

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.



@RMI we value gender balance

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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

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KOICA DELEGATION BRIEFED ON RMI OPERATIONS

On 12 October 2023, a delegation of KOICA led by the KOICA Country Director Rwanda Office, KIM JINHWA paid a courtesy call at Rwanda Management Institute (RMI) whereby they were briefed on RMI operations.

While welcoming the delegation, the Director General of RMI, Dr. Charline Mulindahabi briefed the team on operations that RMI conducts on a daily basis. The team learned how E-Learning Centers are utilized, the challenges RMI encounters on a daily basis, how RMI collaborates with donors, The briefing was followed by an extensive interactive session during which the team was able to ask questions, seek clarification, and share their own perspective.



The KOICA Country Director expressed gratitude for the opportunity given to them to attend the briefing and emphasized that it was very helpful for them to better understand RMI operations. “As long as we are partners with RMI, we have come to visit the institution in order to know how they operate, and what are their challenges, so that we can advise on how to maximize the full potential of the technology the institution has for the institution to get good results through our partnership”, KIM said.

KOICA in partnership with the government of Rwanda, equipped the E-Learning Centers operated by RMI; Kayonza, Karongi Musanze, Muhima, Murambi. and Nyanza.

After the brief, the team toured the Murambi Campus premises.

At Rwanda Management Institute, our commitment is to meet and exceed your expectations.

RMI is mandated by the government of Rwanda to ensure training in Administration and Management disciplines for public service, private sector, and civil society organizations personnel.

SIX HUMAN RESOURCE MANAGERS FROM THE GOVERNMENT START PROFESSIONAL HUMAN RESOURCE INTERNATIONAL (PHRi) TRAININGT RMI IN KIGALI



On 30 October 2023, Six Human Resource personnel from the Ministry of Education (MINEDUC), the Ministry in Charge of Emergency Management (MINEMA), and the Road Maintenance Fund (RMF) started training in Professional Human Resource International (PHRi) which is a globally recognized course being delivered by Rwanda Management Institute (RMI) in Kigali.

This training is being offered by RMI 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. “I encourage you to thoroughly study this professional course because it will enable you, to raise your level to a higher standard and productivity in your daily work”, he urged them.

The trainer certified that the training will equip the participants with high-standard professional skills that would benefit them as individuals and their respective institutions.

“This course is a professional course that is recognized globally”. “We have started this kind of training to improve our Human Resource Personnel skills to raise them at the international level so that they will be able to compete at the international level”, he emphasized.

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.

TWELVE STAFF FROM PUBLIC INSTITUTIONS COMPLETE PMP TRAINING AT RMI-MURAMBI CAMPUS.



On 10 November 2023, Twelve staff from MINEDUC, NESAR, who were undergoing the Project Management Professional (PMP) training at RMI-Murambi Campus, completed it.

The 35 contact hours training was organized by RMI, from 06 to 10 November 2023, at Murambi Campus. The trainees were from the fields of M&E, and Program Managers in these respective institutions and were overseeing various projects.

In his closing remarks, on behalf of RMI Director General, Mr. NSHIMYUMUREMYI Vincent de Paul, the Principal Senior Training Coordinator, said that the knowledge gained by the participants is going to benefit their respective institutions and themselves.

“In Rwanda, we still have projects that are not well managed. We hope that people who are trained and get enough knowledge in this project management course at the international level will be able to improve their performance”, the Principal told the trainees.

The trainer said that PMI provides a curriculum that people must follow as required, making sure that at the end, trainees after sitting for the exam, will be able to pass it properly and pass it on time.

One of the trainees said: “We learned how projects are planned, how they are monitored, and how they are implemented. How would you advise your superiors whether the project is going well or wrong? We learned how to make a report, and the stages of projects.”. “The knowledge, I have got here will be useful for the Institution, I work for, and personally because it is the knowledge I have gained”. “The way I managed the projects I found that there are things that I need to correct and improve, in terms of monitoring and evaluation”, he said.

The PMP Certification Preparation course is designed to help candidates prepare for the PMP certification exam. It covers topics such as project management processes, tools, and techniques, project execution, control and closure, project planning, risk management, stakeholder management, and team dynamics among others.

RMI is mandated to ensure training in Administration and Management disciplines for public service, private sector, and civil society organizations personnel. RMI offers also Leadership and Management Development training as well as Advisory Services, and Research and Consultancy services.

