

PEOPLE FOCUS NEWSLETTER



FUN AS HRMAU HOLDS ITS SECOND SPORTS GALA

IN THIS ISSUE

**SPECIAL
FEATURE:
MEET THE CEO**

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FORGE CRITICAL
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**RENEW YOUR
MEMBERSHIP
TODAY**

EDITOR IN CHIEF



Dear Member,
It is time for yet another exciting issue of our newsletter. We wouldn't be writing if it was not for your dedicated support, contribution and commitment to our profession.

In our ever-evolving field, staying informed and connected is paramount. This publication aims to be a beacon of knowledge, offering you the tools, strategies, and inspiration to excel in your roles and drive positive change within your organizations. Our commitment is to bring you high-quality content that reflects the diverse and dynamic nature of our profession.

Since the last issue we have had a number of activities including the Sports Gala that was held on 31st of August 2024. We appreciate our members who turned up in large numbers with over 300 members in attendance. The event was also covered by both mainstream and digital media including NBS television, Daily Monitor, UBC, Salt Media, CBS and many other media houses. In collaboration with Nakasero blood bank we collected over 200 units of blood.

One week after the gala, it was time to delve into the HR for non-HR training which was attended by a number of our member staff who sent their leaders in different department for training. Great appreciation goes to our Keynote speaker Mr. Mathias Katamba, our trainers; Mr. Ronald Bbosa, the president HRMAU, Mr. Moses Wiita Mbubi, president emeritus HRMAU, Mr. James Owona, Mr. Henry Tumusiime, Ms. Deborah Kakande, Ms. Emily Aneno, Ms. Daphne Kakonge, Ms. Gloria Tibakunibwa, Ms. Ahmed Sabah, Ms. Faith Mirembe and Mr. Paul Rugambwa.

As we turn our attention and anticipation to the upcoming inaugural Annual HR Conference, please take a minute and read between the lines here where you will find all the interesting updates within and without our profession including amazing articles from our members not forgetting our guest feature from Deputy C.E.O Next media services.

During this quarter, we shall have a presidential address. Look out for more details in our subsequent communications.

I hope to see you at our Annual HR Conference from the 27th to 29th of November and the HR Reveal as we unveil the winners and trendsetters within our profession.

Regards,

Waswa Moses - Director, Public Relations and Marketing

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If you would like your article to be featured in the next edition, please send it through email to connect@hrmau.org.ug with the subject

Disclaimer: This publication is a quarterly newsletter intended for our members and stakeholders.

THE PRESIDENT



Dear members,
Welcome to yet another edition of our professional newsletter. I would like to thank you for being part of the membership which now stands at 1,300 members. In this issue we bring to light our recent partnership with the Public Relations Association of Uganda (PRAU) which aims to build a long-term partnership that will grow the capacities of both associations. The venture is essential to the job market and should ensure attraction and retention of the best talent in the field. The two disciplines in tandem give credence to any brand and enables professional management of issues both PR and HR, including internal and external communication.

In this issue we start a series on 'Meet the CEO', we would like to thank Mr. Joseph Kigozi the Deputy Chief Executive Officer of Next Media for his valued contribution to our inaugural edition. We believe that you will learn a lot based on his experience. I would like to reiterate what he said and agree with him that;

"Leadership at this level isn't about titles—it's about responsibility. As a leader, you're steering the ship, but more importantly, you're making sure everyone on the team is involved in that journey. It's about empowering people and giving them the tools to lead as well."

I would like to thank you for coming in big numbers to our recently concluded Sports Gala. This was our second edition and you all exhibited a true spirit of teamwork. I congratulate the winners of this year's Sports Gala Team Rewards, captained by Priscilla Namufuta. As we continue to celebrate 25 years of innovation and professional development, let's carry this momentum forward into everything we do. I thank the organizing committee, all our partners and sponsors for always ensuring that we all add value to our members.

Last but not least, let me invite you all to our Annual HR Conference from the 27th to 29th of November 2024 and the HR Reveal to unveil this year's winners. This year's theme is **"Enabling employee experience for more productivity."**

Thank you for your continued support to our profession.

Ronald Bosa - President



COUNCIL UPDATES

HRMAU HOLDS SECOND SPORTS GALA

Human Resource Managers swapped suits and ties for sportswear as they took to the pitch to participate in different sports disciplines during the second edition of the Annual HR Sports Gala.

The event was held at Makerere University Business School (MUBS) under the theme, “**Competitive health Choices for better work performance**” on August, 31, 2024.

The Sports Gala which is part of the 25th anniversary celebration aims at promoting health and improving work performance. The President addressing media prior to the event mentioned that “*We look at reports concerning health status of employees in various organizations and we have realized that most ailments they suffer from can be prevented through having regular exercises. So it is for that reason that we decided to prioritize sporting activities,*”

A number of activities were carried out including blood donation and a diverse range of activities including Football, Netball, Athletics, Team-building exercises, Zumba, and Volleyball.

