

# THE EDICT

INT ALUMNI NEWSLETTER  
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# EDITORIAL

Welcome to the fifteenth edition of The Institute for National Transformation's online newsletter. In this issue you will find an article from Oakseed Solomon Otema, a civil/structural engineer and from Oakseed Lorna Magara, the Chairperson Makerere University council.

We would love to hear from you. Kindly send your contributions to the June, 2021 newsletter. Articles will be assessed on rolling basis, and should be 500- 1500 words in length, including spaces. The deadline for submission of articles for the June, 2021 newsletter is Tuesday, 1st June, 2021. Your feedback and suggestions are highly appreciated.

Please send all your submissions to [intuganda@gmail.com](mailto:intuganda@gmail.com). Title of Email: Newsletter Article Submission.

Raymond D. Muwanguzi  
INT/ Communications  
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RESPONSIBILITY IS THE MOST IMPORTANT VALUE



TRANSFORMATION  
IN EDUCATION





SOLOMON OTEMA  
CIVIL/STRUCTURAL ENGINEER  
AMERICAN TOWER- UNIVERSITY OF SUFFOLK

Why does one person get selected for a promotion while others with equal skills, education and experience get passed over? Jack Zenger (CEO of Zenger/Folkman), submits that a person's demonstrated willingness to behave responsibly is one of the major reasons, among others.

I came to understand the importance of this principle early in life through my

mother.

My mother, a single parent, works as a tailor/businesswoman in downtown Kampala in a place famously known as 'Kiyembe Lane'. One evening during school holidays, she came home and narrated to me and my sisters how she had literally walked to and from her place of work just so that we could be able to buy food the following day. I was incredu-

lous. Why would she do this? She answered, “The four of you are my responsibility; if tomorrow you are found on the streets begging, then I have failed you as your parent.”

Responsibility has two dimensions to it namely: responsible behavior and responsible attitude.

Responsible behavior is governed by the mindset that says, “I am the person who must make this happen,” whether it stems from your belief or because your job requires this of you, or there is some social force binding you to an obligation.

Responsible behavior includes doing things for which there is no immediate reward, but that are in the organization’s best interests. For example, parents continue to pay school fees and invest time and energy in nurturing their children. They take this role very seriously, despite the fact that they may never receive any tangible reward for this work. On the other hand, responsible attitude is related to the attitude of a leader in using resources that are at their disposal. A responsible leader uses resources with even greater care than if they were their own. More often than not, managers in organizations lament their lack of authority. But, do they also lament their failure to demonstrate responsibility?

The late Peter Ferdinand Drucker, an Austrian-born American management consultant, educator, and author, whose

writings contributed to the philosophical and practical foundations of the modern business corporation wrote, “Management has no power.

Management has only responsibility.” I believe that his submission settles the paradox between responsibility and authority by pointing out to us that a leader must display and require responsible behavior from themselves and their subordinates.

This will enable them to have maximum influence.

Therefore, to increase our own responsibility, the first step is to focus on the fact that we are no longer primarily responsible for our own outcomes and results, but for the outcomes of our teams.

It is not about what we do, but what our team or organization accomplishes. Next, we need to accept the responsibility-authority paradox.

The combination of responsible behavior and responsible attitude will give us powerful influence and accelerate our growth as leaders.

This is a huge leap for many and to their detriment, they never achieve it.

The vision of the Institute for National Transformation (INT) is “Value-based, ‘noexcuse’ leaders transforming their organizations, communities, and nations to the highest levels of performance and achievement. In executing this vision, INT prides itself in the values of Responsibility, Integrity, Compassion and Excellence (R.I.C.E). It is no coinci-

dence that INT has 'Responsibility' as its first value. The vision itself reflects responsibility through the words 'Value-based' and 'no-excuse'.

The OakSeed Executive Leadership Course (OSEL) which is the flagship program of the INT is also not only intentionally designed to target the seven spheres of society (Politics and Governance, Education, Business and Economy, Communication and News Media, Family, Religion and Celebration) but also to inculcate the R.I.C.E values in the participants.

The OSEL content is grouped into six modules with six lecture topics under each of the first five modules. As a participant of the OSEL 23rd Cohort, I was able to relate to the value of responsibility in all the modules. Module 1 (Making a case for a paradigm shift), however, was of particular significance because after the module, I was able to appreciate why the Institute for National Transformation was formed, the leadership crisis in Africa and why leadership is very crucial moving forward to be able to realize the dreams of our founding fathers and change the way the world views Africa in a global phenomenon fashion.

