iNews

Issue No. 05
Feb/Mar 2018

ACADEMIC COUNCIL MEETS IN LESOTHO

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We are 'Growing Great Minds'

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Editor's Note

iNews Editor,
Bobana Badisang

iNews requests the IDM community to pause and observe a moment of silence in loving memory of Mme Fetogang Moetele (10th February 1958 - 7th March 2018), a great mind who served IDM for a decade and a half, precisely 15 years based at Botswana Campus. It is gloomily heartening to visualise her dance in celebratory mood as one of the stars that illuminated Matsapha, Swaziland in January 2017 as she was received her long-service award.

This issue of iNews highpoints the 11th graduation theme 'growing great minds through innovative and relevant education' as Swaziland Campus optimizes e-voting technology to make SRC elections much easier. IDM CEO and Regional Director, Richard Malikongwa recognises newly elected BLS SRCs at the just ended Academic Council at which they are a permanent feature and the main ingredient. Botswana Campus foregrounds the theme by signing a Memorandum of Understanding with Ministry of Tertiary Education Research Science and Technology in quest for to refashion some of existing BCET space for expansion of product delivery. In a similar vein, iNews has introduced a training and scholarship opportunities column shared by one of our distinct correspondents with a view to placing IDM community and her alumni on the driving seat to go out in space, invest their time to intellectually nourish their minds, strengthen their skills by furthering their studies, in order to continue to be at the apex of the academic league.

The strategy guru serialises insightful insights into project implementation over strategic emphasis.
iNews congratulates IDM Lesotho Campus for scooping 2nd position at the just ended CHE Fair, projecting Lesotho as the destination this year where Academic Council has just curtain-raised upcoming IDM board meeting. On the research arena, iNews explains the importance of the Legal Deposit Law that empowers nations to be in the forefront of knowledge generated in their own jurisdictions. It empowers national depositories to document their own national memory as opposed to intellectually depending on developed countries to source own publications. IDM's think tank is showcased in this issue and well as great minds that have just joined IDM.

On the international training and research arena, Ohio University visited IDM Botswana in February 2018 to discuss collaboration with faculty, jointly disseminate study results and award IDM Public Health students who were research assistants during the said study. The University of Bolton also landed in Botswana to co-deliver on new BSc and MSc programmes.

IDM's been packed with activities. On the lifestyle space, Botswana Campus' Wellness Day was held on 2nd March 2018 at IDM West Campus. With a befitting theme 'My Health my Right', the walk paves way for the forthcoming intercampus games starting 24th March that will be hosted by the 'Kingdom in the Sky'. As a royal warm-up to *#Masia siane*, IDM is also supporting the' Moshoeshoe Walk' even whose purpose is to commemorate the legacy of the founder King of Basotho. IDM 'sees the light'.

#Masia siane! Lebelo ke la methaka. Masia-siane mahloka lebelo. Yaa senang sekaja mmae a tele motella ruri. Ka nnete! Let's see who will outrun the other this time around. As IDM Intercampus games approach, mane Lesotho, we reflect on the very first inaugural *#Kwasukakukela* (2015) when the games kick-started in Matsapha, *#Dzalobana* (2016) when BLS locked horns in Gaborone and we are about to witness *#Masia siane* up in the sky on the ninth cloud in Maseru. iNews wishes you all a healthy reading.

Swaziland's Sauline Masuku receives a certificate from **Regional Director Richard Malikongwa** for successfully completing the CMAC training on Collective Bargaining and Negotiation Skills.

Editorial

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iNewsletter is a monthly publication of Institute of Development Management. The newsletter is designed to provide a platform for information exchange between employees, students and management in the three campuses of Botswana, Lesotho and Swaziland. Views and opinions expressed in this publication are for internal consumption only. The Editor reserves the right to vet and edit content. Please send your stories, suggestions and opinions to Marketing and Communication teams in your campuses.

A WARM WELCOME TO IDM

At IDM, we believe in ***'Growing Great Minds'***, as we do that, our environment needs to be taken care of. In this edition we welcome and appreciate our new general staff and wish them a happy stay at IDM.

Constance K. Timbe has joined IDM as a General Assistant. She completed her Cambridge in 1998. Constance has previously worked for Harness Manufacturing Botswana a as Machine Operator. She also does photography at various events. Constance has four pretty girls (Pearl, Pamela, Aprila and Angel) She likes travelling.

