership is thus at the Centre of social, economic success. Leadership provides vision, guidance and nurtures followers into high peak performance. Leadership is said to be coalition building, inspiring others, taking people through journeys they have never been through. Leadership makes or breaks an organization and indeed nations. Leadership is at the heart of governance and economic success. The MUBS Leadership Centre was established with a view of developing best leadership and governance practices and the development of leaders in the country



### To Lead To Serve

#### Vision

A Centre for research, training and development of leaders and best leadership and governance practices.

#### Mission

To develop leaders and best leadership and governance practices in the region.

## About the MUBS Leadership Centre

### Overall Strategic Goal of the Centre

To be the leading research and training Centre in leadership and governance practices and create a database about leaders, leadership and governance matters



## Skills Development Programme

The School has a Skills Development Programme (SKIDEP) that is coordinated by the Careers and Skills Development Centre.

The objective of this programme is to differentiate MUBS students by offering them programmes in Leadership, Entrepreneurship, IT among

others which make them acquire knowledge ordinarily not given in the classroom. This programme has been going on for several years and many students have appreciated it. While it is organized by the Careers and Skills Development Centre, it is supported by the Leadership, entrepreneurship and ICT Centres

Every semester, over 3000 students are trained in leadership, Mr Zaid Mpaata along with Director Regis Namuddu have been the key facilitators of the Programme



**Mr zaid Mpaata**



**Ms Regis Namuddu**

## Pictorial of the International Women's Day Celebrations 2019



**Prof. Waswa Balunywa (L) and Prof. Moses Muhwezi (2nd R) joined cutting cake with some of the women that were celebrated on the Women's Day celebrations 2019**



**Then Ms. Joseline Kateeba, Managing Director, Crest Foam addressing participants at the Women's Day celebrations**



# Effective Board Management Training Programme

The MUBS Leadership Centre organised an Effective Board Management Training Programme for Soroti Fruits Limited Board of Directors from 13th to 15th, 2019 at the C'Sand Suites, Jinja.

The Board of Directors makes or breaks the organization. It may be supportive or divisive. Chief Executives can only succeed if the Board role is played clearly and effectively. So what is a Board?

It works as a trustees of the owner of the business and thus has the moral obligation to ensure organizational success. The activities and management of the Board are therefore very crucial for the success of the organization.

This Programme was intended to address the important questions of the function and management of Board affairs.

## Objectives of the Programme

To enable participants understand and the role of the Board of Directors in an organization.

- To expose participants to the process of strategy and policy formulation.
- Create an understanding of the relationships between the Board and Management.
- Enable Board members to conduct meetings successfully.
- Highlight the role of corporate governance in institutional success.
- Appreciate need for self and Board evaluation
- Understand the role of Board Committees in institutional management



*Mr. Leo Kibirango conducting a Board Performance and Evaluation session*



*The participants enjoying a yoga session with Prof Waswa Balunywa*



*Some of the participants of the programme*



*Ms. Regis Namuddu conducting a team building session*

## Facilitators



*Prof. Waswa Balunywa*



*Mr. Leo Kibirango*



*Ms. Regis Namuddu*



# International Women's Day Celebrations 2019

The MUBS Women Forum in partnership with Forum for African Women Educationists Uganda Chapter (FAWE-U) organized this year's International Women's Day celebrations on March 8<sup>th</sup>, 2019 from 02:00 pm to 05:30 pm under the theme: "Balancing for Better" at the MUBS ADB Building, Nakawa.

The biological and physical differences between men and women created inherent balance against women. The fact that women could not do the same things that men could do due to physical limitations perpetuated inequality between men and women.

Over the years, the inequality has been recognized as artificial and unnecessary. Efforts have been made to address it and one of the measures was establishment of the International Women's Day. This is the day to celebrate those achievements that have been made in advancing the cause of inequality of men and women despite their inherent biological and physical differences. A theme is identified every year which is launched on this day and is expected that throughout the year this theme will be used to rally the world in search for equality among men and women. This year the theme was **"Balancing for Better"**. This theme seeks to celebrate the little balance that has been achieved and also create awareness about the need for more balance in the world.

