



IDM Country Director, Dr Seitio-Kgokgwe presents IDM's support to Hon. Minister Nonfo Molefhi

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He chose IDM because it is a brand that has stood the test of time.

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IDM Lesotho participated at a Project Management Seminar hosted by the Central Bank of Lesotho. Other organisations represented were Standard Lesotho Bank, Nedbank Lesotho, FNB Lesotho, WASCO, IDM, Center for Accounting Studies, Econet Lesotho and Vodacom Lesotho.

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EDITOR'S NOTE



iNEWS EDITOR,
BOBANA BADISANG

The sun 'set' on IDM in the early hours of the morning of 12th June 2018. IDM lost a dear friend, colleague and 'institutional memory'. Our thoughts and prayers are with Ntate MacKey's family during this gloomiest of times. We will always remember Ntate MacKey warm-heartedly. We all have delightful memories of his work ethic, times spent with him since his younger years at IDM across Botswana, Lesotho and Eswatini. May we all as his family be a great source of comfort and support to one another. May his soul rest in perfect peace and rise in glory.

The sun 'set' on IDM in the early hours of the morning of 13th June 2018. IDM lost a dear friend, colleague and 'institutional memory'. Our thoughts and prayers are with Ntate MacKey's family during this gloomiest of times. We will always remember Ntate MacKey warm-heartedly. We all have delightful memories of his work ethic, times spent with him since his younger years at IDM across Botswana, Lesotho and Eswatini. May we all as his family be a great source of comfort and support to one another. May his soul rest in perfect peace and rise in glory? Final examinations for some are a reality. It is therefore appropriate to cite a great mind's inspirational word: *"Forget past mistakes. Forget failures. Forget everything except what you're going to do now and do it"*, by William Durant, (1861 - 1947), a pioneering industrialist who founded General Motors Corporation. We wish all IDM students the best in their studies.

World Book Day was commemorated on 23rd April 2018. iNews joined the world to celebrate knowledge producers. It is therefore worth recognising celebrating great minds behind iNews: contributors, columnists, correspondents and the production team for perennially, bringing 'live' to iNews. We applaud the BLE personnel behind the lens for dedication in keeping IDM in high resolution.

The world celebrated workers on 1st May 2018, a major ingredient in production and in realisation of knowledge-based society.

IDM members traversed the BLE breadth and length. IDM Botswana had the opportunity to officiate at Southern District Council Inaugural Awards Ceremony themed "Nurturing Champions: Towards Quality Service Delivery". The awards recognized creativity, innovation and excellence. IDM Lesotho Campus touched Mokhotlong, Leribe, Maseru and Maseru disseminating Mind Liberation Psychology Consultancy at the Forum for Career Awareness Association, a four days Career Expo starting Tuesday 3rd to Friday 6th April 2018, in the four districts of Lesotho.

Surely everyday should be Mothers' day. The world celebrated mothers on 13th May 2018 as IDM welcomed new members and women of note, among them a Student Welfare Intern bringing along skill in Clinical Psychology. In this issue, iNews welcomes newly appointed general staff to the IDM family, wishing them a happy and productive stay at IDM.

IDM Francistown Campus' maternal instinct carried her to Zoroga in response to the floods that left families constrained. The occasion, where Francistown Campus donated mobile toilets to

Zoroga School was graced by the Minister of Presidential Affairs, Governance and Public Administration and the Country Director Botswana.

This month iNews, once more congratulates IDMBLE SRCs for having been democratically elected to power at Eswatini, Francistown and Gaborone campuses. More opportunities to pursue further studies for personal development are highlighted in this issue.

iNews revels with IDM Taurus and Gemini 'babies' and appreciate the young ones through the newly conceived Kiddies Corner.

Some of IDM Botswana sporting stars have been chosen for the upcoming Southern African tertiary games. Congratulations to the IDM Team!

iNews wishes all readers a great read.



EDITORIAL

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iNewsletter is a monthly publication of Institute of Development Management. The newsletter is designed to provide a platform for information exchange between employees, students and management in the three campuses of Botswana, Lesotho and Swaziland. Views and opinions expressed in this publication are for internal consumption only. The Editor reserves the right to vet and edit content. Please send your stories, suggestions and opinions to Marketing and Communication teams in your campuses.

WELCOME ON BOARD



At IDM, we believe in *'Growing Great Minds'*, as we do that, our environment needs to be taken care of. In this edition we welcome and appreciate our new general staff and wish them a happy stay at IDM.



Refilwe Sekgoma joined IDM Botswana in April 2018 as a Student Welfare Intern. She recently completed her studies in Applied Psychology. Prior to her studies she was a Clinical Psychology intern at Princess Marina Hospital.

Her passion lies in supporting children and adolescents to attain academic success and improve their personal well-being whilst undertaking their studies. She enjoys travelling, outdoor activities and creative arts.

