



NIPAM
NAMIBIA INSTITUTE OF PUBLIC
ADMINISTRATION AND MANAGEMENT

NIPAM BULLETIN

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NIPAM KICKSTARTS ITS YEAR WITH AN INDUCTION AND A 2020/21 OPERATIONAL PLANNING REVIEW WORKSHOP FOR BOARD MEMBERS.



Board members receiving orientation during the Workshop.

The Namibia Institute of Public Administration and Management has embarked on a five days orientation and training of its Board of Directors and operational planning review workshop.

These two events undertaken beginning of 2020 were held during the most significant time as the institute has changed most of its board members.

Chairperson of NIPAM's Governing Council, Dr George Simataa said the workshop was meant to review NIPAM's Strategic plan in order to understand where we have previously gone wrong in the implementation, as well as finding smart alternative ways of achieving our mandate during the economic hardship the country is facing.

While the business plan 2020/21 reflects on the previous financial year key performances and lessons learnt, it is also an outcome of in-depth analysis, research and discovery of key areas of focus during the Financial Year 2020/21.

NIPAM's primary focus is to operate and deliver to its mandate, which is to transform the Namibian Public Service into an efficient, effective and accountable system through the provision of training, consultancy, operational research and capacity evaluation in the field of public administration and management.

Our strategic priorities

NIPAM has identified four key priority areas to be attended to during the financial year 2020/21;

- People, Culture and Performance,
- Financial Sustainability,
- Policies, Business Processes & Systems Architecture and
- Relevance

Revenue generation to ensure financial stability will become our top priority for the financial year 2020/21. NIPAM needs to self-reliantly generate more revenues as the government grants are continually diminishing. This will be complemented by sound financial and management controls that guarantee financial sustainability.

NIPAM will work towards achieving a fully qualified, competent and motivated human talent. To achieve this, a robust investment of effort will be redirected to, NIPAM's corporate culture building, organisational performance as well as good governance.

The scale of change is significant, impacting on how NIPAM is structured, resourced and skilled. Therefore, this demands NIPAM to operate optimally, putting in place policies, frameworks, processes, procedures and systems that are fully adaptive to change.

Moreover, NIPAM must continue to strive to remain relevant to the needs of the market and its customers which is a vehicle to attain competitive advantage.

We are strategically positioning NIPAM as a think-tank and expert of choice in the public service while ensuring that our training programmes are a perfect fit for the needs of our customer.

GREAT ONLINE RESOURCES!



Here are some great online resources to use during the COVID-19 Lockdown.

1. Coursera
2. Khan Academy
3. Open Culture Online Courses
4. Udemy
5. Academic Earth
6. edX
7. Alison
8. iTunesU Free Courses
9. Stanford Online

MESSAGE BY THE EXECUTIVE DIRECTOR - MS MARIA NDATIWELAO NANGOLO



Ms. Maria N. Nangolo, Executive Director
your job knowledge, skill, attitude and behaviour invested.

Let me take this opportunity, on behalf of the Governing Council, myself and the management to wish you and your family a Blessed and Prosperous New Year. In this new year, less than three hundred and sixty-six days lie ahead as an opportunity enough for you to dictate and determine your individual narrative for 2020.

Corporately the narrative and strategic direction for 2020 is spelt out in our strategic documents and detailed annual plans in which you all participated in their formulation. These documents are here to provide us with guidance on each step of the way. We have an exciting year ahead of us, and we're pleased to have everyone of you participating in it. The individual and corporate successes will be determined by

Our vision at NIPAM is to be the premier vehicle to capacity development of the Namibian public service. While we also bear in mind the requirements of our mandate, there are many components that must work smoothly within our organisation in order to accomplish NIPAM's vision. I am adamant that we are already doing many things right though there may be obstacles and some shortfalls standing in the way of corporate performance.

Many challenges presented themselves during 2019, and some of them might have been very difficult, but the majority had to do with individual and corporate culture. On this basis, in addressing and conforming with the NIPAM mandate, during the Year 2020, we will emphasise addressing our corporate culture in particular, behaviour, attitude and practises, which hinder positive organisational performance.

