



LESOTHO HOSTS IDM INTERCAMPUS GAMES 2018

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IDM WOMEN ATTEND THE BUGANU CEREMONY



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Editor's Note

The IDM community is saddened by the passing of one of the students, Inkhosikati LaMasango, Queen of the Kingdom of Swaziland who has been pursuing a Diploma in Business Studies at IDM Swaziland campus. We also lost an IT external consultant, Mr Artilles Rodriguez Gonzalez who offered consultancy services to Botswana Campus. May we observe a moment of silence in reverence of the great minds lost and keep their families in prayer during this difficult moment?

The month of April is special. iNews ululates in awe of Ntate Moalosi Shao, the real highlight of the April babies. Welcome 'nnana baby' at our Lesotho campus, born on 5th April 2018, arriving just after Botswana's 5th President of the Republic of Botswana, Rre Mokgweetsi Eric Keabetswe Masi. From now on iNews has created platform to celebrate our young ones.

iNews congratulates BLS SRCs and sporting codes that participated in #Masiasiane! Inter-campus games an event that was hosted by Lesotho Campus from 24th – 28th March 2018, showcasing sporting talent and cultural diversity. SRC 'excellency' was fully at the helm, as BLS presidents led by example officiating together with the IDM Board and the IDM Executive Committee. The latter's meetings coincided with the games.

Strategic focus, this time around, talks to technological efficiencies envisaged to save employees' and customers' time. In this issue, iNews pictorially showcases executive development short courses run at Botswana campus. Research engagement continues to thrive through a perennial column of graduate research output



iNews Editor,
Bobana Badisang

disseminating intensive research on project and supply chain management from IDM Botswana / University of Bolton MSc graduates.

To remodel product offerings in response to contributing to a knowledge based economy across BLS, IDM has heightened agenda by recruiting great minds to consult in entrepreneurship, public health management and business development. To propel strategic partnerships with like-minded entities, Swaziland Campus signed MoU with Fiduciary Trusteeship Services while Botswana Campus forged partnership with Avani Resort and Casino to give industry zest to the Bachelor of Travel & Tourism programme. Industry's presence at IDM is corroborated by BIRM Botswana and Swaziland. Bachelor of Public Finance learners get hosted by Bank of Botswana while industry experts visit IDM Swaziland students in preparation for the World of Work.

In colourful ambience IDM participates at the annual Baganu Ceremony showcasing cultural diversity. On the corporate social responsibility dome, IDM Swaziland team 'works out' with His Majesty the King in aerobics grace as IDM presents sports kit to Eqinisweni Primary School. IDM Botswana participates at Lorwana Annual Wellness event, taking the lead in lobbying for alleviation of non-communicable disease in congruence with IDM's current research agenda.

To wrap it all up, IDM scoops second prize after successfully selling career focused programmes at the Botswana Human Resource Development Fair, HRDC 2018.

IDM Swaziland and FTS Sign Memorandum of Understanding

IDM Swaziland has signed an Memorandum of Understanding (MoA) with Fiduciary Trusteeship Services (FTS), a wholly Swazi owned entity that provides professional trustee and training services. This partnership also opens up other training avenues in areas of retirement funds related courses such as: retirement planning for Human Resource practitioners, financial welfare and other employee benefits related training.

Similar to IDM, FTS, is a company that is supported by a team of professionals who have knowledge and experience in retirement fund related specialist areas such as employee benefits, corporate governance, legal and compliance as well as trustee training.

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.

A WARM WELCOME TO IDM

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.



Dr Tirelo Modise Moepswa joined IDM in April as a senior consultant in the area of Entrepreneurship. He has extensive experience consulting on enterprise/entrepreneurship development in the SADC region, having recently concluded a project

with UNDP Lesotho to develop a legal and regulatory framework for SMEs. Tirelo holds a PhD in Technology and Innovation Management. He is a married father of two.

Mamoonyane A. Lesesa joined IDM Lesotho in April 2018 as a Senior Consultant in Public Health Management. She has held several positions in the healthcare sector.

She worked for Christian Health Association of Lesotho at the community level as a Registered Nurse in Charge of the clinic. Then moved to Scott Hospital where she worked as a Nursing Officer, followed by the position of 'Nurse Educator' she held at Scott School of Nursing.