The MUBS Women Forum comprised of the MUBS Career and Skills Development, Leadership and Entrepreneurship Incubator and Innovation Centres has over the years joined the rest of the world



to mark this day to recognize the role, contribution and celebrate the success of women in celebrating equality between men and women. MUBS has achieved a tremendous deal in advancing the cause of equality between men and women and as result women are represented in top management of the institution and in academics, an increasing number of women have achieved higher degrees and indeed many are graduating with PhDs.

The MUBS Women Forum is intended to create awareness and sensitize women on their rights in society, fight against inferiority complex and prepare for leadership positions.

Prof Waswa Balunywa, Principal MUBS was one of the key speakers who recently won an international award for supporting women offered

a job to Jackie Chandiru the special guest of the day a renowned artist and former member of BLU3 who is recovering from drug addiction to sensitize the students against drug abuse. "For the past 8months i have been battling addiction" stated Jackie. "I urge everyone not to get into this because it has ruined my life. I can no longer wear short sleeved shirts and T-shirts because of the drug wounds which have failed to heal" she further said.

Among the other speakers that embraced the day was Mgr. Dr. Lawrence Ssemusu who read the audience a verse in the book of Proverbs chapter 31 which means women are risk takers and hardworking. Its important that women attain particular skills that will help them progress in their careers

*Continued on Pg. 7*





## Young Leaders Mentorship Programme

The MUBS Leadership Centre organizes a mentorship programmes for students at least twice for each semester to mentor students with leadership skills.

On February 21st, 2019 the Centre organized a mentorship programme under the theme: **“Being Different in Life.”** at the MUBS annex bugolobi from 07:30 am to 08:30 am.



## Commonly Accepted Principles of Corporate Governance

*continued from the previous issue*

### Summary Guidelines Developed by the Common wealth Association Corporate Governance(CACG)

#### **Principle 6 – Communication**

Ensures that the cooperation communicates with shareholders and other stakeholders effectively;

#### **Principle 7 – Accountability to Shareholders**

Serve the legitimate interests of the shareholders of the corporation and

account to them fully;

#### **Principle 8 – Relationship with Shareholders**

Identify the cooperation’s internal and external stakeholders and agree a policy or policies , determining how the corporation should relate to them;

#### **Principle 9 – Balance of Power**

Ensure that no one person or block of persons has unfettered power and that there is an appropriate balance of power and authority on the board which is, inter alia, usually reflected by separating the roles of the CEO and the



*Continued from Pg. 5*

he stated and condemned those that are lazy and challenged them to equip themselves with the necessary skills.

Then Ms. Joseline Kateeba, Managing Director, Crest Foam who advised the participants to be knowledgeable and identify what they wanted to achieve in life and go for it. "Women should grab the opportunities in the environment and you must not fear to fail but rather learn from them and move on." She emphasized.

Brig. Gen. Felix Kulayigye while addressing the participants emphasized that men have a responsibility of helping women grow to higher levels

of achievement and wisdom. "In this era where women are emancipated, ambitious and aggressive with their careers, all they need i Tender Loving Care (TLC)" he stated. It should be given in unlimited measures. Its not a favor but a responsibility he further challenged the men. "When you are tender to your wife, she will give you all what you want in a home" he said. He noted men must understand that men and women are different in many ways most especially int he area of needs. Women have needs that are significantly different than those of men and therefore need to be supported.

Prof. Moses Muhwezi, Deputy Principal MUBS further emphasized that "Women are the God's greatest

gift to man, we should cherish and protect them. A woman risks her life to give life at a the time of birth it is a mater of death and life, but she never gives up until the battle is over". H e thanked the Principal for spearheading things in the Institution and for pushing women to the front. He encouraged everyone to adopt to the culture of appreciating people when they are still alive in order to motivate them bring out their best.

He concluded by saying that, women play a variety of significant roles in society. They have a power to take civilization to great heights or even bring utter destruction by the quality of children they bear and their motherhood quality.



Chairman, by having a balance between executives and non-executive directors;

**Principle 10- Internal Procedures**

Regularly review processes and procedures to ensure the effectiveness of its internal systems of control, so that its decision making capability and the accuracy of its reporting and financial results are maintained at a high level at all times.

