

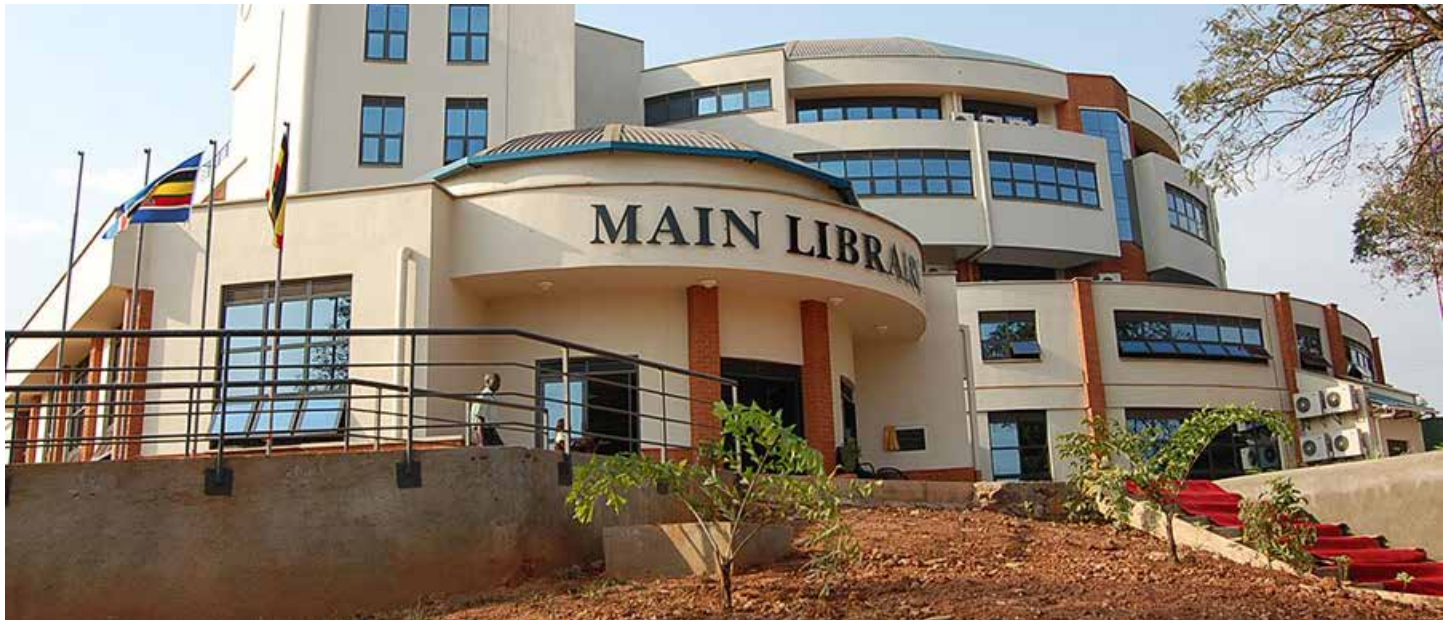
Mubs Leadership Centre

NEWSLETTER



LEADING TO SERVE

October - December 2016 Issue:



A quarterly publication of Makerere University Business School Leadership Centre



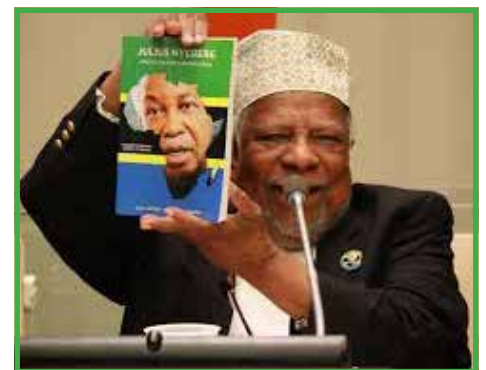
Gender Mainstreaming Seminar for Staff

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Leadership training for MUBS administrators

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Ali Mazuri

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About the MUBS

MUBS is the leading business and management education and training institute in the region. It provides opportunities to the young and old to develop their careers through different academic and post experience trainings programmes. It supports business and non business by providing HR with managerial competences .