Patronellah Kambari joined IDM Botswana as a General Assistant. She has worked at Caraparrel Company as a machinist from

2011-2016. She holds Cambridge certificate. Patronellah has two kids (boy and girl) and she likes listening to gospel music.



Opelontle Montsho joined IDM Botswana as a General Assistant .She completed her BGCSE Certificate and holds Trade C Certificate in Auto Mechanic from Ngethu Brigade at Gumare.

She has worked for the Ministry of Lands as a cleaner on the temporary basis. Opelontle has two beautiful girls (Keitumetse and Katlego). She likes sports and plays netball.

Bakang Kefesi joined IDM Botswana as a General Assistant based at BCET Campus. She has completed Cambridge in 2001. Bakang previously worked as Registration Officer at IEC on temporary basis and later joined Carapareel as a cleaner.

She worked at Ombudsman as a cleaner and also joined Department of Wildlife as a cleaner she likes listening to gospel music and she has two kids (boy and girl). She is married.



Glorious Mmonyne joined IDM Botswana as a General Assistant. She completed her BGCSE in 2001 from Kagiso Senior School. She is from Mmankgodi and has worked at Tile Sanitary

Ware as a Shop Assistant. She later joined G4S Company as a Security Officer. She has a beautiful daughter (Reifilwe, 13 years old) she likes dancing and singing.

IDM officiates at Southern District Council Inaugural Awards Ceremony



IDM's Information Technology Manager, Jimmy Kwati says public service in Botswana plays an important role in the lives of Batswana. Speaking at the Southern District Council Inaugural Awards Ceremony recently, Kwati commended the Council for recognizing its Service Stars for going the extra mile in service delivery to its customers. Held under the theme, Nurturing Champions Towards Quality Service Delivery, the awards recognized creativity, innovation and excellence. Kwati said without employees, no organization can achieve its core mandate of dispensing services.

fits-all solutions; instead you find innovative and customer-oriented solutions to meet the diverse and sophisticated needs of customers in the Southern District and beyond. You now look at service from the customer and citizen perspectives and seek to delight the public whom you serve," he pointed out.

He further revealed that motivated employees maintain excellent service delivery adding that delivery of quality service has to go beyond efficiency and effectiveness if the Council is to make a positive impact in the local communities.

"I am delighted that the employees you celebrate today consistently work towards innovating and adapting to the changing needs and expectations of their customers.

You have indeed observed that it is no longer adequate to have one-size-

He further shared that IDM continues to remain relevant in providing training programmes that help shape the quality of service offered by both public and private sector employees to citizens.

"IDM produces a world-class product offering, helping our government meet management needs through management development activities, training, research and consultancy services," he said.

IDM's solution, according to Kwati is extended to customers including Local Government to improve service delivery to Batswana, therefore affirming its relevance.

"It is common knowledge that Councils have a mammoth task when it comes to serving the citizen of the day. You are the first point of call in our various villages, districts and constituencies, and thus your service delivery must be top-notch," he concluded.

"IDM produces a world-class product offering, helping our government meet management needs through management development activities..."

SOURCE: GLOBAL POST REPORTER



IDM LESOTHO CAMPUS PARTICIPATES IN THE 9TH ANNUAL CAREER EXPO 2018

By Keketso Kutumela

Mind Liberation Psychology Consultancy and Forum for Career Awareness Association organized a four days Career Expo from Tuesday 03 April to Friday 06 2018, in the four districts of Lesotho.

The aim of the expo was to provide career guidance to high school students to enable them to make informed decisions when choosing their careers in the future. It commenced in Mokhotlong, followed by Leribe, then Mahale'shoek and ended in Maseru. IDM Lesotho campus was amongst the institutions of higher learning that attended the event. In her presentation, Mankalimeng Tlake (Assistant Registrar) sensitized the students about the programmes offered at IDM,



learning systems used to enhance student assignments plus research, educational and entertainment activities within BLS region for IDM students.

Tso Sechaba, Business Development Coordinator said he was glad IDM took part in the expo as they were able to reach out to the regions that did not know anything about the institution. He further added that students and their teachers showed enormous interest during their presentations, therefore believe they attracted many customers for the coming academic year.



STRATEGY UPDATE

The High Performance System

By Thabiso Ntlole

One of the best authors in the world and a self-made turnaround king Mr Grant Cardone, a world class real estate magnate uttered that people should not go to work just to work. One should go to work to prosper. Go to work for freedom. This is what high performing individuals do different than ordinary performers. High performing individuals and teams work for freedom. They work to experience new levels of performance and to push themselves to limits they have never known of themselves.

