

BULLETIN



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Welcome

As we reach the midpoint of the year, June has been another productive month marked by continued collaboration, learning, and progress. Throughout this edition, we highlight key activities, achievements, and milestones that reflect the Namibia Institute of Public Administration and Management (NIPAM)'s ongoing commitment to developing skills, empowering the public sector, and strengthening partnerships that contribute to Namibia's socio-economic development.

We also celebrate the dedication of our staff, trainees, and stakeholders whose collective efforts continue to drive our mission forward. We hope these stories inspire, inform, and showcase the positive impact of our programmes and initiatives across the country.

Training Highlights

During the month of June, NIPAM trained a total number of one hundred and thirty two (132) trainees in a range of training programmes aimed at strengthening leadership, management, governance, and technical skills across the public sector. These programmes brought together trainees from various Offices, Ministries, Agencies, Regional Councils, Local Authorities, and Public Enterprises, providing a platform for collaboration, knowledge exchange, and professional growth.

The training sessions combined practical learning with interactive discussions, enabling participants to acquire relevant knowledge and skills that can be applied in their respective workplaces. By fostering continuous learning and capacity development, NIPAM continues to support public institutions in improving performance, enhancing service delivery, and responding effectively to the nation's evolving needs.

Public Sector Management Training

01 to 05 June 2026, six (6) trainees attended the Public Sector Management Training Programme. The programme, accredited at Level 7 by the Namibia Qualifications Authority (NQA) spans 12 months and is specifically designed to accommodate working professionals.

The course aims to equip trainees with advanced management competencies required to perform effectively at the senior management level within the Namibian public sector. It promotes professionalism, effectiveness, and efficiency in the formulation and implementation of government policies and programmes, as well as in the management of human resources and public finances. Ultimately, the programme seeks to strengthen good governance and enhance the quality of service delivery across the public sector.

The training was facilitated by Mr. Lawrence Kaimu



Training Highlights cont.

Project Management training

From 09 to 12 June 2026, four (4) employees from Rehoboth Town Council, Lüderitz Town Council and Erongo Regional Council, attended the Project Management program.

This programme is intended for trainees holding positions at grades 4 to 6 in Central Government, Regional Councils and equivalent levels in Local Authorities and Public Enterprises. It is designed to equip trainees with a broad general understanding of core public policy management issues and to enable them to explore different ways to solve social problems by developing creative public policy solutions and improving management.

Dr Shepherd Nyambe facilitated the training.



Training Highlights cont.



Supervisory and Customer Care Training Programmes

From 15 - 19 June 2026, a total of forty five (45) trainees, including police officers from all 14 regions, as well as employees from New Era Publication Corporation and the Ministry of Information and Communication Technology, attended Customer Care and Supervisory Training Programmes.

During the opening ceremony, NIPAM Executive Director, Dr Heroldt Murangi, said that the Namibian Police Force, New Era Publication Corporation, and the Ministry of Information and Communication Technology are public institutions expected to provide excellent services to the nation. He expressed confidence that the training would result in improved professionalism, customer service, and workplace conduct among the trainees.

NAMPOL Acting Deputy Inspector General for Administration, Commissioner David Indongo, noted that it is widely recognised that organisations can only achieve their objectives through continuous capacity building and the empowerment of their staff members.



Public Speaking Training

From 22 to 26 June 2026, a total of twenty six (26) senior officials from the Namibian Police Force (NAMPOL) attended a Public Speaking training programme.

The trainees included two (2) Regional Commanders and twenty four (24) Deputy Commissioners.

Course facilitator Mr Sinvula Mudabeti said the training was more practical than theoretical and focused on key topics such as audience analysis, media relations, and strategic communication. This training is designed to strengthen trainees' public speaking abilities and enhance their effectiveness in communicating with both the media, the public and their colleagues.



Training Highlights cont.

Speech Writing and Delivery Training

From 22 to 26 June 2026, six (6) Councillors from Outapi Town Council, together with the Chief Executive Officer, attended the Local Authority Speech Writing and Delivery Training.