She later relocated to Queen Mamohato

Memorial Hospital where she worked as Infection Prevention and Control as well as Occupational Health and Safety Nurse Practitioner. She is blessed with two kids. She likes long-life learning.

She obtained Advanced BA Degree in Nursing from University of Free State. She has also done a short course with the same University on Infection Control and others on Safety Management at UNISA and UCT. She is currently pursuing Honours Degree in Occupational and Environmental Health and Safety with University of Natal.



MEET TSO, LESOTHO BUSINESS DEVELOPMENT COORDINATOR

Tso Sechaba joined IDM Lesotho as Senior Consultant in August 2017. He previously worked as a Lecturer at Limkokwing University of Creative Technology between October 2012 and July 2017. Tso says with time he realised that his job of lecturing can be more exciting when combined with consultancy work, something he confesses is very close to his heart. "That was when I began to cast my net wide ultimately joining IDM to fulfil my career dream".

Until recently, his core role has been in the classroom where he shared knowledge and skill with learners, which he delivered executive courses under the Centre for Continued Professional Development. His new role now is Business Development Coordinator under which he ensures that IDM provides quality services to its clients in the Lesotho market.

"As an institution with relevance in the market it is important that we appreciate the needs of our customers on the ground and develop solutions that respond to issues. My role therefore seeks to understand our landscape and the right interventions needed for our clientele to remain relevant as well," said Tso who added that IDM has a great potential in Lesotho. "Being a tripartite institution gives us an added advantage to respond to the national agenda here."

Additionally, Tso is working tirelessly with team Lesotho to create visibility of the IDM brand in Lesotho. They have recently embarked on country roadshows in Mhaleshoek, Mokhotlong and other towns to re-connect with the public and potential students.

He believes IDM is a strong brand that can leverage more from its regional presence to set itself apart from other players in the industry.





STRATEGY UPDATE

OUR STRATEGIC PROJECTS BUILD A PLATFORM FOR OUR SUCCESS

By Thabiso Ntlole



"After building a Company, build a platform. The difference between building a Company and building a platform is that a platform is built to enable others, building a company is to make shareholders happy. In the 21st Century, make sure your employees are successful, make sure your customers are successful.

You can make sure your employees and your customers are happy, your platform will be successful. You would have built an enabling platform" Jack Ma, Alibaba.

The most important message from Jack Ma is that companies or organisations thrive of successfully built platforms. The business world has now more than ever, several new amazing companies in what I call the 2 'Disruptive Industry'. Companies such as Alibaba itself were built to challenge the status quo of how things were bought. You can get up from your couch and purchase a 10 Ton Truck on your mobile app because an individual, in this case Jack Ma felt the conviction to build a platform and totally change the way things were bought forever.

Disruptions driven by worldwide technological advancements have not spared any industry. In fact,

wherever technology is not shaking an industry or an economic sector as much and quickly as expected a sense of worry and perceived slowdown starts to creep in. The education industry has felt the wrath of technological disruptions. Our customer, more than ever before, expects efficient and convenient service at all times. Unfortunately we cannot deliver a convenient service with ancient systems and processes. Fortunately, other businesses in the ecosystem have survived and thrived on building new systems and processes for us. Our task is to ensure suitable implementation thereof. We have had an exciting but equally challenging journey of implementing ICAS. According to Jack Ma's message, IDM as a company has been successful over the years. The Institute has successfully negotiated existence in a challenging business environment and has more than survived year after year.

There are two key players we have not done enough to bring them ultimate happiness and success. Our employee and the customer they face during delivery of services. ICAS is a platform through which we want to bring convenience and success to our employees and customers. Its successful implementation will be a huge step in ensuring that our employee is successful and our customer is equally successful. If we can make our employees and our customers successful, then our platform will be successful. Our ICAS Project Implementation Committees will be busy fast-tracking the implementation of this envisioned convenience and efficiency bestowing platform. We have come a long way this far over the passage of time, but it is guaranteed that what got us here will not be the pavement to the future of our Institute.