Of course the organizational platform has to ease prosperity if individuals and teams are to reach extraordinary levels of performance. The organisational platform is comprised of administration and governance policies & procedures, automated systems and processes, behaviours embraced by the organisation, the management style that signalize the leadership and the organization strategy. Without all these set - up together as a seamless system, achieving high performance at any level of the organisation is to fight a losing battle.

High Performance is a system. A smooth and continuous system that breeds superior results and 'WOW' internal and external customers. It's a system that builds organisational freedom. High performing individuals work freely and find excitement in the work they do, they spar with titans of challenges and make them seem ordinary. To ensure that high performance is not a lonely road for high performing individuals, our high performance system should be a platform built well enough to on-board teams and breed high performing teams. At a team level, high performance frees the organisation. At this level the institute is free from competition in the market place, in a league of its own and far excelling even the closest contender.

To build this high performance system, new frontiers of measuring performance must be elected. Extraordinary of now should be a walk in the park of the new dawn. This is the first step to building this system and building it to last remain the drum beat of the organisation. Of course for individuals and, consequently, the business to flourish, team members need to be given the opportunity, freedom and responsibility to own and take pride in their work. This will accelerate the productivity of every individual and the compounding effect of this on the business as a whole shall be incredible.

What I am saying is that we must deliberately construct an environment where every team member, has the greatest potential to maximise output, minimise unnecessary negative impact on productivity and demonstrate joy in the work they do and that of every other member in the team. As a result of doing so we shall also:

1. Build teams of tremendously empowered and capable individuals who take pride in, and are incredibly invested in, their roles and the business as a whole;
2. Have an enormous impact on the output capacity of every individual and the business as a whole; and,
3. Progressively develop a priceless individuals and teams within our organisation.

There is a price to pay. High performance does not come cheap and does not come Tuesday. It comes with sacrifice but comes good. To build this high performance system and set it up as a successful platform for all IDM stems from honouring our work at individual level, understanding its value and making decisions that are conducive to us maximising our creativity, effectiveness and efficiency. In doing so we have an immeasurable impact on our own productivity, as well as the productivity of the team and the business as a whole.



Copyright infringement in Botswana

By Oaitse Shono Ketshabile

Botswana inherited the Copyright Act of 1965 from the colonial administration, Britain. The Act of 1965 was reversed by the Copyright and Neighbouring Rights Act of 2000. A number of short comings were identified leading to the Amendment of the Act in 2005 which commenced in 2006. The Copyright and Neighbouring Rights Act provides that for a work to be protected in Botswana, it must have been created, published, recorded, performed or broadcast in Botswana; OR that the author or creator of a work is a Botswana national or

habitant of the country; OR that Botswana has an obligation to grant such protection to the creator.

Copyright is a type of intellectual property right that protects certain original works. Any unauthorized copying could amount to copyright infringement. Types of works protected in Botswana include: books, pamphlets, articles, speeches, lectures, addresses, musical works, photography and others. Institute of Development Management community is producing some of the above mentioned works and is preserved in the Institutional Repository (IR) to retain the institution's intellectual property.

In Botswana, Intellectual Property (IP) infringement is the damage of an intellectual property rights. That is making offering for sale and importing the goods without authorization or permission from the owner or creator of the work. The perpetrator may do so either with full knowledge or without any knowledge that their acts are illegal.

Companies and Intellectual Property Authority (CIPA) is mandated by the Industrial Property Act and the Copyright and Neighbouring Rights Act to enforce compliance and bring to justice those who do not comply. The copyright and Neighbouring Rights Acts provides that people who are guilty of infringement may be fined P20 000 or be imprisoned for a term not exceeding ten years or both. Upon subsequent or second conviction, the fine is a maximum of P30 000, minimum of P5 000 or a prison term not exceeding ten years or both.

Owners of Intellectual property also have the role to play in policing the use of their property. They must keep an eye on the industry and commercial market and take action if they notice any infringing activities. The law neither gives the right holders the right to take any civil action against infringers in order to recover their lost revenue nor gets the infringing products destroyed.

IDM IN MEDIA by Keamogetse Kgwee

The Patriot Reporter. (2018) Know your cooperate leader. *The Patriot on Sunday*. Sunday 08 April 2018. Pg. 2.

Bigman, Galefele. (2018) IDM Botswana amass silverware at inter campus games. *The Monitor*. Monday 16 April 2018. Pg. 29.

Global Post Reporter. (2018) IDM officiates at Southern District Council Inaugural Awards Ceremony. *Global Post*, Tuesday 15 May 2018. Pg. 10.

Sechaba, Tso. (2018) Want to enhance your professional competencies? Come to IDM. *Lesotho Times Newspaper*, April 19 – 25 2018.

Public Eye Newspaper Reporter. (2018) Career Expo at the districts. *Public Eye Newspaper* edition. May 11 – 17, 2018.