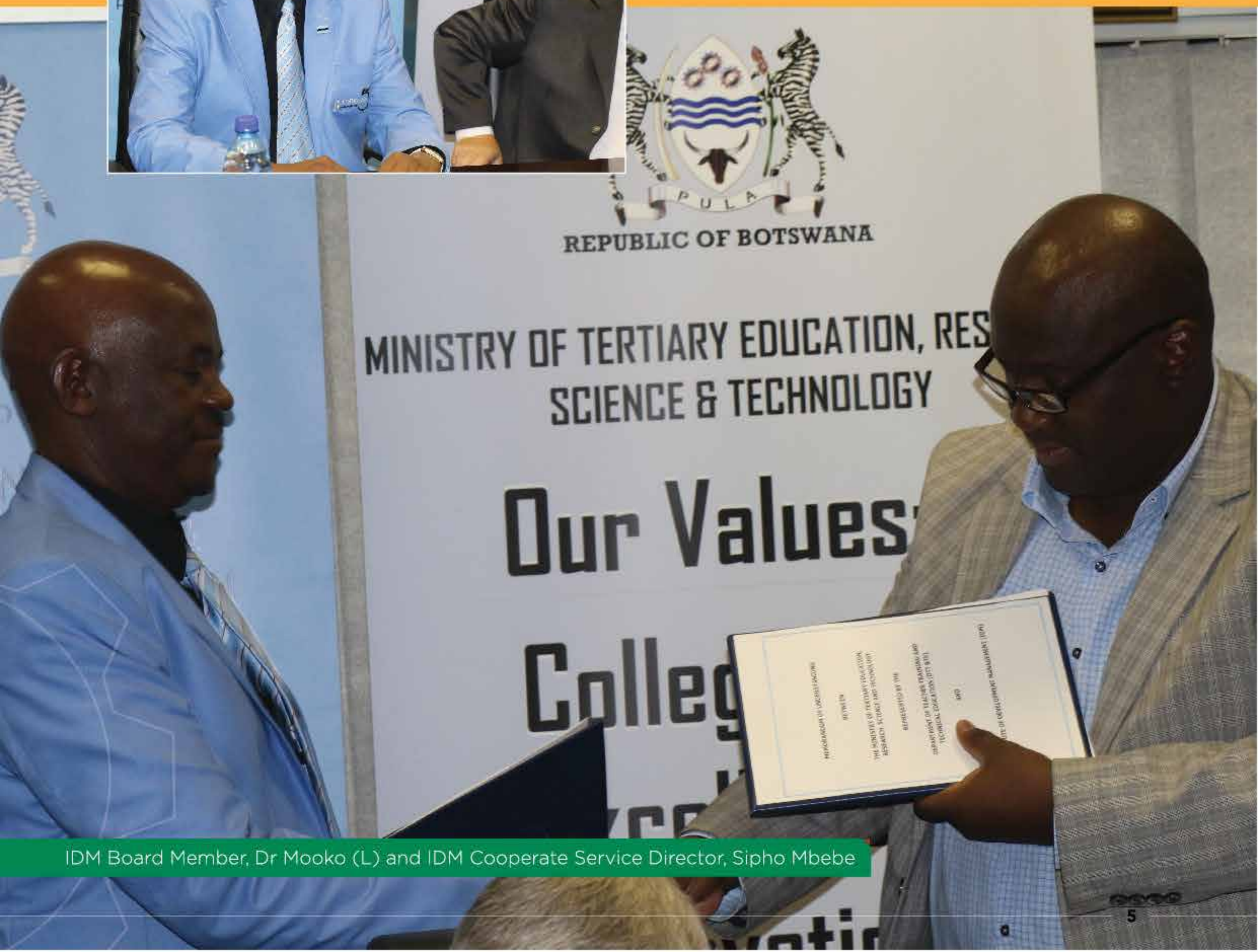
Tinny Thapelo has joined IDM Botswana as a General Assistant. She completed her Cambridge in 1999 and went to work for Harness Manufacturing Botswana as an Operator. She later joined Motiganz Diamond Group as a Diamond Polisher. Tinny has two beautiful girls (Rethabile and Warona). She likes travelling.