One of my key responsibilities is to ensure that NIPAM's team operates in a safe, secure and conducive environment. I am particularly proud of the team members who have despite the above, kept the focus in delivering on the NIPAM mandate, to them I say well-done, take and keep this spirit into the Year 2020.

My team, let us be geared to face every new challenge and remain steadfast and confident that jointly as a team we will face the year 2020 head-on with the main aim of fulfilling the NIPAM's mandate.

Through the individual meetings which I held in December 2019, to asses the pulse and spirit of NIPAM, I am reassured to know that the majority of the NIPAM team members, ie 92% are willing to pull and push together to ensure NIPAM's continued success, as for the 8%, we implore on you to join the wagon.

My team, I appeal on you once more to embrace the Year 2020 with open arms and start it with a firm commitment to the goals and mandate of NIPAM with enthusiasm. I would personally like to thank you in advance for a 100% team effort for the Year 2020. Please accept my best wishes for the year 2020.

Ms Maria N. Nangolo
Executive Director

OPERATIONAL RESEARCH AND CAPACITY EVALUATION FACILITIES



The Namibia Institute of Public Administration and Management (NIPAM) is established as a public institution by an Act of Parliament (Act No. 10 of 2010) to provide training, carry out operational research, deliver consultancies and undertake capacity evaluation initiatives.

Operational Research: To carry out investigation into and offer practical and implementable solutions that inform national policies, governance practices and challenges of public administration and management and other social, economic and contemporary issues affecting the Government of the Republic of Namibia.

Capacity Evaluation: To undertake regular surveys on capacity gaps in public service institutions for planning and determining training needs as a basis to expand training programmes and other interventions.

Research and capacity evaluation ensure the creation of new knowledge that has potential to lead not only to innovations, but also to the identification of new business opportunities. They have potential to feed into NIPAM's programme development efforts, hence NIPAM deemed it imperative that research and capacity evaluation, as strategic themes, are mobilized in search of competitive advantage and value creation.

Recently, NIPAM conducted a training needs assessment for the Namibia Correctional Services in the fields of leadership and management to attempt to understand the training needs of their middle managers; and inform the development of a tailor-made training programme.

NIPAM has further conducted an investigation into learning in the workplace at a manufacturing company the findings of which have implications for a number of socio-economic public policy issues: industrialization, education and training as well as unemployment and inclusivity. The findings of this study was disseminated through a public lecture in August 2019.

Capacity evaluation focuses on the following aspects of public entities:

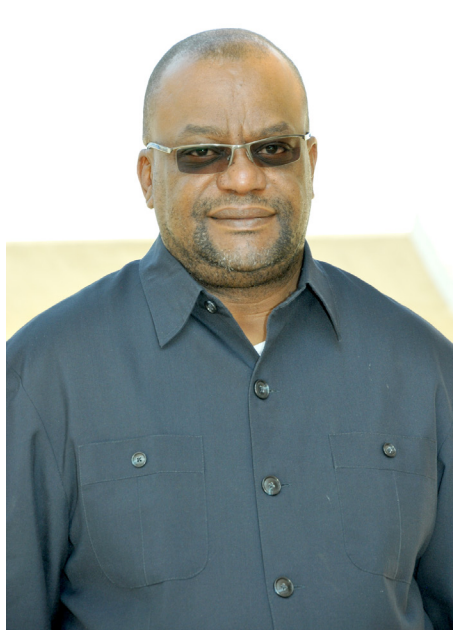
- Governance, including E-governance
- Public service structure
- Policies and procedures
- Organisation and administration
- Regulatory procedures and oversight
- Public finance
- Infrastructure
- Recruitment, selection and promotions
- Conditions of service and labour relations
- Organizational and individual performance management systems
- Public service capacity development
- Leadership and management
- Transparency and accountability
- Anti-corruption legislation measures or institutions
- Administrative justice
- Monitoring and evaluation systems



NIPAM provides consultancy services in the following areas:

1. Strategic Planning
2. Business Planning
3. Business Process Re-Engineering
4. Performance Management
5. Team Building
6. Mentoring and Coaching
7. Turnaround Strategy
8. Policy Development; and
9. Organisation Development Interventions

OUR RESEARCH AND CAPACITY EVALUATION TEAM



Dr. Michael Tjivikua

Dr. Tjivikua is currently the Director of Research and Capacity Evaluation with the overall supervisory responsibilities in those areas. He combines his contemporary social science and education specialties to advance the national research agenda.