IDM ESWATINI STUDENT REPRESENTATIVE COUNCIL

By Nontobeko Dlamini

The Institute of Development Management in Kwaluseni Eswatini hosted its inaugural elections for its Student Representative Council. Seeing that the campus has various study modes (part time and full time) the elections were run on an online voting platform. This allowed for IDM students from all over the country to participate in the elections without having to physically be on campus. This was coupled with social media on the IDM's local campus page where profiles and pledges by the nominees were shared in order to sensitize voters on why they should be elected into office. Five students emerged as a cut above the rest with leading numbers of student's votes for their positions into the SRC office.



Thokozani N Ngcamphalala was elected as the SRC President. He is a teacher by profession and is currently enrolled for a Bachelor of Education Management and Leadership Degree. For his term in office Thokozani said, "I will close the gap between full time and part time study groups. I vouch to work hard in the resolution of student issues and make sure that the needs and interest of the students are attended to and given first priority."

Sebenele C Khumalo was elected for the office of Secretary General. He is also teacher by profession at a primary school. He is pursuing his Bachelors in Educational Management and Leadership. On his key priorities while in office Sebenele said, "My term in office will focus on promoting and sustaining cooperation and coordination between students and IDM."



The only lady in the SRC committee is Finance Minister **Nolwazi Khumalo**. She is pursuing her Diploma in Vocational Education. During her term in office, she promised to be responsible for containing expenditure and ensuring funds are used for the purpose they are allocated for.

Nelson Magagula is the SRC Sports and Entertainment Minister. He is a teacher at Lobamba National primary school. He is studying his Bachelors in Educational Management and Leadership. His key interest is to increase student participation in sports offered on campus. He also plans to organize events to welcome new students and other entertainments events to keep the campus environment exciting.



Lastly, there is Minister of Academic Affairs **Clement Dlamini** who is pursuing his Degree in Education Management and Leadership. His ambition is to contribute to IDM in improving teaching and learning for students and to ensure its programmes are highly marketable and relevant to the society.

MEET THE NEW IDM FRANCISTOWN SRC

By Siphwe Madabe



HE, **Jimmy Moyevu** declares his readiness to lead as he takes over the SRC Presidency. He is a third year student studying Bachelor of Public Health. Jimmy hails from Kauxwi village. His hobbies are; playing table tennis, watching television and reading. "My vision is to establish an organised and stable student movement through effective and efficient stakeholder relations. I aim to embark on a robust engagement plan to help the school administration and student community to achieve optimum results as we all take IDM Francistown and Botswana to greater heights," he says.



Hon **Colly Uyee Merero** is the Minister of Students with Special Needs. She is a third year student pursuing Bachelor of Public Health. Colly likes playing softball and dancing. "My vision is to enable students with special needs to enjoy a productive and satisfying quality education through best practice." My mission is to ensure there is a better appreciation and understanding between management and students living with special needs.



Hon **Esaleone Magaga** is the SRC Vice President. He praises himself with strong leadership attributes. He is a goal oriented and sociable character with determination to lead and take Francistown campus to greater heights. Esaleone plays volley ball and when he's not studying he watches soccer and also enjoys swimming. "My vision is to build and maintain a strong bond between the students and management to create a conducive learning environment," says Esaleone. He is Year 3 student studying for Bachelor's Degree in Public Health.



Hon **Goitsemodimo Ramasolobo** is studying Bachelor of Public Health. The 27 years old Year 3 student from Moyiabana village in Central District aims to improve transparency through consistent communication in the Francistown campus, also ensuring they run a successful and progressive cabinet that observes rules, regulations, policies and the constitution in pursuit of a calm and peaceful learning environment.



Hon **Keemenao Motingwa** is a third year Public Health student at IDM Francistown campus. She is the current Minister of Finance. Her mandate is to ensure the financial needs of the IDM students in Francistown are honoured. She is responsible for maintaining a clean and up-to-date financial record that is testimony to a cabinet which is credible and fully accountable. She preaches a message of unity, transparency, respect and responsibility to make campus life a memorable one for all the students.



Hon **Pono Kebonye** is a third year Bachelor of Public Health student. He is the new Minister of Academics and Student Affairs. Pono comes from Mathangwane village in the North east. His hobbies are reading and travelling. "My vision is to make sure that IDM graduates demonstrate a high level of intelligence and enviable leadership qualities that will make the IDM the institution of choice for potential learners," he says. He further aims to challenge IDM to work with the student movement body to cultivate a great learning environment for students.

MEET THE NEW IDM GABORONE SRC

By Ronald Molosiwa

On the 4th May 2018, the new GC SRC was sworn to office. The following members took the oath before assuming office as affirmation to take IDM GC to the greater heights.



HE Andrew R. Dihutso, the SRC President is a Bachelor of Public Health student. He is mandated to build the image of the SRC as a transformed student-center through communication with all stakeholders. During his presidency he seeks to ensure a unified

student community through integrated programmes and enhance students' participation through developmental programmes, sport, arts and culture and social responsibility.

