

# THE EDICT

INT ALUMNI NEWSLETTER

VOL 10:ISSUE 10 NOVEMBER, 2020



# EDITORIAL

As we near the end of the year, The Institute for National Transformation (INT) would like to welcome you to its tenth issue. This newsletter contains inspirational articles from two of INT's very own from class 27. Additionally, you can access the latest webinar on the castle facebook page (Centre For Advanced Strategic Leadership-CASTLE); the details are on the last page of this edition.

We would love to hear from you. Kindly send your contributions to the December, 2020 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 December, 2020 newsletter is Monday, 30th November, 2020. 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 Coordinator



## PHYLLIS N. KATANA

MANAGER AND TRAINER AT EDMARK  
INTERNATIONAL

“A Journey of a thousand miles begins with one step”- Lao Tzu

My life has been a continual journey of many of these first steps. Less than five months ago, I took a step that has taken me over 10 years to make. I am confident that the length of this wait was worth it.

I had a clear sense of purpose. Then COVID-19 hit, the pangs of purpose grew stronger so did the voice telling to re-invent myself and grow as a leader. As I prayed for direction, I received an email informing me of the Oak Seed Executive Leadership Course (OSEL) at The Institute for National Transformation (INT). Scheduled for July 2020, I took that first step and my vision of purpose enlarged beyond me.

“Leadership is the capacity to influence others through inspiration, motivated by passion, generated by vision, produced by a conviction, ignited by a purpose.” – Dr. Myles Munroe.

As I Engage with the OSEL, I have learned that I am a solution to problems. The burden is God given and it's for me to make it light. Seeing myself as a part of and a contributor to National Transformation has been a game changer in my life. Leadership has been redefined and I have started my journey to becoming a Level 5 leader. I have determined to buy the future with every choice I make today. I have learned that Nations are sons of God, Israel being the first born and that like it all other nations have a part and purpose in and to God. We are to make disciples of these nations and to occupy until the Lord comes.

Being in an enabling environment of Like-minded leaders is a plus. The Transformation began with me and with every lecture my eyes were taken off everyone and everything else and brought back to focus on me as a Leader. Values such as Integrity, Responsibility, Compassion and Excellence are an integral part of me as an Oak Seed. Now I am a solution and contributor to my own Nation's Transformation through My Personal Project which is this Very Blog and there is No turning back.

Thank You INT.



## CLARE ANN MUKASA HEAD REVENUE CYCLE- UMEME

### MY JOURNEY TO INT AND MY EXPERIENCE SO FAR

2020 has been for me, a year of connecting the dots. With the onslaught of the Covid 19 movement and gathering restrictions, – many a class, meeting and training program were moved onto the online platform, among these, the Girls for Girls Mentorship Program (G4G).

This is a program in which girls of all ages empower cohorts of other girls to lead within their spheres of influence. It was during the June -September cohort that I met Peace, a co- mentor on G4G. Peace struck me with her continual quest for excellence. She was completely dedicated to the program, and always going the extra mile to beautify and customize her detailed posts. This caught my attention. Who was this lady, and what was driving her so?

As we came to the end of our mentorship program, Peace shared a flyer calling for enrolment into the Oakseed Executive Leadership Program by INT. I was intrigued. I inquired about the content from her and Alice, another friend who had previously gone through the program and was told it was “THE” program to change one’s outlook on Uganda and its problems.

Since I was working from home, with lots of time saved from the daily commute, I decided to connect the dots and enroll.

I learnt that the next course would be conducted online over one full weekend a month, from 8am to 5pm Saturday and Sunday for a total of 6 months. Could I do



this? I was determined to try. Studying from the comfort of my home won me over I discovered that the INT model revolves around the values of: Responsibility, Integrity, Compassion and Excellence with all the modules being tailored to impart these values to build transformational leaders.