ACCOUNTANTS FROM 14 DISTRICTS START AN 8-DAY FINANCIAL MANAGEMENT TRAINING AT RMI.



On 06 November 2023, 14 Accountants from 14 districts namely, Nyamagabe, Gisagara, Nyanza, Muhanga, Kamonyi, Kirehe, Ngoma, Nyagatare, Gakenke, Nyabigu, Rutsiro, Ruhango, Nyamagabe and Karongi started an 8-day Training on Financial Management at RMI- Murambi Campus.

The training will cover, among others, the Public Finance Management (PFM) Cycle which includes planning, budgeting, government funding and budget execution, accounting, asset management, financial reporting, auditing, and financial oversight.

The need for the training was raised by MINEDUC based on the cross-cutting issues raised by the Office of the Auditor General (OAG), especially in Public Finance Management. Participants are from MINEDUC, NESA, and REB and all come from the Public Finance Management field, M&E, and Accountants.

In his welcoming remarks, on behalf of RMI Director General, Mr. NSHIMYUMUREMYI Vincent de Paul, the Principal Senior Training Coordinator welcomed the trainees and wished them very successful training.

“This training is useful for you because it will help you avoid problems of lack of knowledge in public financial management and you will be able to work professionally once you complete it.”, stressed the Principal.

Bihazende Bernard, the trainer said that the participants will be trained in public accounting, especially in planning, budgeting, procurement, legal matters, taxes, preparation of asset books and analysis, and in audit-related matters.

“The reason why these employees come to the training is that there is a gap in the management of government resources, especially because of the report of the auditor general, and the analysis made by MINEDUC, MINECOFIN, and RDB. and pooling capabilities so that employees are empowered in their work”, Bihezande said.

The PFM system is a set of rules and institutions, policies, and processes that govern the use of public funds across all sectors, from revenue collection to monitoring of public expenditures.

RMI is the public institution that strengthens and promotes a private-sector driven and knowledge-based economy through building Public-Private Partnerships to realize the National Strategy for Transformation (NST1) and Vision 2050 targets and it has the mandate of conducting the capacity building interventions, recruitment of personnel, research projects, consultancy, and relevant policy advisory services to civil and private institutions in Rwanda.

FINANCE MANAGERS FROM 14 DISTRICTS CONCLUDE AN 8-DAY TRAINING AT RMI.



On 13 November 2023, 14 Finance Managers from 14 districts in Rwanda successfully concluded an 8-day training in (PFM) Public Financial Management organized by Rwanda Management Institute that took place at RMI – Murambi Campus from 06 November 2023.

The training covered, among others, the PFM Cycle which includes planning, budgeting, government funding and budget execution, accounting, asset management, financial reporting, auditing, and financial oversight.

In his closing remarks, on behalf of RMI Director General, Mr. Nshimyumuremyi Vincent de Paul, the Principal Senior Training Coordinator commended the trainees and the trainer for their dedication to the training and emphasized on impact awaited in their respective finance departments.

“We hope that the knowledge gained from this training is important in reforming the poor performance in the management of public resources”, said Nshimyumuremyi to participants urging them to work professionally and demonstrate the skills they have learned from the training.

Bihezande Bernard, the trainer, said that the purpose of the training was to improve the skills and knowledge of participants in the entire PFM in relation to the problems identified by the auditor general's report. The class representative of the trainees said that they covered all aspects needed in PFM.

“We have covered all processes regarding financial management from planning to reporting. We have seen the current codes being used in financial management, which will help us deliver to the standard required”, he said. The PFM system is a set of rules, policies, and processes that govern the use of public funds across all sectors, from revenue collection to monitoring of public expenditures.

The RMI mandate is to conduct capacity-building interventions, recruitment of personnel, research projects, consultancy, and relevant policy advisory services to civil and private institutions in Rwanda.

RMI STAFF TRAIN IN GSAS



On 17 November 2023, RMI staff were trained in GOVERNMENT SMART ADMIN SYSTEM which was designed to digitalize the administration process across all government institutions.

The system will see all government institutions in Rwanda in Digital transformation.

One of the employees said that This system will help us speed up the service and improve the performance and above all keep the data in safe way.

The system has many features, including E-Approval, E-Folder, Task, Reservation, and Contact.

AOS is a Rwanda-based ICT service provider and operator of the National Data Center, improving the efficiency of service through a spectrum of cutting-edge solutions across all productive sectors.

