



THE EDICT

INT ALUMNI NEWSLETTER
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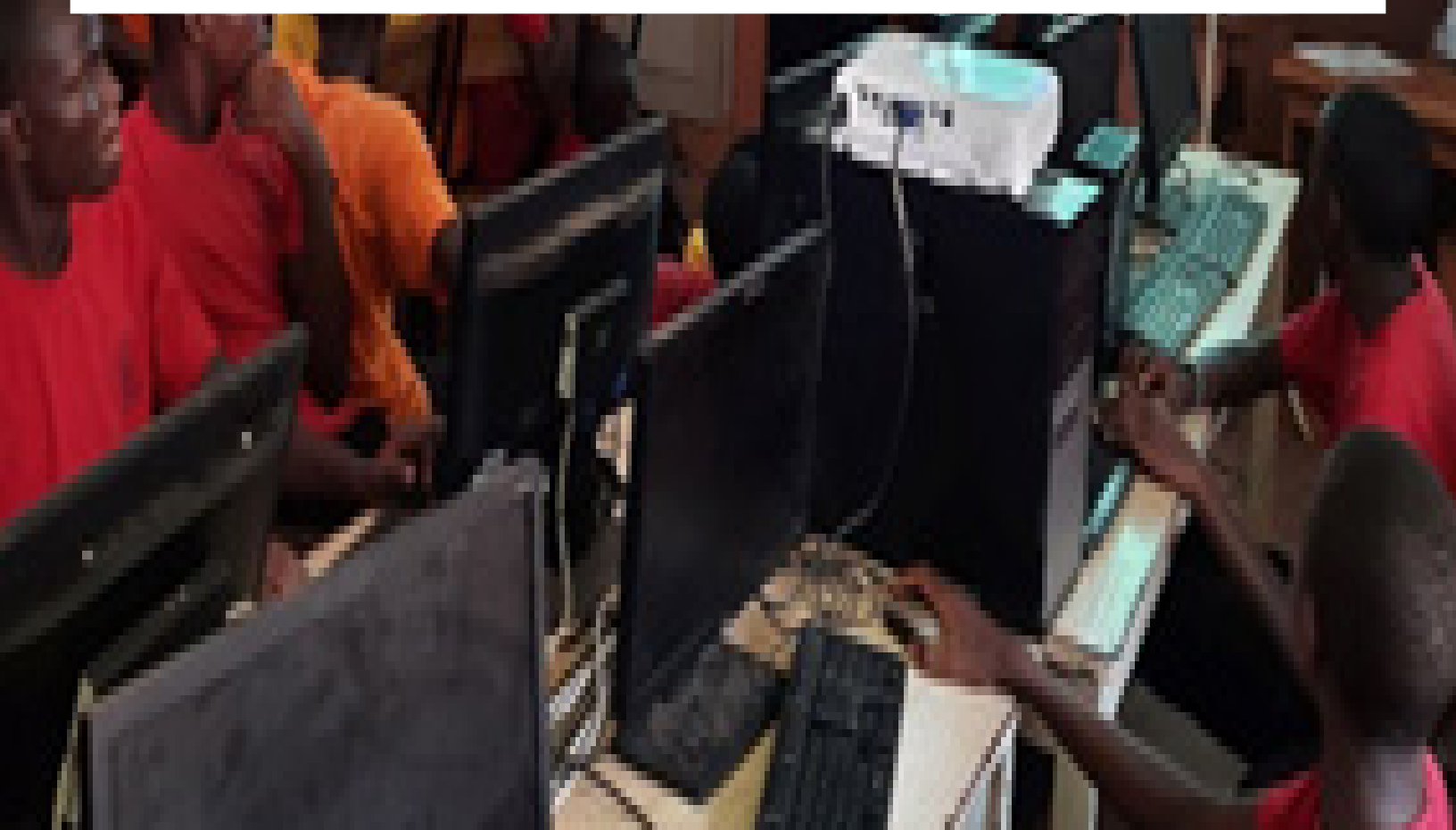
EDITORIAL

The Institute for National Transformation management welcomes you to the 28th edition of our monthly newsletter.

We present to you one of our students in this issue. We would love to hear from you. Kindly send your contributions to the November, 2022 newsletter.