I vividly recall that first day of class. We started off with that memorable lecture on the 60 years of Africa's Independence by Patrick Mugenyi- What a lecture! My reaction was "where has all this information been all my life?" - I felt my mind stretch! It was a moment of deep reflection for me which elicited many mixed emotions – shame mainly, arising from my minimal participation in transforming my country up until this point in time. All the lectures were well researched and passionately delivered with the goal of obtaining a reaction. How I wept with frustration while reading the "State of Africa" by Martin Meredith!

With my head practically spinning from all the information that had been shared, the jargon, the abbreviations, the reflections, I was left restless but moved to act. Later in the program, when I was introduced to the Singaporean leader- Lee Kuan Yew- I was challenged to find my conviction – something to die for, as opposed to something to live for. This conviction is a theme that runs through all the modules and resource materials shared throughout the course. Over time, I discovered that my conviction was that burden pushing me to propose in my own way, a solution to transform Uganda.

That the course is values-based, and unapologetically Bible focused, was totally refreshing. For one thing, many of us needed divine intervention to get through the course content and submit the assignments on time. As someone who is used to turning in at 10pm most nights- I quickly realized that it was sin my best interests to delay my bed time in order to catch up as the submission dates rolled closer. There was absolutely no space for missing deadlines, after all this was the "No excuse" leadership course.

Throughout the course, I felt that personal transformation was well orchestrated to take place one module and one assignment at a time. Each of the modules was a dot that needed to be connected to another.

Perhaps my "light bulb moment" came during our discussion of the biblical Nehemiah and his role in building the wall. It was the reflection on his words "I was created for times such as these", that drove home my responsibility to drive national

transformation in my space, starting right now, and with what I have available to me. I equally felt the need to build a family legacy using something that presents itself as a problem in our times but for which attention is currently minimal. The next dot in this journey illuminated.

Reflecting on the book summaries and critiques, I have had to change my outlook on life as a leader to appreciate that I have been blessed for a reason and I am empowered to transform my community by providing solutions to my burden (That which I could die for). I have appreciated the traits of a Level 5 Leader in Good to Great as well as the great sacrifices of servant leadership as exhibited by such great men as Lee Kuan Yew.

I have undertaken a project on raising awareness on mental health among young adults in Mukono to minimize stigma in this space and hence improve Service delivery in my community. In addition, together with my classmates, we are digitizing the Call Centre at Naguru Teenage Information and Health Centre to increase access to their services including mental health awareness.

On this journey, I have added a few tools to my kit including: the Hedgehog concept– which was key in helping me crystallize my strengths and my purpose; the Farmer Hunter paradigm as well as the Stockdale Concept which together will remind me to face the brutal facts head on while keeping the faith.

I am grateful to the Faculty of INT for spearheading this program of transformation both at an individual and national level. I particularly appreciate my assessor Mr. David Kabiswa for his guidance on this journey. I commit to continue to play my part in transforming the nation and I invite anyone reading this to join the dots and start their transformation journey.

**COVID-19: OPPORTUNITY TO THRIVE**  
**Topic: Political Parties**

**SPECIAL GUEST**

**Mr. Frank Rusa**  
 Executive Director,  
 Interparty Organization for  
 Dialogue (IPOD)



**CASTLE PRESENTER**

**Mr. Nabaasa Dan Musinguzi**  
 Advocate and Legal  
 Practitioner



**Dr. Benson Tusasirwe**  
 Constitutional Law Expert



**Hon. Atim Ogwal Cecilia Barbara**  
 Woman MP,  
 Dokolo District



**Mr. Morris Rwakakamba**  
 Public Policy Expert



**Mr. Gabriel Iguma**  
 Host, Spectrum Talk  
 Show Radio One

**DISCUSSANTS**

**MODERATOR**



**WEBINAR**  
<https://bit.ly/CASTLEUG-PP>

**SATURDAY**

21<sup>st</sup> Nov, 2020 | 9 a.m. - 12 p.m.

#CastleWebinar  
 #ThrivePoliticalParties



**HOSTED BY:**  
**CASTLE** (Centre for Advanced  
 Strategic Leadership)

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