The participants competed in groups that included Team Performance in Red, Team Talent in White, Team Learning and Development in Green and Team Rewards in Blue. Team Rewards, captained by Priscilla Namufuta, emerged as the overall winner of the 2024 edition. Team Learning & Development secured second place, followed by Team Performance in third, and Team Talent in fourth.

A true spirit of teamwork and fun was exhibited which made the event truly unforgettable! We appreciate everyone who showed up, gave it their all, and made it a day to remember! Whether you scored that winning goal, cheered from the sidelines, or just enjoyed the vibes, you made it special.

As we continue to celebrate 25 years of innovation and professional development, let’s carry this momentum forward into everything we do.

Here’s to more shared victories, both on and off the field!



Cheerleaders enjoy special moment



Team Performance Photo moment



Team Talent photo moment



Team Rewards photo moment. They are also this year's winners



Team Learning and Development photo moment



President HRMAU talks to the press during the sports gala

25TH ANNIVERSARY
 CELEBRATING 25 YEARS OF INNOVATION &
 CONTINUOUS PROFESSIONAL DEVELOPMENT



Human Resource
 Managers' Association of
 Uganda



THE ANNUAL HR SPORTS GALA

TO HR MEMBERS

Thank You for Being Part of
 the Fun! Your energy and
 enthusiasm brought the **HR
 Annual Sports Gala** to life!





Human Resource Managers' Association of Uganda



THE ANNUAL HR SPORTS GALA

THANK YOU TO OUR INCREDIBLE SPONSORS



Stanbic Bank



Your support made the **HR Annual Sports Gala** a huge success! We couldn't have done it without you.

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Human Resource
Managers' Association of
Uganda



THE ANNUAL HR SPORTS GALA

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Ignite your potential



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DRIVE NOW. PAY LATER!



ASSET TAGGING.
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ASSET DISPOSAL.
PROCUREMENT OUTSOURCING.



We're grateful for your support, showcasing your innovations,
and engaging with our community.

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PUBLIC RELATIONS ASSOCIATION OF UGANDA AND HRMAU FORGE CRITICAL JOINT VENTURE

KAMPALA, UGANDA: FRIDAY, 16TH AUGUST, 2024



The Public Relations Association of Uganda (PRAU) today signed a Memorandum of Understanding (MoU) with the Human Resource Managers' Association of Uganda (HRMAU) which aims to build a long-term partnership that will grow the capacities of both associations.

The venture is essential to the job market and should ensure attraction and retention of the best talent in the field. The two disciplines

in tandem give credence to any brand and enables professional management of issues both PR and HR, including internal and external communication.

PRAU is the leading professional body for public relations practitioners in Uganda, while HRMAU is the premier association for HR professionals in Uganda.

The role of PR in communication and advocacy is crucial to HR and can help bridge gaps in

conveying key messages to staff and stakeholders within and outside of the organisation; for example diversity and inclusion. Furthermore, it enhances cohesion which builds the brand and image of an organisation within the public eye.

The MOU creates opportunities for the two associations to collaborate through networking events to share ideas and examine best practice. This will lead to professional growth through cross-disciplinary learning.

From end to end the associations will create and share content that converge at the point where both public relations and human resource can address the challenges and opportunities in the professions. Message development will be co-created and shared through newsletters, blogs and social media platforms of both associations. ***“This initiative is long overdue and we are confident it will be fundamental in safeguarding the profession from masquerades and enhance the importance of effective communication and people management within organisations,”*** said Tina Wamala, President of PRAU.

The MOU will position PRAU and HRMAU members to collaborate on research projects that look at connections between PR and HR, and communication strategies that supplement HR practice.

Mentorship programmes will be established which initiatives will enable members share experiences from each others’ field hence broadening expertise.

“As a vehicle to ensure professional standards HR managers will recruit PR practitioners who are members of PRAU to achieve the highest of standards in the field to be represented in organisations,” said Ronald Bbosa, President of HRMAU.

This MOU is one of several that PRAU has gone into for the growth and pursuit of excellence of the association.

These initiatives are indicative of the trajectory that PRAU endeavours to achieve for all professionals through this body, creating a social discipline that can withstand the shocks of the corporate world and remain relevant in human resource development.

“PRAU remains steadfast to pursue every worthwhile opportunity and collaborate with other professionals from different fields which only illustrates how dynamic and pivotal the PR profession is to every other discipline. HR is the pathway to these relations as it connects all human resource functionalities that enable organizations to thrive,” Tina Wamala, President of PRAU.



Inset: President HRMAU and President PRAU

About Public Relations Association of Uganda (PRAU)

The Public Relations Association of Uganda (PRAU) is the leading professional body for public relations practitioners in Uganda. Its mission is to promote and advance the public relations profession through advocacy, education, and networking. PRAU provides a platform for PR professionals to connect, share knowledge, and contribute to the development of the industry.



