

# BULLETIN



**March 2026**

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## Welcome

The month of March 2026 marked another productive and impactful period for the Namibian Institute of Public Administration and Management (NIPAM). Throughout the month, the institution remained committed to its mandate of strengthening public sector performance through targeted training programmes, strategic engagements, and capacity-building initiatives.

A wide range of activities were successfully delivered, focusing on leadership development, technical skills enhancement, and institutional collaboration. These efforts brought together participants from various public institutions and local authorities, reinforcing NIPAM's role as a key driver of professional development in Namibia.

We extend our sincere appreciation to all our stakeholders, partners, and participants for their continued collaboration and support. Together, we remain committed to advancing excellence in public management and administration and to strengthening Namibia's public sector capacity.

## Stakeholder Engagement Highlights



### **MoU with the Ministry of Gender, Equality and Child Welfare**

On Monday, 02 March 2026, the Namibia Institute of Public Administration and Management (NIPAM) signed a Memorandum of Agreement with the Ministry of Gender, Equality and Child Welfare (MGECW) on the roll-out of gender-responsive planning and budgeting training for members of parliament and civil servants.

NIPAM Executive Director Dr Heroldt Murangi signed the agreement on behalf of the institution.

## Induction Workshop for Local Authority and Regional Councillors and Administrators

From 02 - 06 March 2026, NIPAM's Quality Assurance Officer, Mr Alviina Kapolo, attended and engaged with various councillors during the induction workshops for Local Authority and Regional Councillors and administrators. These workshops were organized by the Ministry of Urban and Rural Development and took place in Okahandja, Otjiwarongo, and Grootfontein.

In the same vein, NIPAM's Executive Director, Dr Heroldt Murangi, attended a similar workshop held in Mariental from 11 - 13 March 2026. During this engagement, he interacted with councillors from Mariental Municipality, Karasburg, Lüderitz, Oranjemund, and Aranos town councils, as well as representatives from village councils, including Gochas, Gibeon, Kalkrand, Maltahöhe, and Stampriet.

Furthermore, from 25 - 27 March 2026, Dr Murangi continued stakeholder engagements in Gobabis. This session brought together councillors from Gobabis and Keetmanshoop municipalities, as well as the Rehoboth Town Council. Representatives from village councils, including Leonardville, Witvlei, Aroab, Berseba, Bethanie, Koës, Tses, and Otjinene, also participated.

These workshops were aimed at equipping both newly appointed and serving officials with the knowledge and skills required to execute their roles and responsibilities effectively. Key focus areas included governance, policy implementation, service delivery, and ethical leadership within local and regional authorities.



## Training of School Principals from high and underperforming schools

On Wednesday, 18 March 2026, Namibia Institute of Public Administration and Management (NIPAM), represented by Manager for Marketing and Business Development, Mr. Johannes Hatutale and Marketing and Business Development Officer, Ms. Surelda Andrew, held a meeting with officials from the Ministry of Education, Innovation, Youth, Sport, Arts and Culture and the National Institute for Educational Development (NIED) to explore potential areas of collaboration between the three institutions.

The discussions focused on the proposed training of school principals from both high- and underperforming schools across the country. This initiative is part of NIPAM's Corporate Social Responsibility, aimed at empowering leaders within public institutions to build a better Namibia.

The envisioned programme will focus on leadership and management development, aiming to strengthen capacity among school principals, Heads of Department (HoDs), Chief Education Officers, and Education Inspectors across all 14 regions of Namibia.

The first training is expected to commence during the May school holiday, with regions such as Khomas, Kunene, Karas, Kavango West, and Omaheke anticipated to participate in the inaugural programme.



### Meeting with Khomas governor

On 27 March 2026, NIPAM staff, led by the Manager of Strategy and Organisational Performance, Mr Sankwasa Mubita, met with the Governor of the Khomas Region, Hon. Sam Shafishuna Nujoma, and the Chief Regional Officer, Mr Clement Mafwila.

During the engagement, NIPAM presented its mandate and highlighted key service areas, including training, consultancy, operational research, and capacity building. The discussion emphasized the importance of collaboration between NIPAM and the Office of the Governor to advance public sector performance and achieve national development goals.

Hon. Nujoma welcomed the engagement and underscored NIPAM's critical role in strengthening the public sector. He further encouraged continued collaboration and regular engagement to build strong, sustainable partnerships.

This visit marks another important step in fostering strategic partnerships and enhancing service delivery within the Khomas Region.



### Meeting with the National Planning Commission

On Tuesday, 31 March 2026, NIPAM's Executive Director, Dr Heroldt Murangi, together with the Manager for Strategy and Organisational Performance, Mr Sankwasa Mubita, and the Manager for Marketing and Business Development, Mr Johannes Hatutale, held a follow-up meeting with senior officials from the National Planning Commission.

The discussions focused on potential research funding support from the Embassy of the People's Republic of China in Namibia. It is anticipated that a Memorandum of Understanding (MoU) will be signed among the three institutions to formalize collaboration on research initiatives, with NIPAM expected to lead the research.

## Wellness screening

On 11 March 2026, Staff members of the Namibia Institute of Public Administration and Management (NIPAM) went through a wellness screening administered by Namibia Medical Care (NMC) at the NIPAM campus in Olympia, Windhoek.

The screening, which was available only to NIPAM staff members, included tests such as Blood Pressure, Glucose, Cholesterol, Weight, Body Mass Index (BMI), Uric Acid, and Haemoglobin (Iron Levels). The initiative forms part of NIPAM's commitment to promoting staff wellness and encouraging a healthy working environment.