As a specialist in international education and development, Dr. Tjivikua was involved in various research projects ranging from education reform, teacher education, teaching and learning, student support and advancement, educational technology, and youth and social advancement.

Dr. Michael Tjivikua is a Namibian academic and education specialist who holds a Doctoral degree in Education. He also carries a Master and Bachelor degrees in Education.

He has taught at the University of Namibia and worked at the Namibia University of Science and Technology where he established the Teaching and Learning Centre.

His other experience includes working as an administrator in higher education and policy analyst in the Government of Namibia.



Dr Metusalem Nakale

Dr Metusalem Nakale is a Social Scientist whose research interest is in the absorption and integration of external knowledge within organisations as well as the, generation and application of both explicit and tacit knowledge in organisations.

He also conducts research into learning in the workplace, i.e. learning by doing and participation in communities of practice.

He is equipped with up-to-the-minute sociologically derived insights into how humans shape and reshape organisations through their practices as well as an in-depth understanding of different forms of organisations and how different dimensions of knowledge are applied within such structures.

Dr Nakale possess a Vocational Certificate from Germany, a Certificate in Wood and Metal Work from the University of Yvaskula in Finland, a certificate in Education from Selly Oak Colleges in United Kingdom, a Diploma in Teaching English as a Foreign Language from Moray House College in Scotland, an MA in Applied Linguistics from the University of Warwick, United Kingdom and a Doctorate in Social Sciences from the University of Leicester, School of Management, in the United Kingdom.

WELCOME TO OUR NEW RECRUITS!



Mr Beatus Amadhila

Acting Director: Finance & Administration: Mr Beatus Amadhila was previously employed by New Era Publication Corporation as Chief Financial Officer. He possesses a Master of Business Administration majoring in Finance, Bachelor of Accounting from the University of Namibia, Postgraduate Diploma in Business Administration and is currently pursuing a Masters of Commerce in Development Finance at the University of Capetown.



Ms Simester F Amukwaya

Information and Communication Technology: - Ms Simester F Amukwaya is in her third year of studies towards a Bachelor of Computer Science majoring in Communication Networks at the Namibia University of Science and Technology



Mr Nelson Gabriel

Information and communication Technology: Mr Nelson Gabriel, is a third-year student studying towards a Bachelor of Informatics at the University of Science and Technology



COVID -19 UPDATE

As of the 15th April 2020, Namibia has 16 confirmed cases of COVID-19 with 0 deaths.

All Namibians are strongly encouraged to abide by the regulations of the lockdown and limit their movements during this period.

#Stay Home
#Stay Safe



Mr Katoole Ipinge

CAPACITY BUILDING INITIATIVES

According to NIPAM's Business Development and Marketing Manager, Mr Katoole Ipinge, the 2020/21 Capacity Building Calendar has been improved to assist the public sector workforce to ensure ongoing professional development while advancing their skills and knowledge through NIPAM's additional interventions programmes.

As per the mandate of the Namibian Government, NIPAM has been established to be the central learning institution for the Namibian Public Sector and is therefore committed to building capacities while focusing on a wide range of capacity building development interventions in line with our mandate of providing training, consultancies, operational research and capacity evaluation.

Mr Ipinge who has facilitated the development of the 2020/21 Capacity Building Calendar, stressed that the calendar demonstrates a wider collection of interventions set to create sustainable human capital skills and talent growth aimed at unlocking service delivery skills needed by institutions desiring to encounter growth and positive performance. NIPAM is set to become a world class centre for excellence and SADC's one stop shop for capacity building and transformation interventions.

The 2020/21 Capacity Building Calendar comprises of the following:

64 - Training programmes

8 - Seminars

4 - Master Classes

3 - conferences

LIFELONG
LEARNING

EXCELLENCE

ABILITY-DRIVEN

RESPONSIBILITY

NURTURE

"Our Capacity Building Interventions is focussed on practical learning to meet specific learning needs for the Namibian Public Sector"
- Mr Katoole Ipinge