About the MUBS Leadership Centre

The success of an organization and indeed of a nation depends on its leadership.

Leadership is thus at the centre of social and economic success. Leadership provides vision, guidance and nurtures followers into high peak performance. Leadership is coalition building, inspiring others, taking people through journeys they have never been through. Leadership is at the heart of governance and economic success.

The MUBS Leadership Centre is intended to create a database on and research into Leadership and Governance practices for development of leaders economic region.

Vision of the Centre

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

Mission of the Centre

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



Gender Mainstreaming Programme for Staff



Ms. Namuddu welcomed the Dy. Principal, Assoc Prof. Moses Muhwezi, the participants and the key speakers who included, included Dr. Sabrina Kitaka a renowned Pediatrician, Ms Evelyn Nyakoojo , a Gender specialist and Ms. Rachel Mirembe a Lecturer at MUBS. She also appreciated Ms. Abeja for giving them the opportunity to co-ordinate the Gender mainstreaming activities in MUBS.



Ms. Martha Abeja Manager strategy and projects at MUBS introduced the AfDB-HEST programme in detail and how far the project had gone. She informed participants that MUBS was among the beneficiaries of the project. She said the project was supported by the Government of Uganda to increase enrollment in science and technology disciplines which were viewed as development avenues. She applauded the Bank for enabling such useful programmes for MUBS. She also informed participants that the Gender Mainstreaming activity was one of the programmes that AfDB sponsored. She appreciated the Leadership Centre for organizing and holding the seminar and also extended apologies from an official from AfDB who was invited to the seminar and could not make it.



Strategy and projects office requested the Leadership Centre to coordinate activities of gender mainstreaming seminar that was one of the AfDB- HEST programmes .

The programme was sponsored by the African development Bank. The Centre planned to hold two seminars one for students and another for staff. One for the staff was held on Tuesday 4th, October, 2016 at MUBS Annex Bugolobi conference hall. The total participants were forty. The seminar started with the day manager Mr. Charles Olupot guiding participants through the days programme he then invited Ms. Regis Namuddu ,Director Leadership Centre to make the welcome remarks.

The Deputy Principal, Assoc. Prof Muhwezi Moses officially opened the seminar and thanked AfDB for promoting Gender Mainstreaming with other projects it has extended to MUBS. He thanked Ms. Abeja for ably coordinating the AfDB projects at MUBS. He also thanked the Leadership Centre for organizing and conducting the seminar. He promised that MUBS would continue to support such seminars. He informed the participants that MUBS is very sensitive on Gender mainstreaming issues and allows equal opportunities for all staff. He also noted that women representation in top management positions in MUBS was good. He recognized the women in top management that were in the seminar. He once again thanked AfDB and wished the participants good deliberations.

Becoming a Leader Training for MUBS Support Staff

MUBS Training for Supervisors in Leadership Skills Improvement

As part of MUBS HR activities, various employees get trained periodically to provide knowledge and or enhance skills. The supervisors among the support staff attending a phased leadership training programme. The programme is focusing on the role of a supervisor, how supervisors act as a leaders and managers and how to improve their effectiveness. A total of 25 supervisors from different units of the school are undergoing a training

One of the participants had this to say

“The training has enabled me reflect on issues that were hindering my performance especially the sessions on time management and also distinguishing between what is urgent and important. I am now more aware of these issues and am sure, my performance is going to better after this training”



When Failure Gets You by The Heart

Let's face it. Failure can be very painful sometimes physically and more often emotionally. Seeing part of your vision fall flat really hurts. And if people heap ridicule on top of your hurt feelings, you feel even worse. The first important step in weathering failure is learning to not personalize it making sure you know that your failure does not make you a failure. But there is more to it than that. For many people the pain of failure leads to fear of failure. And they become like the person who says, "I'm too old to cry, but it hurts too much to laugh." That's when many people get stuck in the fear cycle. And if fear overcomes you, it's almost impossible to fail forward.

