



Global Institute of Governance & Sustainability

## UNLOCKING THE POTENTIAL OF YOUR WORKFORCE: A COMPREHENSIVE TRAINING ON THE GOVERNANCE OF HUMAN CAPITAL.



### About the Training

The Global Institute of Governance & Sustainability (GIGS) is pleased to invite you to a transformative journey in managing one of your organization's most valuable assets; if not the most valuable assets—your people! In today's dynamic business environment, effective governance of human capital is not just a strategic advantage; it's a necessity. Our specialized training program is designed to equip you with the insights, tools, and strategies to maximize the potential of your workforce and drive organizational success.

Join us for this engaging three-day event to immerse yourself in transformative discussions, share best practices and equip yourself with tools to revolutionize human resource management. With a lineup of distinguished speakers/trainers/facilitators, interactive sessions, and practical insights, this event will empower attendees with strategies for creating purpose driven workplace cultures and reimagining organizations to fit the future.

### Intended Participants

If you are in the business of managing people, then this training will surely benefit you.

- Board of Directors/ Board Members.
- Members of the Board Nomination, Compensation & Remuneration Committees.
- Members of Board Governance Committees.
- Members of Board Risk and Audit Committees.
- Members of Management Executive Committees.
- CEOs/Managing Directors/Director Generals.
- Executive Directors.



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- C-Suit Executives.
- Chief People & Culture Officers.
- Heads of Human Resources Functions.
- Company Secretaries.
- Heads of Legal & Compliance Functions.
- Heads of Internal Audit Functions.

## Training Areas:

The training will cover the following content areas: An overview of the best corporate governance practices.

- Best Practices on the Governance of Human Capital.
- Leadership and Culture: How to build a corporate culture that works?
- The future of Human Resource Management.
- Managing and Working Effectively with Gen Z at the workplace.
- Managing Human Capital Risks.
- Board Development and Performance Management.
- Key legal aspects of employment and labour relations in Rwanda.
- Key Human Resource Considerations when restructuring organizations
- Best Communication Protocols between Board and Management.
- Mastering Work-Life Integration and Wellness.

## Registration to attend the training:

Please send an email to [training@gigsinstitute.com](mailto:training@gigsinstitute.com) confirming your attendance. Please include the following:

- Full name/names of proposed participant/s.
- Role/Job.
- Name of Employer/Sponsor
- Years of work experience.

## Venue: Kigali Serena Hotel

### Event date and deadline of registration:

The training shall be held from **2nd to 4th October 2024** from **9:00 AM to 5:00 PM** daily.

## Your Investment and Payment

Participants shall **975,000 RWF** (VAT Inclusive) per person. The fee covers the training fee, course materials, tea breaks, lunches, promotional materials, and a certificate of attendance.

Deadline of sending purchase orders is on **23rd September 2024**. Purchase orders should be sent to [finance@gigsinstitute.com](mailto:finance@gigsinstitute.com). Deadline for payment is on **27th September 2024**.

Payment should be made to:

Bank: BPR Bank Rwanda Plc

A/C Name: GIGS

A/C #: 4492 118 845/FRW

Should you require any further information, please contact us via;

[training@gigsinstitute.com](mailto:training@gigsinstitute.com)

+250 782 419 495

+250 788 302 939

# Key Trainers/Facilitators Profiles



## Col (Rtd). Eugene Haguma

***CEO Prime Insurance and Chairman of the Board of Equity Bank Rwanda.***

Col (Rtd). Eugene Haguma Holds an MSc. in Financial Management from the University of London and a B.Com (Marketing) degree from Makerere University-Kampala. He is a Chartered Financial Analyst (CFA) charter holder and a Certified Sustainable Investment Professional from John Molson Business School Concordia University, Canada.

He is also an Advanced Financial Modeler (AFM) from the FMI institute. Eugene has enjoyed considerable training offered by renowned Universities such Harvard Business School, London Business School, Strathmore Business School and the Lagos Business school.

Eugene Haguma has a wealth of leadership experience, having served in senior leadership positions in both the private and public sectors. He has previously served as the Permanent Secretary Ministry of Defence in Rwanda, Defence Attaché to the Republic of South Africa and CEO of Horizon Group Rwanda, a company which has investments in Construction, Manufacturing, Logistics and Agro processing.

Eugene is currently the CEO of Prime Insurance and serves as the Chairman of the board of Equity Bank Rwanda.



## Joseph Kazuungo S. Gondwe

***Chief People & Culture Officer, Bank of Kigali***

Joseph Kazuungo S. Gondwe is the Chief People & Culture Officer at Bank of Kigali Plc, where he reports directly to the CEO and the Board. With over 17 years of diverse experience across Finance, Banking, Telecom, and Technology sectors, Joseph brings a wealth of expertise and a comprehensive understanding of business operations to his role.

He holds a Bachelor's Degree in Clinical/Industrial Psychology from the University of Zambia, an MSc/MBA from Heriot-Watt University in Edinburgh, Scotland, and a Mini MBA in Telecom from the Gordon Institute of Business. Additionally, he is a graduate of the F.L.I.G.H.T School at the Gordon Institute of Business and the University of Pretoria.