AOS solutions guarantee unrivaled efficiency gains and enhanced business value realization for all primary clients and end users.

Established in 2014, AOS is a fully consolidated affiliate of Korea Telecom with a shared vision, aiding transformative benefits of futuristic ICT technology.

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41 STAFF FROM RAB ARE READY TO PRODUCE THE DESIRED RESULTS AFTER A 5-DAY TRAINING IN CONTRACT MANAGEMENT AT RMI



On 24 November 2023, 41 Contract managers and Tender committee staff from the Rwanda Agriculture and Animal Resources Development Board (RAB) concluded a five-day contract management training at Rwanda Management Institute (RMI), Murambi-campus, with the determination to perform with excellence their work and avoid mistakes related to contract management.

The training was organized by RMI in partnership with RDB organized this training to solve the problem of new employees who had joined RAB on what to do in their daily work, especially in contract management.

In his closing remarks, on behalf of RMI Director General, Mr. NSHIMYUMUREMYI Vincent de Paul, the Principal Senior Training Coordinator commended the trainees and wished them a very successful endeavor in their careers.

“Thank you for the week you have spent here studying, sharing experiences, and exchanging knowledge. We expect you to bring impact back to your respective institutions by effectively and efficiently managing contracts and ultimately ensuring value for money.

Nkubito Eugene, the trainer, said that the trainees learned more after five days at RMI learning about contract management.

“During these five days, participants acquired the necessary knowledge that will help them improve their work|. “I really hope that they will not have any problems because we have covered all the lessons that had been planned”, said Nkubito.\

One of the trainees, thanked the organizers of the training, saying that it was a very useful training.

“We came here to increase our knowledge in contract management. We used to work in a traditional way but now we are going to deliver professionally. Among others, We learned how to prepare a contract, all the way from the beginning to the point where the contract is concluded. We saw the law that governs how contracts are managed. All procedures must be followed. Everything must be written. We recommend that other employees also come to learn because in one way or another, the employee has contact with contract management, it would be good for all employees to get this training”, she said.

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

A DELEGATION FROM BENIN PAYS A COURTESY CALL TO RMI - MURAMBI CAMPUS.



On 22nd November 2023, a delegation of five dignitaries from Benin led by Hon. Minister of Public Service of Benin, ADIDJATOU A. Mathys paid a courtesy call to Rwanda Management Institute (RMI) to benchmark 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 South-South Cooperation (SSC) as a mode of engagement.

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

The Ag. Director General of RMI, Kizito Habimana, briefed the delegation on the overview work of the RMI; 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. He also addressed the concerns that the delegation had.

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

“If we want to put our country on the path to development, it is not enough just to recruit personnel, we must also strengthen their capacities in a way that allows them to support the execution of reforms that could lead the country to its development. My country will draw inspiration from everything that was heard here during our working visit to set up a structure of this kind in our country, to properly ensure the strengthening of the capacities of our agents because when a country seeks its development, the man is the actor of development. It is necessary to strengthen their capacities and improve their remuneration because it is a motivating factor for the development of our country. We will work on it. This is what we are learning from Rwanda right now” ADIDJATOU said.

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

15 STAFF FROM RAB DETERMINE TO PERFORM WITH EXCELLENCE AFTER A 5-DAY TRAINING ON PROCUREMENT PROCEDURES AT MANAGEMENT AT RMI



On 08 December 2023, 15 Contract managers from the Rwanda Agriculture and Animal Resources Development Board (RAB) concluded a five-day training on procurement procedures (procurement cycle) and e-procurement (e-bidding and e- contract) at Rwanda Management Institute (RMI), Murambi campus, with the determination to perform with excellence.

The training was organized by RMI in partnership with RDB to solve the problem of new employees who had joined RAB recently.

In his closing remarks, on behalf of RMI Director General, Mr. NSHIMYUMUREMYI Vincent de Paul, the Principal Senior Training Coordinator commended the trainees and wished them very successful endeavors in their careers.

“We are glad that you completed this training, and we hope that the days you spent here are not in vain. go and produce what is needed”, said Nshimyumuremyi.

Nkubito Eugene, the trainer, said that the trainees learned more after five days at RMI learning about contract management.

“During these five days, participants acquired the necessary knowledge that will help them improve their work|. “I hope that they will not have any problems because we have covered all the lessons that had been planned and we tried to answer all the queries they had”, said Nkubito.

One of the trainees thanked the organizers of the training, saying that it was a very useful training.