SECRETARIAT UPDATES

CHARTERED HUMAN RESOURCE BUSINESS PARTNER CERTIFICATION PROGRAM

The Human Resource Managers Association of Uganda in conjunction with the Access Business Management Conferencing International held the Inaugural Chartered Human Resource Business Partner Certification that run from 5th to 9th August 2024 to Skyz Hotel Naguru Kampala. The training was facilitated by the highly accomplished and certified Human Resource Trainer Ms. Dorcus K Wainaina.

The 5-day intensive workshop exposed attendees to an overview of Human Resource Business Partnering, Business Acumen, Analytics, Human Resource and Business Strategy Integration, Performance Management, Talent Acquisition and Management as well as succession plan design. The program was delivered using “Blending Learning” including lecturing, highly intensive case studies/role playing reviews, interaction and feedback as well as one on one coaching with the facilitator. The pioneer Cohort consisting of 20 Attendees were drawn from the different sectors including Banking, Insurance, Telecommunications, Non- Governmental Organisations as well as Oil and Gas.

At the end of the 5- Day training, attendees were assessed for knowledge gained with the pass mark set at 80%, after which they were required to complete the rest of the course online. Successful candidates were then certified by the Global Academy of Finance and Management (GAFM) as well as the International Project Management Commission (IPMC). They are now free to use the acronym CHRBP on their sign offs and resumes showing they have completed graduate level training in Human Resource coupled with having substantial experience in Business Partnering on a regional and global level.

The Association would once again like to thank organisations that sent through their members for this training. Going forward it will be run annually for the benefit of members who would like to get the certification.

HR FOR NON HR MANAGERS' TRAINING

The Human Resources Managers Association of Uganda held a two day training session at Imperial Royale Hotel, Kampala from 19th to 20th September 2024.

The theme for the event was ***"Integrating best HRM practices into daily operations"***. It was held to train line managers to understand the emerging trends in the work place and how to navigate through the various challenges. The different experienced speakers provided practical analysis and insights of current trends in human resource management with the latest cases of HR best practices and shared how line managers play a critical role in managing the Human Capital in this changing workplace while dealing with the attendant risks .



A group picture of participants together with the HRMAU- governing council



Our Key note speaker, Mathias Katamba giving his remarks



Some of the participants, having a light moment

UPCOMING EVENTS

THE 1ST ANNUAL HR CONFERENCE

The HR Annual Conference will be held at the Kampala Serena Hotel from 27th to 29th November 2024. The conference will focus on “Unlocking Human Potential” with an aim of empowering individuals, teams and organizations to thrive in the ever-evolving workplace.

The HR Annual Conference will bring together thought leaders, industry experts, and HR professionals to explore the latest trends, challenges, and innovations in human resources. As organizations navigate a rapidly changing work landscape, this conference will serve as a platform for knowledge exchange

and collaboration, focusing on empowering HR professionals to lead effectively in their organizations

The Conference Highlights include;

- a) Inspiring Key notes and panel discussions.
- b) Interactive workshops and master classes.
- c) Networking opportunities with over five hundred senior professionals.
- d) Exhibition of innovative HR solutions.
- e) Recognition of HR Excellence- HR Reveal Awards.

To register click here: <https://shorturl.at/OltTT>

25TH ANNIVERSARY
CELEBRATING 25 YEARS OF INNOVATION & CONTINUOUS PROFESSIONAL DEVELOPMENT

Human Resource Managers' Association of Uganda

Join us for
THE 1ST ANNUAL HR CONFERENCE

DATE:
27TH TO 29TH NOVEMBER

VENUE:
SERENA HOTEL KAMPALA

FEE:
UGX 1,500,000 FOR MEMBERS
UGX 1,800,000 FOR NON MEMBERS
INCLUDES ACCESS TO HR REVEAL

FOR MORE INFORMATION

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"Enabling employee experience for more productivity"

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THE 6TH EAST AFRICA HR SYMPOSIUM

The annual East Africa HR Symposium is a premier gathering of HR professionals and business leaders from across the region. Organized by Rise & Learn Global the event provides a platform to discuss critical HR issues, share best practices, and foster valuable networking opportunities.

Following the successful 5th East Africa HR Symposium held in Kampala, Uganda in 2023, we are returning to where it all began in 2018 for the inaugural conference. The 2024 symposium in Mombasa, Kenya promises to be a pivotal event for HR professionals, business leaders, and industry experts across the region.

The theme “HR Reimagined” tackles the critical question of building a workforce that can thrive in the face of constant change. Traditional HR practices may no longer suffice in an environment shaped by automation, evolving work models, and a growing emphasis on human-centricity.

