

Empowering people and organizations to excel



RMI provides professional capacity development trainings, researches, consultancies and advisory services to both individual workforce and institutions in Rwanda.

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Dear readers,

RMI being the national mandated institute to develop management capacity building for both public and private sectors is committed to creating opportunities for organizations 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 month of November 2022, a number of significant activities have taken place and we are pleased to share them with you in this of March 2023 newsletter Issue 09.

We value your views; please feel free to share with us your opinions, questions and contributions through our social media platforms.

Here, you will find useful information of everything RMI does.

Sincerely yours,

*Dr. MULINDAHABI Charline Director
General Rwanda Management Institute
(RMI)*

EIGHT TRAINING PARTICIPANTS FROM UR CLOSE A9-DAY TRAINING ON PROJECT MONITORING AND EVALUATION AT RMI



On 15 November 2022, eight training participants from the University of Rwanda (UR) closed a 9-day training on Project Monitoring and Evaluation which started on 07 and ended on 15 November 2022, at RMI Murambi Headquarters.

The main objective of the course was to enhance and improve the skills and knowledge of the trainees in line with the big projects they are managing in their working stations.

In his remarks, on behalf of RMI Director General, Mr. NSHIMYUMUREMYI Vincent de Paul, the Principal Senior Training Coordinator commended the trainers as well as the trainees for the very successful training.

“The management of RMI is happy for you because you have exchanged and gained the knowledge you expected to get. You are therefore advised to keep the already established network alive as it’s a lifelong learning journey you have already embarked on”, said Mr. NSHIMYUMUREMYI.

The training facilitator added: “I am sure beyond reasonable doubt that the skills you have gained here out of nine consecutive days attending the training, will help you make a difference in your working places and will definitely get good results”.

The course comprised; project planning, monitoring, evaluation, managing the projects, the logical framework, result-based management, and reporting to make sure they get the expected deliverables from different projects that they are managing.

The representative of the trainees, Associate Professor Epimaque NIYIBIZI, said that the training helped them refresh the skills they had in managing the projects they are leading.

“It was a kind of practical session which helped us on how we plan, monitor and evaluate the projects under our controls”. I am sure that it will help me and my colleagues in what we have been doing, which is to manage projects effectively”.

While closing, participants looking at the benefit they have gained from this training, recommended that their colleagues, and the team leaders of several projects specifically the University of Rwanda get a chance to benefit as well from this training for them to deliver successfully.

RMI being a Public Capacity Development Institution and Training Center has different training programs for which it provides Management Career Centered Courses, Certified Professional Courses, and Tailor-Made Courses to respond to specific skills gaps identified in individual institutions and Executive and Leadership Courses for high-profile leaders and managers.

A DELEGATION FROM THE NATIONAL CIVIL SERVICE COMMISSION OF THE FEDERAL REPUBLIC OF SOMALIA CONDUCTS A STUDY VISIT AT RMI - MURAMBI CAMPUS.



Monday 21st, 2022, a delegation from the National Civil Service Commission of the Federal Republic of Somalia headed by Hassan Abshirow Mohamed, the Chairman of Somalia National Civil Service Commission visited Rwanda Management Institute (RMI) to benchmark the overview work of the institute.

The Director General of RMI, Dr. Charline Mulindahabi briefed the delegation on the overview work of the Rwanda Management Institute as well as policies, strategies, and initiatives to offer training, consultancy, research, and advisory services to the public to the private sector, and the civil society in the field of administration and resources management for national socio-economic development.

The Chairman of Somalia National Civil Service Commission, Hassan Abshirow Mohamed, said that the delegation came to RMI to learn how the institution works to apply the knowledge gained in their country.

“We have come to get some experience from Rwanda Management Institute, especially how they serve their people, the policies and initiatives”. “In the future we envisage for Somalia to take this opportunity, to send our employees to come here for additional education”, he said.

RMI has 23 permanent staff. So far it offers more than 50 courses to Rwanda's civil servants and private sector, and also it provides e-learning courses.

17 HUMAN RESOURCE MANAGERS FROM DIFFERENT MINISTRIES AND GOVERNMENT PARASTATALS IN RWANDA START PROFESSIONAL HUMAN RESOURCE INTERNATIONAL (PHRi) TRAINING AT RMI MURAMBI CAMPUS.



On 19 December 2022, 17 HR personnel from different ministries and government agencies started training in Professional Human Resource International (PHRi) which is a globally recognized course now being delivered at RMI, Murambi Campus.

This training is being offered by Rwanda Management Institute in partnership with Worldwide E-Learning Campus (WEC), a professional Campus with great experience in training Human Resources worldwide.

In his welcoming remarks, on behalf of RMI Director General, Mr. NSHIMYUMUREMYI Vincent de Paul, the Principal Senior Training Coordinator welcomed the participants and wished them a very successful training. “This training is very important in your daily work to higher up your profession and benchmark to international standards. More efforts and dedication are therefore required to get this certification.”, he urged them.

Dr. Innocent Rusagara, the CEO of Worldwide E-Learning Campus (WEC), said that the HR profession needs to be upgraded in Rwanda. This training certification is going to equip you with high-standard professional skills that would benefit both yourselves as individuals and your respective institutions”, he said.

