



# Institute for National Transformation

## Lecture 1

### Course Orientation - Introduction to INT

*Developing value-grounded, no-excuse leaders that will transform their organizations, communities and nations to greater levels of performance and achievement.*



# Prof Vincent Anigbogu



Director General INT International



# Dr. James Magara



Deputy Director General INT International - East Africa



# INT Centers in Africa

INT Nigeria (NGA) March 2008

INT Uganda (UGA) November 2008

INT Kenya (KEN) July 2009

INT USA (USA) October 2009

INT South Africa (RSA) September 2010

INT Rwanda (RWA) November 2010



# Board of Directors

- Mr. David Kabiswa - Chairman
- Dr. James Magara
- Mr. James Kisaale
- Arch. Patrick Rubongoya
- Dr. Monica Musenero
- Ms. Ketty Lamaro
- Ms. Irene Muwanguzi
- Mr. Dan Rutiba



# Management Team

- Mrs Harriet O'city – Executive Director
- Miss Hope Makii – Administrator
- Ms Joy Ankunda – Accountant
- Ms Cathy Muwumuza – Module facilitator
- Mr Raymond Muwanguzi – Communications Coordinator



# Oak Seed Alumni Council

- President – Mrs Jennifer Mwijukye
- Vice President – Mr Fred Kyaka
- Secretary – Mr Ernest Kanyesigye
- Treasurer – Ms. Apophia Atukunda
- Member – Mrs. Angelina Twinomujuni
- Member – Mr. Chris Kaweesa



# Office Location

Krish Mall,  
Spring  
Road,  
Bugolobi,  
First Floor  
Unit 13







# INT - Uganda

- 28 Classes so far
- 550 Graduates – Oak Seeds
- A learning and growing organisation with a clear vision and mission



# Vision

Values-based, “**NO EXCUSE**”  
leaders transforming their  
spheres of influence to greater  
levels of performance and  
achievement



# Mission Statement

Developing and training marketplace leaders throughout Uganda to be Responsible, Integral, Compassionate, and Excellent in both the private and public sectors and to be the agents of positive change in their spheres of influence.



# Targeted Spheres/Mountains

1. Politics & Government
2. Business/Economy
3. Education
4. Media (Print, Electronic, Audiovisual)
5. Spiritual/Religious
6. Family
7. Entertainment and the Arts