The symposium proposes a powerful synergy: leveraging technology’s potential while keeping the human element at the forefront. This means utilizing AI and data analytics to streamline processes and gain valuable insights, all while fostering a culture of learning, development, and well-being for employees. By embracing these strategies, HR professionals can empower their organizations to build a future-proof workforce that is adaptable, engaged, and ready to tackle whatever challenges the future holds.

The symposium will also include speaker-based topics, featuring insights from leaders who have made significant impacts in their fields or who are willing to share case studies of their organizations.

Networking opportunities will be ample, allowing participants to connect with peers, industry leaders, and technology providers. Interactive sessions and workshops will provide practical insights and hands-on experience with new HR technologies and practices.

Participants will benefit from comprehensive learning, gaining a deep understanding of integrating technology with human-centric practices to build a resilient and adaptable workforce. They will receive actionable insights from case studies, expert talks, and panel discussions, enhancing their skills and knowledge in areas like AI in HR, data analytics, and continuous learning culture. Staying ahead of emerging trends such as the gig economy and remote work will be another key benefit.

Additionally, the symposium will provide valuable networking opportunities with HR professionals, industry experts, and technology providers from across the region.

Symposium Topical Areas include;

- a) The AI Revolution in HR: Friend or Foe?
- b) Reskilling, Upskilling, and the Future of Work.
- c) Building a Culture of Continuous Learning.
- d) Human-Centered Design for the Employee Experience.
- e) The Power of Data-Driven HR Decisions.
- f) Remote Work Revolution: Building Trust and Connection in a Distributed Workforce.
- g) The Rise of the Gig Economy and the Changing Nature of Work.
- h) Diversity, Equity, and Inclusion (DE&I) in the Future of Work.
- i) Prioritizing Employee Wellbeing in a Changing World of Work.
- j) The Future of HR Leadership: The Skills and Mindset Needed to Thrive
- k) The Rise of the Gig Economy and the Changing Nature of Work
- l) Diversity, Equity, and Inclusion (DE&I) in the Future of Work.
- m) Prioritizing Employee Wellbeing in a Changing World of Work.
- n) The Future of HR Leadership: The Skills and Mindset Needed to Thrive.



THE 6TH EAST AFRICA HR SYMPOSIUM

Theme:
**HR Reimagined: Building a Future-proof Workforce
with Technology and Human-Centric Practices**



KEYNOTE SPEAKER **Live Broadcast**

Dave Ulrich
Speaker, Author, Professor, Thought
Partner on Human Capability



Emily Kamunde-Osoro,
PCC
HR Director, Leadership Coach



Ronald Bbosa
President, HRMAU



Stewart Samkange
LinkedIn Higher Education Talent
Solutions - Graduate Employability
Partner



Asha D. Abinallah
Founder & CEO
Tech & Media Convergence (TMC)



Chris Harrison
Managing Director,
The Brand Inside



Gisèle Uwase
Associate Director HR
BioNTech Rwanda



Martin Emrich
MCE, Senior Associate



Nkirote Mworira Njiru
Group Human Capital Executive,
Old Mutual East Africa

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SPECIAL FEATURE: MEET THE CEO



Mr. Joseph Kigozi

Deputy group CEO Next Media, Chief Strategy Officer,
General Manager NBS Sport, Deputy Vice President
National Association of Broadcasters (NAB) and Founder
and CEO Joe Kigozi Academy (JKA)

We are so honored to unveil this segment with Mr Joseph Kigozi who is at the helm of leadership at the Next Media. As our team broke the ice he was curious to know what the top five areas HRMAU is focusing on are;

1. Streamlining the profession.
2. Managing Multi-generational talent.
3. Appreciation of Human Resource professionals.
4. Remuneration.
5. No Known Culture / HR visibility what is our role?

Question:

The Human Resource Managers' Association of Uganda recently signed a Memorandum of Association. Please share what impact Next Media is having on the industry and Why Human Resources Professionals should be interested in media.

Answer:

At Next Media, we have revolutionized the media landscape by combining traditional broadcasting with cutting-edge digital platforms. We are not just informing the public; we are engaging them across various formats and

channels. Our influence has grown through strategic innovations, particularly in storytelling and content delivery. By fostering a culture of authenticity and dynamic programming, we have set a new benchmark for media excellence in Uganda. This has helped us drive conversations, shape opinions, and influence both social and business landscapes.

As Human Resource professionals, Next media therefore provides a platform that enables engagements that encourage business growth.

Question:

As the Deputy CEO, What does leadership means at your level?

Answer:

“Leadership at this level isn’t about titles—it’s about responsibility. As a leader, you’re steering the ship, but more importantly, you’re making sure everyone on the team is involved in that journey. It’s about empowering people and giving them the tools to lead as well.”

Leadership, for me, is not about titles. It’s about constantly evolving. I believe in the power of learning, unlearning, and relearning. You have to remain humble and always be willing to retool

yourself to stay relevant. Humility keeps you grounded, and that's essential if you want to lead effectively.

