



October's

EDICT

INT ALUMNI NEWSLETTER
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change on my team but to think and
work through developing common aspi-
rations”**

PAULINE MUTUMBA

We would love to hear from you. Kindly send your contributions to the November, 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 November, 2021 newsletter is Friday, 22nd October, 2021. Your feedback and suggestions are highly appreciated.

Please send all your submissions to intuganda@gmail.com. Title of Email: Newsletter Article Submission. Be sure to access our YouTube page (INT UGANDA) for our latest videos; details are on the last page.

*Raymond D. Muwanguzi
INT/ Communications
Coordinator*





PAULINE MUTUMBA

**SENIOR HUMAN RIGHTS OFFICER WITH THE
UGANDA HUMAN RIGHTS COMMISSION**

1. How has INT Transformed you?

INT opened my eyes to the practical aspects of being an oakseed- a planting of the Lord for the display of his splendour in my sphere of influence. This changed the way I approach my assignments in the work place from mostly personal satisfaction to a national and continental outlook. It was because of my INT experience that I got the boldness to move out of my comfort zone and into a new work space which I believe God has called me into.

INT also heightened my burden to play my part in breaking the cycle of poverty and violence in Africa. The State of Africa by Martin Meredith really highlights this. I now have a sense of urgency in my work to see that we take dominion of the earth in the way God intended for us.

2. What are the key transformations in your area of passion?

My area of passion is governance. I love to see secure systems working to deliver services effectively. I was leading a small team of 5 in my work place. INT challenged me not to impose change on my team

but to think and work through developing common aspirations. Jim Collins emphasizes - first the who, then the what. This led to greater team cohesion and ownership of the strategies agreed upon.

Members embraced other media platforms which they had previously been slow to adopt and business could be handled expeditiously. There was also increased ownership of decisions.

3. What are the impacts of these transformations?

As a result of these changes in the team, there has been increased productivity and efficiency in handling work of the committee and improved relationships among the different stakeholders along the procurement chain within the organization.

4. What is your favorite book?

Its hard for me to pick one, but my current favourite book is the biography of CS Lewis. He was a British author and literature professor born in 1898 who was an atheist but later converted to Christianity. His

life tells of tragedy early in life, near death during the world war and how he searched out faith for himself even dabbling in the occult, until he came to the conclusion that Christ was the true source of freedom. He used his gift as an author to bring the Christian faith to life for all people including children in the famous books the chronicles of Narnia. His was a life of legacy through his literary work and it still speaks to this day!

5. What was your favorite INT book?

Good to Great by Jim Collins changed my life. It made me restless to identify and clarify my hedgehog through those questions that help you identify your hedgehog. What can I be the best at? What am I passionate about? What can turn my economic engine? As I answered those questions a restlessness was stirred up in me not to settle for simply being good at what I do from 8 to 5 but to start my journey to serving my God given purpose.

6. How is your INT project going?

My INT project was to develop an orientation manual for members of contracts committee of the Inspectorate of Government (IG) to empower them with the values required to deliver efficient procurement decisions.

We managed to organize the first ever training for the committee members and other key stakeholders like the Accounting Officer and Heads of User Departments in May 2021. This was at a time when government budgets were being cut due to Covid 19 but Management was convinced by the proposal we submitted that this would be valuable to the procurement function of the organization.

The members committed to develop the Orientation manual once the amendments to the PPDA Act are passed into law and the recommendation is before the Accounting Officer for implementation.

OAKSEED EXECUTIVE LEADERSHIP COURSE



SPEAKER

HARRIET OCITTI
INT EXECUTIVE DIRECTOR



INT UGANDA

**CLASS 29 MODULE 1- COURSE
ORIENTATION AND INTRODUCTION TO
THE INSTITUTE FOR NATIONAL
TRANSFORMATION**