



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.



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



Prof Vincent Anigbogu



Director General INT International



Dr. James Magara



Deputy Director General INT International - East Africa



Board of Directors

- Mr. David Kabiswa - Chairman
- Dr. James Magara
- Mr. James Kisaale
- Arch. Patrick Rubongoya
- Mr. Dan Rutiba



Management Team

- Mrs Harriet O'city – Executive Director
- Miss Hope Makii – Administrator
- Ms Barbara Asiimire – 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

- 29 Cohorts so far
- 500 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 6)



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

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

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

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

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



Module 6: History Makers Training

This is a fully residential module which takes place from evening of Thursday 9th June 2022 to the evening of Sunday 12th June 2022 at a venue that will be communicated during the 5th Module



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	Case Study 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.

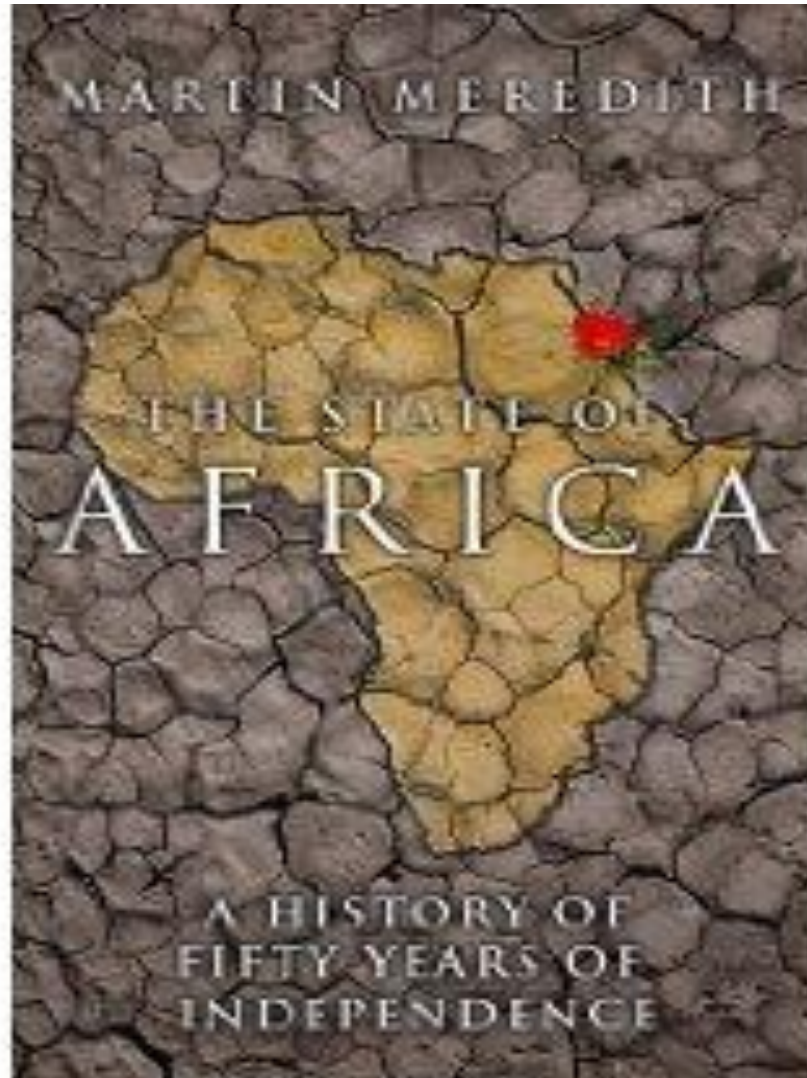


Required Reading

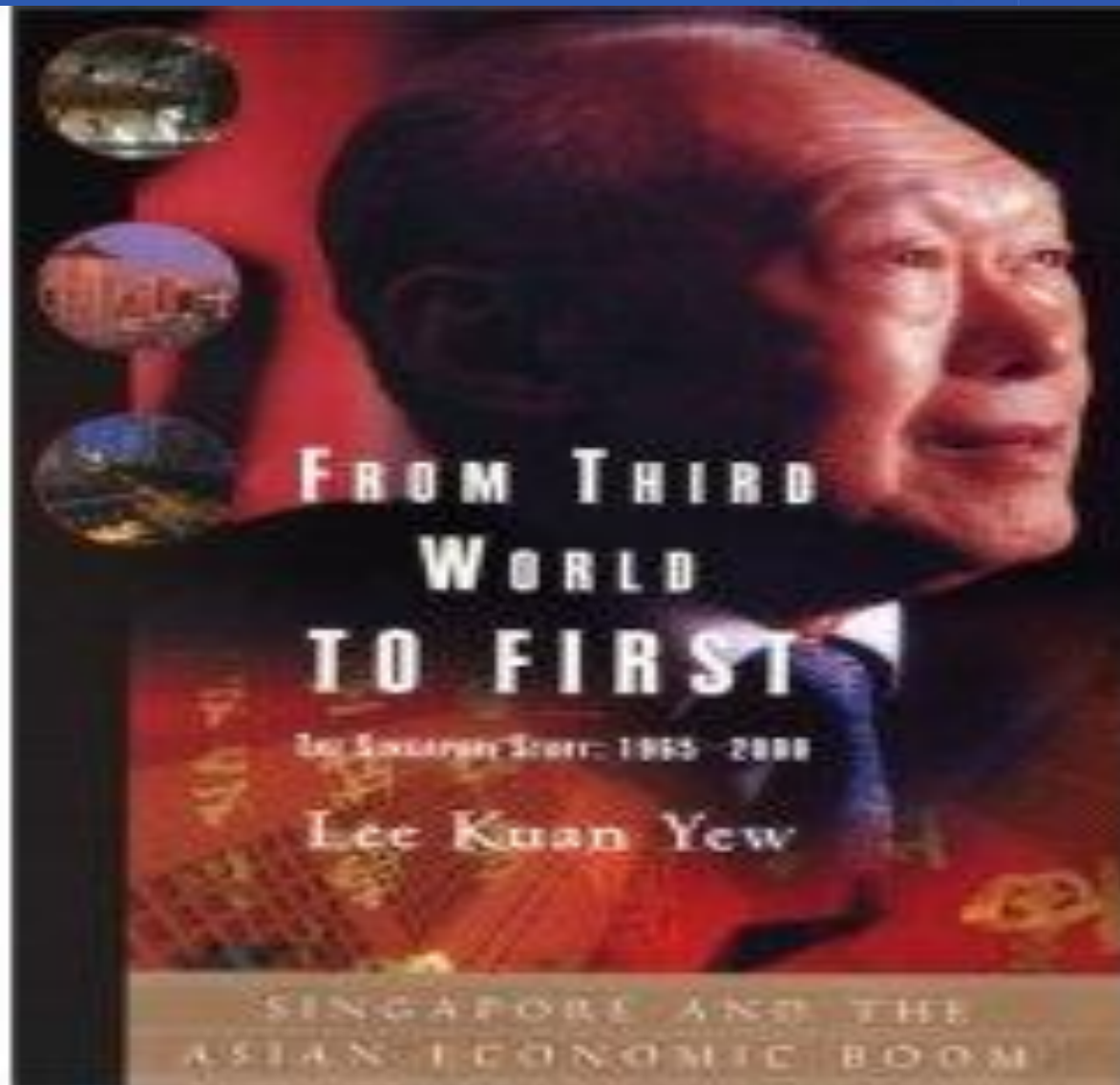
1. *State of Africa* by Martin Meredith
2. *Buy the Future* by Mensa Otabil
3. *Good-To-Great* by Jim Collins;
4. *From the Third World To First* by Lee Kuan Yew;
5. *Churchshift* by Sunday Adelaja
6. *Seven Mountain Prophecy* by Johnny Enlow