IDM'S GRADUATE STUDENTS' RESEARCH OUTPUT

By Keamogetse Kgwee

Research continues to flourish as graduate students deliver on project and supply chain management from IDM Botswana / University of Bolton (UoB) MSc graduates. All UoB graduates have the option of depositing MSc dissertations directly to UBIR, the University of Bolton Institutional Repository, through an online help guide: <http://libguides.bolton.ac.uk/ubirdeposit>.

1. Kuruneri, Joseph. (2015) *An investigation into retail practice of supplier's horticulture produce: A case study of Choppies Supermarkets Gaborone*. (Submitted in partial fulfilment of the requirements for the degree of MSc Supply Chain Management). Gaborone: Off Campus Division of the University of Bolton/ Institute of Development Management.
2. Matsusa, Kabo Jerry. (2015) *The impact of inventory management systems on the performance of a manufacturing company: A case of Bokomo Botswana Milling Company in Gaborone*. (Submitted in partial fulfilment of the requirements for the degree of MSc Supply Chain Management). Gaborone: Off Campus Division of the University of Bolton/ Institute of Development Management.
3. Raditsebe, Gakearabe. (2015) *Barriers and opportunities faced by small medium enterprises (SME's) in the Ministry of Agriculture Botswana*. (Submitted in partial fulfilment of the requirements for the degree of MSc Supply Chain Management). Gaborone: Off Campus Division of the University of Bolton/ Institute of Development Management.
4. Sinaice, Sainah. (2015) *A critical evaluation of selected food storage facilities for the feeding programme in Botswana*. (Submitted in partial fulfilment of the requirements for the degree of MSc Supply Chain Management). Gaborone: Off Campus Division of the University of Bolton/ Institute of Development Management.
5. Silwana, Musyani Nsami. (2015) *An assessment of implementation in publicly procured Shakawe Senior Secondary School (S.S.S.S.) project*. (Submitted in partial fulfilment of the requirements for the degree of MSc Project Management). Gaborone: Off Campus Division of the University of Bolton/ Institute of Development Management.

IDM IN MEDIA

Weekend Post Reporter. (2018) Lesotho assumes Institute of Development Management's regional governing board chairmanship. **Weekend Post**, Saturday 24-30 March 2018. Pg. 12 & 17.

Weekend Post Reporter. (2018) CEDA/DBSA expand the University Challenge. **Weekend Post**. Monday 26 March 2018. <http://www.weekendpost.co.bw/wp-news-details.php?nid=4960>

Weekend Post Reporter. (2018) IDM Lesotho Inter-games. **Weekend Post**. Monday 26 March 2018. <http://www.weekendpost.co.bw/wp-news-details.php?nid=4970>

SRC TAKES THE LEAD AT THE 2018 INTER CAMPUS GAMES

Lesotho and Swaziland took the lead in ensuring they are a success. According to Thibeli Molapo, Lesotho Campus Coordinator, the event is a major feature in the calendar of the students' community.

"It was befitting that we provide them the opportunity to own the process and further help us position messages. I must say that the event was a great success and has also provided lessons learnt for the upcoming games in Swaziland," he said.



*THE FOLLOWING ARE EXTRACTS OF MESSAGES DELIVERED BY THE SRC



"IDM STUDENT COMMUNITY IN LESOTHO EXCITED TO HOST"

– Karabo Lerotholi (SRC President, Lesotho)

"We wish to extend a warm welcome to our fellow colleagues from Botswana and Swaziland who have joined us today. Indeed, this is a great opportunity for us to engage at another level. We are outside our comfort zones, which is the classroom environment, where we work hard towards realising our lifelong ambitions. Today we will have the opportunity to display the 'girl' and 'boy' in all of us to see who outruns the other as the theme of the games speaks. #Masiasiane has infused an element of exhilaration as we not only compete, but bond as one entity under the great institution we represent, IDM.

"To teams that will be competing, use this opportunity to show teamwork, unity and tolerance. Let us remember that we cannot all win, but at the end of the 2018 Inter Campus Games, we are all winners! Thank you!"