Hon. Kago Douglas Monakwane, Vice President, is a third year student on the Bachelor of Public Health programme. Kago is the former Minister of Finance in the previous SRC. Asked about what he brings to the IDM community, he says, "I am passionate about

leadership and governance, I take pride in organizing sporting activities in general. I am self-driven, confident and also a visionary. I value respect and honesty and I truly believe they define who I am".

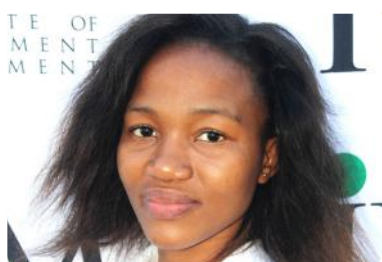


Hon Claude Sekaba, Minister of Entertainment began his studies in IDM in 2016 reading for a degree of BBA in Finance and Accounting. He aims to bring an interactive and entertaining environment around IDM through music and arts. He believes in work life balance to get better results. "You have to be happy and your mind at ease in order to work productively,"

he said in support of his statement. "I also believe in teamwork and have the confidence that my conscience will guide me to work with my entertainment committee to deliver to the expectations of the IDM community," he says.

Hon Hendrick Pheko, the SRC Minister of Justice and Security enrolled as a first year student in Education Management and Administration. "My mission is to familiarize IDM SRC with the Student Code of Conduct. This will include expected behaviour of all students when participating in any event. I also advocate for empowering students to be aware of student complaint procedures which establish

the process of managing complaints they make in line with the IDM commitment to natural justice and procedural fairness. I will uphold appropriate standards throughout the complaint management process". Outside his portfolio, Hedrick enjoys coaching and watching football, athletics and taking part in environmental conservation initiatives. He relaxes by listening to gospel music.



Hon Segopotso Ophala Ramatthaosa is the **Minister of Publicity and Propaganda**. She is pursuing a Bachelor of Public Health degree. "As a dedicated hardworking and organized lady, my mission is to serve the interests of IDM students with integrity and honesty.

I thrive in working with other people to achieve objectives well on time and with excellence. My hobbies are singing and playing badminton", expresses Ramatthaosa.

MEET THE NEW IDM GABORONE SRC *(continued)*

By Ronald Molosiwa

Hon Kingpriest W. Keamogetse, second year student of Bachelor of Archives and Records Management has this to say: "I am the **Minister of Hostels**. I will work hand in hand with the school Matron to address issues that affect the on-campus

students and also plan and strategize on effective ways to deal with issues of safety and security in the hostels in liaison with the Minister of Justice and Security."



Hon Lovemoore Rabothaako, a second year student on the Bachelor of Public Health programme is the **SRC Minister of Sports**. "One of my priorities is to have a sports committee comprising team captains so that we can provide a rich platform to discuss every

issue affecting sports in general. This will nurture and groom these leaders to take a lead in sports activities. My vision is to see many IDM students being selected to represent Botswana at National sporting events".



Hon Karen Tsaone Maake: "I am a second year CIPS student. I am responsible for the **Ministry of Finance**. I am a goal-oriented young lady who also believes in success through hard work. My major interest is to advise and assist SRC structures with their financial

transactions and ensure that they are familiar with financial guidelines and procedures. I will also ensure that Ministers are briefed on the respective budget allocations to each cabinet portfolio".

Hon Hendrick Keineetse, studies Bachelor of Archives and Records Management. "I am the **Minister of Student Welfare and Academics**. During my term in office, I promise to be always committed to values, display integrity, and put in

high levels of energy, importance and willpower. I will further look into issues that can help develop and enhance the lives of our student community in order to create a memorable learning experience at IDM".



Hon. Phomolo Leoke is the **Secretary-General of IDM SRC**. "I believe in mentoring and advising others so that they can achieve beyond expectations. I am enthusiastic in getting things done through determination and team work. My mandate as the Secretary General is to encourage inclusion between

my honourable ministers and students. I will facilitate an agenda on policy review and sports development and further ensure their implementation. Indeed it is right to say that good leadership is shown through good governance." He will motivate, inspire and keep students focused on their academic work.

IDM FRANCISTOWN CAMPUS RESPONDS TO FLOOD DISASTER IN ZOROGA

By Chris Moiketsi



Dr Seitio-Kgokgwe presents IDM's support to Hon. Minister of Presidential Affairs, Governance and Public Administration Nonofu Molefhi



Dr Seitio-Kgokgwe with IDM's Francistown Campus Manager, Paul Liato and Siphwe Madabe

IDM recently heeded the call to assist Zoroga community following the damages caused by floods in that area. The Institute has offered a temporary relief assistance of 11 portable toilets to help Zoroga Primary School manage sanitation issues in the school.

