

Mubs Leadership Centre

NEWSLETTER



LEADING TO SERVE

January - March 2018 Issue:

A quarterly publication of Makerere University Business School Leadership Centre



Participants of the Students Mentorship Programme enjoying them selves

The International Women's Day Celebrations 2018

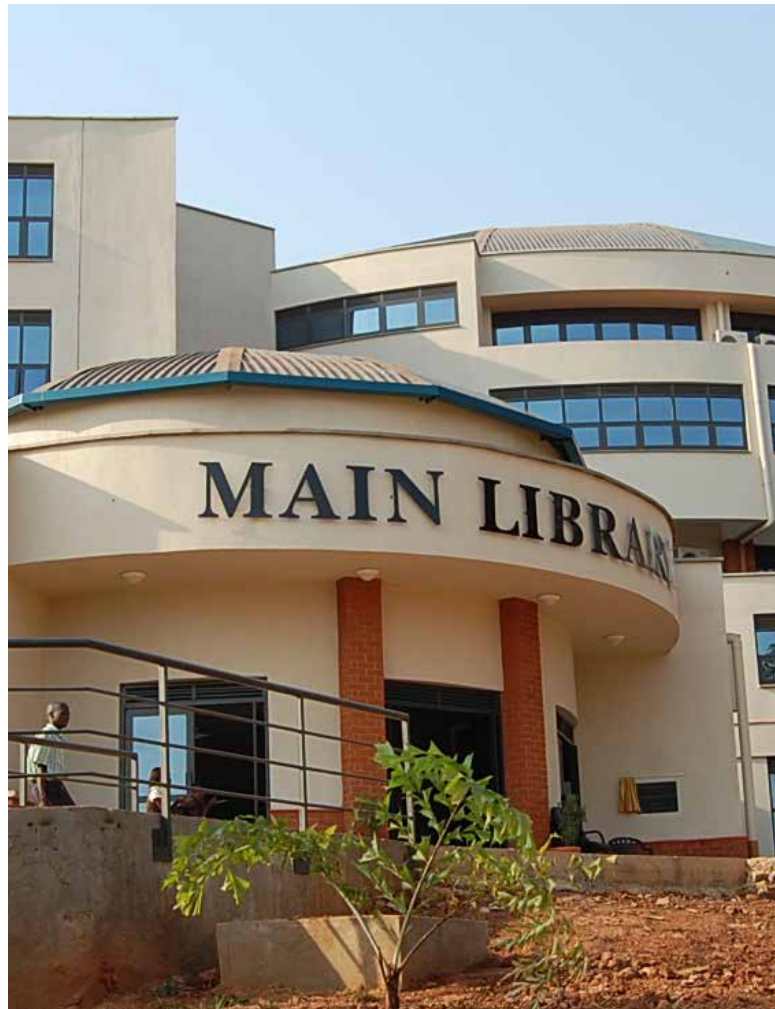
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The Real Leadership Lessons of Steve Jobs

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About the MUBS Leadership Centre

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

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.

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



To Lead To Serve



The International Women's Day Celebrations 2018

On Thursday March 8, 2018 Makerere University Business School (MUBS) under the MUBS Women Forum joined the rest of the world in celebrating the International Women's Day at the ADB Building.

The theme was "Press for progress". The chief guest was Maria Nakanyike the USPA Chess player of the year 2017. There was a panel discussion by different

speakers and topics like, "women empowerment through leadership and political participation" by Hon. Gerald Karuhanga, "pressing for progress of women through access to education all levels" by Ass Prof. Laura orabia, "pressing for women progress through economic empowerment" by Hajjat Safina Wabuna Executive Director PostBank, and "pressing for women

progress through HIV/AIDS awareness" by Sarah Aporo.

A total of twenty two women achievers were recognized in the categories of women who attained their PhD 2017, women in the markets, top 40 women under 40 years in the country selected by New vision.

The Deputy Principal MUBS gave the closing remarks where he encouraged women to excel in academics..



I've come to believe that each of us has a personal calling that's as unique as a fingerprint - and that the best way to succeed is to discover what you love and then find a way to offer it to others in the form of service, working hard, and also allowing the energy of the universe to lead you.

-Oprah Winfrey

#womensday @ValuesDriven

Cyril Ramaphosa



Is a South African politician and the fifth and current President of South Africa since 15th February 2018. He followed the resignation of Jacob Zuma, having taken office following a vote of the National Assembly on 15 February 2018. Previously an anti-apartheid activist, trade union leader, and businessman, he served as the Deputy President of South Africa from 2014 to 2018. He was elected President of the African National Congress (ANC) at the ANC National Conference in Nasrec, South of Johannesburg in December 2017. He is also Chairman of the National Planning Commission, which is responsible for strategic planning for the future of the country, with the goal of rallying South Africa "around a common set of objectives and priorities to drive development over the longer term".

