



NIPAM

*Transforming through
Capacity Building.*

BULLETIN

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Executive Directors' Breakfast Meeting

– Strengthening Strategic Partnerships

On 30 October 2025, NIPAM hosted an Executive Directors' Breakfast Meeting at its campus, bringing together Executive Directors and Human Capital Directors from various Offices, Ministries, and Agencies (OMAs) for a strategic engagement session.

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Welcome

The month of October 2025 marked another significant chapter of progress and engagement for the Namibia Institute of Public Administration and Management (NIPAM). Staying true to its mandate of building institutional capacity and fostering partnerships, NIPAM rolled out a series of impactful training programmes, consultancy assignments, and stakeholder engagements across the country. The month featured several high-level events including regional outreach visits and the Executive Directors' Breakfast Meeting that provided strategic platforms for collaboration and dialogue with the public sector. These initiatives underscore NIPAM's continued commitment to enhancing governance, strengthening service delivery, and promoting excellence in alignment with Namibia's national development agenda.



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The meeting aimed to reinforce collaboration between NIPAM and key public institutions, providing a platform for open dialogue on leadership transformation, capacity development, and future partnership initiatives.

In her keynote address, Ambassador Emilia Mkusa, Chairperson of NIPAM's Governing Council, reminded participants of NIPAM's central mandate:

“Allow me to remind us all that NIPAM was established with a very specific mandate to cater for the learning, training, and development needs of the Namibian Public Service. We were created for you the Ministries, Offices, and Agencies that drive the machinery of government. Our role is to serve as your strategic partner in developing the leadership, management, and governance capabilities that are critical for effective service delivery.”

The engagement reaffirmed NIPAM's dedication to supporting OMAs through tailor-made training, research, and consultancy services. It also served as a valuable feedback platform for shaping future initiatives toward building a more efficient, ethical, and professional public service.



Stakeholder Engagements



– Building Connections Nationwide

- October ushered in NIPAM’s third quarter with a series of impactful stakeholder engagements focused on strengthening collaboration, deepening partnerships, and aligning priorities with the broader public sector development goals.
- On 10 October 2025, NIPAM’s Executive Director, Dr. Heroldt Murangi, held a consultative engagement with the National Institute for Educational Development (NIED) to explore collaboration opportunities in training, research, and institutional capacity development within the education sector.
- From 20–23 October 2025, Mr. Alviina Kapolo, Quality Assurance Officer, conducted regional stakeholder engagements in the Oshana and Ohangwena Regions, meeting with several regional and local authorities including Oshana Regional Council, Oshakati, Ongwediva, Ondangwa, Eenhana, Ohangwena Regional Council, and Okongo Village Council. These sessions focused on identifying training needs, enhancing programme quality, and fostering sustainable regional partnerships.
- Simultaneously, Ms. Rebekka Kakololo, Director of Academic Affairs, led engagements in the Omaheke Region, meeting with the Municipality of Gobabis, Omaheke Regional Council, the Office of the Governor, and Otjinene Village Council. The discussions yielded valuable insights into regional training and consultancy priorities, reinforcing NIPAM’s commitment to extending its presence beyond Windhoek.
- On 28 October 2025, the NIPAM Executive Committee (EXCO), led by Dr. Murangi, met with the Namibia Revenue Agency (NAMRA) Commissioner to deliberate on leadership development, performance management, and institutional transformation for improved service delivery.

Collectively, these engagements reaffirm NIPAM’s position as a trusted partner in public sector transformation and its ongoing commitment to meaningful collaboration across all tiers of government.

Training Highlights

Throughout October, NIPAM successfully delivered a variety of training programmes designed to strengthen leadership, technical, and administrative capabilities within Namibia's public service. Over **169 trainees** benefited from these capacity-building initiatives:

Emotional Intelligence Training – Roads Authority

(29 September – 3 October 2025)

Thirty-three (33) officials attended training facilitated by Dr. Donald Hlahla, enhancing their interpersonal and emotional management skills to improve teamwork and workplace harmony.



Public Sector Management (NQF Level 6) – Local Economic Development Module

(6–10 October 2025)

Eleven (11) participants completed the module under Dr. Brigitte Fikunawa, gaining tools to drive inclusive local growth and strengthen service delivery.





Corporate Governance Training – Namibian Council for Property Valuers Profession

(13–17 October 2025)

Seven (7) professionals were trained by Dr. Felix Mukasa in principles of accountability, ethical leadership, and good governance.

Business Writing Skills Training – Ohangwena Regional Council

(13–17 October 2025)

Fourteen (14) participants improved their professional communication and record-keeping through training facilitated by Prof. Fred Opali.

Public Sector Management (NQF Level 7) – Economic Policy and Strategy Module

(13–17 October 2025)

Twenty (20) participants enhanced their understanding of fiscal management and strategic decision-making under Dr. Brigitte Fikunawa.

Microsoft Excel (Intermediate) – Oshana Regional Council (Group 1)

(13–17 October 2025)

Fifteen (15) officials improved their data management and reporting skills under Ms. Albertina Shilongo.



Public Sector Management (NQF Level 8) – Global and National Economic Development

(20–24 October 2025)

Twelve (12) participants attended this module facilitated by Dr. Tunde Afolabi, gaining insights into global economic trends and national policy implications.

Project Management Training – NIPAM Staff

(23–24 October 2025)

Ten (10) NIPAM staff members enhanced internal project planning and execution skills in a session led by Ms. Maria Mberema.



Microsoft Excel (Intermediate) – Oshana Regional Council (Group 2)

(20–24 October 2025)

A second group of fourteen (14) participants completed the training, further strengthening digital proficiency within the council under, Ms. Albertina Shilongo.



Board Induction Training

(23–24 October 2025)

Twelve (12) representatives from Parliament, the Office of the Auditor General, Erongo Regional Council, Telecom Namibia, and University of Namibia (UNAM) received governance training under Mrs. Hannelie Eksteen.

Business Process Management Training – Municipality of Swakopmund

(27–31 October 2025)

Twenty (20) participants attended this course, also facilitated by Mrs. Hannelie Eksteen, focusing on workflow optimisation and operational efficiency.



Consultancy Corner – Driving Strategic Impact

Consultancy continues to be a cornerstone of NIPAM’s operations, with several long-term projects under implementation.

On 8 October 2025, fifteen (15) officials from the Ministry of Finance (Department of Public Enterprises) participated in a Joint Presentation for the finalisation of the Integrated Strategic Business Plan (ISBP) 2025/30, led by Ms. Christine Nesongano. The engagement aligned institutional objectives with national priorities and reinforced governance excellence within public enterprises.

Conclusion

The month of October 2025 was characterised by dynamic engagements, impactful training delivery, and strategic collaborations. Through these initiatives, NIPAM continued to empower public sector institutions, strengthen leadership capacity, and foster partnerships that support sustainable service delivery.

As NIPAM moves forward, the institution remains steadfast in its mission to develop capable leaders, efficient systems, and innovative solutions that contribute to Namibia’s national development goals.

NIPAM – Shaping the Future of Public Sector Excellence!