**Principle 11 – Board Performance Assessment**

Regularly assess its performance and effectiveness as a whole and that of the

individual directors including CEO

**Principle 12 – Management, Appointment and Development**

Appoint the CEO and at least participate in the appointment of senior management, ensure the motivation and protection of intellectual capital intensities to the corporation ensure that there is adequate training in the corporation for management and employees, and a succession plan for senior management.

**Principle 13 – Technology**

Ensure that all technology and systems

used in the corporation are adequate to properly run the business and for it to remain a meaning competitor

**Principle 14 – Risk Management**

Identify key risk areas and key performance indicators of the business enterprise and monitor these factors

**Principle 15 - Annual Review of Future Solvency**

Ensure annually that the corporation will continue as a going concern for its next fiscal year



## Say No to Drugs

by Prof. Waswa Balunywa

The MUBS Principal, Prof Waswa Balunywa has initiated a campaign of say no to drugs for the MUBS students. When interviewed about this professor said that usage of drugs in the country was an increasing problem and was affecting mainly the youth. He said his intention was to make MUBS a drug free institution but this was not an easy task. He said that at the International scene the usage of drugs especially in developed countries was wide spread and that drug lords had

started penetrating developing countries. He said that he was aware that many low income people were using drugs especially those who were involved in physical labour. He also said that while there was some control among sports personalities that it was still a big problem among sports personalities. He said that the biggest culprits however were the artists. Those who were singing and acting in movies. Many artists use drugs to enhance their performance and the

problem had turned into drug abuse. He said he had launched a campaign among MUBS students to say no to drugs. He said that while drugs initially gave people a good feeling when used frequently, it turns into an addiction. Subsequently when hooked, users may start having all kinds of pain and illness. He also said that many people run mad due to drug usage and that finally drugs kill. He appealed to students to say no to drugs



The Director of the Centre, Ms. Regis Namuddu called upon the members of the Leadership Centre team to think through the strategic plan of the Centre and be able to suggest ways ahead.

She was also keen at new ideas and requested that every member of the team brings some ideas on the five major areas of the Centre. The Centre is constituted by Ms. Maureen Basuuta, Mr. Arthur Akampa, Ms. Victoria Saiga and Mr. Godfrey Ofwono.



Ms. Maureen Basuuta  
Administrator



Ms. Victoria Saiga.  
Supervisor



Mr. Godfrey Ofwono  
Office Assistant



Mr. Arthur Akampa  
ICT Database  
Administrator

## Leadership Centre Reviews Its Strategic Plan



Ms. Regis Namuddu  
Director



# 9th Annual International Youth Conference



Ms. Regis Namuddu, The Director Leadership Centre, welcomed the participants to the 9th AIYC told the youth that they were very special category of people because they make to 75% of Africa's population but faced with a lot of challenges e.g. unemployment which comes along with other factors as poverty, redundancy, early pregnancies, drug abuse among others she stated. Therefore, that's why the Annual International Youth Conference is organized to guide the youth on how to face these challenges. It's upon each youth to work hard to "Stand out of the crowd".

The MUBS Leadership, Entrepreneurship, Innovation and Incubation, ICT, Career and Skills Development Centres & The Students Guild organised the 9th Annual International Youth Conference 2019 (AIYC) under the theme: **"Fostering Youth Inclusion in Development"** on March 21st to 23rd at MUBS Annex,



Bugolobi.

Prof. Moses Muhwezi started by thanking Ms. Regis Namuddu for inviting and honoring them for the Conference. "Am humbled to be here and before i welcome the Chair Council, said Prof. Muhwezi its an opportunity to share with you a few things." He urged all decision makers to involve the youth because they are the majority. "Unemployment is a challenge for this country" he stated. Institutions are graduating 400,000 youths every year and the jobs are 90, 000 in both the private and public sectors, you need to quickly reconfigure yourselves. Use your energy positively not wrongly.