Peggie Gaebuse joined IDM Botswana as a General Assistant. She has worked at Probe Market Intelligence as an Enumerator and also involved in Botswana National Service programme (Tirelo Sechaba) as an assistant teacher. She holds honours Diploma in Information Technology and Business Skill from Botho University.

Ikgopoleng Morwaanare has joined IDM as a General Assistant and previously worked for Ministry of Labour and Home Affairs under Botswana National Service programme (Tirelo Sechaba). She was later employed as a security guard at Lock Up Security services. Ikgopoleng has 1 daughter (Primrose). She likes listening to the radio and watching television.

IDM/BCET sign Memorandum of Understanding

Botswana College of Engineering and Technology (BCET) under the Ministry of Tertiary Education, Research, Science and Technology and IDM have signed a Memorandum of Understanding which seeks to create a framework for cooperation between the two over sharing of facilities. IDM is currently refurbishing the facilities to improve the learning environment of students at the new place that is now known as the West Campus.



IDM Board Member, Dr Mooko (L) and IDM Cooperate Service Director, Sipho Mbebe

STRATEGY UPDATE

THE IMPLEMENTATION OF PROJECTS IS IMPORTANT TO ACHIEVEMENT OF STRATEGIC OBJECTIVES

By Thabiso Ntlole

Strategic planning is the creation of short, medium and long-term plans to guide an organisation to continued and increasing success in the market place. Organisations talk a good game about strategy, but without the right projects and programmes for implementation, even the most forward – thinking strategies fail. Programmes and projects should be born from the corporate strategy. Project Managers oversee specific projects ultimately designed to make progress towards attainment of strategic objectives. Therefore conceptualising, studying the feasibility of projects, initiating, planning and executing projects is the key to achievement of organisational strategic intent. All managers can benefit from understanding the importance of project implementation to achievement of the Institute's strategic goals.

Beyond understanding the importance of project implementation, putting projects into action is the vital step linking the strategic planning stage to the final achievement of strategic goals, which makes project implementation of utmost importance to the strategic planning efforts. Putting projects into action is the first step towards achieving organisational objectives. A single project would address a small number of well-defined objectives and based on this, projects are seen as building blocks necessary to achieve a large strategic vision. Achievement of our grand visions for the Institute's growth, market dominance and reputation will not happen overnight. Project Leads or Managers must break large strategies down into smaller component parts and put each project into action in a timely manner to complete big-picture strategies on time and advance the Institute to its envisioned position in the market place.

Project Managers generally juggle numerous management duties at once, sometimes for long hours and at a rapid pace. However, the most important task of a Project Manager is communication. The Project Management Institute has introduced 'Communication Management' knowledge area in its 6th Edition of the Project Management Body of Knowledge. Ensuring that a project team dances to the same drumbeat is at the core of a Project Manager drawing the best out of his/her project team, and the drum beat is set by way of communication.

To bring it all together, organisational strategic goals should be communicated to the rest of the organisation. In the context of IDM it is management's duty to ensure that IDM team members at all levels know the Institute's strategic direction. There should be a seamless understanding of envisaged organisational and operational changes due to a certain set institute's strategic direction. At projects level, project scope, objectives, governance and timelines should all be communicated clearly from the onset.

RESEARCH NEWS

Unpacking the Legal Deposit Law

By Oaitse Shono Ketshabile

Legal deposit is a requirement by law that a person, group or organization submit copies of their publications to the national repositories. In Botswana Section 10 of the 1967 National Library Act empowers the National Reference Library of Botswana National Library Service and the University of Botswana as depositories. Botswana National Archives is another key repository that ensures safety of knowledge assets under prescribed preservation standards. The law provides that every book published shall within a month be delivered to the repositories. IDM-Botswana library has taken this into consideration hence deposited the research book, titled "Emerging Issues in Training, Research and Consultancy in the 21st Century". IDM library will expand its depository mandate to Ohio University, British Library, Library of Congress to safeguard knowledge for posterity. Electronic assets also deposited enjoy longevity and wider publicity through the National Bibliography of Botswana (NABOB) and the World Catalogue (Worldcat). WorldCat is a "master" catalogue of library materials. It allows anyone online searching of their local content and thousands of other libraries around the world.

