



NIPAM

*Transforming through  
Capacity Building.*

# BULLETIN

ISSUE 02

February 2025

February was a month of intensive learning and development at NIPAM. The institution empowered professionals with AI knowledge, enhanced team dynamics and stakeholder engagements, and reinforced its dedication to a respectful workplace. This bulletin reflects on a month of significant strides.

## AI Marketing Workshop: A Resounding Success!

On the 6th of February 2025, NIPAM hosted a highly successful AI Marketing Workshop featuring internationally renowned speaker Mr. Alexander Morad (AI or DIE). The workshop attracted 270 participants.

The session provided insightful discussions on AI-driven marketing strategies, highlighting how artificial intelligence transforms branding, customer engagement, and business growth. Mr Morad shared practical applications of AI in marketing, equipping professionals with innovative tools to enhance their efficiency and effectiveness.

Key topics covered included the evolution of streaming, the role of AI in information dissemination, and the fusion of human creativity with AI-driven efficiency.

The overwhelming response and positive feedback from participants confirmed the growing interest in AI applications in the marketing landscape. NIPAM remains committed to delivering relevant and impactful training sessions that empower professionals in the ever-evolving digital space.



@NIPAM NAMIBIA

1

[www.nipam.na](http://www.nipam.na)



## NIPAM Team-building Session

NIPAM recognises that a cohesive and engaged workforce is essential for achieving its mission. To that end, the Organisational Development business unit organised a Team building session on the 7th of February in Windhoek. Dr Heroldt Murangi's opening remarks emphasised the critical role of team-building in organisational success. He stressed that these initiatives go beyond mere recreation, contributing directly to improvements in team performance, communication, collaboration, and overall morale. Team-building fosters transparency, breaks down workplace barriers, and encourages open dialogue, empowering employees to work together effectively by leveraging their strengths to drive collective success.

During the session, employees shared their perspectives on the current state of teamwork within NIPAM. The team highlighted positive aspects such as resource availability, a conducive work environment, commitment to work, and growth opportunities. However, staff also candidly highlighted challenges, including feelings of exclusion, isolation, a lack of support and appreciation, accountability issues, a silo mentality, poor communication, disengagement, micromanagement, and limited social spaces.

The team proposed several strategies to bridge the gap between the current state of teamwork and the ideal, including improved leadership, proactive conflict resolution, increased transparency, regular departmental meetings, and more frequent team-building activities. Leading by example at all levels and cultivating a culture of mutual support and accountability are crucial steps toward strengthening teamwork at NIPAM.



## Addressing Workplace Bullying



To ensure a safe and respectful work environment, NIPAM hosted a Workplace bullying awareness session on the 13th of February for the employees facilitated by Hito HR and Training Consultants. The session provided valuable insights into the nature of workplace bullying, its effects, and strategies to prevent it. Workplace bullying can manifest in various forms, including intimidation, verbal abuse, exclusion, and unwarranted criticism. Such behaviours affect employee well-being and diminish productivity, morale, and teamwork. The session emphasised the importance of recognising early signs of bullying, documenting incidents, and taking proactive steps to address the issue.

The session also highlighted the role of leadership in creating a culture of respect, accountability, and zero tolerance for bullying. NIPAM remains steadfast in fostering a healthy and inclusive workplace where every employee feels valued and supported.

## NIPAM Strengthens Stakeholder Engagements in Omusati and Kavango East Regions



As part of its commitment to fostering strong relationships and enhancing service delivery, NIPAM recently conducted successful stakeholder engagements in the Omusati and Kavango East regions. These engagements, held in line with NIPAM's Stakeholder Engagement Plan, aimed to promote NIPAM's training and consultancy services, explore collaborative opportunities, and identify key capacity development challenges regional councils and local authorities face.

The first engagement occurred from 06–07 February 2025 in the Omusati Region, where NIPAM engaged with the Omusati

Regional Council, the Regional Governor, and three local authorities namely Oshikuku, Okahao, and Outapi Town Councils. The discussions centred on capacity-building initiatives, leadership development programmes, and the need for tailored training solutions to enhance institutional governance and administrative efficiency. Stakeholders welcomed the engagement, emphasising the need for continuous professional development and improved service delivery mechanisms.

[Stakeholder Engagements cont. to next page](#)

## Stakeholder Engagements cont. from previous page



Following this, from 19–20 February 2025, NIPAM engaged with stakeholders in the Kavango East Region, meeting with the Kavango East Regional Council and Rundu Town Council. This engagement provided an opportunity to assess training needs, introduce NIPAM's latest offerings, and deliberate on strategies to strengthen the governance and operational capacities of public institutions in the region. Key concerns raised included skills development gaps, policy implementation challenges, and the need for leadership training tailored to regional governance structures.

NIPAM reaffirmed its role as a strategic partner in driving public sector excellence through these stakeholder engagements. The institute remains dedicated to supporting Regional Councils and Local Authorities in achieving their developmental objectives by providing high-impact training, consultancy, and leadership development programmes.