"LET US CONTINUE TO EXHIBIT THE SPIRIT OF SPORTSMANSHIP"

– Neo Montlha (SRC Member, Lesotho)

"We saw the spirit of team-work, tolerance and oneness under our one IDM brand, something which we would like to promote and ensure that it becomes a culture. Let me hasten to point out that the inter campus games afford us the opportunity to network and create friendships across our different campuses. At the same time we engage on a healthy competition that allows us to grow our talent. Let us remember that in a competition there can only be one champion. May I encourage the teams who have not made it to know that we are winners as we represent one BRAND, that is IDM.



"INVITATION TO THE NEXT GAMES"

– Thokozane Ngcamphalala (SRC President, Swaziland)

"We would like to thank Lesotho for hosting 2018 inter campus games. As the SRC, we have learnt a lot that we will emulate in the next games. At this juncture, on behalf of the IDM Swaziland campus, Student Community and SRC, I would like to extend a warm invitation to you all to the next IDM inter campus games which will be hosted in the Kingdom of Swaziland.

(Continues from page 6) SRC TAKES THE LEAD AT THE 2018 INTER CAMPUS GAMES

“INTRODUCTION OF KEYNOTE SPEAKER”

– John Taurai (SRC President, Francistown Campus)

“It is my honour and gratitude to introduce to you our Guest Speaker and Chairman of the IDM Regional Board of Governors, Dr. Thabiso Lebese. Dr Lebese is also the Chairman of Lesotho IDM Local Board. He is the Principal Secretary in the Ministry of Education and Training. Dr Lebese holds a PhD in Agricultural Sciences from the Stellenbosch University which he acquired in 2007.

In 2002 he obtained MSc in Agriculture from the University of Kwa-Zulu Natal. In 1998 he attained Bsc in Agriculture at the National University of Lesotho. In 1995 he obtained a Diploma in Agriculture at the Lesotho Agricultural College. He has previously worked at National University of Lesotho, Crop Science Department of the National University of Lesotho and World Bank. Dr Lebese is also an Entrepreneur, Community Worker and renowned Motivational Speaker for Youth.”



“IDM CONTINUES TO GROW IN LEAPS AND BOUNDS”

-Thato Ditsela (SRC President, Gaborone Campus)

(Speech delivered on behalf of Regional Director)

“Student community remains key to IDM’s success story. They are the reason we exist as an institution. Today’s games are a true reflection of our commitment to appreciate them. Through their student representative bodies, we continue making meaningful decisions that have a positive impact in the lives of the entire student community. I wish to extend my sincere gratitude to all the teams that will be competing during the course of the next three days. Let me further recognise the notable effort shown by the Lesotho Student Representative Council who worked tirelessly to make this event a success. A big thank also goes to Lesotho inter campus working committee led by Ntate Thibeli Molapo, who spent long hours beyond their day to day duties to deliver this

mammoth task. A special recognition also goes to the Acting Country Director, Ntate Ntaeboso Phenduka for his great leadership and being a great host to the 2018 inter campus games. Allow me to also recognise the invaluable assistance and support from teams in Botswana and Swaziland who shared best practice to ensure we realise this day. Well done to you all! Master of Ceremonies, as the games begin, I wish to remind athletes that Mary Lou Retton once said: “A trophy carries dust, memories last forever,” let us make 2018 inter-campus games a memorable occasion!”



BOTSWANA DOMINATES IDM INTERCAMPUS GAMES IN MASERU

By Galefele Bigman



IDM Botswana football team celebrates



Winners of 2018 IDM Beauty Pageant

MASERU -The Institute of Development Management (IDM) Botswana Campus team emerged victorious at this year’s IDM Inter Campus games held in Maseru from the 25th to the 27th March 2018. The team, which was made up of 100 players and 6 officials managed to win the trophy for the second year running when they scooped three gold medals in Football, Volleyball Women and Basketball Men and two silver medals in Netball and Volleyball Men. The team accumulated 13 points to finish at the summit and were followed by Lesotho on position two with 12 points with two gold medals, two silver medals and two bronze medals, on position three was Swaziland with 10 points after collecting one gold medal, two silver medals and three bronze medals.

“This year’s competition was very tight as the Lesotho team gave us a hard time as compared to their performance in the previous tournament. They gave us a run throughout the time we were competing. Despite the rainy weather, the games were played in a very competitive and fair spirit. Indeed this demonstrated the unity among the three campuses on and off the field of play”, said Ronald Molosiwa, IDM Botswana Students Services Manager.