IDM IN MEDIA

In order to maintain a positive public reputation, it is important to have a good view of what is being said about our brand. Media monitoring helps us appreciate the impact we make on our customers and stakeholders. The following articles appeared in our local media during the month of February:

Weekend Post Reporter. (2018) IDM governing bodies meet in Lesotho. ***Weekend Post***, Saturday 17 February 2018. Pg.7.http://www.weekendpost.co.bw/wp-news-details.php?nid=4819 (the story was also featured in ***Botswana Gazette, Patriot on Sunday and Duma FM***)

Weekend Post Reporter. (2018) IDM and Indiana University strengthen collaboration. ***Weekend Post***, Saturday 10-16 February 2018. Pg. 7

Lesotho Times, March 1st – 7th , 2018 - Why choose IDM?

Public Eye, (Lesotho) 3rd - 8th March 2018 - Why choose IDM?

ACADEMIC COUNCIL MEETS IN LESOTHO

- By Keamogetse Kgwee

Lesotho is an important market for us at IDM. We have been there for over four decades now and our presence has had a positive impact on the country's socio-economic and political development. We remain committed and close to the government and the people of Lesotho in order for us to understand and appreciate the needs on the ground," said Richard Malikongwa, Regional Director at IDM.

He says the Academic Council, which primarily comprises academics representing the academic diversity of the Institute from Botswana, Lesotho and Swaziland (BLS), is the principal policy-making and advisory body on all academic matters that affect IDM's teaching, research and educational programmes. Leaders of Student Representative Councils from BLS also attended.

Academic Council convener, Ntaeboso Phenduka who is also the Assistant Director, Quality Assurance Management emphasised that the Council advises the leadership of IDM on several academic issues and help the Institute to align to the national goals of the three countries. He mentioned that programmes that are developed by IDM in the three countries are informed by national policies to ensure alignment as well as relevance.

"Academic Council supports IDM as an ISO certified institution to conform to academically credible regulatory standards in our three markets and beyond. We respond to the human resource needs by developing relevant programmes. At the Academic Council, we discuss curriculum content, assessments and policies that guide student support among others. Our previous meeting was held in Botswana in November 2017 while Swaziland will host in November this year," explained Phenduka.

LESOTHO CAMPUS SCOOPS 2ND POSITION AT CHE CAREER FAIR

Lesotho Campus recently participated in the annual Lesotho Council on Higher Education (CHE) career fair as part of their 2018 enrollment drive. The team worked round the clock to scoop second prize under best colleges category, raising the IDM brand in the market. Congratulations are in order!

RD, Mosinyi and Boitekanelo College Official at CHE Career Fair

Mapalesa and Thabiso engaging students

Lesotho's Keke engaging students

Mankalimeng and Makhosi

Students

Get an opportunity for further studies through World Economic Forum (WEF)

Strengthen your skills by investing your time in furthering your studies. Apply for WEF sponsored programmes to fulfill your life-time dream!

2018 Cologne Graduate School PhD Scholarships for International Students in Germany:
The University of Cologne is calling for applications from outstanding students with Masters degree (or German Diploma or equivalent) in Management, Economics, and Social Sciences for 2018 PhD scholarships at The Cologne Graduate School in Management, Economics, and Social Sciences (CGS) of the WiSo-Faculty.

2018 DAAD Scholarships for Developing Countries at BIGS-DR, Germany:
The Development-Related Postgraduate Course program (EPOS) of the German Academic Exchange Service (DAAD) is calling for International students from developing countries and emerging economies to apply for postgraduate scholarship at Bonn International Graduate School for Development Research (BIGS-DR) at ZEF.

Scholarships For Developing Countries 2018-2019 (SHARE):
Scholarships For Developing Countries 2018-2019 One of the Amazing statistics of the World today is that The work force of the so called "Developed" nations of the world is dominated by Citizens from the developing Countries of the World.

2018 Fully Funded Doctoral Scholarships at Université Côte d'Azur in France:
Université Côte d'Azur is offering up to five fully funded PhD fellowships to researchers worldwide in 2018 academic year. Her major objective is to recruit and support the most intelligent early-stage researchers who are developing a research programme involving one or more laboratories within UCA.

2018 Highly Qualified Personnel Scholarship Program at University of Guelph, Canada:
Applications are ongoing for Highly Qualified Personnel (HQP) Scholarship Program at the University of Guelph. The scholarships are available strictly for students entering the first semester of a master (thesis-based) or PhD programme at the University of Guelph.

