

# EMPOWERING PEOPLE AND ORGANISATIONS TO EXCEL

2019-2020 Newsletter, Issue 04



Building People's Capacity is at the heart of our mandate

### Inside:

- Rwanda Management Institute, the place to be for professional capacity building 1
- RMI Career Centered programs facilitators appreciated the drills done during the 2019-2020 training delivery preparation 2
- The RMI Ag. Director General urged the training participants to improve their performance basing on the new skills acquired 3
- All Districts Mayors, Vice Mayors and Heads of MINALOC affiliated agencies attended the Leadership Master Class 4
- Mr. GASAMAGERA Wellars, the RMI Director General was appointed as the Ambassador of Rwanda to Angola 4
- RMI in partnership with TPI organised a Leading Tomorrow Master Class to RSSB Senior Management team 5
- We are amazed by the time spent and the methodologies utilized during this course of PMP- DG Corporate Services of MINECOFIN 6
- 170 people from 17 different Districts attended training related to Nutrition Governance in National and District level Planning, M&E through PFM and RBM in Rwanda 7
- 40 members of RCS staff completed a 10-day training at RMI Murambi Campus 8
- 26 RSSB New recruits planted an avocado tree at RMI Murambi Campus 9

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Dear readers,

RMI being the national mandated Institute to develop management capacity for both public and private sectors, is committed to creating opportunities for organisations and individuals to develop their managerial capacities through a number of short-term courses and accredited programs that enables human capital to play its role in driving the country's development.

Since the beginning of 2019-2020 fiscal year, a number of significant activities have taken place and we are pleased to share them with you in this newsletter edition.

We value your views, please feel free to share with us your views, questions and contributions through our social media platforms that I believe you will find useful and a source of news and information on everything we do.

Sincerely yours.

**Dr. Jolly RUBAGIZA**

**Ag. Director General**

**Rwanda Management Institute**

## Rwanda Management Institute, the place to be for professional capacity building



Rwanda Management Institute is a public institute mandated to ensure training in Administration and Management disciplines for public service, private sector and civil society organizations personnel hence **627 people** from different institutions have come to RMI to sharpen their knowledge and skills through 2019-2020 trainings.

RMI training programs include the following:

- **Standard Career-Centered short courses** like Strategic Management, Procurement Management, Human Resources Management, Finance Management, Entrepreneurship, Research and consultancy, among others

- **Tailor-made courses** like corporate governance, Psychosocial support for survival of sexual violence (SV) and Gender Based Violence (GBV), Resource Mobilisation, Leadership mind setting for cultural transformation, among others. These are designed to meet the specific needs raised by RMI clients.

- **Certified Professional courses** like Project Management Professional, Certified Professional IT courses, Accounting and Finance, Strategic Management and Corporate governance, Digital Skills, among others

During 2019-2020 trainings, RMI equipped **311 people** from different institutions in career-oriented programs with requisite knowledge and skills needed at workplace, **27** from Rwanda Social Security Board who attended induction course, **40 people** in Project Management Professional (PMP), and **249** who attended training in various tailor made courses.

Besides all these, RMI offered Executive Master Classes to the Mayors, Vice Mayors, RSSB top managers and managers.



Games and drills help trainees share skills and find new ways of solving problems



Tuesday 27th August, 2019 at Muhima Campus, RMI has held a training with RMI career centered programs trainers to find out the feedback of the previous trainings and renovate the ways to effectively deliver the up-coming ones of 2019-2020. The facilitators appreciated the drills and games done during this training since they motivate participants in terms of participation and equip them with more new skills of solving problems.

**Dr. Jolly RUBAGIZA**, the RMI Ag. Director General appreciated the trainers' efforts utilized last year and urged them to improve different methods where necessary especially in focusing on participatory approaches which help participants gain new skills in finding out ways of solving problems which they usually meet at their work places.