Zoroga settlement which is situated 40Km north of Nata along the A1 road has been prone to floods, having been one of the most hard-hit areas in 2017 by the Tropical Cyclone Dineo.

According to the Assistant Council Secretary for Tutume Sub District Council Mr Uyapo Mafunye, 791 people have been moved out of their homes to a temporary site where they have been assisted with tents. "168 houses collapsed due to the heavy rains experienced at the beginning of March this year, and six teachers' houses at the school are submerged in water. The toilets at the school are dysfunctional due to floods and at one point the school had to be closed down for three weeks", said Mr Mafunye during the official hand-over of relief aid to the community, which was graced by the Honorable Minister of Presidential Affairs, Governance and Public Administration Mr Nonofu Molefhi at the village Kgotla.

Mafunye mentioned that the situation forced them as the council in liaison with the Village Development Committee to look for help from organisations and individuals around the country.

When handing over the portable toilets to the school Headmaster, Ms Chambesi, IDM Botswana Country Director Dr Onalenna Seitio-

Kgokgwe extended IDM's sympathy to the flood-stricken people of Zoroga and that as a responsible corporate citizen, IDM has landed a hand to support efforts to help restore normalcy to the lives of the community.

"As an institution that embraces education, we found it fit to work towards creating a normal and conducive environment for learners to ease their learning. The disaster also poses a serious health risk to the wellbeing of the community. The stagnant water and dysfunctional toilets increase chances of water-borne diseases such as malaria, diarrhoea and cholera. It is therefore important to prevent these diseases by providing proper sanitation facilities", said Dr. Kgokwe.

She further mentioned that IDM, through its Public Health faculty remains relevant to support government national programmes by offering courses such as the Bachelor of Public Health and the Bachelor of Community Development. "Our students and lecturers at our Francistown campus were moved by this unfortunate occurrence and responded accordingly to redress the situation."

IDM is a regional institution that was established in 1974 by the three governments of Botswana, Lesotho and Swaziland to support the management needs and build human resource capacity of the three nations.



World Scholarship Forum sponsored programmes

Strengthen your skills and invest your time in furthering your studies. Apply now for World Scholarship Forum to fulfil your life-time dream!

BPP University Business School Scholarships for International Students in UK, 2018: The BPP University is offering Dean of the Business School Scholarships for International Students in UK, 2018. Dean of the Business School Scholarship is a competitive award which aims at high achieving students who can demonstrate the highest standard of academic excellence and commitment to their career within the business.

University of Applied Sciences Kufstein Scholarships for Developing Countries Students in Austria, 2018: University of Applied Sciences Kufstein is calling for applications for University of Applied Sciences Kufstein Scholarships for Developing Countries Students in Austria, 2018; Its scholarships for students from developing countries (non-EU, non-EEA and non-Swiss nationals).

JAD Fully Funded Scholarship Program for Young Africans in Japan, 2018: The Japan Africa Dreams Fully Funded Scholarship Program for Young Africans in Japan, 2018; is now available for all new African students to pursue two years master degree programme. This is a fully funded scholarship available to study in Japan.

International Mathematics Scholarship | PhD Programme at University of Trento in Italy 2018: University of Trento in Italy invites applications for its International Mathematics Scholarship 2018. The Scholarship is for PhD students taking program in Mathematics for 2018/2019 academic session.

SCHOLARSHIPS, APPLY NOW!

A DAY IN THE LIFE OF THE ASSISTANT REGISTRAR, ESWATINI CAMPUS

By Gcebile Dlamini



Musawenkhosi Zwane was born and raised in Swaziland. He has a number of qualifications in his possession which include MPD, PGCE and BA. He currently is the Assistant registrar and is a consultant at IDM.

Musawenkhosi started working at Institute of Development and Management (IDM) in the year 2010 July 7th. He considers his experience at IDM to be marvelous and he wouldn't trade it for anything. One of the reasons he loves IDM is because of its diversity and how he feels he fits hand in a glove at the Institute.

He chose IDM because it is a brand that has stood the test of time and is affiliated to Government. "I also admired the infrastructure as an outsider and had a will to work here in future" he said.

HIS DAY TO DAY ACTIVITIES

He arrives at work at 8.00am, conducts registrar duties. At 11.00am, he goes to class; he lectures academic writing skills and sociology of education.

After class he attends to student issues at the admissions office as part of assistant registrar duties. At 4.45pm, he then wraps up work and knock off. On his day to day work he meets challenges of which he overcomes through placing God as the answer.



STUDENT AFFAIRS

Eswatini SRC meets Management

By Nontobeko Dlamini

The SRC met campus management in April to gather feedback on burning issues that concern the student body at the Eswatini campus. This was the first session held since the inauguration of the SRC. Thokozani Ngcamphalala SRC president led his delegation and promised to represent the entire student body on campus and not just the education department.