Source: http://worldscholarshipforum.com/

MEET OUR CONSULTANT – LESOTHO CAMPUS

Mampoi Agnes Lebakeng joined IDM Lesotho Campus in March 2015 as a Senior Consultant under Business Information Resource Management (BIRM) Discipline. She has previously held various positions in both Lesotho and South Africa Public Sectors. Mampoi has 27 years of experience in international trade and financial management, having worked as Customs Officer, Assistant Manager Expenditure, Senior Accountant as well as Principal Finance Officer.

Mampoi, who holds Masters in Business Administration (NWU), Postgraduate Diploma in Management (UKZN), Bachelor of Business Administration (Natal) and Certificate in Project Management (NWU) says her interests are more in business management and administration stream.

She has two children and her personal interests are; being with family, sewing, gardening and above all, spiritual development.

A day in the life of a consultant, Swaziland Campus

By Gcebile Dlamini

Fungayi Nyaumwe was born and raised in Zimbabwe. He holds an MBA (Midlands State University) and a B com Majoring in Finance and Banking from the University of Zimbabwe. He is also an MCIPS (UK) member and holds an MDP certificate from the esteemed Stellenbosch University in Cape town among other qualifications.

Fungayi started working at Institute of Development and Management (IDM) in the 2013 and has been with the institution since. His experience with IDM is considered to be marvellous and he wouldn't trade it for anything. One of the reasons he loves IDM is because of its diversity as he feels he fits in like a glove.

He told iNews that his choice for IDM was influenced by the Institute's professionalism and its regionality.

How his normal day begins…

He arrives at work at 8.30am and starts checking his emails and responds to the urgent ones. He sorts out his desk and creates room for the day's agenda. He checks his diary to appreciate meetings that will be taking place on the day and finally updates his lesson plan and prepares for the business of the day that he adores so much, lecturing.

"I teach a number of modules from Business Statistics, Finance and Procurement, hence planning is very critical, lest one gets confused the whole day," he remarks.

At 9.00am, class starts. For the first-year students, Fungayi usually prefers introductions of himself and the students to get to know each other. Then the lecture begins on any topic of that day after a few ice-breakers.

"What is critical for me is to always gauge the level of understanding of my students, both before and after the lecture. Therefore I always ask random questions or quizzes to check this," said Fungayi.

At 10.30am, it is tea-break, where he gets to mingle with other staff members for tea and informal discussions. "I believe in the "ABBA" principle, (taking a break between activities) or "Sharpening the Saw" by Covey's 7 habits of effective people, hence the need to always go for break and lunch."

At 11.00am, he goes back to class. He says the mid-morning class is always easy to handle because most of the housekeeping issues, such as planning and preparation will be accomplished in the morning.

At 1.00pm, he goes for his packed lunch which he usually enjoys in the comfort of his office.

At 2.00pm, he usually has meetings he must attend if he is not in class again. But if he does not have any he then takes that time to consult with his students and assist them with work or do more research and proposals writing.
At 5.00pm, he then wraps up work and knock off.

Fungayi believes in diversity and inclusion. For him working in a foreign country with different cultures and personalities is something he embraces. He encourages people to be who they are and not to follow the wind. He advises that if one doesn't stand for anything, you will fall for anything, and if you don't know where you are going, any road will lead you there.

On his day to day work he meets challenges but he makes it all work, learning from his mistakes and others. When asked to describe himself he said "I AM A CANDLE LIGHTING OTHER CANDLES." He believes in humility and respect for colleagues.

His motto in life is to never give up and always stay humble. It's always critical to keep your feet on the ground no matter how high you soar. For a man in his mid-30's he has surely accomplished a lot. After all he is self-driven and hard working.

"I am a candle lighting other candles. I believe in humility and respect for my colleagues."

STUDENTS AFFAIRS

RD congratulates newly elected Students Representative Councils in Lesotho & Swaziland

Lesotho Campus SRC with RD (Seated second from left)

IDM Regional Director (RD) has applauded the newly elected SRCs in Lesotho and Swaziland and reminded them to optimise the tripartite arrangement of BLS by collaborating more and learning best practice from each other. Speaking during a recent Meet & Greet meeting with Lesotho SRC, Mr Richard Malikongwa said IDM recognises and appreciates student representative bodies as they have an important role of uniting students and management.