Dr. Robert Kinanga, a lead trainer of the course, emphasized that People who are in the Human Resource field lack international certifications. He said that those who are certified appeared to have local and regional certifications.

“What we are providing today, is a Professional Human Resource International (PHRi) that is recognized globally”, he said. “We have started this kind of training to improve our HR skills to raise them from the local and regional level and put them at the international level so that they will be able to compete at the international level”, he emphasized.

Rwanda has put in place, the National Capacity Development Policy, Strategy, and Implementation Plan approved by Cabinet in 2016 which provides the framework and acts as the main reference for guiding capacity development interventions in Rwanda and this training program for civil servants is one of the measures to comply with the NSTI program established by the government.

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DISTRICTS PROCUREMENT OFFICERS COMMIT TO IMPROVING CONTRACT MANAGEMENT PRACTICES AFTER A 7-DAY TRAINING AT RMI



On 31 January 2023, Districts Procurement officers from Rwanda concluded a seven-day contract management training at the RMI Murambi campus. The training was organized by Rwanda Management Institute in partnership with Rwanda Development Board (RDB). The training was concluded by Mr. NSHIMYUMUREMYI Vincent de Paul, the Principal Senior Training Coordinator on behalf of the RMI Director General.

The focus of the training was to provide more in-depth discussions on the subject related to procurement matters and the new law governing procurement in line with addressing the gaps identified by MINEDUC in procurement contract management of public institutions.

In his closing remarks, the Principal thanked both trainers and trainees for the training well done; adding that it will benefit the trainees while putting the knowledge acquired into practice. “Thank you for the week you spent here studying, sharing experiences, and exchanging knowledge. We expect you to bring impact back to your respective institutions in effectively and efficiently managing procurement contracts and ultimately ensuring value for money.

Nyirandayishimiye Joselyne, the representative of the trainees, thanked the organizers of the training saying that it was a very useful training. “There are mistakes related to poor contract management we used to make before this training due to ignorance. The knowledge we got here showed areas of mistakes we used to fall in. Now, we are going to improve our practice, prevent mistakes and work professionally. Many times, mistakes were coming from a lack of coordination between contract managers and implementers. Now we are acquainted with the knowledge required to deal with contract management”, she said.

Mr. Mbaranga Eudence Gervas, the trainer, said that the trainees learned more after the one week they spent at RMI learning about contract management and the new law governing procurement in Rwanda. “They will never again commit the same errors they used to fall into while dealing with contract management-related jobs,” he said.

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MANAGERS AND SPECIALISTS IN CHARGE OF PLANNING, BUDGETING, MONITORING, AND EVALUATION FROM MINISTRIES AND GOVERNMENT INSTITUTIONS PLEDGE TO CONDUCT THE PLANNING ADDRESSING THE NEED OF CITIZENS.



On 15 February 2023, Managers and Specialists in charge of planning, budgeting, monitoring, and evaluation from Ministries and government institutions pledge to conduct their planning according to the citizens' needs, after three days of training on Performance Based-Governance at RMI Murambi Campus, Muhanga District. The training was organized by Rwanda Management Institute (RMI) in collaboration with Never Again Rwanda (NAR) to contribute to increased effective governance among Ministries and other government institutions focusing on planners from the Ministries and government institutions after research conducted in 2020, in five districts of different provinces in Rwanda.

The training covered relevant areas of leadership, evidence, and result-based planning, monitoring and evaluation for social change, result in based-management, inclusive planning, M&E, reporting, and auditing. In her closing remarks, the RMI Director General, Dr. Charline Mulindahabi thanked the guest speaker honorable Musoni Protais, the training participants, and the facilitators for honoring the invitation and thanked them for their dedication to the training. “With the excellent presentation you made, it shows that the training was interesting and entertaining. I do not doubt that it has achieved the desired results. I wish you to bring improvement in your work by responding to the needs of the citizens”. Dr. Mulindahabi concluded. And she guaranteed similar collaboration with NAR in the future.

The guest speaker, Musoni Protais tackled different scenarios showing the bottlenecks hindering tangible results. “The only problem between the central government and local government is lack of coordination, collaboration, and sharing of data”, Musoni said.

Mahoro Eric, Deputy Executive Director at NAR, said that when there is no good data sharing between the institutions at central and local levels, citizens' problems always delay being answered. "Central government needs information from local government and vice versa so that they can all work together for the development of the citizen. That is why Managers and Specialists in charge of planning, budgeting, monitoring, and evaluation from Ministries and government institutions in Rwanda, were brought together to discuss the problems and how they can improve their planning function and appreciate their responsibilities in transforming the lives of citizens.”, Mahoro emphasized.

Madam Ingabire, one of the trainees, in charge of monitoring and evaluation at MINALOC, vowed to conduct planning based on the need of citizens. “From now on, I am going to plan according to the citizens' needs and answer their needs”. “I have realized that to give feedback to the citizen is very paramount because the citizens need to know why their requests presented to the leaders were not answered and when they can expect them to be answered”, said Ingabire.