# TEACHING FORMAT

- **VALUES (or Principle) - BASED LECTURES**
- **CASE STUDY BASED EXAMPLES**
- **PROJECT DEVELOPMENT**
- **MOVIES**



# Module Themes

## Modules

**Module I:** Making A Case For Paradigm Shift

**Module II:** Creating An Enabling Environment

**Module III:** Becoming A Transformational Leader

**Module IV:** Developing Soft Skills

**Module V:** Setting Up Infrastructural Systems



# Module I - Making a Case For Paradigm Shift

**Lecture 1:** Introduction to INT

**Lecture 2:** Sixty years of African Independence - an Odyssey

**Lecture 3:** The Crisis of Leadership in Africa - Observations of Lee Kuan Yew

**Lecture 4:** Dreams from Nations' Founding Fathers

**Lecture 5:** The Hunter and The Farmer Leadership Paradigms

**Lecture 6:** The Elite and National Transformation

**MOVIE:** Evan Almighty

**Book to Critique:** The State of Africa



# Module 2 - Creating An Enabling Environment

**Lecture 7:** God's Quality Management System

**Lecture 8:** The Singapore Story (1965 - 2000): The Role of Quality Management Standards

**Lecture 9:** The Good to Great Framework for National Development

**Lecture 10:** Packaging of Burdens as Vehicles for National Transformation

**Lecture 11:** Vision 2040 - The National Development Plan - Uganda

**Lecture 12:** The Rule of Law

**MOVIE:** Lee Kwan Yew

**Books assignment:** Buy the Future and Seven Mountain Prophecy





## Modules 3: Becoming a Transformational Leader

**Lecture 13:** Transformational Vs Transactional Leaders

**Lecture 14:** The Family and Community Development

**Lecture 15:** Leadership Positioning: Understanding the Funnel of Success

**Lecture 16:** The Laws of Mentorship

**Lecture 17:** The Hedgehog Concept: The Role of Understanding in National Development

**Lecture 18:** Value Systems, Integrity, Work Ethic and Dignity of Labour

**MOVIE:** Mandela

**Book to critique:** Good to Great



## Modules 4: Developing Soft Skills

**Lecture 19:** Leadership Personalities and People Skills

**Lecture 20:** Delegation and People Involvement

**Lecture 21:** Conflict Management

**Lecture 22:** Lobbying and Advocacy

**Lecture 23:** Facing the Brutal Facts and the Stockdale Paradox

**Lecture 24:** Communication and Media

**MOVIE:** Amazing Grace

**Book to critique:** From Third World to First



## Modules 5: Infrastructural Systems

**Lecture 25:** Education and Human Resource Development

**Lecture 26:** Innovation, Research and Development

**Lecture 27:** Quality Financial Systems

**Lecture 28:** Physical Infrastructure and Access Gap

**Lecture 29:** The Elite and National Development

**Lecture 30:** Course Wrap up

**MOVIE:** Florence Nightingale



## Module 6: History Makers Training

This is a fully residential module which takes place from 8:00pm on a Thursday to 6pm on a Sunday at a venue that will be communicated towards December 2021



# Lecture Layout

8:00 – 8:30 AM	8:30 – 9:30 AM	10:00-10:30 AM	10:30-11:30	12:00 – 1:00 PM	1.30 – 2:30 PM	2:30 – 3:30 pm	4:00 – 5:30 PM
Reviews	Lecture	Tea Break	Lecture	Lecture	Lunch Break	Book Critique Discussions	Individual Project Proposal Workshop
Reviews	Lecture	Tea Break	Lecture	Lecture	Lunch Break	Movie Discussion	Group Project Report Workshop