"You are one of our critical partners. IDM recognises student community because they are the reasons we exist as an institution. In all that we do, we work towards making your stay with IDM comfortable. I encourage you to continue engaging us to find more exciting ways of making your stay here memorable," he said.

Mr Malikongwa further emphasised the importance the student body plays as IDM ambassadors, adding that they are the face of the brand. He added that management will continue to engage with students around other activities outside student welfare such as key community events in the three markets.

"And as we do this, we encourage you to open up and let us know how best we can position our brand around our participation. You will remember that we take part in the Annual Buganu festival in Swaziland, courtesy of the Queen Mother. We also partake in the Annual Moshoeshoe walk, another key event where IDM makes herself known in the market," said the RD.

He further challenged Council members to give management feedback on the programme offering as well as how these can be strengthened.

Turning his focus to the forthcoming inter-campus games scheduled to take place in Maseru, Lesotho, the Regional Director reminded the SRC members that they will be the host to all participating teams from Botswana and Lesotho, adding, "it is upon you to make this event memorable. Be good hosts. Understand the magnitude of the event and how much value it will add to the economy of the country. It speaks to sports for health, sports for tourism, sports for culture."

For his part, Lesotho SRC President appreciated the commendation from the Regional Director and further said it is important for management to move along with modern change in technology and channel their focus on platforms that will directly talk to IDM's new audience, which is the youth.

"Invest more in the digital space in order to reach out to young people," he lamented.

INTERNATIONAL NEWS

Ohio University on Botswana Campus

Dr Gillian of Ohio University visited with IDM Botswana from 15th-17th February 2018. She held discussion on collaboration with Public Health, Early Childhood Development and Education Teams. Her trip was coupled with a study findings dissemination seminar on " Body Image and Nutrition Status". The event culminated in awarding of certificates of appreciation to research assistants. Dr Gillian had meetings with the IDM Botswana Campus Director, Dr OnalennaSeitio-Kgokgwe. She also met the Ministry of Health and Wellness DHPPME with a view to signing MoU Discussions

Dr Gillian of Ohio University with paticipants

BOTSWANA CAMPUS WELLNESS CLINIC THROUGH THE LENS

They walked for a good course, we congratulate them

IDM SRC Elections goes e-Voting

By Simphiwe Ntentesa

The IT Department at the Swaziland Campus together with Student Affairs, have made voting for SRC positions much easier. The duo have developed an innovative way in conducting elections of SRC leaders. The recent elections were done electronically, making the process seamless and flawless.

Voting was previously done through the use of ballot paper system posing a challenge for student community to cover all its constituencies especially the part-time and block-release students.

The procedure begins with the electorates validating their names in the voter register's roll, followed by receiving automated generated voter identification number and a secret voter key to enable them to have access to the e-voting platform.

They then follow the options provided to cast their ballot for their preferred candidates by clicking the 'button' next to the candidate's photograph.
This is a welcome development at IDM, which we are happy to share with our fellow counterparts in Botswana and Lesotho. We firmly believe that ICT has come to stay and eventually it's becoming part of our day to day activities. Ballot papers have now become a thing of the past.

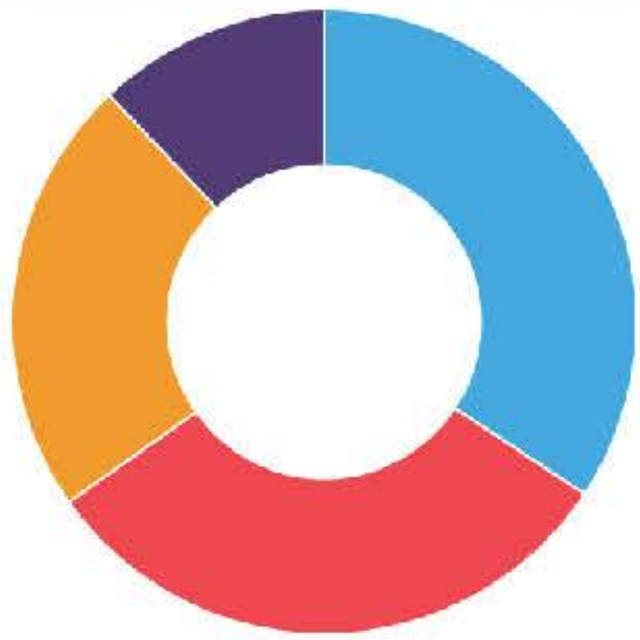
IDM SRC 2018 Elections

Results

(Published Feb 17, 2018 2:33:58 PM)