In 2020, NAR conducted a study called “Assessing local leaders' capacity needs in participatory governance” as the source of motivation to organize this capacity-building intervention to address the identified gaps at the central government and local levels in Rwanda.

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DATA MANAGERS IN GOVERNMENT INSTITUTIONS ARE ACQUAINTED WITH DATA-DRIVEN ANALYSIS FOR POLICY DECISIONS.



On 17 February 2023, Rwanda Management Institute together with Rwanda Economy Digitalization Program closed a five-day training entitled, “Advanced R Training for Data Science”, which had the purpose to get data teams to speak the same language and perform basic data tasks, getting teams to understand each department broader problem in delivering insight from data and strengthening practices in data use for better decision making and accountability in Rwanda. The training was conducted at RMI Muhima Campus, in Nyarugenge District.

The training was intended to strengthen the capacity of data managers among others; Cyber Security Monitoring officers, Statistician Officers, Data Analysts, and Data Engineers working in government institutions.

Nyirishyaka Marcelin, the coordinator of the training pointed out how the training was conducted and thanked those who attended. “The training covered the following pertinent topics; Analyzing data in R using Tidyverse, visualizing outputs with ggplot, and putting it all together in the package. “At the end of this workshop, I'd like to say many thanks for your all kindness and efforts to participate in this workshop and getting along with it”. “ I think the knowledge gained will help you work professionally”, added Nyirishyaka.

In his closing remarks, Gatari Eugene, the Principal Senior Coordinator for

Research and Consultancy Unit, on behalf of the RMI Director General, commended participants and trainers for their endeavors. “I would like to congratulate all of you for your dedication and active engagement in the learning experience. It is in this regard that I am confident that the knowledge gained will be utilized optimally in your daily work”, Gatari urged the participants.

Antoine Twirere, one of the participants was happy to learn R as a new tool to analyze data in his daily work. “We were learning data analysis using R. The new knowledge gained will help me improve my performance in analyzing data using R which will my institution make sound decisions at the workplace”, confirmed Twirere. ” I will use the knowledge gained to speed up my reports, advanced analysis and help others who were unable to attend this training”, he added

R is the programming language mostly used in the Data Science field. R is an advanced language that performs various complex statistical computations and calculations. It is widely used by data scientists and business leaders in multiple fields, from academics to business. Moreover, R interprets the data in a graphical form, making it easy to interpret and understand.

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A DELEGATION FROM CHAD CONDUCTS A STUDY VISIT AT RMI - MURAMBI CAMPUS.



Thursday, 02 March 2023, a delegation of five dignitaries from Chad led by Madam DIONADJI TOPINANTY Brigitte, the Advisor for land affairs and land use planning at the Presidency of Chad, visited Rwanda Management Institute (RMI) to benchmark on the overview work of the institute.

The delegation is at RMI to learn from its experiences and exchange with authorities to see how they can do the same in their country in the domain of capacity building of the workforce through the cooperation called South-South Cooperation (SSC) as a mode of engagement.

South-South Cooperation (SSC) is about a collaboration among developing countries that enables partners to learn from each other through different experiences and partnerships.

The Director General of RMI, Dr. Charline Mulindahabi briefed the delegation on the overview work of the Rwanda Management Institute; its Vision, Mission, Organization, structure, programs, and project coordination and stakeholder engagement, as well as policies, strategies, and initiatives to offer training, consultancy, research, and advisory services to the public and private sectors and the civil society in the fields of administration and resources management for national socio-economic development.

The Head of the delegation, Madam DIONADJI said that the delegation came to RMI to learn how the institution works to take the knowledge and see how they can apply it in their country.

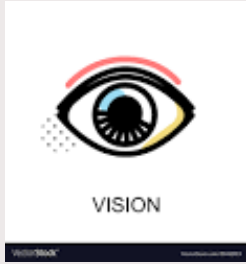
DIONADJI said that in Chad, they have strategies that have been developed, but there are always flaws. She added that in Rwanda there is considerable development in the management of people and resources.

“The government told us to come to Rwanda to learn from these experiences and exchange with the authorities to see how we can do the same in our country”, DIONADJI said.

“We found a center for everything. It's a good environment that is adequate for training in solitary fields because it provides specific training”. “We are going to bring what we have learned here, what we have heard, bring it as a documentary background”. “There are professionals that are there that can give you what you need. And that's what impressed us. The team knows what it wants”, DIONADJI added.

RMI offers training, consultancy, research, and advisory services to the public, private sectors, and the civil society in the fields of administration and resources management for national development”.

Vision, Mission and Core Values



The Vision of RMI is “To be the leading regional centre of excellence in quality capacity building and skills development in the fields of administration and resources management”.



To offer training, consultancy, research and advisory services to the public, private sectors and the civil society in the fields of administration and resources management for national development”.



tegrity, honesty, self-confidence;
Team work and collective responsibility;
Practical-oriented and interactive training methods responding to international standards;
Industriousness, innovation and problem solving;
Customer-oriented service delivery;
Professionalism, ethics and discipline.

Core Programs

To offer training, consultancy, research and advisory services to the public, private sectors