The SRC went on to host a series of meetings on campus with the various student bodies on campus. First up were the full time students who requested for activities such as a fresher's ball and a local Mr and

Miss IDM leading up to the intercampus games where the winners will compete for the main title BLE. The following week the SRC met with the education group which is made up of students who study on a part time basis pursuing the Bachelor of Education & Leadership and vocational education qualifications.

This group raised many burning issues and concerns and were grateful for the platform to share their issues and have representatives who will take them forward to campus management. The SRC is set to meet the part time block students to hear their concerns as well before presenting all issues to relevant departments and management for resolutions. The student body commended the SRC for actively displaying genuine concern and interest in the betterment of life on campus for the entire student body at IDM.

IDM Botswana Campus Hosts Stakeholder Engagement Workshop

By Ndashiko Tacheba

On 3rd April 2018 IDM Business Information and Resource and Management (BIRM) held a remarkable stakeholder engagement workshop at Fairgrounds Holdings. The experts representing different programmes run by BIRM from different organisations among others; DPSM, Botswana Post, Peepa, Legal Aid, Civil Aviation Botswana, Department Of Energy, Bank Of Botswana, PPADB, Fair Holdings, Ministry Of Finance And Economic Development, gathered to share their views in regards to industry practice for development of new and improving the existing programmes.

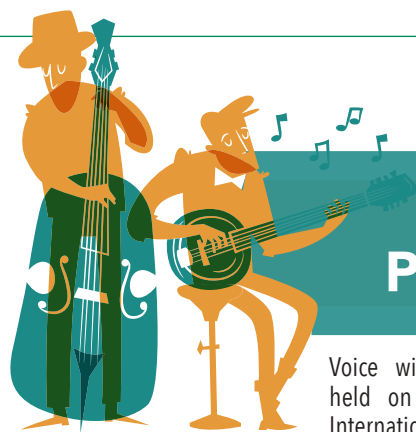
The objectives of the workshop among others were; to enhance and expand collaboration and cooperation and ensure IDM products are relevant to the industry, improve the existing programs and encourage innovation to enhance graduate employability, improve IDM processes through stakeholder dialogue around IDM's new

products, create public-private partnerships in which national socio-economic interests merge with IDM's business interests and lastly to achieve BQA regulatory alignment to support IDM.

Engaging our stakeholders consistently and meaningfully are one of our cornerstones fostering success across our value chains hence our strategy. In my views we have managed to achieve our intended outcomes by working on our programmes in groups. Stakeholders recorded their opinions in response to questions provided to them.

Furthermore IDM will be following this to prepare reports of this stakeholder workshop and include the industry input into our programmes and will further seek more information through focus groups in areas where attendance was minimal.

“...we have managed to achieve our intended outcomes by working on our programmes in groups.”



IDM supports Voice with Purpose Musical Festival

By Kaelo Taelo Ranku

Voice with purpose musical night was held on 21 April 2018, at WestWood International School and the show was a night of Opera with 18 young voices which include sopranos, tenors, and basses.

Voice with Purpose is a Citizen trust established with an aim to nurture, support and advance local talent in choral Music. The event is a straight forward sure bet for success and the customers for this event are the general public of Botswana and neighbouring countries.

The demand for the services to be provided is there and market research has identified a niche that needs to be filled. There is a growing interest in western classical music in Botswana but there is not much being done to address these needs. IDM partnered with this project with a funding of P40,000.00.

The objective of this sponsorship was to enhance IDM brand awareness and sponsoring of the musical concert was an excellent way to enhance and support the choirs in bringing high quality musical experiences to our local communities.

"...sponsoring of the musical concert was an excellent way to enhance and support the choirs in bringing high quality musical experiences..."



Choral Musicians at the Musical festival



IDM IN SPORTS

By Galefele Bigman (BOTESSA GAMES)



Selibe Phikwe: IDM students were among the 350 top local tertiary students from all tertiary institutions around the country who graced the mining town of Selibe Phikwe on the weekend of 28th -29th April 2018 to compete in the first ever Botswana Tertiary Student Sport Association (BOTESSA) bracket championships. When giving his keynote address, the Chief Executive Officer of Selibe Phikwe Economic Development Unit (SPEDU) Dr Mokubung Mokubung encouraged athletes to take sport seriously and avoid using drugs since it could cause irreparable damage to their sporting ambitions and potential careers.

When sharing his words of wisdom to the athletes, the CUCSA Games 2018 ambassador and former Zebras striker Mr Diphetogo Dipsy Selolwane emphasised the importance of perseverance, dedication and self-sacrifice if one dreams of making it in sports. Mr Selolwane advised the players to take the BOTESSA selections seriously as they could be a stepping stone into the world of possibilities since these games present athletes with opportunities of being sported by scouts during the CUCSA games.