**Mr. Yves NTABANA**, RMI Senior Quality Assurance Officer informed the facilitators some RMI internal quality tools that include Internal Training Quality Policy, Training Quality Charter, Operations procedure manual, and among others which have been developed to ensure the quality of delivered training.

Facilitators were also shown some of the Adult learning methods that include drills and games which help participants make practices in finding out different solutions to the problem, thinking out the box, working in a team with effective communication.

**Mr. ABIMANA Fidele**, the RMI Principal Senior Training Coordinator thanked the facilitators for their participation. He highlights that this training helps participants exchange views and take quick wins for improving the upcoming training batch.

The career centered programs training batch of 2019-2020 is planned to start in September 09th, 2019.

Drills and games should be utilised in training to share skills



The RMI Ag. Director General urged the training participants to improve their performance basing on the new skills acquired



This Friday 20th September 2019 at Murambi Campus, **Dr. Jolly RUBAGIZA**, the RMI Acting Director General officially closed the 1st session of RMI 2019-2020 planned trainings. She urged trainees to put into practice the new skills acquired from the training and ensure they become positive Change Agents in their respective Institutions/Ministries.

This first session attracted 72 employees from different Ministries and Parastatals in different courses that include Human Resource Management (level I) with 33 trainees, Office Management with 23 and 16 in Planning and Budgeting.

The trainees appreciated the participatory approaches utilized specially drills, focus group discussions, games, presentation, questions and answers, among others as they helped them share more new skills and build professional network.

**Mrs. Mugumyabanga Aline** from Rwanda Supreme Court who followed the Office Management training highlighted that the drills and games utilized helped the participants realize that every employee should be flexible, have effective communication skills, be capable to think out of the box in finding out the solutions of any problem and work in a team in order to bring the positive impact that benefit its working institution and the entire society at large.



**Dr. RUBAGIZA** commended the government of Rwanda for its huge contribution in always availing the budget for building capacities of its citizens, she urged all participants to seize such training opportunity and make sure they put into practice the new skills gained and train their workmates.

This training that took 10 working days since it started on 09th September 2019.

## All Districts Mayors, Vice Mayors and Heads of MINALOC affiliated agencies attended the Leadership Master Class



All Districts Mayors, Vice Mayors and Heads of Ministry of Local Government (MINALOC) affiliated agencies attended the Leadership Master Class in Kigali. The training was done in groups as it started from 22nd to 30th September 2019. During the Official opening, **Hon. Minister of MINALOC Prof. SHYAKA Anastase** said that the training seems as a catalyst of improved transformation since it helps the participants gain new skills which will support them to achieve the country's vision and satisfy a growing appetite of citizens.

The Leadership which were held under the theme: "Leading High Performance Teams and Participatory Development" aimed at exploring means that can be used for Leadership mind setting for improved performance through the transformational of organizational culture.

**Dr. Jolly RUBAGIZA**, the RMI Ag. Director General thanked MINALOC leaders for investing in their people mainly starting with leaders as it will positively impact their leadership styles and improve the citizens' lives.

**Mr. HABITEGEKO François**, the Mayor of Nyaruguru District highlighted that this kind of capacity building is very important to the participants as many of the leaders fail to accomplish the responsibilities due to lack of skills.

The first group of Mayors attended the training from 22nd to 23rd September 2019, the Vice Mayors in charge of Social Affairs came from 24th to 25th while the Vice Mayors in charge of Economics Development attended this Leadership Masterclass from 29th to 30th September 2019.

This Leadership Master class has been organized by MINALOC in collaboration with United Nations Development Programme (UNDP), The Pacific Institute and RMI.

## Mr. GASAMAGERA Wellars, the RMI Director General was appointed as the Ambassador of Rwanda to Angola

According to a statement from the Office of the Prime Minister of July 15th, 2019, H.E Paul KAGAME, the President of the Republic of Rwanda appointed **Mr. GASAMAGERA Wellars** as the new Ambassador to Angola. He has been serving Rwanda Management Institute (RMI) since 2012 as the Director General.