The State of Africa by Martin Meredith

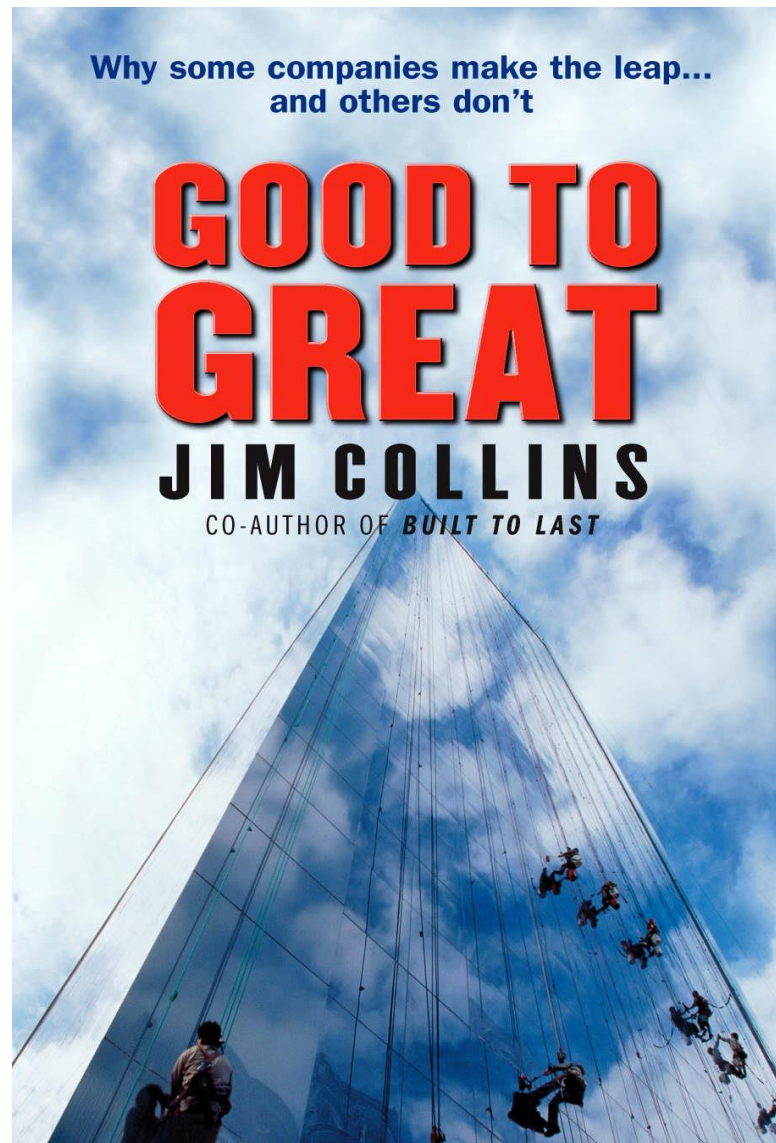


From Third World To First by Lee Kuan Yew

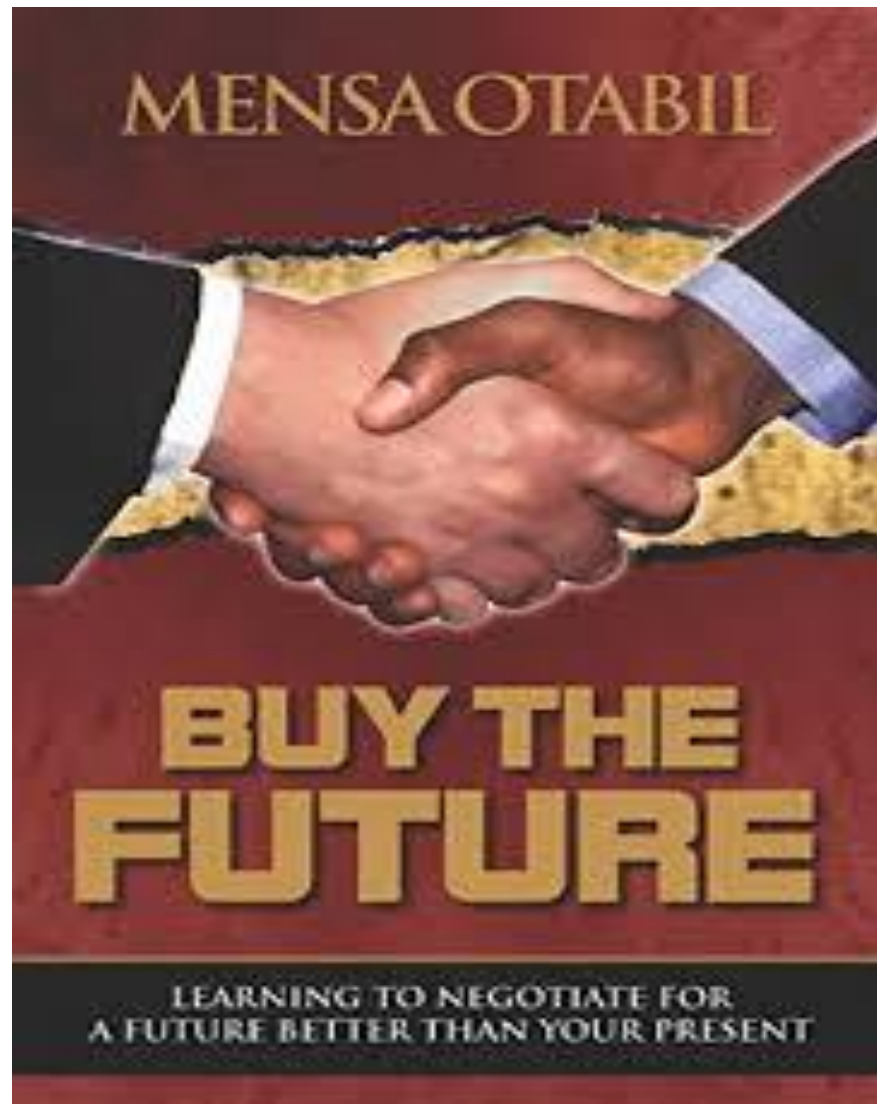




Good to Great by Jim Collins

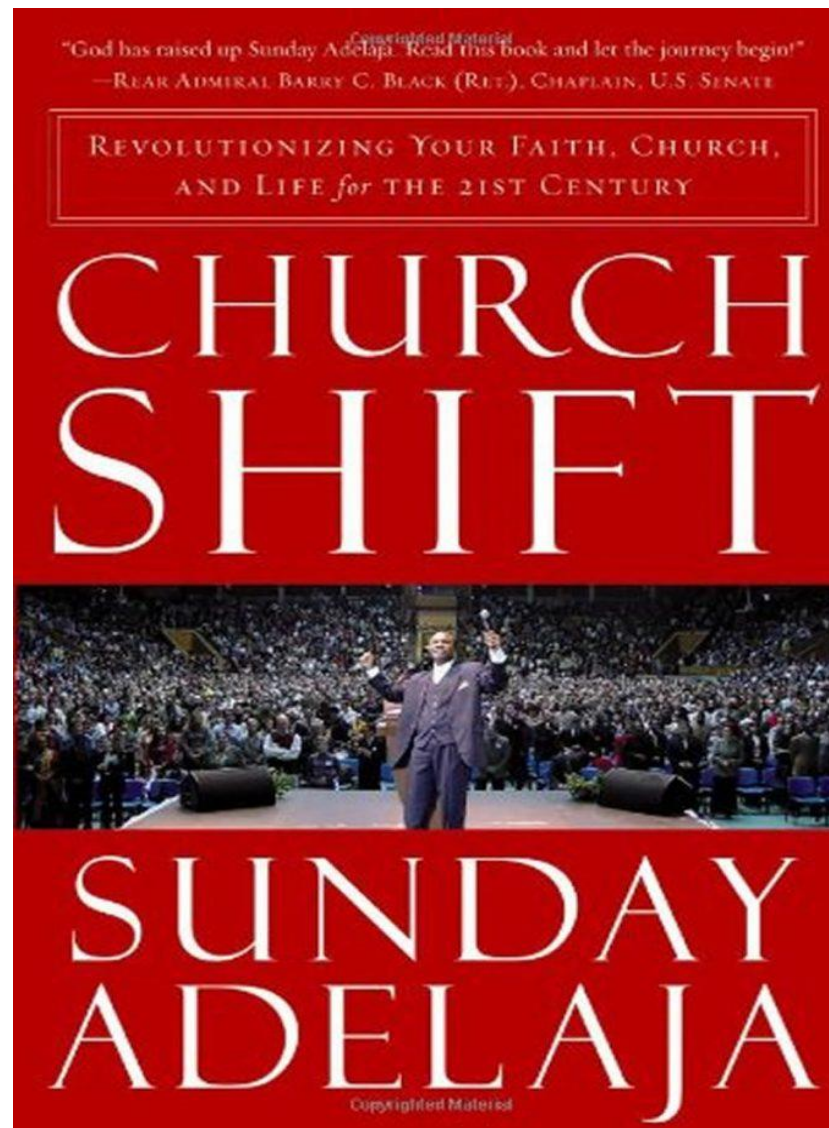


Buy the future by Mensa Otabil





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 cohort starting with the first module that they would have missed. They will therefore not graduate with the cohort they initially registered with, but with the class in which they will be recorded as having attended at least five modules which must include the 6th Module.



TIME KEEPING

Time keeping is a practice, which is a reflection of the level of discipline a national transformational leader should inculcate. In view of this it should be noted that

- Each day of a module begins at 8am therefore anyone who signs in after 8am is considered late.
- Participants must submit their assignments not later than the deadline indicated for the assignment



TIME KEEPING

At the beginning of every cohort, each participant is given 100 points.