Kedibonye Daniel of Botswana team won the Best Player of the tournament for netball, while Thato “Siska” Ditsela from Botswana team won Best Player of the tournament for football. Trevor Sibanda of Swaziland won Best Player of the tournament for volleyball men and Miss Tsheganetso M. Mothatego of Botswana was voted the Best Player of the tournament for volleyball women. In Basketball men, Mr Thuso A. Phalalo of Botswana was voted Player of the Tournament. On the last day of the games, the glamorous and well-organized Mr and Miss IDM Beauty pageant held at the prestigious Lehakwe Hall became the icing on the cake. The highlight of the night was a beautiful display of culture by contestants to showcase the diverse cultures between Botswana, Lesotho and Swaziland.

At the end, Mr Setso Nakedi of Botswana campus was crowned the King of the night followed by Mr Linake Linake of Lesotho as first Prince and Mr Leroy Joubert of Swaziland as second Prince. On the ladies side, Miss Masekhoane Habelo of Lesotho was crowned the Queen of the night followed by Miss Botlhe Tshireletso of Botswana as first Princess and Miss Temakholo Masina of Swaziland as second Princess.

The next IDM intercampus sporting extravaganza is billed for September 2018 in Matsapha, Swaziland.

LESOTHO TAKES OVER CHAIRMANSHIP OF REGIONAL BOARD OF GOVERNORS



Dr Thabiso Lebese-New Chairman of the IDM Regional Board of Governors

Dr Thabiso Lebese is the new Chairman of the IDM Regional Board of Governors. He took over the chairmanship from Swaziland's Evert Madlopha. The regional board met in Lesotho in March to discuss the Institute's strategic map and also appreciate progress on the 2016 – 2021 strategy.

Regional Director Richard Malikongwa, says the Board of Governors meets three times a year to discuss and appreciate progress of the Institute's strategic roadmap. During the recent meeting, the Board also wanted to affirm the importance Lesotho makes to the tripartite governments.

"We are reaffirming our commitment and dedication to the

Government and the people of Lesotho," he said.

The new Board Chairman, also Chairman of the Local Board, Dr Thabiso Lebese said IDM is proud to see many of its alumni holding leadership positions in Lesotho and making a positive contribution to the development of the country.

IDM is proud to see many of its alumni holding leadership positions in Lesotho and making a positive contribution...

"We are excited to be taking over the chairmanship baton from Swaziland who has provided strategic direction and support to IDM leadership during their tenure. IDM Regional Board of Governors constitutes representatives from Private

Sector, local Universities and high-level government officials from Botswana, Lesotho and Swaziland," he explained.



THANK YOU!
- Message by Outgoing President of SRC-Francistown Campus

I am deeply indebted to all you who have given me and my cabinet the opportunity to lead, trusting that we will be the voice of the voiceless, eyes of the blind, ears of the deaf, legs and hands of the lame to all of you. We are grateful and we want to thank you all for your support that you have given us during our term in office 2016-2018. It was our wish that our campus was more like the Gaborone campus and even better. Ladies and gentlemen, we made it as we are now relocating to what i consider one of the best buildings in the country, and its a dream come true. To the coming SRC

cabinet, i wish you a success. Lastly let me thank our parents, the F/town campus manager Mr Paul Liato, Botswana Country Director Dr Kgokgwe, and the IDM Regional Director for guiding us all the way. Bravo!



Outgoing Cabinet - Francistown Campus

IDM PARTNERS WITH AVANI RESORT AND CASINO

IDM is connecting graduates with industry professionals and creating employment opportunities for them. Internal Consultant under the Business and Information Resource Management's Travel & Tourism programme Catherine Kebakile says they are proud of IDM's offering to the future leaders in the Hospitality, Travel and Tourism industry. Her comments follow a recent strategic partnership arrangement they forged with Avani Resort and Casino.

According to Ms Kebakile, the hotel will offer IDM students practicum positions as well as opportunities for employment when they graduate, depending on the vacancies available and the individual's academic performance.