President Cyril Ramaphosa was born in Soweto, Johannesburg, on 17 November 1952,

He has been called a skillful negotiator and strategist who acted as the ANC's Chief Negotiator during South Africa's transition to democracy. Ramaphosa built up the biggest and most powerful trade union in the country – *the National Union of Mineworkers (NUM)*.

He played a crucial role, with Roelf Meyer of the National Party, during the negotiations to bring about a peaceful end to apartheid and steer the country towards its first fully democratic elections in April 1994. Ramaphosa was Nelson Mandela's choice for future

president. Ramaphosa is well known as a businessman, and his estimated net worth is over R6.4 billion (\$550 million) as of 2018, with 31 properties and previously-held notable ownership in companies such as McDonald's South Africa, chair of the board for MTN and member of the board for Lonmin. He also works for Coca-Cola Company.

Early life and education

Ramaphosa was born in Soweto, Johannesburg, on 17 November 1952, the second of the three children to Erdmuth and retired policeman Samuel Ramaphosa. He attended Tshilidzi Primary School and Sekano Ntoane High School in Soweto. In 1971, he matriculated from Mphaphuli High School in Sibasa, Venda where he was elected head of the Student Christian Movement. He subsequently registered to study law at the University of the North (Turfloop) in Limpopo Province in 1972.

While at University, Ramaphosa became involved in student politics and joined the South African Students Organisation (SASO) and the Black People's Convention (BPC). This resulted in him being detained in solitary confinement for eleven months in 1974 under Section 6 of the Terrorism Act, 1967, for organising pro-Frelimo rallies. In 1976 he was detained again, following the unrest in Soweto, and held for six months at John Vorster Square under the Terrorism Act. After his release, he became a law clerk for a Johannesburg firm of attorneys and continued with his legal studies through correspondence with the University of South Africa (UNISA), where he

obtained his B. Proc. Degree in 1981

Political activist and trade union leader

After completing his legal qualifications and obtaining his degree, Ramaphosa joined the Council of Unions of South Africa (CUSA) as an advisor in the legal department. In 1982, CUSA requested that Ramaphosa start a union for mineworkers; this new union was launched in the same year and was named the National Union of Mineworkers (NUM). Ramaphosa was arrested in Lebowa, on the charge of organising or planning to take part in a meeting in Namakgale which had been banned by the local magistrate

Personal life

Ramaphosa is a very private person and not much is known about his personal life. Ramaphosa had previously been married to businesswoman Nomazizi Mtshotshisa, but the couple divorced. He later married Tshepo Motsepe, a medical doctor and the sister of South African mining billionaire Patrice Motsepe. Ramaphosa has four children.

He owns a luxury mansion at the foot of Lion's Head in Cape Town. Ramaphosa is known to be one of the richest people in South Africa, with an estimated net worth of more than \$450,000,000 and has appeared in financial magazines such as Forbes Africa and Bloomberg.

Ramaphosa is also the founder of the Cyril Ramaphosa Foundation.

The 8th Annual Youth Conference 2018

The Principal, Prof. Waswa Balunywa has challenged the youth to decide the future they want to see now. *“The future belongs to the young people, but I know that to create that future, the young people must act to enable it happen and if young people don’t take a decision to determine what they want, someone else will take the decision for them and it will not be in their interests,”* he said.

Prof. Balunywa made the remarks while addressing student leaders from the East African Region Universities who attended the 8th Annual Youth Conference under the theme: **“Youth Empowerment: Making it Happen”** held from March 15th to 17th, 2018 at MUBS Annex Bugolobi,

The conference was organized by MUBS Leadership Centre, ICT Centre and the Entrepreneurship Innovation and Incubation Centre in conjunction with the MUBS Guild Office.

The conference, provided a platform for the young people to discuss their challenges and came up with possible resolutions.

Prof. Balunywa further challenged the young people especially those in Universities to take the lead in pushing for the change they want to see. *“The change you need is not change in government, you need the transformation change, that will change society and also get the youth out of poverty. However, this requires the youth to get knowledge and relevant skills to cause this transformation change that we need”.*

He also noted that without proper incomes, the youth are exposed to challenges like drugs, alcoholism, unwanted sex that leads to unwanted pregnancies, abortions, premature deliveries, teenage pregnancies, contraction of HIV/AIDS and involvement in criminal activities.

He suggested that in order to attain the change we need, the country has to address a number of issues which include; the growing population, education system, relationship with western capitalistic countries and corruption among others.