## Summary

30 Lectures

Six months: one weekend/month

Carryout Group Project

Carryout Individual project



# Workshop Sessions

## Discussion Groups/Spheres

**Group 1: Politics & Governance**

**Group 2: Economic Development**

**Group 3: Education**

**Group 4: Media**

**Group 5: Social – Youth, Women, Health, etc**

**Group 6: Religious**

**Group 7: Celebration: Entertainment, Sports, Arts  
& Culture, Music, Drama, etc.**

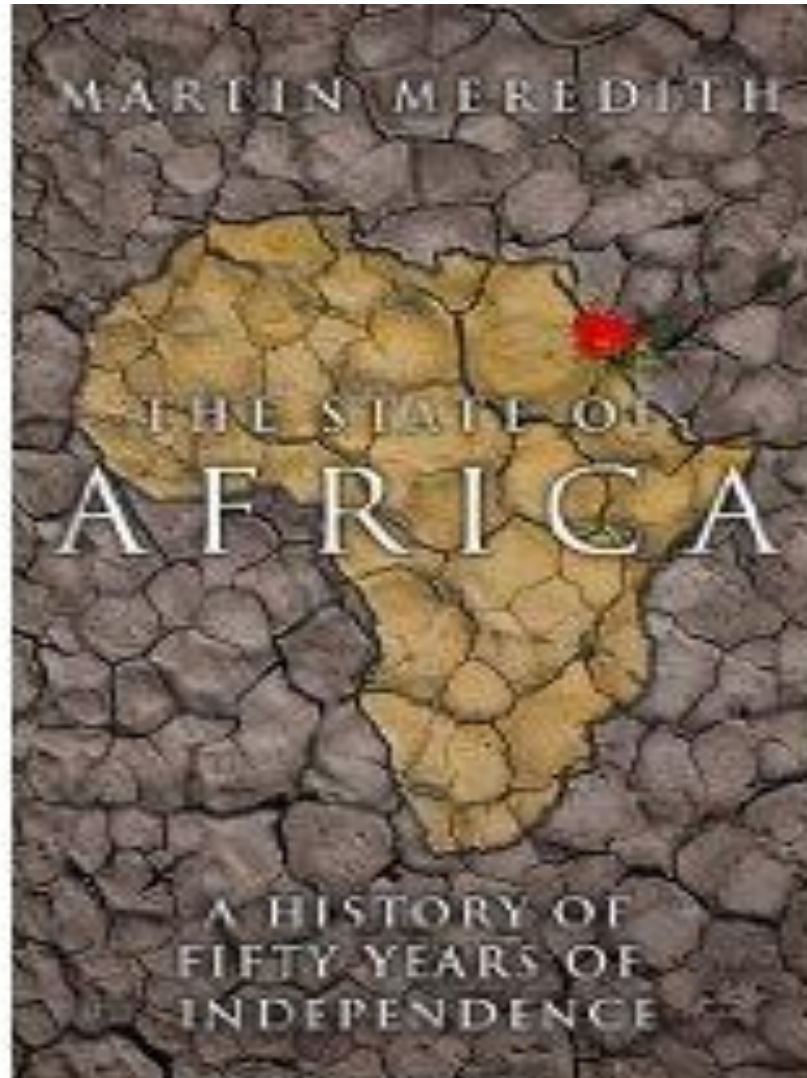


# Required Reading

1. *State of Africa* by Martin Meredith
2. *Buy the Future* by Mensa Otabil
3. *Good-To-Great* by Jim Collins;
4. *From the Third World To First* by Lee Kuan Yew;
5. *Churchshift* by Sunday Adelaja
6. *Seven Mountain Prophecy* by Johnny Enlow