“We came here to increase our knowledge of procurement procedures. We used to work traditionally but now we are going to deliver professionally. We saw the procurement cycle and e-procurement (e-bidding and e-contract). How all procedures follow each other. Everything must be written. We recommend that other employees also come to learn because in one way or another, the employee has where he or she meets with procurement, it would be better that all employees get this training”, she said.

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

14 HUMAN RESOURCE MANAGERS FROM RAB CONCLUDE PHRi TRAINING AT RMI MURAMBI CAMPUS



On 08 December 2023, 14 HR personnel from RAB (Rwanda Agricultural and Animal Resources Development Board) concluded training in Professional Human Resource International (PHRi) to produce the desired results for the institution, above all are well prepared to get certified with PHRi certificates.

This training was organized by RMI in partnership with Worldwide E-Learning Campus (WEC), a professional Campus with great experience in training Human Resources worldwide.

In his closing remarks, on behalf of RMI Director General, Mr. NSHIMYUMUREMYI Vincent de Paul, the Principal Senior Training Coordinator commended the participants and wished them to get certified.

“Let this training be the basis of giving back to your institution and also we hope that shortly we will hear that all of you got certified. The leadership knows that you've got everything you need to be able to deliver the results needed in terms of human resource management.”, he urged them.

One of the trainees said that they learned a lot in terms of Human Resource Management.

“We have undergone training that will help us get PHRi certificates. In terms of personnel management, we have seen how we can solve problems at the workplace. We also learned how to recruit new employees". "This knowledge is also going to help us produce reports in terms of employee performance”. “You cannot be updated if you do not get more knowledge including certification”, he said.

The trainees thanked RMI and WEC for the dedication put into the training. “Thank you very much for a great training session. The program was enjoyable, and I learned a lot from it. You're the best trainer that I've ever worked with. Thanks for being patient, encouraging, and inspiring!” , the student representative said.

The trainee congratulated participants while wishing them to get certified. “It is with pleasure that you reached this far in preparing to get PHRi certificates. But urge every one of you to put much effort into preparing for the exam. Do not rest or take long we wish all of you not drop in the middle. In certification, there is no negotiation, and there is no shortcut. Only work and get it”, the trainer advised them.

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 NST1 program established by the government.

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.

SCHOOL CONSTRUCTION FIELD OFFICERS FROM DISTRICTS START SPATIAL DECISION SUPPORT SYSTEM TRAINING AT RMI



On 18 December 2023, 15 School Construction Field Officers from the Ministry of Education assigned to school buildings in the districts started a six-day training in RMI where they will learn the GIS technology so that this technology will help them improve their daily work as they work using common knowledge but after this course, they will be professional workers because they are going to learn the required technology to be used in their field.

The training which was organized by RMI in partnership with RDB, aims to introduce the participants to what GIS is and what it does to change the way they used to work in the construction of schools in their respective districts.

The Spatial Decision Support System helps to analyze the location, the needs, the density of the population, and the environment in an area so that before the construction of schools there is a need to comply with the public development plans.

In his welcoming remarks, on behalf of RMI Director General, Mr. NSHIMYUMUREMYI Vincent de Paul, the Principal Senior Training Coordinator, welcomed the trainees and encouraged them to dedicate their time to the course while wishing them a very successful training.

“Training is everything. “Don't decrease the goal. Increase the effort.” Work hard day and night to make sure you get the end result”. NSHIMYUMUREMYI encouraged the trainees.

The trainer said that GIS is an important tool for infrastructure planning in Rwanda.

“The trainees will come up with the knowledge of where to build schools using GIS Software, according to the government policy. After this training, there will be consideration of the distance children walk depending on where each child comes from so that the student does not walk longer distances than required. This tool will help to measure the population density, the necessary schools needed in an area, and the mileage not to be exceeded, that is what they have come to learn to solve these problems. It will help to analyze suitable locations for schools”, said the trainer.

This course will help in the overall planning of how schools should be built in the districts.

The training will cover among others; the function of GIS, how GIS can be used so that those in charge of building schools in the districts know where exactly schools should be built, and why the school should be built, the second part; is to proceed with the computer, learning the software designed for land survey and analysis, so that they can see how the data is combined with the needs of the area they work in to provide better reports that will help in the planning of sustainable construction of schools. At the end of it, we will take a closer look at the problems they often face to show them how they can be solved using their computers. “Now before schools are built, they must be mapped using GIS technology”, he added.

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