When presenting his games overview message the president of BOTESSA Mr Herbert Letsebe outlined that the main objectives of the games was to bring together all athletes from the three (3) BOTESSA brackets, namely Bracket A, Bracket B and Bracket C against each other to compete in different sporting codes and at the end of it all crown the inaugural BOTESSA bracket champion and also to use the games as selections for the BOTESSA national team which will be competing against other southern African countries during the Gaborone CUCSA games from the 18th -24th June 2018. Bracket B which is made up of private and public universities and colleges, IDM included emerged the winners with 8 Gold medals, 1 Silver medal and 2 Bronze medals, on second position was Bracket C with 3 Gold medals, 5 Silver medals and 2 Bronze medals and lastly on third position was Bracket B with 5 Silver medals and 6 Bronze medals. The three brackets competed in football, volleyball, netball, softball, basketball, table tennis and darts.

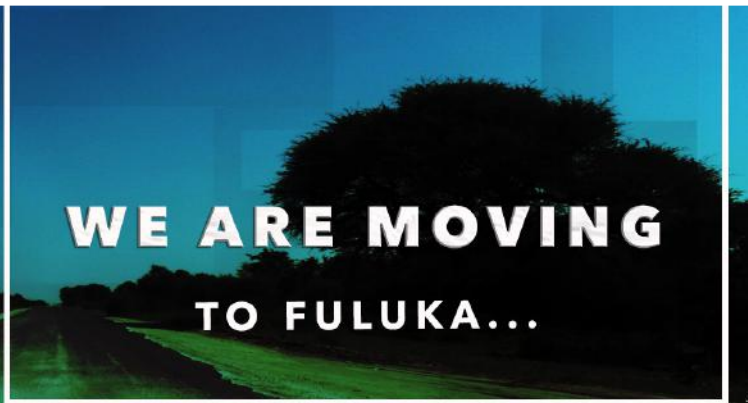
IDM was represented by six (6) of our best female students in volleyball ladies, softball ladies and netball and all the three (3) sporting codes managed to win Gold medals. The students who represented IDM at the BOTESSA Championships and their sporting codes were; Joy Gabaeme and Kgomotso Nthite of volleyball ladies, Maipelo Mosotho and Bame Mpona for netball whereas Magadi M. Mogwera and Oarabile Bakani were part of the ladies softball team. As a result of their excellent performance during the games, Maipelo, Bame, Magadi and Oarabile were selected for the BOTESSA national team camps to be held in May and June 2018 respectively.

IDM TRAINS DIPLOMATS



In March 2018, IDM Botswana conducted training on Finance for Non-Finance Manager for diplomats at the Ministry of International Relations. It is generally accepted that finance is a scarce resource used to meet unlimited wants. Finance is also believed to be the life blood of any organisation, be it public or private. As such it has to be managed optimally to ensure that the wants of the people are met in the cost effective and transparent manner and organisational survival. This requires an understanding of public finance management principles.

Photography By Thabiso Mothoeng



Dear IDM Family

Following a long and hard search for a better, safer and spacious place to move our Francistown Campus, I am excited to inform you that we are finally moving to Botho Park, Plot 6434, Tati River Plots, Francistown. We plan to facilitate and close the relocation process by mid July 2018. A working committee will be nominated to plan and manage the entire relocation exercise. Please note that a number of activities have been planned in order to heighten our visibility and presence in Francistown.

Thank you.
Dr O

Warmest birthday wishes to our May 'babies'. Many happy returns!

MAY 'BABIES'

Name	Date
Catherine Kebakile	05/05
Boyson Lesedi	24/05
Edith Chimusoro	26/05
Thibeli Molapo	27/05
Armstrong Dlamini	01/05
Bhekisia Dlamini	22/05
Tjopa Ramabele	04/05
Richard Malikongwa	23/05



A *Happy belated birthday* wish to **Malebogo Modimogale** she celebrated her day on the **30th April 2018**.



KIDSCORNER

BABY NAME: **LEHAKOE ELIJAH THAPELO DIKOLOTI**
 BORN: **09/01/2016**
 YEARS: **2 YEARS**
 PARENTS: **MASEDI DIKOLOTI AND TSHEPISO DIKOLOTI**



BLS EVENTS



BOTSWANA

Event	Date
Moshupa Career Fair	07th June 2018
St Joseph College Career Fair	19th June 2018
Ohio University Visit	June 2018
Global Health Symposium	15th June 2018
Ghanzi Show	03rda-08th July 2018



LESOTHO

Event	Date
Strategic Planning and Implementation Seminar	25th-26th July 2018



SWAZILAND

Event	Date
Malolotja Walk	10th June 2018
Swaziland International Trade Fair	September 2018