**Mr. GASAMAGERA** on his twitter account thanked H.E Paul Kagame for the trust placed in him.

"I am grateful and indeed humbled by the trust His Excellency Paul Kagame, President of the Republic of Rwanda has again placed in me. This alone is a powerful stimulus for delivery driven by RPF INKOTANYI principles. I strongly commit to live up to his and Rwanda's expectations." He wrote



Many of people including politicians like the Minister of Public Service and Labor, the Governor of Northern Province thanked him on twitter for the new appointment.



The Senior Management Team of Rwanda Social Security Board (RSSB) attended the Leading Tomorrow Masterclass workshop organized in Kigali at Serena Hotel by RMI in partnership with The Pacific Institute (TPI). The workshop done for two days, the Senior Management Team attended the first day July 09th, 2019 while the middle managers came on 10th July 2019. Both teams appreciated the skills gained in terms of mindset change.

The organized masterclass aimed at exploring means that can be used for Leadership mindsetting for improved performance through the transformational of organizational culture.

**Mr. TUSABE Richard**, the former Director General of RSSB stated that the training was participative since everyone was engaged and having a zeal to learn something new.

He added that the training equipped the participants with skills that help them think out of the box in solving problems which will greatly contribute in achieving the institution's mandate.

**Mr. GASAMAGERA Wellars**, the former RMI Director General thanked the RSSB team for the zeal shown during the whole day of the workshop intended to help participants find appropriate solutions by simply looking around in their daily lives. He urged all participants to always have a mentality of doing better.

“Don't stay at best practices, try to innovate.” He said

**Mr. ABIMANA Fidele**, the Principal Senior Training Coordinator of RMI said that it was amazing to have the RSSB team who agreed to participate for the whole day in this workshop despite their leadership experience.

**Mr. Errol Nembhard**, the Executive Director of The Pacific Institute-South Africa facilitated the workshop and highlighted that it helped diagnose and evaluate the organizational and participants habits, attitude, values and beliefs vis-à-vis organizational performance.

In June 2019, RMI has organized the workshop of this kind and took place in Kigali. It brought together different high-level officials from public, private sector and civil society organizations.

We are amazed by the time spent and the methodologies utilized during this course of Project Management Professional- DG Corporate Services of MINECOFIN



Friday 12th July 2019 during the official closing ceremony of Project Management Professional (PMP) training, **Marie Ange HAKIBA INGABIRE**, the Director General of Corporate Services in MINECOFIN appreciated the knowledge and skills gained during this course that took place at RMI Muhima Campus from July 08th, 2019.

Marie Ange HAKIBA INGABIRE, on behalf of all participants appreciated the international best practices in project management, which they learnt. She added that to finish the course till the certification needs hard working.

“No pain, no gain, it is up to us to work hard to have the maximum possible in this course.” She said

**Mr. ABIMANA Fidele**, the Principal Senior Training Coordinator on behalf of the RMI DG thanked MINECOFIN for trusting RMI in delivering this training.

He urged all participants to continue learning, pass examination and get certified so that they will train other Rwandans in the same course

“You are too prestigious to fail, we do not expect anybody to fail.” He said.

During the fiscal year of 2019-2020, Rwanda Management Institute provided PMP training to 31 Senior Officials from MINECOFIN and eight from MINEDUC and one from MINADEF.



Marie Ange HAKIBA INGABIRE said that they have to work hard to obtain the professional certificate in Project Management.



170 people from 17 different Districts attended training related to Nutrition Governance in National and District level Planning, M&E through PFM and RBM in Rwanda



February 28th, 2020 at RMI Murambi Campus during the official closing ceremony of the 03rd session of training related to Nutrition Governance in National and District level Planning, Monitoring and Evaluation through Public Financial Management (PFM) and Results Based Management (RBM) in Rwanda, participants promised a positive change in fighting against malnutrition.