Playwright George Bernard Shaw asserted, "A life spent in making mistakes is not only more honorable but more useful than a life spent doing nothing." To overcome fear and break the cycle, you have to be willing to recognize that you will spend much of your life making mistakes. The bad news is that if you've been inactive for a long time, getting started is hard to do. The good news is that as soon as you start moving, it gets easier.

If you can take action and keep making mistakes, you again experience. (That's why President Theodore Roosevelt said, "He who makes no mistakes makes no progress.") That experience eventually brings competence, and you make fewer mistakes. As a result your fear becomes less paralyzing. But the whole cycle-breaking process starts with action. You must act your way into feeling, not wait for positive emotions to carry you forward.

Norbert Mao

Born on 12 March 1967



Norbert Mao is a Ugandan politician and lawyer. He has been president of the Democratic Party since 2010 and he served as the Local Council 5 chairman for Gulu District.

Mao is married to Naomi and they have two sons. Mao speaks Luo, Luganda, Runyankole, and English fluently. He is a step-brother to Daniel Kidega, the speaker of the East African Legislative Assembly.

His father, Dusman Okee Sr. (5 January 1942 - 3 January 2016), was Acholi and his mother was a Munyankole. Mao attended Mwiri Primary School in Jinja and briefly went to Wairaka College in Jinja District before attending Namilyango College, a prestigious all-boys boarding high school in Mukono District from 1982 until 1988. He then attended Makerere University between 1988 until 1991, graduating with a law degree. He served as the president of the Makerere University Students Guild between 1990 and 1991. He went on to obtain the Diploma in Legal Practice from the Law Development Center in

1992. In 2003, Mao was admitted to Yale University, under the Yale World Fellows Program, where he spent one year at the New Haven, Connecticut campus.

From 1992 until 1994, Mao worked as an associate attorney in the offices of Kabugo and Co. Advocates, a Kampala-based law firm. Between 1994 and 1996, he worked as a legal counsel for the Legal Aid Project of the Uganda Law Society in their Gulu office. In 1996, he was elected to the Parliament of Uganda, representing Gulu Municipality. While in parliament, he served on the Legal and Parliamentary Affairs Committee and the Public Accounts Committee. He resigned from Parliament in 2006 and was elected chairman of Gulu District.

Mao is chairman of the East African chapter of the Parliamentary Network on the World Bank and member of its Secretariat. Also, he helped found the Great Lakes Parliamentary Forum on Peace (AMANI Forum). He was instrumental in trying to bridge the

gap between the Lord's Resistance Army rebels and the Ugandan government by lobbying for the passage of a general amnesty law aimed at bringing a peaceful resolution to armed conflict in northern Uganda. He belongs to the Democratic Party and publicly indicated his intention to contest the 2011 Ugandan presidential elections, either as the nominee of his party or if not nominated on the party ticket, as an independent. He was elected as President of the Democratic Party on 20 February 2010 and ran for President of Uganda in the 2011 general election. The DP faced a lot of challenges that led to a split and deep polarization at the height of the election. He attracted only a small share of the vote, and President Yoweri Museveni was elected to another term. Mao and Inter Party Coalition presidential candidates Kizza Besigye and Olara Otunnu, among others, protested the election results in spite of its early approval by international observers and the United States

Becoming a Leader Training for MUBS Administrative Staff

Leadership training for MUBS administrators

As part of its effort to improve productivity, MUBS trains staff at different levels. Training is done in different aspects, including leadership, conducting meetings among others. MUBS puts emphasis on leadership as a key quality and skill staff must acquire. On December 8th 2016 among the senior administrative, 30 people were identified and initiated into a leadership training. In the workplace, people at times know what they are supposed to do but it is the relationships between people that normally lowers productivity. This training is planned to enable the young managers in MUBS to acquire the skills to inspire others to build teams and manage conflict among different members of the institution. The programme also exposes the young managers to some of the staff regulations which are critical in the performance of the work of every administrative staff



Ali Mazrui

Ali Al'amin Mazrui, was an academic professor, and political writer on African and Islamic studies and North-South relations. He was born in Mombasa, Kenya on 24 February 1933. He was an Albert Schweitzer Professor in the Humanities and the Director of the Institute of Global Cultural Studies at Binghamton University in Binghamton, New York.