## Training Highlights

NIPAM successfully facilitated a range of specialised training programmes aimed at strengthening leadership, technical, and administrative competencies across Namibia's public service. A total of one hundred and sixty nine (169) participants from various institutions with the public sector benefited from the capacity-building initiatives, reinforcing institutional performance, operational effectiveness, and service excellence.



### **Project management training**

From 04 – 06 March 2026, thirty-one (31) participants from the Erongo Regional Council attended a three-day training on Project Management.

The training provided participants with a comprehensive understanding of project management as a modern management approach, highlighting its advantages over traditional management practices. Key topics included project management knowledge areas and process groups across the project lifecycle, factors that contribute to successful project implementation, and common reasons projects fail. Dr. Leonard Imene facilitated the training.

This was followed by training for twenty (20) participants from the Otjozondjupa Regional Council, who also attended a five-day Project Management training.

The participants were also taken through similar modules that equipped them with knowledge and skills to understand better the factors that contribute to successful project outcomes, as well as the reasons some projects may fail.

Throughout the week, participants gained awareness of various project management techniques and how to apply them effectively in their work environments, among other topics covered during the training Mr Immanuel Mnzava facilitated the training.

### **Diplomacy, Protocol and Etiquette**

From 09 – 11 March 2026, Fifteen (15) participants from the Ministry of Information, Communication and Technology (MICT) completed a three-day training on Diplomacy, Protocol and Etiquette.

The training equipped participants with essential knowledge and practical skills in state protocol principles, including an understanding of flag protocol, state and diplomatic ceremonies, and the identification of official titles and forms of address. Participants were also introduced to the practice of official calling and the use of calling cards in diplomatic settings.

Furthermore, the programme covered the proper conduct of formal introductions and responses, the management of invitations and replies, and guidelines for official entertainment and private functions. Participants also received training on table seating arrangements, dining etiquette, and the broader roles of the State House and the diplomatic corps in protocol engagements.

Additional areas of focus included global gift protocol, appropriate behaviour during diplomatic and formal engagements, as well as the appraisal and evaluation of security considerations in protocol.

The training forms part of NIPAM's ongoing commitment to strengthening professional capacity within the public service by equipping officials with the knowledge and competencies required to manage diplomatic and state functions effectively. Dr Shepherd Nyambe facilitated the training.





### Strategic Management training

From 16 – 20 March 2026, nine (9) participants from NamWater attended a week-long Strategic Management training at the NIPAM campus. The training equipped participants with essential skills in the strategic management process within the Public Service of Namibia.

The programme covered key areas such as conducting situational analyses to identify organisational challenges, improving performance in the public sector, and formulating an organisational vision, mission, and core values. In addition, the training focused on developing strategies to position public sector institutions to respond effectively to environmental changes.

Participants also gained knowledge in developing organisational risk assessment frameworks and drafting strategic plans, among other critical topics. Ms Christine Nesongano facilitated the training.

### Leadership and Change Management training

From 23 – 27 March 2026, twenty two (22) participants from various regional councils and New Era Newspaper attended the Leadership and Change Management training.

They were equipped with the knowledge to contribute to effective change in their organisations, understand the impact of change within the organisation, and recognise the need for a sound change process within the organisation.

Other topics that were discussed include comparing the success and failure of strategic leadership practices across cultures, reviewing and applying the change management process to organisational sustainability, and critically analysing changes within industrial and technology-intensive operations from a system perspective. Dr. Donald Hlahla facilitated the training.





### **Occupational Health and Safety Management and First Aid training**

From 23 – 27 March, five (5) participants from the Ministry of Health and Social Services attended Occupational Health and Safety Management and First Aid training, facilitated by Mr Arthur Pearce.

What made this training unique was that Mr Pearce brought along a dog named Patch to demonstrate how dogs can support human mental health and emotional well-being.

He highlighted that Namibia, despite having a relatively small population, faces high suicide rates. Because of this, alternative approaches to mental health support are important. Therefore, dogs can play a valuable role, as

people often feel more relaxed and open when sharing their thoughts with animals. Talking about one's problems is an important step toward improving mental health, and therapy dogs can help make the process easier.



### **Cleaning, Housekeeping and Landscaping Training**

From 03 – 06 March 2026, sixteen (16) participants from the Oshikoto Regional Council Education Department attended a Cleaning, Housekeeping and Landscaping Training in Tsumeb, Oshikoto region. The training focused on environmental awareness, maintaining clean offices and surroundings, waste management and recycling, as well as professionalism, teamwork, and effective interaction with colleagues, public service officials, and guests, promoting a clean, professional working environment.

This was followed by additional training for thirty six (36) participants from various public institutions, who also attended the same training from 23 – 27 March 2026.

This training had two deaf participants, and a sign language interpreter was brought in to accommodate them, ensuring inclusive training and promoting equal access to learning opportunities for all. Ms Beatrix Akuake facilitated the two trainings.



## Information Technology Trainings

From 23 – 27 March 2026, ten (10) participants attended the Microsoft Excel (Intermediate) training, to equip them with the skills to use formulas and functions, create and modify charts, convert, sort, filter, and manage lists.

The participants were also shown how to insert and modify illustrations in a worksheet, work with tables, and use conditional formatting and styles.

Whilst another seven (7) participants attended a Basic Computer Skills course and learnt how to operate computer systems, including Windows, file management, creating folders, saving, and so on.

## Conclusion

March 2026 highlighted NIPAM's role as both a capacity builder and strategic advisor, with impactful training programmes, and high-level engagements that continue to strengthen governance and service delivery in Namibia. The Institute's ongoing efforts reflect a clear commitment to empowering public servants, enhancing institutional performance, and fostering a culture of excellence that advances national development.

*NIPAM – Shaping the Future of Public Sector Excellence!*