**Mr. KAYIRANGA Callixte**, on behalf of all trained participants appreciated knowledge and skills gained in 12 days of training. He promised to work in team, do monitoring and evaluation, build capacities of their workmates to achieve the Rwanda's vision of reducing the percentage of stunted children from 38% (WB rep.2018) to 19% by 2024.

This session attracted 58 members of staff involved in Planning & Monitoring and Evaluation, Nutrition, Hygiene and Sanitation, and among others from various districts which have the high percentage of malnutrition.

**Mr. ABIMANA Fidele**, the RMI Principal Senior Training Coordinator thanked all partners for their support in the successfulness of this training. He appreciated participants' efforts shown during the whole period of training that helped them share skills and find out new methods of solving problems at their workplaces. He also informed the trained participants that the positive change of institution's performance begins at personal (employee) level not only in terms of work-related knowledge and skills but also attitudes, beliefs, values, habits, and among others.

The entire training in three sessions brought together 170 people from 17 Districts' staff; the first session started from 13th to 24th January 2020 with 60 participants, the second started from 03rd to 14th February with 52 participants and the third one started from 17th to 28th February, 2020 with 58 people. All sessions took place at RMI Murambi Campus and were funded by UNICEF-Rwanda.

**Dr. Anita ASIIMWE, NECDP Coordinator urged trainees to fight against malnutrition**



40 members of RCS staff completed a 10-day training at RMI Murambi Campus



February 14th, 2020, **Dr. Jolly RUBAGIZA**, the RMI Director General closed a 10-day training attended by 40 members of staff of Rwanda Correctional services (RCS) at RMI Murambi Campus. She thanked all partners for the good support and urged participants to utilize the acquired skills.

The Courses of Human Resource Management, Logistics, and Supply Chain Management gathered 40 participants since 03rd February 2020 with 20 participants in each course.

**ACP Alexis BAHIZI KIMENYI**, Corporate Services Division Manager of RCS appreciated partners 'efforts to make the training realizable, He thanked RMI for fully equipping their staff with right skills and promised a positive change basing on skills shared from participants.

**Mr. NKUSI Felly Karenzi**, Sector Capacity Building Analyst at Rwanda Development Board (RDB), on behalf of RDB Chief Skills Officer promised a full support as long as the planned activity promotes labour in entire country.

**ACP Camille GATETE** and **SP Tharcisse NSHIMIYIMANA** on behalf of trained staff, appreciated skills gained through helpful methodologies that include case studies, focus group discussions, presentations, assignments, questions and answers, drills and games, and so much more. They promised to improve their performance since they gained right skills needed in their everyday work.



Logistics and Supply Chain Mgt trainees made a site visit to NYANZA Prison warehouse



During the induction closing ceremony on 16th October 2019 at RMI Murambi Campus, all Rwanda Social Security Board (RSSB) trained staff took oath to carry out their duties and remain faithful to the Republic of Rwanda, improving the Rwandese people's interests in abiding the fundamental law and other laws. The members of this session planted an avocado tree RMI Murambi campus as a sign of fresh fruits and solutions they will bring in their working institution and the entire society while members of the previous session planted a mango tree.

This afternoon, **Alexis Ntagungira**, who officially closed this 10-day induction training on behalf of the Minister of Public Service Labour urged them to have the right values, behaviors and ethics in order to become positive change agents to the institution to drive economic development of the country.

The trainees appreciated the training outcomes stating that they gained a lot of knowledge regarding to not only the operational frameworks of public institutions but also the National values.

Different programs covered include National Strategy for Transformation (NST1), Rwanda Economic Development, Home Grown Solutions for Institutional Advancement and Socio economic development, the Uniqueness of Rwanda National Values,...



*Alexis Ntagungira with glasses and Innocent NYIRISHEMA( Former Corporate Division Manager of RSSB planting a tree*



All new recruits took oath to carry out duties