He studied at schools in Mombasa, in Kenya. Mazrui obtained his B.A. with Distinction from Manchester University in Great Britain in 1960, his M.A. from Columbia University in New York in 1961, and his doctorate from Oxford University Nuffield College in 1966.

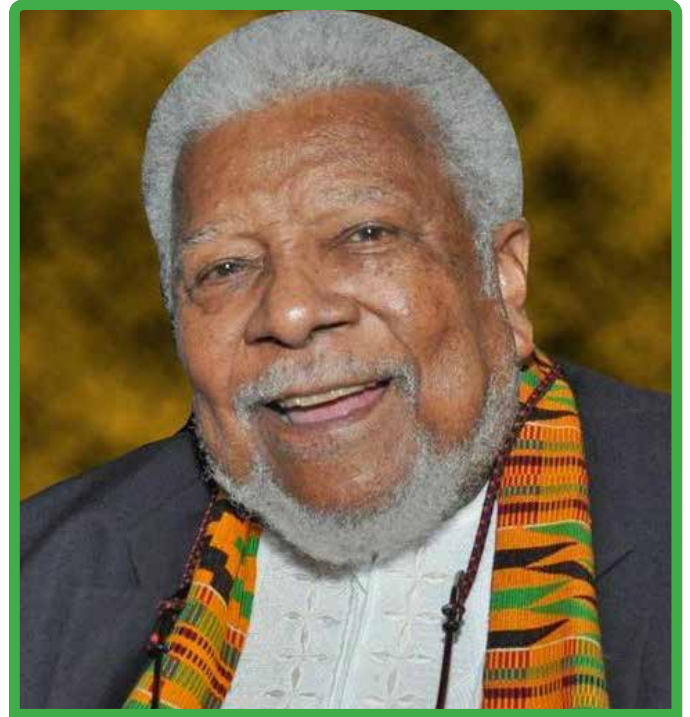
Upon completing his education at Oxford University, Mazrui joined Makerere University (Kampala, Uganda), where he served as head of the Department of Political Science and Dean of the Faculty of Social Sciences. He served at Makerere University until 1973, when he was forced into exile by Idi Amin. In 1974, he joined the faculty of the University of Michigan as professor and later was appointed the Director of the Center for Afroamerican and African Studies (1978–81). In 1989, he was appointed to the faculty of Binghamton University, State University of New York as the Albert Schweitzer Professor in the Humanities and the Director of the Institute of Global Cultural Studies (IGCS).



Prof Ali Mazrui, as chancellor of Jomo Kenyatta

International acclaim

In addition to his appointments as the Albert Schweitzer Professor in the Humanities, Professor in Political Science, African Studies, Philosophy, Interpretation and Culture and the Director of the Institute of Global Cultural Studies (IGCS), Mazrui also holds three concurrent faculty appointments as



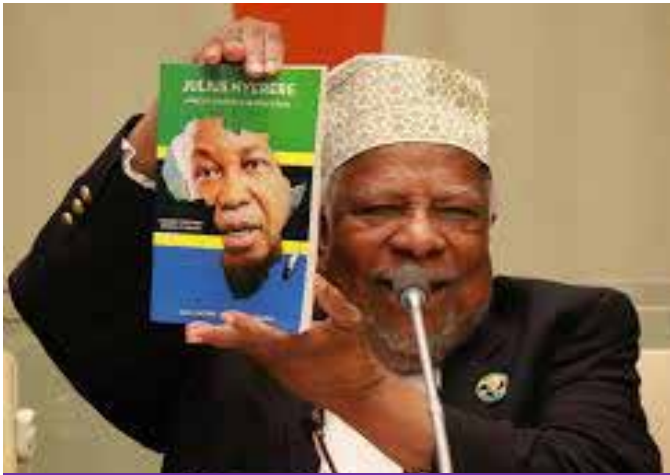
Albert Luthuli Professor-at-Large in the Humanities and Development Studies at the University of Jos in Nigeria, Andrew D. White Professor-at-Large Emeritus and Senior Scholar in Africana Studies at Cornell University, Ithaca, New York and Chancellor of the Jomo Kenyatta University of Agriculture and Technology, Nairobi, Kenya. In 1999, Mazrui retired as the inaugural Walter Rodney Professor at the University of Guyana, Georgetown, Guyana. Ali Mazrui was selected as the 73rd topmost intellectual person in the world on the list of Top 100 Public Intellectuals by Prospect Magazine (UK) and Foreign Policy (United States).