"This is a step in the right direction for our programme which is establishing itself in the market. It is also commendable that IDM does not only offer marketable programmes, but also gives students a solid learning experience to ready them for the world of work," she

said following a presentation made by Avani General Manager Riaan Vanrooyen to IDM students.

The IDM Travel and Tourism programme aims to equip graduates with the hospitality and tourism skills for managerial and self-employed opportunities in the country and abroad. According to Ms Kebakile the programme is designed for aspiring individuals wishing to enhance their business skills while learning about the dynamics of tourism and hospitality as one of the world's most entrepreneurial and sustainable economic sectors.

The four-year programme focuses on the business of tourism and hospitality – its role in post-industrial economies, the business inter-relationships between destinations, modes of travel, hotels and visitor attractions, and the crucial role of marketing and management in successful tourism and hospitality enterprises.

BIRM HOLDS A LEARNER LECTURE

by Ndashiko Tacheba, Course Director

On 5th April 2018, Bachelor of Public Finance and Accounting (BPFA), under Business Information and Resource Management (BIRM), held a learner lecture for its BPFA year one and two learners at IDM West Campus hall, hosted by Bank of Botswana. The experts from delivered a 50 minutes lecture on "Monetary Policy", which aimed at motivating the learners, sharing experiences and synthesizing the theory learnt in class with industry practice. The lecture focused on the monetary policy framework and its instruments, as well as the role of communication in the implementation of monetary policy. This was an interactive lecture and many learners acknowledged its importance.

Monetary Policy is defined as actions of a central bank to determine the size and rates of growth of the money supply. The primary objective of Bank of Botswana's monetary policy is to achieve price stability, which is defined as a sustainable level of inflation that is within the medium-term objective range of 3 – 6 percent. The policy is also formulated with a view to safeguarding the stability of the financial system. A low and predictable level of inflation and a conducive financial environment foster savings mobilisation, productive investment and international competitiveness of domestic producers which, in turn, contribute towards the broader national objectives of sustainable economic development and employment creation.

The monetary policy framework is forecast-based, with a



medium-term outlook that primarily guides the Bank's response to projected movements in inflation, while taking into account prospects for economic growth and developments relating to stability of the financial system. However, while the inflation forecast forms the basis of the Bank's policy analysis, it is not the only input. The forecast is both supplemented by additional information that is not formally incorporated in the modeling process (the results of the twice yearly business expectations survey, for example) as well as expert judgment.

Bank of Botswana endeavours to fulfil its monetary policy objective through the use of several monetary policy instruments, which include: Bank (Policy) Rate, open market operations (OMO), reserve requirements and moral suasion. The policy framework recognises the importance of communication in an effort to maintain transparency and accountability. In its most desirable achievement, Bank of Botswana, through its appropriate monetary policy framework, has managed to maintain price stability.

CORPORATE SOCIAL RESPONSIBILITY:

IDM Swaziland presents sports kit to Equisweni Primary School

By Nontobeko Dlamini



There is a Swazi proverb that goes "Makhelwane umbona ngetento" which means a true neighbor will be seen through his kind gestures. This was the notion that resonated with IDM Swaziland campus in its corporate social responsibility project which was conducted through the Imbube Kings Marathon hosted annually by the Swaziland National

Provident Fund. The marathon was graced by His Majesty King Mswati III who even took part in the aerobics session at the stadium. As part of the corporate social responsibility element of the Marathon sponsors are allowed to adopt a school of their choice which benefits in a sports kit for the students of the school. The kit presentations took place in March 2018 at the SNPF headquarters in Manzini.

"Charity begins at home hence we decided to nominate our own neighbouring primary school as they now form part of our future student base. The students were very excited to work with us in distributing energizing food items at the water point on the day of the marathon and assisted at our stand at the finish point. They also got to join in for the aerobics session which His Majesty the King was a part of which will remain a very unique and memorable experience," said IDM Marketing Manager Nontobeko Dlamini.

Thousands of women from all corners of the country descended at the Hlane Royal residence for the festival from the 9th-11th of March 2018.

