

EMPOWERING PEOPLE AND ORGANISATIONS TO EXCEL

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Building People's capacity is the heart of our mandate

FOREWORD

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Website: www.rmi.rw

Twitter: @RMI_Rwanda

Email: info@rmi.rw

P.O Box 541 Kigali, 23 Muhanga,
Rwanda



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 2nd quarter, a number of significant activities have taken place and we are pleased to share them with you in this newsletter edition.

I kindly welcome your ideas which will enable us to serve you better.

Sincerely yours.

GASAMAGERA Wellars
Director General

Both Public Servants and Private Sector trainees promised to be Positive Change Agents in their working institutions/organizations



During three months ago, at Murambi Campus in Muhanga District RMI provided trainings to both public servants and private sector employees to share knowledge and skills for their work improvement which contribute to the country's development, trainees appreciated the training methodologies since they helped them to gain new skills needed at their workplaces hence they promised to become positive change agents and solve different problems.

RMI provided career centered programs training in different courses including Leadership and Change Management, Logistics and Stock Management, Customer Care and Quality Service Delivery, the Resource Mobilization & Fundraising Course, and Conflict Management & Public Financial Management, and Monitoring and Evaluation.

The Resource Mobilization & Fundraising and Monitoring & Evaluation courses attracted Civil Society Organizations employees while others attracted employees and officials from local and central government levels.

BARIBUTSA Evergiste, who attended the Monitoring and Evaluation course said that the focus group discussions, case studies methodologies equipped them with requisite knowledge and skills which will facilitate them to improve their work performance and bring a great impact to the society. He thanked the government of Rwanda that provides this opportunity of not only building the capacity of its servants but also private sector and Civil Society organisations personals.

Mr. KUBWIMANA Shafi, who completed the Public Financial Management course stated that the gained skills will help him to improve his performance and share the knowledge to his workmates.

“ Personally, it will help me in many ways since I am going to enhance my planning system, budgeting, recording and reporting financial information; I am now able to correct mistakes made in my previous financial records. Besides this, I should share the new acquired skills to my workmates.”

Mr. ABIMANA Fidele, the Principal Senior Training Coordinator of RMI urged trainees to utilise the new acquired knowledge and skills to become Positive Change Agents in their workplaces and the entire society.

He reminded them that Rwanda aims at building a knowledge-based economy and this strategy is centered on investing in its main asset, the Rwandan population.

RMI and Africa Capacity Agency signed a MoU to collaborate in capacity building and human capital development for the public and private sector in Rwanda



On 22nd December 2018, at RMI Muhima Campus, Rwanda Management Institute (RMI) and Africa Capacity Agency signed a Memorandum of Understanding (MoU) with the objective of collaborating in capacity building and human capital development for the public and private sector in Rwanda.

During the conversation, Yousouf Jookhun, the Managing Director of Africa Capacity Agency explained more about the importance of technology in institutions' development. He detailed the processes that should be followed to recruit an employee who meets the position requirements and institution/organisation values.

Mr. GASAMAGERA Wellars, the RMI Director General stated that the MoU will benefit the institution in different forms of collaboration specially working on macro talent development initiatives to support economic growth, human capital consulting solutions, capability building and development initiatives, employee recruitment, innovation hubs development, learning and development solutions, among others.

The Delegation from Ministry of Labor and Public Service of Mali paid a courtesy call to RMI

The delegation from Ministry of Labor and Public Service of Mali visited Rwanda Management Institute (RMI) on 28th November 2018 for a learning and sharing experience particularly on use of ICT supported Human Resources Development and Capacity Building for Public Servants.



Dr. Jolly RUBAGIZA, the RMI Deputy Director General welcomed and explained the institution's mandate of ensuring training in administration and management disciplines for public service, private sector and civil society organizations personnel and broadly offering leadership and management development training as well as advisory services, and research and consultancy.

She added that RMI does not only train people using face to face method but also e-learning program. The latter helps the institution to boost the number of trained staff per year, improve the quality of delivered courses in a cost effective mode.

Mr. Hamadoun Maïga, the head of the delegation appreciated RMI services and programs stating that the discussion helped them to learn more lessons specially using ICT in Human Resources Development.



RMI received a Delegation from Nigeria on a study visit



On 08th November, 2018, Rwanda Management Institute received a Delegation from Nigeria on a study visit in order to get an understanding of the progress made in Rwanda in the sector of capacity building of public servants.

Hon. Winfred Ekanem Oyo-Ita, the Head of the Civil Service of the Federation explained that the objective of this visit was to learn from experience in training public servants.

“We are interested to know how you have been training your civil servants and especially in the area of e-learning.”

She also added that they would like to study the post conflict rebuilding strategies for the public service and how Rwanda achieved a high level of excellence after genocide.

Mr. GASAMAGERA Wellars, the RMI Director General explained them that the institution is mandated to build capacities of public servants, private sector and civil society organisations personals in administration and management disciplines through training that enables human capital to play its role in driving the country’s development. The training is delivered through short courses intending to help the participants to improve their skills needed at workplace.

The Director General highlighted that RMI e-learning program does not only boost the number of trained staff per year but also improve the quality of delivered courses in a cost effective mode.

A Delegation from the Gambia appreciated RMI services and called upon for a continued partnership



institution. He focused on RMI e-learning program will help RMI beneficiaries to access training in a cost effective mode and improve the quality of the delivered training.

The Director General informed the delegation that the institution conducts training needs assessment where it meets the targeted staff and senior managers in order to deliver the demand driven training.

On 11th October, 2018, Rwanda Management Institute received a Delegation from the Public Service Commission of the Gambia on a study visit in Rwanda in order to get an understanding of the progress made in Rwanda in the sector of capacity building of public servants.

Mrs. Awa Jow Auber, the head of the delegation and the Vice Chairperson of the Public Service Commission of the Gambia stated that the discussion was very fruitful since it helped them to learn more lessons.

She called upon for a continued partnership and collaboration in order to keep learning from each other along the transformational journey of public service.

Mr. GASAMAGERA Wellars, the RMI Director General explained them the vision and mission of the