Please send all your submissions to intuganda@gmail.com. Title of Email: Newsletter Article Submission.

Raymond D. Muwanguzi
INT/ Communications
Coordinator





***SIMON KAPYO
CUSTOMS OFFICER***

1. How has INT Transformed you?

Three weeks prior to attending my first INT lecture as a member of the 30th Cohort, I heard about the OELC programme. My first impression of this training was upbeat – I had great expectations! Honestly, my prospects got slowly surpassed as we completed each module. By the end of Module 6, the course had ticked all the boxes.

I underwent transformation in the following ways:

- Taking personal responsibility for matters in my sphere of influence through the development of projects and more.

Through more active participation in the affairs of my family, community, organization or country where I have some influence. For instance, through my INT Personal project, students that would have otherwise taken career decisions without the relevant information have a chance to map out a plan for their future.

- I am better at reading and writing critiques on books



INT significantly rejuvenated my attitude towards reading. Before coming to INT, I couldn't imagine having to read relatively large books like "FROM THIRD WORLD TO FIRST" in a matter of weeks, let alone summarize or cri-

tique them!

Using techniques such as speed reading enables one to pick out the most important points from a book while saving time and energy. I also found out that great leaders are readers. Besides, reading books takes me on a trip of discovery around the world.

- Developing the right values to "Think Big Picture" through a paradigm shift

From books such as "BUY THE FUTURE" that we covered at INT, I learned that by developing the right value and belief systems that support delayed gratification, my future will be better.

In that regard, I have rearranged my priorities - putting importance before urgency.

The unproductive value systems characterized partly by poor negotiation skills and failure to 'roast' our products explain our societies' lackluster economic performance.

- Quick completion of tasks given on short notice (without giving excuses). While on the course, this was manifested through the strictness about timekeeping and meeting deadlines for assignments and was epitomized during module 6! Less than 3 months after our History Makers' Training, I had the opportunity of leading a team in developing and presenting an exciting project proposal at my workplace. Applying the INT knowledge, it was easy. For me. I felt prouder

of INT and held HMT in high regard.

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

I am passionate about seeing young people live to their full potential as they grow to become adults.

Through My INT personal project, which is about Career Guidance for these young stars from early secondary school, I was able to translate this dedication into action. Thus far, we have realized the following positive changes:

- Formalizing the Career Guidance sessions into the school programme for Senior One students.
- Reestablishment of the connection/relationship between the old students with their former school (students, teachers, and administrators)
- In the face-to-face sessions we have held so far, the students appreciated the basics of career

counsel such as the definition, importance, examples of careers, etc. They were also enlightened about engineering careers in general and girl-child progress in career development.

- The target group of students was inspired by the experts (successful former students) that presented to them.

I had the opportunity to lead a team in preparing a project proposal to improve a process at my workplace. Having applied the skills that I acquired from INT; the evaluation panelists were happy with it.

3. What are the impacts of these transformations?

- Formalizing of the sessions ensures continuity and predictability of the programme as the coverage is planned and structured. This also offers opportunities to other students to benefit too.
- The students have a better chance at making

informed career decisions in line with their capabilities, interests, and the variety of career options shared with them from reliable sources, which also demystifies career myths such as gender ‘locked’ careers.

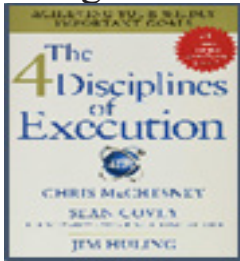
- Creation of a pathway for collaboration between the school and former students, experts, and other stakeholders
- The girls in school develop confidence and draw inspiration from the female facilitators to stay in school and pursue their future aspirations.
- Applying the INT knowledge (as shared in 2 above) at my workplace results in better processes from the reforms and bolsters my performance.

4. What is your favorite book?

The difference in relevance regarding books I have read was laid bare during the OELC programme. To choose my best, I felt the drive to examine the applicability of concepts propounded by

the authors in the book as a whole at any level by anyone and the uniqueness of the message. In that regard, The “4DX” is most appealing.

The 4 Disciplines of Execution - By Sean Covey, Chris McChesney, and Jim Huling.