As MUBS, we have put in place the right Programmes that is entrepreneurship and innovation, ICT, Career and Skills Development and Leadership to send out the right candidates when you graduate he further stated. I must applaud Prof. Waswa Balunywa for spearheading these programmes. And another thing is take this opportunity to ask you to run away from drugs, they destroy lives and kill



too and lastly acquire knowledge, have 50% of the subject you are talking about. Invest in learning even if its outside your profession.

He then thanked the AIYC organises, sponsors, Prof. Waswa Balunywa and the MUBS Council for the support and allowing MUBS to organize the conference and then invited the MUBS Council Chair, Eng. Isaac Ngobya to address and officially open the 9th AIYC 2019.

Eng. Isacc Ngobya started by asking all the gentlemen to stand up and they were all tucked in, he then thanked all the participants for being smart.

He then informed the youth that he had a lot to talk about but was amazed at the content the organizers had provided the participants and one of which was **"Skilling the Youth for Inclusion"** which was some of the conference sub-themes. "You take a larger path but you always be there," he stated. Those who are reading straight its ok, he noted but for those who want to go with the skilling and hands on, we have put out alot of administrators and managers but the technical side isn't looked at. As youth you have to make decisions and at the right time.

"When they tell someone has gone through technical education, you think they are failures, thats a total lie because am a product of technical schooling," he stated.

Don't be scared to be innovative, to

*continued from page 9*



start your own jobs and businesses. Not every body will be employed by the government he further stated. Dont get scared, he emphasized. You will be a manager of your self, be independent and make decisions you want to make.

“I would like to thank the organizers for training the young people and declared the 9th AIYC open. Have good discussions and take what is important, don't fear,” he stated. Please keep coming and when you seize to be youth, talk to others like they have been talking to you and may God protect and be with you. Thank you so much, he concluded.

The keynote address was given by Prof. Waswa Balunywa started by reminding the youths that this was their opportunity and time. And that there was no other time like this in University, therefore advised the youths to take it to develop fully their potential and have some bit of fun.

He continued to advise them to pick their friends well because there was a drug problem from peer influence, “say no to drugs that will kill you if unlucky the run you mad. Lets make this institution a different one.” And added that we can have envy but don't take it to negative energy.

Prof. Balunywa said that, in society the future belongs to the youth, so the question is how do you manage? Since statistics give that UPE students are 1.5 million, 70,000 disappear from that stage, S.4 200,000, University less than 150,000 students but Uganda and many Africans are poor because they don't have an income, yet it is our responsibility to grow the economy and change the society.

“there a number of vices associated with youths like unwanted relationship, pregnancies, drug abuse all of which are problems youths face.” Said Professor. He then advised that if not conscious of the environment you leave in you will express those problems. For teenage pregnancies, he said that when that baby is delivered it is poverty. Thus emphasized being careful with how youths select their friends and spend time. And advised that If you drink alcohol, do it in moderation because the more you drink, the more you sink your life.

Prof. discussed the different opportunities to shape affairs of the country and these were through; Shaping education, plan for this country, address the issue of population and corruption.

“Individually, do you have a mission in your life?” Asked Prof. He said that mission is something that confines you. But is not about you. To achieve it therefore needed one to you read, get skills for achieving that mission, which knowledge skills are acquired over time. He continued and said that one should have a good network that are to respect you only if you respect yourself and manage your emotions

He concluded by asking the youths to be confident and believe in themselves and prepare themselves, know what they want, get noted and create networks.

The facilitators were Patricia Lamour who talked about *“Education, Technology for Wealth in Africa”* , Mr. Charles Odongotho on *“Engaging the Youth in Transformational Change”* , Mr. Patrick Idingiri Salvado on *“Drug Abuse and Generational Loss”* , Dr. Ahmed Walugembe on *“My Role in the Social Economic Transformation of Uganda “* , Mr. John Baptist Bakireke on *“Writing your Life Story: The 14 Seeds we Need for International Growth “* , Mr. Charles Olupot on *“Digital Skills and Youth Employability”* , Ms. Diana Ntamu on *“Student Entrepreneurship: Graduating with a Profit”* and then finally *an Entrepreneurial Story* by Sadat Magezi.