I believe in leading by example and staying humble. Leadership isn't about titles; it's about steering the team, fostering a culture of responsibility, and helping others grow. As the media industry changes, we continually adapt by retooling ourselves, unlearning outdated practices, and learning new ones.

Question:
Please share with our leaders; How they can lead and influence a multigenerational workforce?

Answer:
"It's about balancing the needs of different generations. You have to give them structure and purpose, but also recognize that what worked ten years ago won't necessarily work today. The key is to unify them under a common goal while respecting their individual strengths."

Leading a multigenerational workforce requires empathy, adaptability, and clear communication. Each generation has its unique set of values and work ethics. Gen Z, for instance, values flexibility and purpose-driven work, while older generations may prefer stability and structure. To balance these dynamics, we create policies that cater for diverse needs, offer continuous learning programs, and provide purpose that resonates across the board. By ensuring that everyone feels heard and valued, we can influence the workforce positively and create an inclusive environment.

Question:
What other services are offered by Next media apart from the traditional media?

Answer:
Beyond traditional broadcasting, we are actively involved in digital content creation, brand management, experiential marketing, and community-focused initiatives. Our sports

academies, for instance, nurture young talent while promoting African identity through lifestyle products. We also invest in social impact, partnering with NGO's to support communities. Our services are designed to extend our influence beyond the screen and into the daily lives of our audiences.

Question:
What advice would you give to the HR Professionals today?

Answer:
HR professionals today need to focus on creating adaptive work environments. In a fast-evolving landscape, it's crucial to prioritize continuous learning and leadership development at all levels. HR Professionals need to equip their teams with the skills to take calculated risks, and foster a culture where personal and professional growth are intertwined.

It's important that we also aim to have purpose-driven organizations with clear communication and employee engagement strategies which will attract and retain top talent.

Question:
What top skills have helped you as a CEO?

Answer:
The top key skills that have been essential in my role as CEO include:

- **Strategic Thinking:** Keeping the bigger picture in mind while making day-to-day decisions.
- **Adaptability:** The media landscape is constantly evolving, and it's crucial to stay ahead by learning and relearning new technologies and methods.
- **Leadership:** Empowering others to lead and fostering a sense of responsibility within the team.
- **Problem-Solving:** Addressing challenges with creative solutions, ensuring that we continue to perform at our best, regardless of the obstacles we face.

Question:

It is believed that The Gen Z introduce a new way of working; What's your take?

Answer:

Gen Z has indeed introduced a new way of working, bringing with them a fresh dynamism into the workplace. As digital natives, they are highly adaptable and thrive in environments that offer flexibility, autonomy, and a sense of purpose. Their strong desire to contribute to meaningful work encourages organizations like ours to rethink traditional management structures and embrace personalized engagement strategies that foster creativity and innovation. This shift helps us to stay relevant and forward-thinking.

However, it's important to acknowledge some of the challenges that come with this generation. I have observed that there are instances of avoiding to take responsibility or disengaging from work commitments, as well as being perceived as less motivated or unproductive. These issues can be addressed by implementing clear policies that encourage accountability and transparency.

Question:

What strategy do you use to attract and retain the best talent?

Answer:

"We focus on creating a high-performance culture where personal and professional growth is a priority. People want purpose—they don't just want a job. We ensure that our work environment is inclusive, progressive, and offers room for everyone to grow."

1. Media evolves

The media industry is constantly evolving, and we must evolve with it. At Next Media, we are investing heavily in digital transformation, content diversification, and audience engagement strategies. As media consumers become more fragmented, our job is to find innovative ways to keep them connected to our platforms. Whether through AI, social media, or

interactive content, it's about constant learning, retooling, and evolving with the times and ever-changing needs of our audience.

Question:

Our readers admire the great work you have done at Next Media, What's your secret to success?

Answer:

The secret to success at Next Media has been our relentless focus on evolving, learning, and empowering our people. We've built a high-performance culture where teamwork, innovation, and adaptability are our core values. My personal approach has always centered on creating a purpose-driven organization, where every individual understands their role and contributes to a shared vision.

I believe in leading by example and staying humble. Leadership isn't about titles; it's about steering the team, fostering a culture of responsibility, and helping others grow. As the media industry continuously changes, we consistently adapt by retooling ourselves, unlearning outdated practices, and learning new ones to remain relevant.

A significant part of our success is rooted in supporting our multigenerational workforce. We have created a work environment that caters to the values of each generation. For example, Gen Z employees thrive on flexibility and purpose-driven work, while earlier generations appreciate more structured approaches. By recognizing these needs, we have been able to attract and retain top talent, ensuring a work culture that is both high-performing and deeply connected to purpose.

Furthermore, implementing supportive policies and strategies has played a key role in our growth. For instance, we have introduced a "crèche or nursery space" for working mothers, ensuring that we create an inclusive, family-friendly environment where employees can balance their personal and professional lives. These

kinds of changes make Next Media an attractive workplace, fostering a sense of belonging and support for all staff.