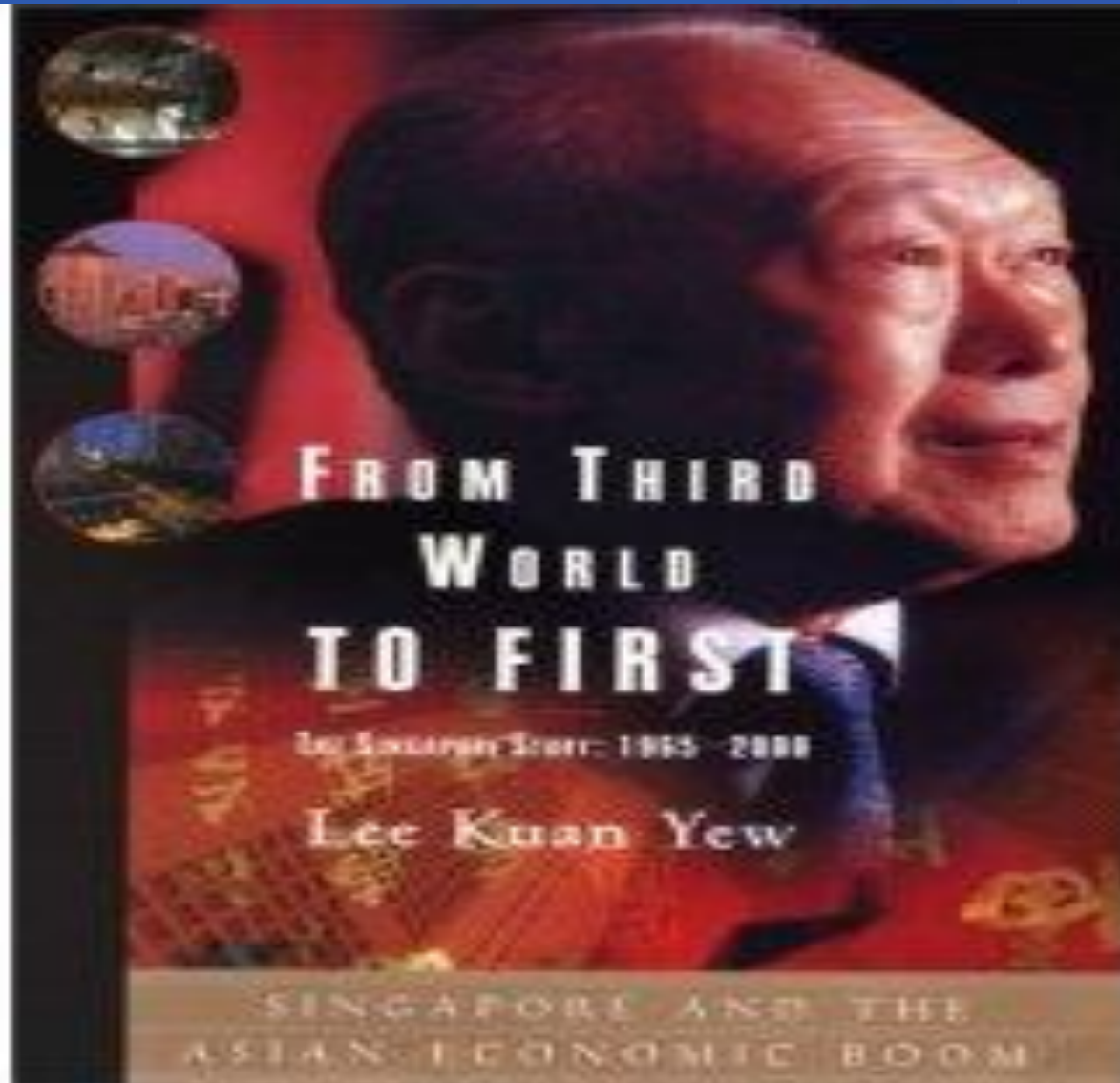
# The State of Africa by Martin Meredith