### Some of the Facilitators at the Annual Youth Conference 2019



Ms. Patricia Lamour



Mr. Charles Odongotho



Dr. Ahmed Walugembe



Mr. Patrick Idingiri Salvado



Mr. Charles Olupot



Ms. Diana Ntamu



# The Late Christine Alalo

1970 – 2019



Alalo (2nd right) taking oath upon completion of the Police training at Kibuli Police Training School.



AU police officers leave Somalia at the end of their tour of duty - AMISOM



Alalo and her late husband Alex Kamujuni in 2003 at St Francis Chapel, Makerere University after they were wedded



Alalo receives newly deployed Sierra Leonean Formed Police Unit (FPU) officers in Somalia



The Late Christine Alalo Ugandan peace keeper working with AMISOM in Somalia. She was one of the passengers that were aboard the Ethiopia Air flight, Boeing 737 MAX 8 registration number ET-AVJ that crashed at Bishoftu, 60 km south of Addis Ababa, Ethiopia's capital on Sunday, 10 March 2019

Alalo was born in 1970 to Stanley Etori and Jane Apubo in Kalaki, Kaberamaido District.

But soon, Alalo, the ninth child in a family of 16, set out for Karamoja region, where she studied at Moroto Municipal Council Primary School up to Primary Five. She then moved to Teso, where she completed her primary level at Swairia Primary School in Soroti district in 1985. In 1986, Alalo joined Tororo Girls for O'level and then later joined Immaculate Heart Girls' SS in Rukungiri district.

She joined Makerere University for a bachelor's degree in social sciences' majoring in sociology and graduated in 1996.

It was through her endless travels that she met her husband, Alex Kamujuni Ahimbisibwe, but sadly,

Alalo, was widowed in 2004. She was left with a task of raising the couple's two-year-old and four-year-old children after Kamujuni was involved in a tragic car accident.

Alalo joined Uganda Police in 2001 as a cadet after graduating from Makerere University. Growing in Police Prior to university, Alalo had enrolled in a Police academy and when merged with her newly gained knowledge in sociology, her role in Police seemed to have found ground. With perseverance, hard work, patience and discipline, Alalo grew to the rank of Assistant Commissioner of Police rank according to Police statistics, held by only 11 women.

She worked with AMISOM till her death on 10 March 2019. After the sad news started circulating majorly on social media that she was among the 157 passengers that were aboard the Ethiopian flight, Boeing 737 MAX 8, the police first denied and said she was safe and okay claiming she had used a different flight. However, on Monday, 11 March 2019, Uganda Police came out with an official statement confirming Alalo's death.

**Source: wikipedia**



**Makerere University Business School**

*The Leadership Centre*

in partnership with

**Institute of Corporate Governance of Uganda**



# Call For Papers

# AILC 2019

**Entebbe, Uganda  
June 18th - 21st, 2019**

## THE 9th ANNUAL INTERNATIONAL LEADERSHIP CONFERENCE (AILC)

The 9th AILC will be held ON 18th - 21st 2019 under the broad theme :

### Main Theme:

## **“Economic Development: Does Governance Matter?”**

Economic Development involves growth in the economy and improvement of lives of the people in the country, while Economic Growth is simply what is produced in the country. Governance is based on the principles of participation, transparency and accountability at all levels. Economic policies may not adequately explain social economic transformation. Governance will help in moderating development and may therefore be a key player in the development process. The MUBS leadership Centre invites research papers, policy papers, literature reviews and case studies on the above broad theme.

### Sub-themes:

1. **Involvement of Women in Development.**
2. **Does Decentralization Contribute to Development?**
3. **Involving Youth in Development**
4. **The Role of Corporate Governance**
5. **Political Systems**

### Conference Registration Fee

International Participants: US \$ 250

Local Participants: Ugx 350,000

#### **SPECIAL OFFER!!!!**

Early Bird - Registration by June 6th, 2019

International Participants: \$200 **save** \$50

Locals Participants: Ugx 300,000 **save** Ugx 50,000

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 Number: 6003524750

**US Dollars (\$)** to Barclays Bank of Uganda Ltd. Plot 16 Kampala Road Branch

A/C Number: 0344025878 **Swift code** BARCUGKX

Conference Director:

Ms. Regis Namuddu

Contacts: +256 703226277 or  
+256 712836007