As a note; Mr Kigozi spoke about an app he has developed to help parents monitor their children while at school.

Finally, success in the media industry demands a proactive approach to the rapid pace of change. Staying ahead of industry shifts, embracing new technologies, and pushing for constant innovation are core to our achievements. We are committed to maintaining this forward-thinking attitude as we continue to grow and evolve.

Question:
What are your Top Five Nuggets of Wisdom to Gen Z?

Answer:
“Well, the first thing I would tell Gen Z is to adopt a winner’s attitude. Don’t just chase money—let the money follow you. Focus on learning as much as you can. When you master your craft, opportunities will come, and the financial rewards will naturally follow.

Another key piece of advice is to volunteer so as to gain skills. Early in your career, it’s not always about the pay check but the experience and the skills you’re picking up along the way. If you keep focusing on skills development, the money will be earned eventually.

I also think it’s critical for Gen Z to create a strong personal brand. Organizations have their goals, but what are your personal goals? You need to align your personal ambitions with the goals of the organization, and that’s when you’ll really start to thrive. Set personal goals that contribute to the bigger picture.

Planning is everything. You have to set timelines for your goals, both personal and professional, and work diligently toward them. It’s not enough to dream—you have to have a clear roadmap for

your aspirations.

Finally, don’t be afraid to venture into the unknown. Challenges are inevitable, but they are also opportunities for growth. Always look for purpose in what you’re doing, and don’t be afraid to take risks that align with purpose.

Question:
What is Your Winning Formula as a CEO?

Answer:
“My approach as a CEO is built on purpose. I believe that every organization needs a clear strategy and policy, but more importantly, you need to give your people purpose. When you give them purpose, they become invested in what they’re doing, and that drives both individual and collective success.

Financial literacy is another critical component. It’s important that everyone in the organization, not just the finance department, understands the basics of financial management. That creates a sense of ownership and sustainability, both personally and for the company.

I also stress the importance of risk awareness. When you take a job, you need to be thinking about how you will leave it—whether that’s through promotion, transition, or retirement. Planning for the future is key, not just for yourself but for the business as well.

Lastly, I focus on getting the best from the people I hire. It’s about understanding their strengths, helping them grow, and ultimately aligning their personal goals with the company’s objectives. If you serve your team well and provide the right environment for them to excel, the business will thrive.”

Appreciation
We appreciate Mr. Kigozi for his time and congratulate him on his new sportswear brand JKA which will soon be unveiled to the association and all health and wellness enthusiasts.



Shaping a Culture of Disability Inclusive Employment

Lydia Abenaitwe
Programme Officer -
Inclusive Employment,
Light for the World

What is disability-inclusive employment?

It's about ensuring that people with disabilities, whether visible or invisible, have the same opportunities to start, develop, and advance in their careers as everyone else. It's about recognizing, celebrating, and utilizing their unique differences so that they feel welcome, included, and valued for their contributions.

According to a 2019 research report by Light for the World titled “**The Employment Situation of People with Disabilities and the Prospect of a Quota Employment Policy in Uganda,**” persons with disabilities in Uganda are significantly underrepresented in the workforce. The Uganda Manpower Survey (2016/17) estimates that only 1.3% of employees in formal employment are persons with disabilities. This exclusion from the workforce leaves many people with disabilities at a higher risk of poverty, creating a development challenge that requires urgent attention from both the public and private sectors.

Why Disability Inclusive employment is Crucial?

There is a wealth of talent among people with disabilities, often overlooked due to misconceptions about their productivity and Reasonable Accommodation needs in the workplace.

Persons with disabilities utilize the same goods and services as everyone else. Understanding disability and adapting goods and services to ensure universal access or developing products and services that cater to persons with disabilities may be the best niche an employer needs to grab a strong hold in the respective industry.

Existing employees may acquire a disability or have a pre-existing condition that becomes disabling with time. Understanding various aspects of disability inclusive employment would enable employers

to accommodate such needs and not lose great talent due to unforeseen circumstances.

Compliance to international and national policies about none discrimination such as Leave no one behind (LNOB), a central, transformative promise of the 2030 Agenda for Sustainable Development and its Sustainable Development Goals (SDGs) that represents the unequivocal commitment of all UN Member States to eradicate poverty in all its forms, end discrimination and exclusion, and reduce the inequalities and vulnerabilities that leave people behind and undermine the potential of individuals and of humanity as a whole. In 2008, Uganda assented to the United Nations Convention on the Rights of Persons with Disabilities, an international human rights treaty of the United Nations intended to protect the rights and dignity of persons with disabilities.

