



NIPAM

*Transforming through
Capacity Building.*

BULLETIN

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Welcome to 2025

As we embark on a new calendar year, we are excited to share the key highlights of the first month of 2025 at NIPAM. January 2025 has set the tone for the year ahead, with significant developments in leadership, stakeholder engagement, and impactful training programmes.

New Leadership at NIPAM

The Namibia Institute of Public Administration and Management (NIPAM) Governing Council appointed Dr. Heroldt Murangi as the Executive Director for three years, effective 01 January 2025.

The Governing Council Chairperson, Dr. George Simataa expressed confidence that Dr. Murangi's appointment will significantly benefit NIPAM. His vast experience in education management and organisational leadership aligns with NIPAM's strategic goals. Dr. Murangi's decorated professional career speaks for itself, and demonstrated his ability to drive innovation, foster partnerships, and enhance institutional performance that is needed to take NIPAM to new heights.

At the introductory meeting of the new Executive Director to NIPAM staff, Dr Simataa emphasised the importance of teamwork and encouraged the staff to support Dr Murangi unreservedly during his tenure as the accounting officer.



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Executive Director's Stakeholder Engagement

On 20 January 2025, NIPAM held its first stakeholder engagement of the year with the National Planning Commission (NPC). This engagement aimed to strengthen collaboration to coordinate with the National Planning Commission with regard to national capacity building needs as contemplated in section 17 (b) of the NIPAM Act, 2010, (Act 10 of 2010) and explore opportunities for development partners. The discussions focused on capacity building, research, policy development, and training programmes that align with the national developmental agenda. The two institutions resolved to enter into a memorandum of agreement to define the areas of interest and ensure effective implementation and operationalization of the NIPAM Act legislative provision. The proposed MoU is expected to pave the way for sustainable collaboration to enhance public sector efficiency and service delivery. The Executive Director, Dr. Heroldt Murangi, the Strategy and Organisational Performance Manager, Mr. Sankwasa Mubita, and the Marketing and Business Development Manager attended the engagement with the NPC senior management team led by the NPC Executive Director, Dr. Michael Humavindu.



2025

First Staff Meeting of the Year

On 24 January 2025, Dr. Murangi convened his first staff meeting, where he officially met all NIPAM staff members. During the meeting, he outlined his expectations, emphasising discipline, quality work, commitment, and time management. In his address he encouraged the team to remain dedicated to delivering high-quality training, research, and consultancy services that contribute to the professional growth of Namibia's public sector. His leadership approach fosters accountability and a high-performance culture within NIPAM.

Additionally, during the meeting, the head of Business Centers provided brief reports on the activities of their respective Centers. Dr. Murangi encouraged open communication and teamwork, reinforcing his commitment to a collaborative and transparent work environment. The session concluded with a renewed sense of motivation among staff, ready to take on the challenges of 2025 with dedication and enthusiasm.



Highlights

Training and Consultancy

January also marked the commencement of NIPAM's training programmes for 2025. A total of 34 participants attended and benefited from three impactful training sessions:

- **Leadership and Change Management Training** – This programme was attended by seven (07) participants from the Ministry of Fisheries and Marine Resources. The training provided insights into effective leadership styles, organisational change management, and decision-making processes. Participants were equipped with strategies to lead transformation in their respective departments.
- **Team Building Training** – This training, attended by sixteen (16) participants from the Erongo Regional Council, focused on fostering teamwork, collaboration, and workplace synergy. The intervention aimed at helping participants develop trust, communication, and problem-solving skills, which are crucial for improving workplace efficiency.
- **Communication Skills Training** – Ten (10) Ministry of Fisheries and Marine Resources participants attended this course, which aimed at enhancing verbal and written communication, active listening, and professional engagement. Effective communication is a cornerstone of workplace success, and participants gained practical skills to improve their day-to-day interactions.



As NIPAM continues to facilitate these critical training programmes, we remain committed to equipping public servants with the necessary skills to drive effective governance and service delivery.



Consultancy Services for BIPA

NIPAM is currently providing consultancy services for the development of the Integrated Strategic Business Plan (ISBP) to the Business and Intellectual Property Authority (BIPA). This initiative involves a comprehensive review of BIPA's current ISBP and the formulation of the next five (5) year strategic goals aligned towards achieving its mandate. NIPAM aims to support BIPA in enhancing its service delivery and operational performance through this intervention.



Upcoming Event: Ai Marketing Workshop



NIPAM will be hosting an "AI Marketing Workshop" on 6 February 2025! The host, Mr. Alexander Morad, is an internationally renowned public speaker on Artificial intelligence (AI) marketing. Mr. Morad is a globally recognised expert in AI marketing, offering insights and practical tools to enhance the efficiency of marketing and PR professionals. This 2-hour workshop will equip participants with the knowledge and skills to leverage artificial intelligence to improve their marketing strategies.

CLOSING REMARKS

As we progress into 2025, NIPAM remains dedicated to expanding our training offerings, strengthening stakeholder partnerships, and upholding a culture of excellence. We are excited about the opportunities and look forward to another impactful year.

Stay connected with us via our website and social media platforms for more updates.

NIPAM – Shaping the Future of Public Sector Excellence!