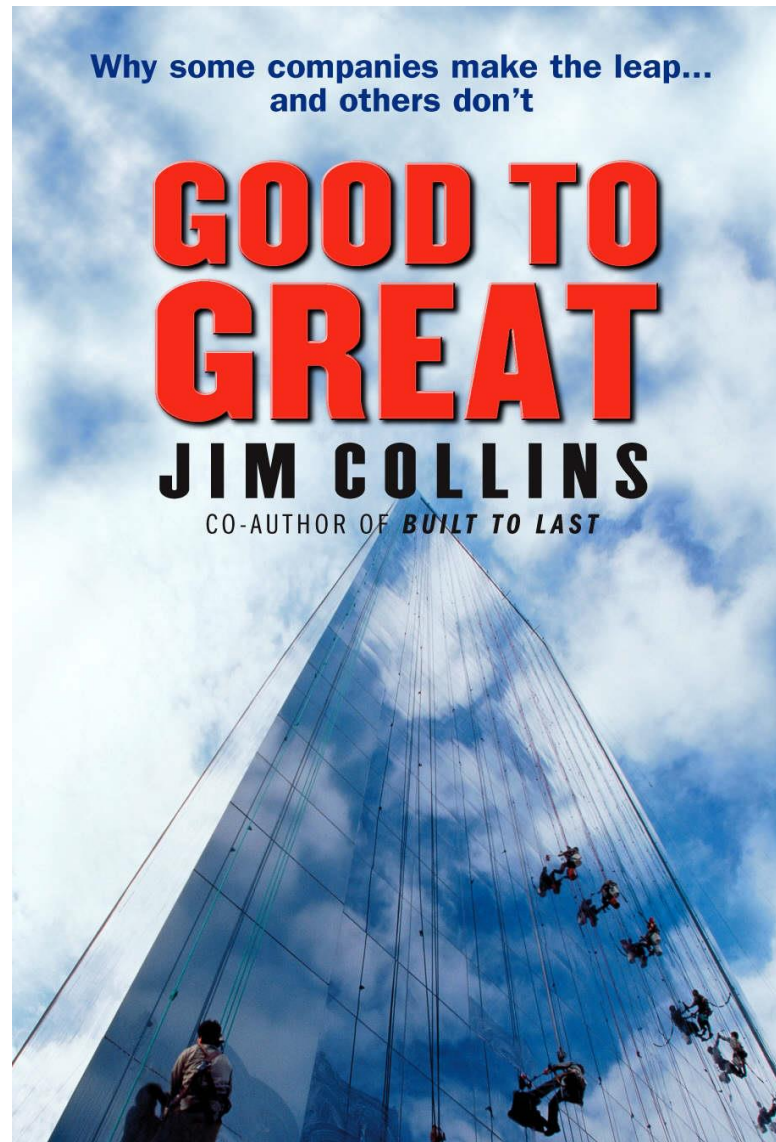


# From Third World To First by Lee Kuan Yew



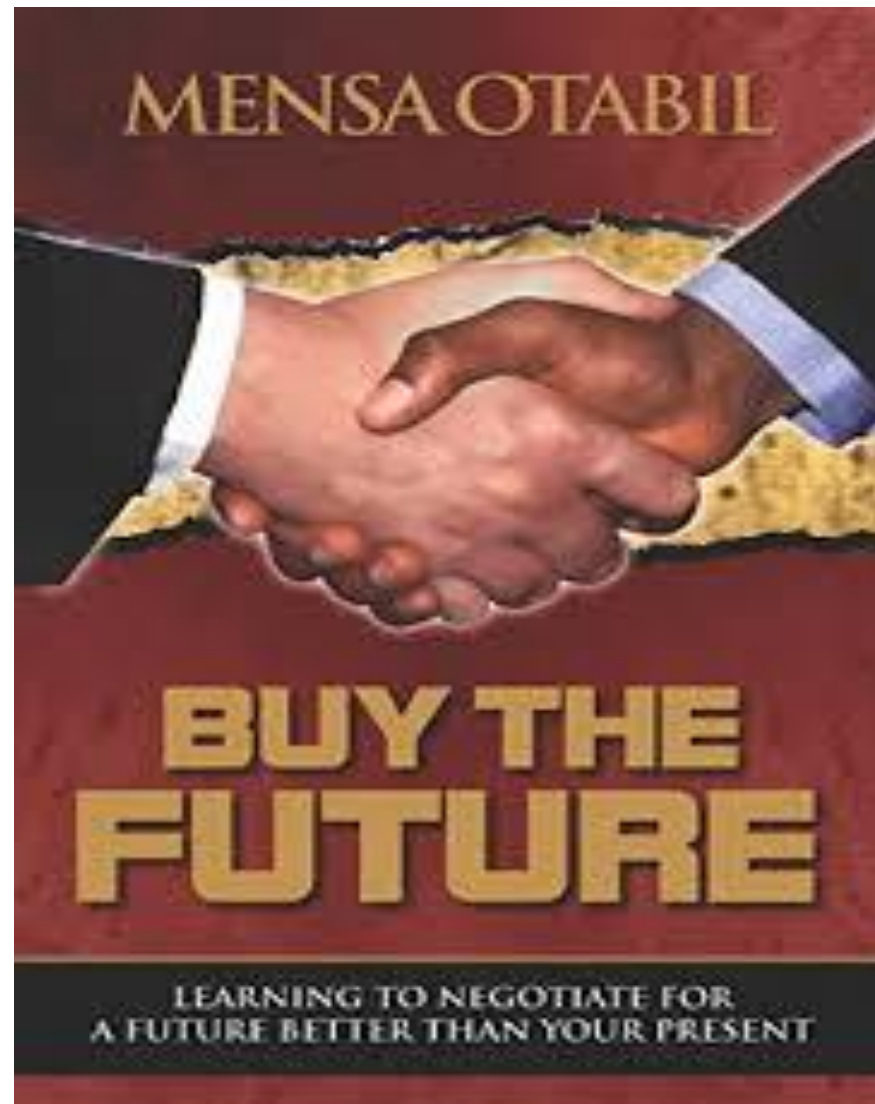


# Good to Great by Jim Collins



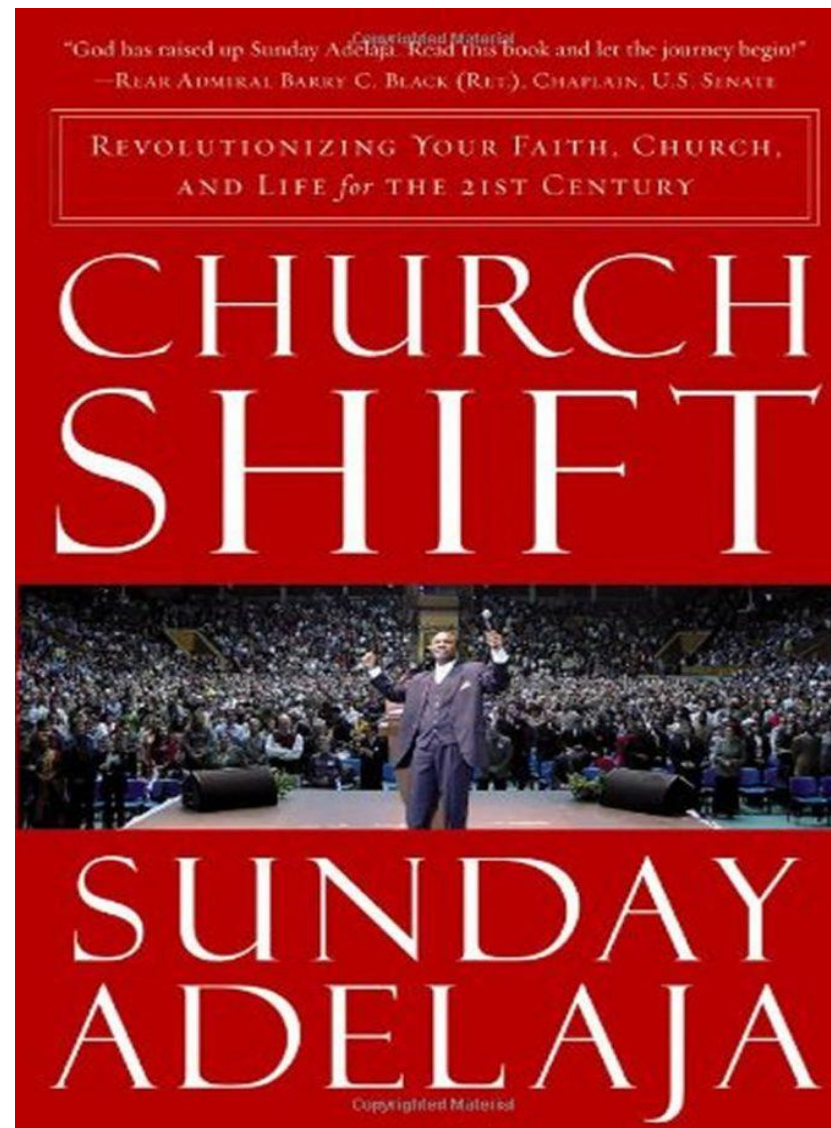


# Buy the future by Mensa Otabil





# Church shift by Sunday Adelaja





# Lecture Attendance

- a. Participants are expected to attend all lectures, and any other required activities.
- b. Absence, whether excused or not, from any lecture does not excuse one from their responsibility of carrying out any assignments or for any announcements made during their absence.