Any tardiness in making it to the module on time or submission of assignments by the deadline fetches a deduction of 5 points each. At the end of the course any participant with less than 70 points will be given extra assignments to make up for the weak points. No participant is eligible for graduation with less than 70 points.



Projects

Discussion groups are in line with the seven spheres of society. 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.



Groups

Every group is expected to meet at least once a month after a module.

The group leader will be required to submit minutes of the meeting, that among others records the attendance of the members of the group. These minutes should be submitted in the Google classroom to which each member will be invited.



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.



Assignments

Every participant will be given a mentor. The mentors role is to provide support to the participants as they go through the course and in some cases will also give feedback on the assignments.

It is the responsibility of the Institute to give feedback to participants not later than one week before the next module.



Assignments

The assignments for each module will be posted at the student portal at the website. A link will be given to all participants to enable them log into the student portal. In addition the assignments will be posted in a Google classroom to which participants will be invited

Please note:

In addition to posting group work in the e-portfolio is must be posted in the google classroom by the group leader.



Assignment Cover Page

FULL NAME

PROFESSION

PLACE OF WORK

SPHERE OF INFLUENCE

CLASS 30

ASSIGNMENT



Assignment Cover Page

HARRIET O'CITY

EXECUTIVE DIRECTOR

INSTITUTE FOR NATIONAL TRANSFORMATION

EDUCATION

CLASS 30

BOOK CRITIQUE: STATE OF AFRICA



Book Critique

ASSIGNMENT ASSESSMENT REPORT					
NAME:		MODULE:		CLASS:	

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



INSTITUTE FOR NATIONAL TRANSFORMATION

CERTIFICATE — OF GRADUATION —

OAK SEED EXECUTIVE LEADERSHIP PROGRAM

This is to certify that

Russell Oola More

OS-UG-15-028-01-2021

has successfully completed

The Oak Seed Executive Leadership Program & History Makers Training Stage 1
held in Kampala, Uganda from January to June 2021
and graduated on this day the 18th of December 2021.

DIRECTOR GENERAL, INTERNATIONAL

EXECUTIVE DIRECTOR, NATIONAL



Graduation on December 18, 2021





Graduation on December 18, 2021