IDM Women attend the Buganu Ceremony

by Nontobeko Dlamini



IDM Lutsango (women) also attended this year's instalment of the Buganu ceremony a cultural festival held for married women annually in Swaziland. The Buganu ceremony has been around for a very long time, it comes once a year in the months of February and March. It takes place in the two major regions of the country where the "buganu" Marula fruit is found in abundance. The locations for the ceremonies are Buhleni Royal Residence and Hlane Royal Residence. Indvuna yelutsango (leader of the women's traditional group on campus) Ntombi Groening said, "I loved the fact that we got to dance along side the Royal family for two days as we only get to see them in the newspapers or TV. This time they

were close to us and we got to interact with them. I also appreciate that women from rural areas of the country are able to make money from the event as they sell goods made from the Marula fruit. I am also happy that as IDM we are able to heed to their Majesties call as per our IDM strategy to align to national agendas in the BLS region."

The recent Botswana Human Resource Skills Fair and Career Clinics have given learners a great platform and appreciation of streams of courses offered at the Institute of Development Management (IDM).



IDM Sells Career Focused Programmes at the HRDC 2018 Skills Fair



Margaret Dube-Chikwanje (Senior Consultant) assisting the mesmerised applicants to choose from IDM's pool of programmes.



Lorato Moloi and Kaelo Ranku receiving 2nd position award for Best Public Institution

Held under the theme 'Gateway to diversifying Botswana's economy', the Gaborone fair drew multitudes of applicants from all corners of Botswana who seek an opportunity for a tertiary life. This is one platform where all institutions cement their presence and go all out in drawing the attention of the judges and most importantly the applicants. This is the make or break platform for augmenting numbers for July intake. This is by far the biggest fair in the land in terms of total investment by exhibitors on state of the art exhibition stands.

IDM continued with its stalwart presence at the 9th episode of this annual event. Not only did IDM present an impeccable exhibition stand to impress the multitudes of applicants, the seamless admissions process and excellent customer service played a critical role in ensuring that the institute scooped second position. The stall was manned by both IDM staff and students from across the three main faculties of Public Health, Business Information and Resource Management and the Human Resource and Organisational Development.

Sean Lempadi, a first year Bachelor of Project Management student was ecstatic at the opportunity accorded to them to serve at the award winning stall. 'Project management is a very critical field which Botswana is in dire need of for successful completion of projects. We are glad that IDM responded to this skills gap by developing this degree programme, the first of its kind in Botswana. It's quiet a challenging but yet exciting field', said Sean.

The Assistant Director-Academic and Learner Support Mr

Elijah Moakofhi was overjoyed by the achievements of the team. 'We managed to admit a sizable number of applicants at this year's fair', said Mr Moakofhi.

For his part, IDM Marketing and Communications Manager, Botswana Campus, Chris Moiketsi said IDM forms part of the social fabric of BLS community and the SADC region. "Our product offering is tailor-made to suit the needs of our customers and clients, making us more relevant in our markets with a mixture of both franchised and indigenous programmes that have a global reach. From the twelve sectors prescribed by HRDC, IDM boast of programmes that cut across eight sectors of the economy, affirming the Institute as a pacesetter in the education industry. Additionally our quest to offer quality products and services prompted the Institute to be certified by the Botswana Bureau of Standards on ISO 90001: 2008 to augment the rigorous quality audits offered by both the Botswana Qualifications Authority and the Human Resource Development Council. IDM has been complying over the past nine years," he said.

The institute also took the opportunity to promote its Executive courses that are offered under its Center for Continuing Professional Development (CCPD) faculty. The Center houses over sixty accredited short courses with durations ranging from 1 week to six months. Moreover, the Institute also offers part-time undergraduate and post-graduate programmes at its Gaborone and Francistown campuses.

We are glad that IDM responded to this skills gap by developing this degree programme, the first of its kind in Botswana. It's quiet a challenging but yet exciting field.

Kofi Annan Fellowships for ESMT full-time MBA

Strengthen your skills and invest your time in furthering your studies. Apply for Kofi Annan Fellowships for ESMT full-time MBA to fulfil your life-time dream!

Their 1 YR full-time MBA programme focuses on leadership and personal development with concentrations in innovation Management and Sustainable Business. It also includes a strong entrepreneurship component. You will work in high-performance teams and receive regular 1-2-2 career coaching to help you fully achieve your potential.

