

# EMPOWERING PEOPLE AND ORGANISATIONS TO EXCEL

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Building people's capacity is at the heart of our mandate

## Inside:

- The Governor GATABAZI presided over the closing ceremony of community engagement and participatory governance in decentralized entities training 3

- Restitution meeting for research findings on “Assessing Local Leaders’ capacity needs in participatory governance” 4

- RMI provided training of Gender Responsive Planning, M and E in Disarmament, Demobilization and Reintegration process to RDRC staff 5

- This session of coaching and mentoring reminds us to keep working as a team in fighting against malnutrition- Director of Health in Ngororero 6

- Highlights in Pictures 6

Website: [www.rmi.rw](http://www.rmi.rw)  
Twitter: @RMI\_Rwanda  
Facebook: Rmi Rwanda  
Instagram: rmirwanda  
LinkedIn: Rwanda Management  
Email: [info@rmi.rw](mailto:info@rmi.rw)  
P.O.Box: 541 Kigali, Rwanda  
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.

Despite COVID-19 consequences that negatively affected most of our activities, a number of significant activities have taken place during the second quarter of 2020-2021 fiscal year. We are pleased to share them with you in this newsletter edition and wish you Merry Christmas and Prosperous New Year 2021.

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. Charline MULINDAHABI  
Director General  
Rwanda Management Institute

## The Governor GATABAZI presided over the closing ceremony of community engagement and participatory governance in decentralized entities training



Musanze - Friday 16th October 2020, Mr. JMV GATABAZI, the Governor of Northern province presided over the closing ceremony of Community engagement and participatory governance in decentralized entities training which started on October 12th, 2020. He urged training participants to work hard and improve their performance basing on skills gained to benefit the entire society.

This training brought together 93 local leaders from five districts namely; Musanze, Huye, Gasabo, Nyagatare and Rutsiro and these leaders include Mayors/ Delegates, Presidents of the councils at district, sector, cell levels, Directors of Good Governance, Directors of Planning, Presidents of National Women Council at District level, Presidents of NCPD, Presidents of National Youth Council and Executive Secretaries at sector and cells levels.

Mr. GATABAZI highlighted that local leaders should let citizens showcase the level of development achieved

“Leaders should always engage citizens in all programs and make sure, the latter are the ones to showcase any development achieved.”

Mr. Kizito HABIMANA, the RMI Deputy Director General appreciated the participants for the zeal shown and urged them to promote community involvement in policy formulation and implementation.

He explained that the training was designed to address the capacity needs that were identified in a research conducted in May 2020 in the mentioned districts.

Dr. NKURUNZIZA Joseph Ryarasa, the Executive Director of Never Again Rwanda commended the government of Rwanda for always collaborating with Civil Society Organizations to build capacity of local leaders on participatory governance as envisioned by NST1. He also thanked RMI for training facilitation and urged participants to put into practice skills acquired.

Mr. Innocent TWAGIRIMANA, the Executive Secretary of Kinigi Sector in Musanze stated that the training helped them realize the importance of engaging all people in every planned activity and how to prioritize their needs.

“The training has reminded us that leaders should be empathetic toward the situations of all people: the poor, the vulnerable, & those with urgent issues. This helps to know how to provide them with services that are responsive to their needs & priorities.”

The research conducted by NAR, RMI and Interpeace was entitled “Assessing Local Leaders Capacity Needs in Participatory Governance”. It revealed gaps in citizens’ engagement in the planning, budgeting, M & E process, self-leadership, effective communication and change management, among others.

## Restitution meeting for research findings on “Assessing Local Leaders’ capacity needs in participatory governance”



Kigali - Friday 13th November 2020, Rwanda Management Institute (RMI) in partnership with Never Again Rwanda (NAR) held a restitution meeting with development partners for research findings on “Assessing Local Leaders’ capacity needs in participatory governance.” The research was conducted and completed in May 2020 in five districts namely Musanze, Huye, Gasabo, Nyagatare and Rutsiro by NAR and Interpeace in partnership with RMI under the support of European Union (EU).

Dr. MULINDAHABI Charline, the RMI Director General highlighted that the research revealed capacity gaps in local leadership in the selected districts as regards citizens’ engagement in the planning, budgeting, monitoring and evaluation process, self-leadership, effective communication, effective change management, proper work planning, prioritization, time management, stress management and effective participatory governance tools, methods and approaches.

Dr. MULINDAHABI informed partners that RMI, NAR and Interpeace with the support of EU conducted a 5-day training in October 2020 to 100 local leaders to help them address the identified capacity gaps.

“Based on the positive feedback from training beneficiaries’ i.e the local leaders at district level, sector level and cell level, the participatory governance challenges which prevailed in the districts were addressed.