The Employment Act of Uganda (2006) stipulates that Discrimination in employment is unlawful and for the purposes of this Act, discrimination includes any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, the HIV status or disability which has the effect of nullifying or impairing the treatment of a person in employment or occupation, or of preventing an employee from obtaining any benefit under a contract of service.

Light for the World, a global disability and development organization, is committed to breaking down the barriers that prevent people with disabilities from participating fully in the workforce. To achieve this, the organization offers disability inclusion technical advisory services to employers who are dedicated to promoting inclusive employment.

What We Offer

Training and Support:

We provide training on how to include persons with disabilities and offer coaching on disability etiquette, helping build knowledge and a culture of support within organizations.

Workplace Assessments to identify physical areas and communication gaps that suit different disabilities. We assist with job analysis and carving to ensure full inclusion and optimal performance for all employees.

Job Matching:

We connect qualified job seekers with disabilities to available opportunities, we organize career fairs where employers meet potential employees with disabilities

Work Experience Programs:

Our work experience placement program gives companies the opportunity to experience the abilities, and reasonable accommodation needs of graduates with disabilities firsthand.

Disability Inclusion Facilitators:

Our team of trained facilitators, who are persons with disabilities themselves, supports companies in becoming more disability inclusive.

At Light for the World, our Graduate Associate Programme connects young people with disabilities to leading organizations, bridging the gap between education and workplace demands. In 2024, the pilot year of the 12 months work placement program, 25 Associates with disabilities are hosted at Uganda Breweries Limited, Federation of Ugandan Employers, Restless Development Uganda, Reach A Hand Uganda, Outbox, War Child Holland, Harvest Thrive Ltd and Nation Media Group.

To re-echo Nation Media Group's commitment to disability inclusive employment, Managing Director Susan Nsibirwa while officially receiving 4 Associates with disabilities at their offices recently asserted " we need to shift focus from the limitations to the abilities of persons with disabilities, highlighting disability as a key ESG [Environmental, Social, and Governance] issue and calling for more inclusive work environments"

What Disability-Committed Employers Can Do

Make it explicit in job adverts that people with disabilities are encouraged to apply.

Involve key staff in disability awareness training and learn how to effectively include young persons with different types of impairments in the workplace.

Communicate about successes and lessons learned on including young persons with disabilities in activities and programs.

Be open to hiring people with disabilities as staff and offer them work placement opportunities to learn relevant skills that will make more competitive in the Labor market.

Avail HR staff to share their knowledge and skills on specific topics during the employability skills trainings organized for graduates with disabilities.

Develop periodic action plans on how to become more disability inclusive as an employer.
Be an ambassador for disability inclusion in its own network and refer other employers that are interested in disability inclusion to Light for the World for technical support.

Appoint a disability inclusion focal person or committee to lead and sustain disability inclusion efforts.

If you are inspired to start or strengthen your disability inclusion agenda, please reach out to us;

**l.abenaitwe@light-for-the-world.org
or call +256782620947**

Together, we can create more inclusive workplaces in Uganda.



Congratulations!

Andrew Kawesa Ssebwalunnyo; Director Professional Development, upon your Wedding on 21st September, 2024.



MEMBERS' ARTICLES



Managing a multigenerational workplace in a tech-driven workplace

Apollo Gabazira,
Country Director Care-Uganda

Effective management of a multigenerational workforce in the age of technology: Navigating a multigenerational workforce's intricate, ever-evolving landscape has emerged as a critical imperative for organisations operating in today's rapidly transforming, technology-driven business environment.

This article delves into the nuanced challenges and strategic musts associated with managing a diverse employee base, encompassing the unique experiences, expectations, and workplace preferences of Baby Boomers, Generation X, Millennials, and the latest Generation Z.

At the heart of this multifaceted challenge lies the paramount necessity for organisational leaders to cultivate a deep, empathetic understanding of the defining characteristics and core values that shape each generational cohort. Leaders can't simply have their way anymore. It's a give-and-take game.

Baby Boomers, born between 1946 and 1964, are renowned for their unwavering loyalty, reverence for authority, and deep-rooted desire for stability and security, often struggling to adapt to the accelerating pace of change and technological disruption that permeates the modern workplace. In stark contrast, Generation X, born between 1965 and 1980, are celebrated for their independent spirit, adaptability, and steadfast focus on maintaining a harmonious work-life balance.

The Millennial generation, born between 1981 and 1996, brings a tech-savvy, collaborative mindset to the table, coupled with a strong yearning for purposeful, meaningful work that aligns with their personal values and aspirations. Finally, Generation Z, the first cohort to grow up entirely immersed in the digital age, demonstrates a deep, innate understanding of technology and a preference for instant feedback, recognition, and opportunities for growth and development.

Navigating the complex interplay of these diverse generational identities, workplace expectations, and communication styles effectively is a formidable challenge, fraught with the potential for tension, stress, and diminished organizational productivity.

However, organisations can transform this multigenerational workplace into a thriving ground for growth, innovation, and collaborative excellence by embracing a strategic, empathetic approach.