Committee on the Guild



HE. Emmanuel Awori
Guild President, MUBS



HE. Sharon Komukyeza
Guild Vice President



Hon. Marie Antonete
Ainembabazi,
Education Minister



Hon. Akiteng
Information & Public Relations
Minister

Key Speakers



Prof. Waswa Balunywa
Principal, MUBS



Hon. Gerald Karuhanga
MP, Ntungamo District



Mr. Azizi Kafeero
Founder, Kafeero Foundation



Mr. Albert Mucunguzi
Digital Marketing Director,
MTN Uganda



Mr. Odrek Rwabwogo



Hon. Lady Justice Catherine Bamugemereire

She is a Justice of Uganda's Court of Appeal/Constitutional Court, appointed in September 2015. She successfully chaired both the Uganda National Roads Authority Inquiry (June 2015-January 2016) and the Kampala Capital City Authority Tribunal (June-November 2013). The Land Inquiry 2017 is the third Commission of Inquiry she is chairing. She holds a Bachelor of Laws Degree from Makerere University (1992) and a Master's Degree in Comparative Law from the Southern Methodist University (SMU) in Dallas Texas, USA (2003). SMU University recently (April 6, 2017) awarded her with a Distinguished Global Alumni Award in recognition of her resilience in the fight of corruption.

Justice Bamugemereire joined

the Public Sector in 1993 as Pupil State Attorney in the Office of the Director of Public Prosecutions in Arua, West Nile Region. She was later recruited by the Judiciary as Magistrate Grade One and she rose to the position of Chief Magistrate of Buganda Road Court which was the White Collar Criminal Court in Uganda in the 90s. In 2001, Justice Bamugemereire took a career break from the bench and had a stint in the private sector as Legal Advisor Shell Mexico LPG, in Mexico City, and in the academia as a Research Assistant at the Southern Methodist University in Dallas Texas, USA. In 2003, she relocated to the UK and served as Associate Lecturer at the University of Surrey for several years. In 2010, she was called to the Uganda High Court bench as Judge at

the Anti-Corruption and Family Divisions of the High Court. She is passionate about effective case management and subscribes to the motto 'Make backlog history'. Drawing on her private sector experience and the case management skills acquired over the years in the Judiciary, she is known to complete tasks on schedule and within budget. She is passionate about good governance, the fight against corruption, human and women's rights and the strengthening of anti-corruption institutions, and believes in the vital champion role of the public who are the silent victims of corruption related poor service delivery. She has extensively written and presented on corruption at scholarly conferences at various UK Universities and at the World Bank in Washington DC.

- **CAPA Training**

CAPA Leadership, development and knowledge Exchange programme

Students Mentorship Programme in Pictures



The Real Leadership Lessons of Steve Jobs

Six months after Jobs's death, the author of his best-selling biography identifies the practices that every CEO can try to emulate. by *Walter Isaacson*

HIS SAGA IS the entrepreneurial creation myth writ large: Steve Jobs cofounded Apple in his parents' garage in 1976, was ousted in 1985, returned to rescue it from near bankruptcy in 1997, and by the time he died, in October 2011, had built it into the world's most valuable company. Along the way he helped to transform seven industries: personal computing, animated movies, music, phones, tablet computing, retail stores, and digital publishing. He thus belongs in the pantheon of America's great innovators, along with Thomas Edison, Henry Ford, and Walt Disney.

None of these men was a saint, but long after their personalities are forgotten, history will remember how they applied imagination to technology and business.

In the months since my biography of Jobs came out, countless commentators have tried to draw management lessons from it. Some of those readers have been insightful, but I think that many of them (especially those with no experience in entrepreneurship) fixate too much on the rough edges of his personality.

The essence of Jobs, I think, is that his personality was integral to his way of doing business. He acted as if the normal rules didn't apply to him, and the passion, intensity, and extreme emotionalism he brought to everyday life were things he also poured into the products he made. His petulance and impatience were part and parcel of his perfectionism.

One of the last times I saw him, after I had finished writing most of the book, I asked him again about his tendency to be rough on people. *"Look at the results," he replied. "These are all smart people I work with, and any of them could get a top job at another place if they were truly feeling brutalized. But they don't."* Then he paused for a few moments and said, almost wistfully, *"And we got some amazing things done."* Indeed, he and Apple had had a

"The people who are crazy enough to think they can change the world are the ones who do."

—Apple's "Think Different" commercial, 1997

string of hits over the past dozen years that was greater than that of any other innovative company in modern times: iMac, iPod, iPod nano, iTunes Store, Apple Stores, MacBook, iPhone, iPad, App Store, OS X Lion—not to mention every Pixar film. And as he battled his final illness, Jobs was surrounded by an intensely loyal cadre of colleagues who had been inspired by him for years and a very loving wife, sister, and four children.