The trainees promised to change their mind-set towards a positive mind-set vis-à-vis their respective communities and also to improve their self-leadership skills, approaches to change management, customer service delivery and citizen engagement.” She said.

The RMI DG concluded her remarks thanking all partners involved specially NAR for such great collaboration through this comprehensive capacity development endeavor. She also commended the government of Rwanda under the leadership of H. E Paul KAGAME for its continued commitment to the development of Rwanda and more particularly its continued commitment and support to the capacity development of Rwandans.

In his welcome remarks, Dr. Joseph RYARASA, the Executive Director of NAR lauded the support from all partners towards the research process noting that all findings will provide an opportunity for local leaders to actively engage and advocate for constructive citizen participation.

As the way forward, NAR was expected to share the research report with decisions and policymakers to ensure local leaders’ capacity gaps that hinder citizens’ engagement in different programs are jointly

## RMI provided training of Gender Responsive Planning, M and E in Disarmament, Demobilization and Reintegration process to RDRC staff



Friday 11th, 2020 Dr. MULINDAHABI Charline, the RMI Director General officially closed the 1st session of training on Gender Responsive Planning, Monitoring and Evaluation in Disarmament, Demobilization and Reintegration (DDR) process that brought together 12 members of staff from Rwanda Demobilisation and Reintegration Commission (RDRC) which took place at RMI Murambi campus since December 07th, 2020.

Dr. MULINDAHABI urged the training participants to put into practice the knowledge and skills gained so that they improve their performance in terms of gender mainstreaming in RDRC's operations to benefit the entire society and participants promised a positive change basing on skills acquired.

This training of Gender Responsive Planning, Monitoring and Evaluation in DDR process has been divided into 4 sessions; the first session with 12 participants took place from 07th to 11th December 2020 and the second one from 13th to 18th December, 2020 while the two remaining sessions were postponed due the ongoing COVID-19 preventive measures.

## This session of coaching and mentoring reminds us to keep working as a team in fighting against malnutrition- Director of Health in Ngororero

RMI in partnership with UNICEF- Rwanda conducted coaching and mentoring session using the video-conferencing via WebEx since October 06th, 2020 to November 05th, 2020 to 170 Districts' staff who attended the training on Integrating Nutrition Governance in Planning, Monitoring and Evaluation (PME) through PFM and RBM frameworks in Rwanda that took place in January 13th to February 28th, 2020.

Mr. ABIMANA Fidele, the Principal Senior Training Coordinator of RMI explains that the coaching and mentoring session aimed at not only reviewing what the participants learnt during the previous training but also finding out whether they are using the acquired knowledge and skills.

During the coaching and mentoring closing session, Mrs. MUKAMANA Soline, the Director of Health Unity in NGORORERO District stated that this session equipped them with new skills and reminded all participants to keep working as a team in fighting against malnutrition in order to achieve the Rwanda's vision of reducing the percentage of stunted children from 38% (WB rep.2018) to 19% by 2024.

GATERA Egide, the Director of Health in Rusizi District highlighted that the coaching and mentoring session helped a lot in sharing experiences as regards



the implementation of District Plan for Elimination of Malnutrition (DPEMs) and the District Cascaded Capacity Building Plans.

Mr. BYIRINGIRO Benjamin who conducted the coaching and mentoring session to the participants from Nyamasheke, Rubavu, Ngororero and Gicumbi Districts said that the session was very good despite minor challenges of internet connections. He urges training participants to always involve different stakeholders so that they eradicate malnutrition in Rwanda.

The training of Integrating Nutrition Governance in Planning, Monitoring and Evaluation (PME) through PFM and RBM frameworks in Rwanda which took place in January 13th to February 28th, 2020 was funded by UNICEF-Rwanda and it brought together 170 people from 17 Districts' staff.

HIGHLIGHTS IN PICTURES



Mr. Kizito HABIMANA(L), the RMI DDG with Hon. JMV GATABAZI, Governor of Northern Province collaborating to build capacities of local government leaders



Dr. MULINDAHABI Charline urged local leaders to engage community in all activities they plan for them



RDRRC staff who attended the second session appreciated the skills gained during Gender Responsive Planning, Monitoring and Evaluation in Disarmament, Demobilization and Reintegration (DDR) process training that took place at RMI Murambi Campus from December 13th to 18th, 2020.



Dr. Joseph RYARASA, ED of NAR lauded the support from all partners during the restitution meeting



Local government leaders promised a positive change in community engagement to improve their performance



Mr. Lluís Navarro, Head of Cooperation at EU Delegation appreciated the inclusive research process.