Embracing technological advancements emerges as a crucial component of this transformative strategy. By investing in comprehensive employee training and skill development programs, organisations can empower individuals across all generations to seamlessly navigate the digital landscape, leveraging technology-driven tools and platforms to enhance productivity, collaboration, and communication. Fostering a continuous learning and adaptation culture helps bridge the technological divide and enables employees to work in harmony, harnessing the power of digital solutions to drive organisational success.

Equally important is the promotion of cross-generational collaboration and knowledge sharing. By creating purposeful opportunities for mentorship, reverse mentorship, and exchanging ideas, insights, and best practices, organisations can harness the collective wisdom, creativity, and diverse perspectives that each generation brings to the table, fostering an environment of mutual learning and growth.

All this leverages the collective wisdom, creativity, and problem-solving capabilities of their diverse workforce. Simply put, you reduce toxicity and the ensuing tensions at the workplace.

Flexible work arrangements – it's no longer a choice of organisations and leaders if they recognise that different generations often have varying expectations and preferences regarding work culture, work-life balance, and the

deployment of technology-enabled solutions. Whereas older generations may gravitate towards the traditional 9-to-5 schedule, younger cohorts often seek greater flexibility and autonomy in their work arrangements. By implementing policies that allow for remote work options or flexible hours, organisations can boost employee satisfaction and productivity and support a healthier work-life balance in the ever-evolving digital landscape.

In conclusion, navigating the multigenerational workplace in the age of technology requires a multifaceted, strategic approach centred on understanding, empathy, and adaptability. By embracing technological advancements, promoting cross-generational collaboration and knowledge sharing, and offering flexible work arrangements, organisations can create a harmonious and productive work environment that thrives in the face of digital transformation and generational diversity, positioning themselves for long-term success and competitive advantage.

So, below is a leader's endgame:

- Leverage the collective potential of employees and thrive in the ever-evolving digital landscape. Digital won't stop or go away soon, and independent-minded generations will continue to use it first for their benefit before the organisation – better get used to it.
- **Opportunity:** a multigenerational workplace is an asset. Harness the power of technology to drive innovation, collaboration, and success from your workforce. It's the age of generational collectives.
- **Opportunity:** approach learning from younger generations with humility and a willingness to adapt - reverse mentorship.



LEGAL ALERT: Unveiling the proposed Safety and Health Reforms in the Uganda employment Law

Grace Nabakooza Businguzi
Head Employment Relations and Legal
services Federation of Uganda
Employers

Since 2022, safety and health in the workplace has been considered among the fundamental principles and rights at work by the International Labour Organisation (ILO). For the case of Uganda, several attempts have been made to align national expectations for the employers and working population concerning the minimum safety and health standards that were formally codified into the Factories' Act (cap. 220) and now the current 2006 Uganda Occupational Safety and Health Act. Due to emerging sectors e.g. oil and gas and evolving workplace set-ups, there has been a growing need to review and update the national legislation on occupational safety and health that has culminated into the 2023 bill. Below is a summary of the proposed provisions in the Occupational Safety and Health

Amendment Bill 2023;

- 1. Powers of the labour inspectors:** they shall have the power to prosecute employers who are found in contravention with the provisions of the law.
- 2. Duty of the employer to protect workers:** the bill reaffirms the employers' responsibility to protect workers.
- 3. Safety and health measures at the workplace:** all workplaces should have a workplace policy on safety and health, regardless of the number of employees employed in the enterprise.
- 4. Safety committees:** emphasises the requirement for all workplaces to have safety representatives and an eventual safety and health committee regardless of the number of employees employed in the enterprise. The bill allows the Minister to come up with Regulations for further operationalisation of the workplace safety committees.
- 5. Health and safe work environment:** employer to put in place measures to prevent employees' or other persons exposure to dust, noise, vibrations and other hazards that may cause a nuisance,

irritations and other health impairments. Employer is expected to monitor the dust, noise and vibration levels and put in place measures for improvement.

6. **Hoists and Lifts:** every cage should be fitted with a cage, gates to open only when the cage is at rest/landed.
 7. **Lifting gear:** should not be used unless tested and examined. All lifting gear not in use shall be annealed by the Commissioner.
 8. **Lifting appliances and machinery:** should be in sound construction, properly maintained and certified on behalf of the manufacturer.
 9. **Training of crane drivers:** all machinery, plant and equipment operators must be trained and certified.
 10. **Non liability of inspectors and authorised persons:** inspectors and authorised persons are exonerated from liability during the process of inspecting, examining, testing any appliances, equipment, lifting gears among others.
 11. **Electricity safety:** all machinery, hand tools, equipment shall be properly earthed and double insulated. All electrical equipment shall be examined and certified every 12 months by a competent person.
-



PEOPLE FOCUS

NEWSLETTER

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