# Lecture Attendance

Participants who miss more than two modules shall be advised to join the next class starting with the first module that they would have missed and will forfeit any tuition paid up. They will therefore not graduate with the class they initially registered with, but with the class in which they will be recorded as having attended at least five modules. The Institute will have the discretion to waive this rule in special cases.



# Assignments

- a. Participants must submit their assignments not later than the deadline indicated for the assignment
- b. A late of submission of an assignments after the deadline will fetch a penalty of 20 marks off the 150 point score that is given to each student at the beginning of the course



# GRADING SYSTEM

Contributions to the final mark towards graduation are as follows:

- Book Critiques ----- 40%
- Individual Project Proposal ----- 60%





# GRADING SYSTEM

*Please note that every group is expected to meet at least once a month.*

- The group leader will be required to submit minutes of the meeting, that among others records the attendance of the members of the group as part of his/hers assignment to be submitted that month.*



# TIME KEEPING

- The Institute adheres to a strict time keeping practice, which we believe is a reflection of the level of discipline we would like to instill in all the participants. Each day of a module begins at 8am therefore anyone who signs in after 8am are considered late. An incident of lateness **fetches a penalty of 10 marks off the final mark that would have been received for the assignment of that module**



# Projects

Discussion groups are formed by each class around these seven spheres. By the second module, each participant is required to have identified and belonged to a sphere-discussion group in alignment with his/her passion or burden. As these groups deliberate on issues in their spheres, they develop the ability to participate actively and work collaboratively with other likeminded people towards the achievement of community and/or national transformation.



# Projects

At the end of the course, each participant is required to present group and individual projects based on the outcomes of their deliberations on and awareness of the National Development Plan or Vision 2040



# Projects

- Please note that the group project must be **started and completed within the five month period of the duration of the class**. Each member of the group must be assigned a task in developing and carrying out the project. During Module 6 each group will be expected to give **a report on the finished group project**. The individual project on the other hand can be a project that is already on going in which the individual is involved or a proposal of a project that the individual hopes to carry out after they have completed the course at the Institute.



# Assignment Cover Page

FULL NAME

PROFESSION

PLACE OF WORK

SPHERE OF INFLUENCE

CLASS 29

ASSIGNMENT



# Assignment Cover Page

HARRIET O'CITY

EXECUTIVE DIRECTOR

INSTITUTE FOR NATIONAL TRANSFORMATION

EDUCATION

CLASS 29

BOOK CRITIQUE: STATE OF AFRICA



# Page 39

ASSIGNMENT ASSESSMENT REPORT					
<b>NAME:</b>		<b>MODULE:</b>		<b>CLASS:</b>	

BOOK CRITIQUE		
<b>1. Development of critique is logical and effective</b>		<b>[30]</b>
a. Introduction makes interesting reading		5
a. Style shows originality and impact		20
a. Good conclusion that captures reader		5
<b>1. Familiarity with the book</b>		<b>[40]</b>
a. All important areas of information/themes are brought out		20
a. Counter arguments are present		20
<b>1. Personal /Market place Application</b>		<b>[40]</b>
a. Critique shows applications of concepts for National Transformation		20
a. Critique shows applications of concepts for personal development		20
<b>TOTAL</b>		<b>100</b>
<b>Assessors comments</b>		





# Assignment Submission

**Assignment Submissions are done  
through the website**

**All participants have to register to be able to log in**



Institute for National  
Transformation

# Certificate of Graduation

This is to certify that

has successfully completed

\_\_\_\_\_

on this \_\_\_\_\_ day of \_\_\_\_\_.

\_\_\_\_\_  
Professor Vincent C. Anigbogu  
DIRECTOR GENERAL

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Emeka Ogbonna  
DIRECTOR OF PROGRAMS



# Group Photograph of Inaugural INT Uganda Oak Seeds on their Graduation on April 17, 2009