Joseph's career includes significant leadership roles at prominent organizations such as Barclays/Absa, MTN, Vodafone, and Liquid Intelligent Technologies. His extensive executive experience spans Zambia, Mozambique, and South Africa, where he has excelled in various markets across Africa. His expertise encompasses driving organizational performance, cultivating a commercial-oriented culture, and managing talent, learning, and innovation.

Outside of his professional life, Joseph is passionate about football, fruit and vegetable farming, landscaping, and design construction. He also has a keen interest in aerodynamics. His multifaceted background and varied interests reflect his dynamic approach to leadership and his commitment to fostering a thriving workplace culture at the Bank of Kigali.



## Paulette Mpano

*Director of People & Culture, Irembo*

Paulette Mpano is a dedicated People & Culture professional with a strong focus on leading and implementing initiatives that nurture talent and foster a positive organizational culture. Her professional goals include making meaningful impact, working with inspiring colleagues, and contributing to organizations that lead the way in creating exceptional employee experiences.

Paulette's experience spans technology, international cooperation, events, and business development industries. She has held various roles in people & culture, communications, leadership support, event planning, and translation. In her current role as Director of People & Culture at Irembo, Paulette is responsible for overseeing the department and leading strategies for talent acquisition, people operations, performance management, learning and development, and the overall employee experience.

Paulette holds an MBA in Leadership and Organizational Development from Oklahoma Christian University and a Bachelor's degree in Mass Media and Communications from Mount Kenya University.



## Enock Luyenzi

*General Manager-Human Resources, MTN Rwanda.*

Enock Luyenzi is a seasoned human resources professional with two decades of diverse experience spanning multiple high-profile roles and sectors. His career has been marked by significant contributions to both public and private organizations, showcasing his exceptional skills in human resources and strategic management.

Enock began his career as the Director of Logistics in the Office of the President, where he managed logistical operations and streamlined processes within a high-stakes environment. This role provided him with a unique perspective on organizational efficiency and strategic execution at the highest level.

Following this role, Enock transitioned to the banking sector as the Head of Human Resources and Administration. In this capacity, he played a crucial role in overseeing the bank's growth and expansion, driving HR strategies that supported the organization's development and enhanced its operational effectiveness.

Enock is currently the General Manager of Human Resources at MTN Rwanda. Here, he is responsible for implementing strategic HR initiatives, managing talent acquisition, and fostering employee development to support the company's objectives and growth.

Enock is a certified Chartered Human Resource Analyst and is currently pursuing a CHRO program to further his expertise in executive HR leadership. His educational background includes a master's degree in strategic management and a MiniMBA in Telecommunications, supplemented by various leadership certifications.

With a rich background in strategic human resources, logistics, and organizational management, Enock is committed to advancing excellence and driving impactful results for the organizations he serves.



## Katherine Sempebwa Turinawe

### *HR Change & Integration Lead, BPR Bank Rwanda.*

Katherine Sempebwa Turinawe is an HR professional with 20 years of experience, of which 14 years have been at Executive Management level, gaining buy-in for winning HR strategies and best practice governance from both Board Committees and Senior Management teams.

Through her experience, she has gained competencies in key people practices such as HR Strategy Formulation, Organization Design, Performance & Productivity Management, Employee Engagement, Talent Management and Change Management. Katherine is passionate about nurturing leaders and is intentional about supporting leaders' growth journeys as they implement their organization's vision.

She has worked in various industries including education, media, FMCG and banking. Katherine sits on the board of The Malachite Centre, whose vision is to see a world in which all people enjoy mental well-being, live a life of abundance and thrive.

She holds a Master of Science in Human Resources from Herriot Watt University, UK; a Postgraduate Bachelor of Social Sciences Honors Degree, and a Bachelor of Social Sciences (Industrial Psychology & Industrial Sociology), both from Rhodes University, Grahamstown, South Africa. She is currently the HR Change & Integration Lead for BPR Bank Rwanda PLC.



## Denise Umunyana

### *Co-founder & Managing Partner Right Seat.*

Denise Umunyana is the Co-founder and Managing Partner of Right Seat, a prominent Rwandan boutique HR consulting and job placement firm. Her journey in the field of human capital stems from years of leadership roles within large corporations in Rwanda.

Prior to her current role, Denise worked in the telecommunication and financial industries, respectively. Her impactful contributions included team formation, process implementation, and ensuring the acquisition of the right talent to drive strategic objectives. Denise's expertise encompasses strategic human resource management, talent engagement, performance management, and employment compliance.

She has collaborated with local, regional, and international employees, senior & executive managers and board members across various organizational levels. Beyond her professional endeavors, Denise actively contributes to the community. She serves on various Boards and in her leisure time, she enjoys spending quality time with her family and friends. As a devoted wife and mother of two, she finds fulfillment in both her professional and personal roles.