So I think the real lessons from Steve Jobs have to be drawn from looking at what he actually accomplished.

I once asked him what he thought was his most important creation,

thinking he would answer the iPad or the Macintosh. Instead he said it was Apple the company. Making an enduring company, he said, was both far harder and more important than making a great product. How did he do it? Business schools will be studying that question a century from now. Here are what I consider the keys to his success.

Focus

When Jobs returned to Apple in 1997, it was producing a random array of computers and peripherals, including a dozen different versions of the Macintosh. After a few weeks of product review sessions, he'd finally had enough. "Stop!" he shouted. "This is crazy." He grabbed a Magic Marker, padded in his bare feet to a whiteboard, and drew a two-by-two grid. "Here's what we need," he declared. Atop the two columns, he wrote "Consumer" and "Pro." He labeled the two rows "Desktop" and "Portable." Their job, he told his team members, was to focus on four great products, one for each quadrant. All other products should be canceled. There was a stunned silence. But by getting Apple to focus on making just four computers, he saved the company. "Deciding what not to do is as important as deciding what to do," he told me. "That's true for companies, and it's true for products."

After he righted the company, Jobs began taking his "top 100" people on a retreat each year. On the last day, he would stand in front of a

whiteboard (he loved whiteboards, because they gave him complete control of a situation and they engendered focus) and ask, “What are the 10 things we should be doing next?” People would fight to get their suggestions on the list. Jobs would write them down—and then cross off the ones he decreed dumb. After much jockeying, the group would come up with a list of 10. Then Jobs would slash the bottom seven and announce, “We can only do three.”

Focus was ingrained in Jobs’s personality and had been honed by his Zen training. He relentlessly filtered out what he considered distractions. Colleagues and family members would at times be exasperated as they tried to get him to deal with issues—a legal problem, a medical diagnosis—they considered important. But he would give a cold stare and refuse to shift his laserlike focus until he was ready.

Near the end of his life, Jobs was visited at home by Larry Page, who was about to resume control of Google, the company he had cofounded. Even though their companies were feuding, Jobs was willing to give some advice. “The main thing I stressed was focus,” he recalled. Figure out what Google wants to be when it grows up, he told Page. “It’s now all over the map. What are the five products you want to focus on? Get rid of the rest, because they’re dragging you down. They’re turning you into Microsoft. They’re causing you to turn out products that are adequate but not great.” Page followed the advice. In January 2012 he told employees to focus on just a few priorities, such as Android and Google+, and to make them “beautiful,” the way Jobs would have done.

To be continued....

A Brief Profile About the Key Speakers at The 8th Annual Youth Conference 2018



HON. GERALD KARUHANGA

Brought up in a very religious family, Karuhanga was born in Ntungamo District in Southern Uganda. Is a person of very high integrity and courage and also out spoken.

He studied Law at Makerere University and joined politics leading students to protest against what he called injustices. He also served as a guild president of Makerere University 2006/2007

He is reported to be a person that will not stop to show his dissatisfactions with situations he is not comfortable with. He is formerly Youth Member of Parliament representing Western Uganda and currently the MP Ntungamo District. In Parliament, he is a member of Public Accounts Committee.



PROF. WASWA BALUNYWA

Is the Principal of Makerere University Business School (MUBS) who has made several initiatives to mold the youth and vulnerable people.

He spends a lot of time with young people mentoring them



MR. ALBERT MUCUNGUZI

Albert Mucunguzi is a passionate technologist, entrepreneur, and Chairman of the ICT Association of Uganda. His work experience ranges from information technology, Digital Communication and Public Relations, and has worked for leading brands including Microsoft, Samsung and MTN in Uganda.

In 2010, he founded PC Tech Magazine – a leading technology publication - and is currently the Digital Director at TBWA\Uganda, where is he is responsible for defining and executing the Digital Strategy for MTN Uganda.



MR. AZIZI KAFEERO

Kafeero Aziizi is a Uganda entrepreneur, innovator, business strategist, investment advisor and lateral thinker who has helped thousands of young people in Africa learn about innovation and inspire them to build sustainable businesses.

He started his first business 18 years aold before joining Makerere University and it was the first and only online food business in Uganda. Since then, he managed to build more than 10 startups and today he is the funder of Kafeero Foundation, a social enterprise built on three pillars LEARN. INCUBATE. FUND. Also the foundation offers non-profit businesses and individual access to shared space to support learning and incubation

“Developing Leaders, Best Leadership and governance practices”
The MUBS Leadership Centre Schedule 2018