In addition to his academic appointments, Mazrui also served as President of the African Studies Association (USA) and as Vice-President of the International Political Science Association and has also served as Special Advisor to the World Bank. He has also served on the Board of the American Muslim Council, Washington, D.C.

Works

Mazrui's research interests included African politics, international political culture, and political Islam and North-South relations. He is author or co-author of more than twenty books. Mazrui has also published hundreds of articles in major scholastic journals and for public media. He has also served on the editorial boards of more than twenty international scholarly





Launching a book titled: Julius Nyerere, Africa's Titan on a Global Stage

journals. Mazrui was widely consulted by heads of states and governments, international media and research institutions for political strategies and alternative thoughts.

He first rose to prominence as a critic of some of the accepted orthodoxies of African intellectuals in the 1960s and 1970s. He was critical of African socialism and all strains of Marxism. He argued that communism was a Western import just as unsuited for the African condition as the earlier colonial attempts to install European type governments. He argued that a revised liberalism could help the continent and described himself as a proponent of a unique ideology of African liberalism.

At the same time he was a prominent critic of the current world order. He believed the current capitalist system was deeply exploitative of Africa, and that the West rarely if ever lived up to their liberal ideals and could be described as global apartheid.

Especially in recent years, Mazrui has also become a well known commentator on Islam and Islamism. While rejecting violence and terrorism Mazrui has praised some of the anti-imperialist sentiment that plays an important role in modern Islamic fundamentalism. He has also argued, controversially, that sharia law is not incompatible with democracy.

In addition to his written work, Mazrui was also the creator of the television series *The Africans: A Triple Heritage*, which was jointly produced by the BBC and the Public Broadcasting Service (WETA, Washington) in association with the Nigerian Television Authority, and funded by the Annenberg/CPB Project.

Mazrui held many position

- Director, Institute of Global Cultural Studies, Binghamton University, State University of New York, Binghamton, New York, U.S.A.
- Albert Schweitzer Professor in the Humanities, Binghamton University, State University of New York, Binghamton, New York, U.S.A.
- Professor of Political Science, African Studies and Philosophy, Interpretation and Culture, Binghamton University, State University of New York, Binghamton, New York, U.S.A.
- Chancellor, Jomo Kenyatta University of Agriculture and Technology, Nairobi, Kenya
- Albert Luthuli Professor-at-Large, University of Jos, Jos, Nigeria
- Senior Scholar in Africana Studies and Andrew D. White Professor-at-Large Emeritus, Cornell University, Ithaca, New York, U.S.A.
- 2008-2009 M. Thelma McAndless Distinguished scholar, Eastern Michigan University, Ypsilanti, MI, U.S.A.
- President, Association of Muslim Social Scientists of North America, Washington D.C.

Death

He died of natural causes at his home in Vestal in New York on Sunday, 12 October 2014. His body was repatriated to his hometown Mombasa. His burial was attended by Cabinet Secretary Najib Balala, Majority Leader Aden Bare Duale, Governor Hassan Ali Joho; and Senators Hassan Omar and Abu Chiaba.



Dr. Jamal Barzinji and Dr. Abubaker Alshingeiti present Prof. Ali Mazrui with IIIT's Distinguished Scholar Award in 2011

Becoming a Leader Training Pictorial



MUBS Academic Programmes

FACULTIES

Faculty of Graduate Studies and Research

- PhD
- Phd Energy Economics and Governance
- Doctor of Business Administration
- Doctor of Business psychology
- Master of Business Administration (Evening)
- Master of Business Psychology
- MSc. in Accounting and Finance
- MSc. in Marketing
- Masters in Energy Economics and Governance
- Master of Human Resource Management
- MSc. in Procurement & Supply Chain Management
- MSc. in Leadership and Governance
- MSc. in Entrepreneurship
- M.A. in Economic Policy Management
- Master of International Business
- Master of Hospitality and Tourism Management
- Master of Business Administration (Modular)
- MSc. in Banking & Investment Management
- Postgraduate Diploma in Public Administration
- Post Graduate Diploma in Education