Additionally, the final module which is referred to as the History Makers Training (HMT) is a three and a-half accelerated crash course which enables the participants revolutionize their approaches to life, utilize a range of strategies to help achieve seemingly

impossible but desired long-term goals, acquire and master essential time management skills as well as maximize self-efficiency and increase self-discipline. The INT value of 'Responsibility' is again very evident in the objectives of the training.

It is therefore clear that taking responsibility is one of the highest, if not the highest mark of great leaders. In the same breath, I am taking responsibility in the sphere of education

through my individual project which is about making a case for the relevance of mentorship in Ugandan schools. Students and institutions of learning have gotten caught in current trend of cut throat competition as they strive to produce better academic grades year in, year out.

Teachers focus on covering large volumes of syllabi material and preparing students/pupils for final exams while neglecting the importance of activities such as mentorship in preparation of students for the next stage in life. This has created a disconnect between the current education system and the work place with high rates of youth unemployment as the result.

Education lies at the heart of transforming societies and even entire nations and this is evident from how African nations got independence from colonial powers and how they have since managed to grow and sustain growth achieved to date – at least for some countries. Using

mentorship as a form of targeted education, the project intends to bridge the gap between school and life by providing professional and personal enrichment and also training the students to harness the skills gained through learning in survival after school.

The value of responsibility will be esteemed through creation of a mentorship framework that incorporates local content and is closely linked to the current situation in Uganda as well as piloting the framework.

Because of how important the education sphere is, collective responsibility through collaboration is important in this endeavor to enable the necessary changes have a trickledown effect to all corners of Uganda.



**LORNA MAGARA**  
**CHAIRPERSON MAKERERE**  
**UNIVERSITY COUNCIL**

## **How has INT transformed you?**

I was in the very first INT class in 2009. My journey with INT has been one of faith, excitement and challenge. The lectures, interactions with colleagues and the journey of actualizing my project all challenged my faith in God and in the purpose for my life.

The continuing engagements have been a source of inspiration and sharpening of my resolve to live life beyond the mundane activities of life. I am very much aware of impact my life ought to have in all the areas that I engage in. I am aware that I have a call, I am on a mission.

## **What are the key transformations in Education?**

The emphasis that education is more than the passing on of knowledge, but it impacts the whole of life –the physical, psychological, emotional, spiritual aspects of one's life.

It determines one's perspective, 'lens' of life.

## **What is the impact of these transformations?**

I am a strong advocate for this type of education. Vine International Christian Academy (VICA), the school we started, is founded on this philosophy.

## **What do you enjoy most about your career/job?**

The opportunity to touch a life for life!  
The incredible honor of being a part of

the process of molding of a life, determining their future.

The joy of seeing a student begin to thrive, blossom, excel as they realize they have gifts and skills to share with those around them.

## **What was your favorite INT book?**

It is rather difficult to decide which book was my favorite because each of the books we studied had a unique focus. I however have found "Good to Great" by Jim Collins and 'Buy the Future' by Mensa Otabil very instructive in organizational management. Lee Kuan Yew's book, 'From Third World to First' is a classic!

## **What became of your INT project?**

It is established and growing. VICA started in 2005 however, taking it on as my INT project four years later, was an opportunity to focus on areas I had not paid much attention to and to consider it with the seriousness it deserved: a life-long project - one that not only provided an opportunity to impact students but parents as well.

*VICA is a multi-generational platform for Godly impact. VICA not only focuses on preparing students for life but also provides various opportunities for parents to grow in their roles and responsibilities as godly parents and citizens. Parents are expected and encouraged to engage in the life of the school.*





## COMMENCEMENT CLASS 29 OAKSEED EXECUTIVE LEADERSHIP COURSE



The Institute for National Transformation's mission is to raise no-excuse leaders who will transform their families, organizations, communities, and nations with RESPONSIBILITY, INTEGRITY, COMPASSION, AND EXCELLENCE (R.I.C.E).

The course consists of six modules. from January- June 2021 as follows:

**MODULE 1: A CASE FOR A PARADIGM SHIFT**

**MODULE 2: CREATING AN ENABLING LEADERSHIP ENVIRONMENT**

**MODULE 3: BECOMING A TRANSFORMATIONAL LEADER**

**MODULE 4: DEVELOPING SOFT SKILLS**

**MODULE 5: INFRASTRUCTURAL SYSTEMS**

**MODULE 6: HISTORY MAKERS TRAINING**

**TOTAL COST- UGX 3.6M OR UGX 600,000 PER MODULE**

**TO ENROLL PLEASE CONTACT US AT:**



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