## Amos Kajuga

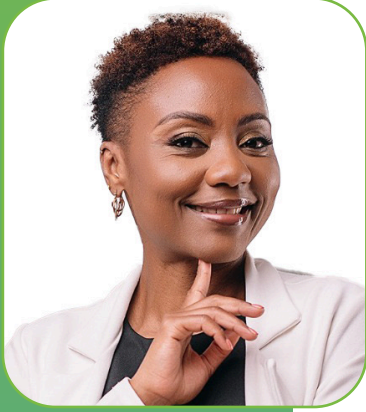
### *Organizational Development Consultant*

Amos Kajuga is a seasoned Organizational Development Consultant with strategic, operational and management experience and has served in senior leadership roles in public, private and faith-based institutions for over 18 years. He has facilitated strategy and planning retreats for the Tony Blair Institute (Rwanda & Regional).

Amos has also facilitated the strategy retreat and developed the 3-year strategic plan for Right Seat Ltd. His leadership training and team building experience includes: UNICEF Rwanda CMT, Irembo, Development Bank of Rwanda, The Central Bank of Nigeria (Banking Services Department), I&M Bank, Business for Health Solutions, and the Federal Character Commission of Nigeria among others. Amos holds an Executive MBA, Master's Degree in Ministry, and a Bachelor's Degree in Commerce (Accounting).

He is also a doctoral student (Doctor of Ministry) with a wide range of experience in strategy, finance, change management, organizational culture management, and project management. He has Certificate in Good Governance from Humentum, an OKR Certification in Leadership and Goal Setting from the Measure What Matters Institute and a Certificate in corporate Strategy from the University of London.

Amos is an Alumnus of Makerere University – Kampala (Uganda), Quantic School of Business & Technology (USA), and Lancaster Bible College - Capital Seminary & Graduate School (USA).



## Partricia N. Wanjama

**Lead Governance & Sustainability Consultant,  
Akira Consult Ltd.**

Partricia N. Wanjama is a seasoned governance practitioner, corporate lawyer, administrator and business leader with over 16 years experience gathered in the governance, legal practice and corporate world- majorly in the financial services sector. She is also a registered Certified Secretary and an accredited Governance Auditor with the Institute of Certified Secretaries of Kenya (ICS). In addition, she is a qualified Advocate of the High Court of Kenya, a Commissioner of Oaths, a Notary Public and holds an MBA from Strathmore Business School.

She has served as key legal advisor and company secretary to various management teams and Boards of Directors in the Financial Services Industry and Not-for profit sectors. She also has experience in building and managing stakeholder relationships and has administrated Corporate Social Responsibility strategies and operations. In addition, she has cross cultural experience within the East African region, where she was nominated as secretary to a regional expansion committee.

Patricia is currently the lead Governance and Sustainability Consultant with Akira Consult Limited ([www.akiraconsult.ke](http://www.akiraconsult.ke)) a company she founded. Her portfolio so far has seen her carry out governance Trainings for Listed Companies and ICS, Board Evaluations, lead a Strategic and Operations Review for a company, Governance Audit of an NGO and represent the Institute of Certified Secretaries in a nominations and governance committee. Patricia has also advised a Company based in Uganda on its structuring to consider registering as a regulated investment advisor and written successful proposals for countries here in Kenya, East Africa and in the region.



## Mkombozi Karake

**Senior Partner, Nexus Partners.**

Mkombozi Karake is currently the Chairman and Partner at KMD Partners and the Chief Executive Officer (CEO) at the Global Institute of Governance and Sustainability (GIGS). He was previously the Managing Partner of Mazars Rwanda, a Financial Management Specialist with the World Bank, Chief Internal Auditor at the Development Bank of Rwanda, and Group Chief Internal Auditor of Horizon Group. Mkombozi is also a regular contributor to local and international seminars and conferences in his area of expertise, specifically in Governance, Sustainability, Risk Management, Leadership, Audit and Finance.

He also has experience in Lecturing Professional Accountancy Courses and University Financial Management Modules. Mkombozi also has Big 4 experience, having worked for Deloitte, PwC and KPMG in varying capacities. He also has Boardroom experience having served on several Boards.

Mkombozi Karake is a Fellow of the Association of Chartered Certified Accountants (FCCA), a Certified Internal Auditor (CIA) and a Member of the Institute of Certified Public Accountants of Rwanda (ICPAR) with over 18 years post qualification.

Mkombozi has been a member of the International Federation of Accountants (IFAC) Public Accounting Organizations Development and Advisory Group (PAODAG) since January 2023. He is an active member of the Institute of Certified Public Accountants of Rwanda (ICPAR) having served as the Chairman of its Disciplinary Commission 2013/15. He also served as the 3rd elected President and Chairman of the ICPAR Governing Council 2015/17 and was re-elected 2017/19.

Mkombozi is also an active member of the Institute of Internal Auditors Rwanda, where he served as the 3rd President between 2019 and 2020. He also holds a BSc (Hons) in Applied Accounting and an MBA.