These engagements mark a significant step in NIPAM's ongoing efforts to enhance collaboration and ensure that its training and consultancy services align with the evolving needs of Namibia's public administration landscape. Moving forward, NIPAM will continue to foster partnerships that contribute to the capacity-building of government institutions and improved service delivery across all regions.



## Training and Consultancy

NIPAM's training programmes continued to make a significant impact in February, with 70 participants attending various capacity-building sessions across different sectors. These trainings focused on financial management, governance, productivity, and essential workplace skills.

### **Public Financial Management Module 4**

The Public Financial Management module marked the completion of the fourth and final module of the 12-month Public Sector Management Certificate Programme (NQF 6). This milestone was achieved by eight (08) participants, signifying a significant step in their professional development. This module was facilitated by Mr Joubert Tawana and focused on essential aspects of public financial management within the public sector.

This Public Sector Management Certificate Programme (NQF 6) equips individuals in grades 6-8 or equivalent, including Public Enterprises, Local Authorities, and private sector managers, with the necessary expertise to excel in their roles. The curriculum covers essential modules, including Public Policy Management, Local Economic Development, Human Capital Management, and Public Financial Management, helping individuals develop the expertise needed to excel in their roles and prepare for career advancement.

Applications for the next intake are open and will close on 15th March 2025. Interested candidates are encouraged to apply and advance their expertise in public sector management.





### **Media Relations Training**

Three (03) participants from the Namibia Health Plan (NHP) attended this training one-day crash course, which focused on equipping them with essential skills in media engagement, public relations strategies, and effective communication. Facilitated by Ms Ilke Platt, participants gained practical knowledge on handling media inquiries, crafting press statements, and managing organisational reputation.

### **Time Management and Productivity Training**

Eleven (11) participants from the Hardap Regional Council, Directorate of Education, Arts, and Culture, attended the Time Management and Productivity training, which focused on equipping them with essential skills to enhance efficiency, prioritise tasks, and maximise productivity in the workplace. Facilitated by Dr. Felix Mukasa, the training combined theory and practical exercises, ensuring participants gained both conceptual



### **Minute taking and Secretarial Skills Training**

Minute Taking and Secretarial Skills Training was conducted and facilitated by Ms. Kachana Sezuni. Three (3) participants from the Ministry of Agriculture, Water, and Land Reform attended the training. The session focused on essential skills required for effective minute-taking and secretarial duties, equipping participants with practical knowledge to enhance their administrative capabilities.



## Highlights cont.

### Presentation Skills Training

Attended by nine (09) participants from the Ministry of Fisheries and Marine Resources, this training focused on enhancing participants' confidence and effectiveness in public speaking and professional presentations. Facilitated by Mr. Sinvula Mudabeti, the session incorporated interactive exercises and expert guidance, helping participants develop skills in structuring presentations, engaging audiences, and delivering impactful messages.



### Cleaning and Housekeeping Training

Six (06) participants from the Kavango East Regional Council, Directorate of Lands and Resettlement attended Cleaning and Housekeeping training. Facilitated by Ms. Beatrix Akwaake, the training combined theoretical knowledge with practical cleaning sessions, ensuring participants gained hands-on experience in professional cleaning and housekeeping standards.

### Performance Management Training

NIPAM conducted the Annual Planning Workshop and Performance Management Refresher Training in Ongwediva, attended by 26 Senior and First-Line Supervisors from the Ongwediva Town Council. The training aimed to strengthen participants' strategic planning and performance management skills as they prepare to operationalise their 5-Year Strategic Plan. Facilitated by Ms. Christine Nesongano and Mr. Lister Chaka, the workshop provided valuable insights and practical approaches to enhance efficiency, accountability, and service delivery within the council.



## Highlights cont.



### Disciplinary Procedure Training

This training was attended by 14 participants from the Ministry of Education, Arts and Culture, Ministry of Finance & Public Enterprises, and Tsumeb Municipality. The session aimed to equip participants with the knowledge and skills to effectively manage disciplinary processes in the workplace, ensuring fairness, compliance, and accountability. Facilitated by Dr Kenneth Mundia, the training provided practical insights to help participants apply disciplinary procedures effectively within their respective organisations.

### Good Governance and Code of Conduct Training

NIPAM successfully conducted the Good Governance and Code of Conduct Training at Oshakati Guest Hotel, attended by 31 Councillors and Senior Staff from the Khomas Regional Council. Facilitated by Dr Donald Hlahla, the training provided valuable insights to strengthen leadership, transparency, and compliance within the council.



### Consultancy Services: Strategic Planning Workshop

NIPAM facilitated an Integrated Strategic Business Plan Gap Analysis Workshop for the Lüderitz Waterfront Development Company in Lüderitz. The CEO and management team attended the session, with facilitation led by Ms. Hannelie Eksteen and Ms. Christine Nesongano. The workshop focused on assessing strategic gaps and providing actionable recommendations to enhance business performance and long-term sustainability.