ESMT is awarding Kofi Annan Fellowships which cover full tuition and fees of € 43,500 and a monthly stipend for living expenses. The grants are awarded to applicants who are resident in one of the UN's Least Developed Countries (LDCs), Landlocked Developing Countries (LLDCs) or Palestine, and who fulfil the MBA admission requirements.

The deadline for the 2019 MBA intake is: November 3, 2018.

Contact our Admissions Office today to have your CV assessed and to start the application process: degrees@esmt.org.

STUDENTS AFFAIRS

INDUSTRY EXPERTS VISIT IDM STUDENTS IN PREPARATION FOR THE WORLD OF WORK

This month the first year Business Administration (BIRM department) students got a feel of the world of business when Mr Mhlonishwa Gamedze from Safika piggery; a successful local business had an open session on his industry experience. The lecture was titled: The role of education in entrepreneurial development. The lecture took place at the executive room on campus and was hosted by Ms Batfobile Dlamini.

The emergency medical care students also had a feel of real life work after a visit from Mr Masitsela Mhlanga who is the Manager of EPR in Swaziland. He took time to speak to the students on the relevance and importance of emergency medical care. After the session he extended his appreciation to the Public Health Department for hosting him at the IDM campus.



IDM Swaziland Business Administration Students



IDM Swaziland Emergency Care Students

IDM participates at Lorwana Annual Wellness event



IDM recently took part in the annual Wellness activity which was arranged by Lobatse District Health Management Team through Lorwana Clinic. Held under the theme, 'Better wellbeing; better health, better me', the event was responding to the Ministry of Health and Wellness appeal for players in the health sector to help reduce the burden of non-communicable diseases. Through its Public Health programme, IDM joined forces with the District to create awareness on the programmes offerings available to equip learners with necessary skills to help government in dealing with health issues.

Research carried out by World Health Organization (WHO) shows that 39 million people die from non-communicable diseases annually worldwide, Botswana being a developing country is equally affected. In 2014 population based survey was done which indicates diseases that are affecting people which are; 30% of HPTN, 5% DM, 30% obese and lastly 90% unhealthy diet.

IDM offers Executive Development Courses

IDM presents a showcase of executive development pictorially on short courses run at Botswana Campus in March on Corporate Strategy, Finance For Non-Finance Managers, Supervisory Skills and Management Development, Occupational Health and Safety Management, Competency Based Interview, Training of Trainers.



Corporate Strategy



Supervisory Skills and Management Development



Competency Based Interview



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

APRIL BIRTHDAYS

Name	Date
Jinx Tau	28/04
G Babotana	25/04
Thokozile Bhembe	04/04
Tshegofatso Matshaba	20/04
Larry Sokuu	02/04
Maggie Reetsang	14/04
Amogelang Baitsole	04/04
Phephile Simango	21/04
Merapelo Ngongorego	20/04
Merapelo Kgomoyarona	20/04
Zama Simelane	24/04



IDM FAMILY WELCOMES BABY MOALOSI IN LESOTHO

In addition to the **April babies**, we welcome a new born baby in our Lesotho campus Moalosi Shao. He was born on April 5, 2018. We congratulate Mum, Pulane on her new bouncy baby. We also share moments leading to his arrival. (We invite colleagues with babies two years and below to share their names, pictures, date of birth and parent(s))



PULANE RAMAKONGOANA – (SENIOR CONSULTANT BIRM) HAS BEEN BLESSED WITH A BOUNCING BABY BOY.



MOALOSI SHAO
Born 5th April 2018



HOPE FAITH MODISE
Born 28th Jun 2017



LIYANA MISCH FATI
Born 17th Dec 2016



DARORISIWA ASANTE MODIMOGALE
Born 1st April 2017

BLS EVENTS



BOTSWANA



LESOTHO



SWAZILAND

Event	Date
16 Top Tertiary Institutions Road Show 2018	9th April 2018 - 25th April 2018

Event	Date
TBA	

Event	Date
Records centre launch	26 April 2018
Entandweni Career Fair	13 April 2018
Cheshire homes walk	10 June 2018