Faculty of Commerce

- Bachelor of Commerce
- Bachelor of Science in Accounting
- Bachelor of Arts in Economics
- Bachelor of Real estate Management
- Bachelor of Science in Finance

Faculty of Management

- Bachelor of Human Resource Management
- Bachelor of Leadership and Governance Mgt

Faculty of Entrepreneurship and Business Administration

- Bachelor of Business Administration
- Bachelor of Entrepreneurship & Small Business Mgt



Faculty of Marketing and Hospitality Management

- Bachelor of International Business
- Bachelor of Science in Marketing
- Bachelor of Leisure and Hospitality Mgt
- Bachelor of Travel and Tourism Mgt

Faculty of Computing and Informatics

- Bachelor of Business Computing
- Bachelor of Office and Information Mgt

Faculty of Economics, Energy and Management Science

- Bachelor of Arts in Economics
- Bachelor of Procurement and Supply chain Management,
- Bachelor of Transport and Logistics Management,
- Bachelor of Business Statistics

Faculty of Vocational and Distance Education

- Diploma in Accounting and Finance
- Diploma in Business Administration
- Diploma in Human Resource Management
- Diploma in Procurement and Logistics Management
- Diploma in Entrepreneurship and Small Business Mgt
- Certificate in Business Administration
- Certificate in Entrepreneurship and Small Business

“Developing Leaders, Best Leadership and governance practices”

The MUBS Leadership Centre schedule 2016

MONTH	ACTIVITY	DURATION /DATES	FEES: UG.SHS
January	6th International Youth Camp Under the theme: "M Passion, My Future"	5 Days,10-15, 2016	Resident Local participants 150,000 International participants \$50
January	Young Women Mentoring Programme	½ day February 25th	MUBS
February	24th Quarterly Leadership Seminar Theme "The Life of Prof. Mazrui"	1/2 day, February 26	MUBS
February	Becoming an Effective Leader	1 day February 29th	100,000
March	International Women's day celebrations	½ day March 8th	MUBS
March	Balancing Home & Work For Women	2 days March 24-25th	120,000
April	Leading Homes & Families For Men	2 days April 21 -22nd	120,000
April	25th Quarterly Leadership Seminar " Theme: The Performance of Decentralization in Uganda"	1/2 Day April 28th	MUBS
May	Team building	2 days May 19-20th	120,000
May	Leadership in Local Government Leadership in High School	2 days May 26th- 27th May 12th	200,000 100,000
June	Young Women Mentoring Programme	½ day June 16th	MUBS
June	Annual International Leadership Conference AILC/ Master Students Leadership Conference	2 days	MUBS
July	Leadership & Development	2 days July 20th- 21st	250,000
July	Leading in changing Times	2 days July 28th -29th	250,000
August	26TH Quarterly Leadership Seminar	½ Day August 18th	MUBS
August	Public Speaking & Power Point Presentation	2 days August 25th -26th	250,000
September	Empowering Women to Lead	2days September 15th - 16th	120,000
September	Leadership & Organization Conflict Management	2 days September 22nd -23th	300,000
October	Effective Board Management Training	2 days October 20th -21st	300,000
October	Young Women Mentoring Programme	½ day October 28th	MUBS
November	27TH Quarterly Leadership Seminar	½ Day, November 12th	MUBS
November	Public Speaking & Power Point Presentation	2 days November 24 -25th	200,000
December	Leadership Centre Members workshop and Annual Dinner	½ day December 16th	50,000

PLEASE NOTE

- The Leadership Centre also offers Tailor made programmes
- All fees are subject to change depending on the Venue where the activity will take place
- For registration, Please contact the Leadership Centre Management on +414-220818 or Ms Regis Namuddu on 0703226277/ 0712836007/ 0774109802,

Email: leadershipcentre@mubs.ac.ug, Website: www.leadershipcentre.mubs.ac.ug