This book offers practical guidance on goal-setting and measurement which ultimately delivers ‘execution excellence’ for teams or organizations. With numerous examples, the co-authors unravel the ‘how’ of effective execution that many leaders grapple with, something that many books don’t address. While many leaders might get the ‘what’ of strategy the ‘how’ of execution is rarely discussed.

In today’s world of work, teams and especially leaders often get mired in the daily tasks necessary to keep operations running on a day-to-day basis. These activities always appear urgent and make it hard to execute anything new. The 4DX formula provides a set of practices that guides teams on how to achieve breakthrough results in the midst of this “whirlwind”.

For me, this book provides step-by-step guidance to achieving my “Wildly Important Goals” in the midst of several competing priorities. According to the

authors, the methodology has been tested and refined by thousands of teams over many years and almost always guarantees outstanding results, regardless of the deliverables required.

The 4DX framework represents a new way of thinking and working that is necessary for teams to blossom in today’s marketplace. I would strongly recommend it for people handling projects. ‘If you can lock down the execution variable...there’s a lot more sanity there.’
– 4DX

5. What was your favorite INT book?

This is a tough question! The books that were selected for the training reinforce each other to deliver the message of true transformation - the whole is greater than the sum of its parts.

However, I’m impelled by the question to choose one: In terms of the potential for impact on as many people as possible, and correction of misapprehension of the gospel by Christians to society, my pick is:

Church shift – By Pastor Sunday Adelaja

In ChurchShift, the author encourages every single Christian that they can be a world changer, a Moses, and a deliverer in his generation. It is based on real-life personal experiences where Christians in the contemporary world can apply the relevant kingdom principles taught by Jesus Christ by taking simple steps in their everyday life to establish God’s

rule and invite His glory, thereby de-throning the kingdom of darkness.

The Nigerian-born and raised pastor, who built one of the most successful churches in Europe amidst tremendous challenges, teaches Christians that the Great Commission isn't 'in' but 'out' of the church buildings.

This book shows the world how to make the gospel socially relevant - demonstrating that God intends for all believers to occupy their personal promised land and that our combined efforts to follow kingdom principles can transform entire nations. It makes ministers of the gospel reassess their place and calling in ministry - empowering them and the church for societal transformation.

“... God ... graciously taught us to take a proactive position in society, to go outside our building and enforce His authority over an ungodly nation and government... Your work as a choir member... or usher is... not necessarily fulfilling the Great Commission. The Great Commission happens outside the church. Ministry is what you do to bring your life and your sphere of influence under kingdom rule.” – Sunday Adelaja, ChurchShift

6. How is your INT project going?

My INT project is titled “Informed Career Choices Among Students (ICCAS) of Bukoyo SS in the years 2022-25”. The goal of the project is: To Mentor School Youths in Making Better and

Informed Career Choices for a Better Future.



Engagements. Progress

So far, we have had two face-to-face engagements with the target group – about 100 S.1 students (for now) during their 2nd school term.

After engagements with the school's administration, the Career Guidance has been formalized into the school's programme for 2 terms now.

The young students were excited to acquire this relatively new item to their schedule.

In the first session held with me in May, they appreciated the meaning and importance of obtaining this guidance from an early age.

The second session, held in June, was led by another old student of the school – an Engineer. His presentation was informed by feedback from the 1st session where many of them had aspirations of pursuing the Engineering discipline. In the same session, we had a lady “OG” – who inspired the young girls and advised

them to stay on course.

Challenges

- We were challenged by the low levels of ICT knowledge among the learners. However, this will partly be addressed by the ICT lessons they have and the sessions that we'll have with them as part of this project in the future.

- The synchronization of meeting times between the visiting facilitators and the school programme has posed another issue. We have ameliorated this by having the engagements on convenient Sunday mornings – after prayers at the school.

Planned Activities

- We intend to have two sessions in the 3rd term and later slowly introduce ICT basics. This will lay the ground for a Google Classroom which will ease access to and exchange of Career information between the learners, teachers, parents, and experts from anywhere in the world at any time.

- Guiding the subject teachers to embrace Career guidance and this will include the development of a guidance manual.

- Also planned is an expansion of the programme to benefit more learners.

- To keep the learners engaged, we plan to spice up the sessions with videos and other engaging activities such as sports, and aerobics on top of inviting more experts from different careers.



***For more information about INT
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