SRC President

Option	Votes	
Thokozani Ngcamphalala	34%	71
Bongani Kubheka	31%	64
Phila Mtsetfwa	23%	47
Njabulo Dlamini	12%	25



The voting process is anticipated to empower a total number of about 600 IDM students to cast their votes to elect candidates for the various positions of SRC President, Secretary General (Communications), Minister of Finance, Minister of Sports and Entertainment and Minister of Students and Academic Affairs for the 2018/ 2019 academic year.

SRC attends Academic Council

Six members of Student Representative Councils from Botswana, Lesotho and Swaziland were part of the delegation that attended the just ended Academic Council in Maseru. The event convenes to discuss academic matters that affect IDM's teaching, research and educational programmes. The representatives had the opportunity to share student concerns from the three countries.

Botswana presentation thanked management for acknowledging the role played by SRC and their commitment to students' welfare. They however noted the need for management to improve sporting facilities for students. Francistown campus was also noted as a serious cause for concern for leadership, and that efforts are being made to find a suitable location for the campus.

Lesotho representatives thanked management for managing issuance of student cards and the training they received to improve their leadership skills. They called on management to consider meeting students' graduation costs half-way given that they pay their own tuition fees, further calling for improved infrastructure at their campus.

For Swaziland, the team applauded management for working hard to integrate in-service and pre-service programmes. They further highlighted the need for IDM to intensify its brand visibility initiatives.

Institute of Development Management (IDM) supports Moshoeshoe Walk

IDM is proud to support the Annual Moshoeshoe Walk, which signifies the diverse and rich cultural heritage of Basotho and attracts patronage from Southern Africa and beyond.

"As an institution with a strong local and regional presence, we are excited to be part of this commemoration which brings together Basotho, Batswana, Amaswatini and other nationalities under one roof to celebrate Lesotho," said Richard Malikongwa, Regional Director of IDM.

IDM has a unique history, rich and diverse culture dating over four decades in Lesotho and continues "Growing Great Minds" in the Mountain Kingdom.

EMERALD TRAINS KNOWLEDGE AMBASSADORS IN LESOTHO

20th February 2018 broke with IDM BLS SRC presidents, representatives and Lesotho campus class reps training to become Emerald Knowledge Ambassadors. The training was organised by Keketso Kutumela, head of Lesotho Campus Library.

According to Sibu Zondi, Regional Manager of Emerald Publishing, Sub- Saharan Africa, Knowledge Ambassadors are student volunteers who provide liaison between the library and end-users, champion publisher products and services, serve as a trusted source of end-user information and promoter of Emerald resources using social platforms among others. Emerald is a global publisher linking research and practice to the benefit of society. Founded in 1967, Emerald today manages a range of digital products, a portfolio of more than 300 journals, more than 2,500 books and over 450 case studies. In Africa, success stories of Knowledge Ambassadors have been realised predominantly in Kenya.

IDM Lesotho Emerald Knowledge Ambassadors and the campus Library have kick-started their implementation plans by organizing "Fun Day with Emerald" on 16th March 2018. The purpose of the event is to familiarize the student union with Emerald spiced with such activities as quiz, Sack race, egg and teaspoon race, Face painting, Color splash with exciting prizes to win.

Warmest birthday wishes to our **February and March 'babies'**. Many happy returns!

FEBRUARY AND MARCH BIRTHDAYS

Name	Date
Emmanuel Howe	11/02
Sauline Masuku	16/02
Cebisa Motsa	27/02
Boingotlo Ntsie	02/02
Ndashiko Tacheba	20/02
Kegomoditswe Malefo	15/02
Nkanyiso Zitha	26/03

BLS EVENTS

BOTSWANA

LESOTHO

SWAZILAND

Event	Date
Mlindazwe Career fair	15 March 2018
Board Meeting	21st – 23rd March 2018
Inter-campus Games	24th –28th March 2018