The training focused on governance communication and the structured approaches local authorities use to share information, explain decisions, engage stakeholders, and build public trust.

The trainees explored the importance of effective communication in local government, emphasising the public's expectation that leaders provide clear direction, explain decisions transparently, and inspire confidence within their communities.

The training was facilitated by Surihe Gaomas-Guchu



Records Management training

From 22 to 26 June 2026, three (3) Administrative Officers from the Ministry of Education, Innovation, Youth, Sports, Arts and Culture attended the Records Management training programme.

This training equipped the trainees with the skills and knowledge required to effectively organise, secure, and dispose of information throughout its lifecycle.

The training was facilitated by NIPAM's Records Management Officer Mrs Monalisa Kapere.

Consultancy Highlights

Every new month is an opportunity to strengthen our commitment to delivering exceptional consultancy services. We believe that informed decisions, strategic planning, and professional support are the foundation of sustainable growth and success.

During June, we remain dedicated to providing innovative solutions, building lasting relationships, and helping our clients overcome challenges with confidence. Whether you're an individual seeking guidance or an organisation pursuing new opportunities, our team is ready to work with you to achieve your goals.

Thank you for your continued trust in NIPAM Consultancy Services. We wish you a productive, successful, and rewarding month ahead.



PowerCom (Pty) Ltd

This is an ongoing consultancy project between NIPAM and PowerCom (Pty) Ltd, awarded to NIPAM during May 2026, namely the Business Process Architecture, Mapping, and Alignment to Strategy project by PowerCom (Pty) Ltd.

The project officially commenced in June 2026 and is expected to run for 3 months. This project is led by Ms Hannelie Eksteen, one of NIPAM's senior consultants, who will oversee its delivery and ensure alignment with the client's strategic objectives.

This assignment reflects NIPAM's continued commitment to providing high-quality consultancy services that support organisational effectiveness, process optimisation, and strategic alignment.

Stakeholders Engagement Highlights



NIPAM and Global Cybersecurity Centre Sign MoU to Train Public Servants on Cybersecurity

On Thursday, 04 June 2026, NIPAM and the Global Cybersecurity Centre signed a Memorandum of Understanding (MoU) aimed at strengthening cybersecurity awareness and training among public servants.

The agreement will see the two institutions collaborate to raise awareness cyber threats. The partnership reflects NIPAM's ongoing commitment to fostering strategic collaborations that promote knowledge sharing, institutional development, and the continuous professional growth of public servants across Namibia.

Stakeholder Engagement Highlights cont.

NIPAM and Ministry of Justice and Labour Relations Sign Strategic MoU

On 25 June 2026, NIPAM and the Ministry of Justice and Labour Relations formalised their partnership through the signing of a Memorandum of Understanding (MoU) to strengthen collaboration in public-sector development.

The agreement was signed by NIPAM's Executive Director, Dr Heroldt Murangi and the Executive Director of the Ministry of Justice and Labour Relations, Dr Audrine Mathe in the presence of officials from both institutions.

The MoU provides a framework for cooperation in capacity building, research, and consultancy services, enabling the two institutions to leverage their expertise to enhance public sector performance and service delivery.

NIPAM Strengthens Partnership with Local Authorities at ALAN AGM

NIPAM participated in the Association of Local Authorities of Namibia (ALAN) Annual General Meeting (AGM), held on 11 June 2026 in Walvis Bay.

Representing NIPAM, the Director: Strategy and Corporate Services, Mr Sankwasa Mubita delivered a presentation to councillors and Chief Executive Officers from local authorities across Namibia. The presentation highlighted NIPAM's mandate, its range of learning and development programmes, consultancy services, and its role in transforming and strengthening public sector institutions.

The engagement provided an important platform to create awareness of NIPAM's offerings, strengthen strategic relationships with local authorities, and encourage greater collaboration in building capable, ethical, and high-performing local government institutions. The session also reinforced NIPAM's commitment to supporting local authorities through tailored capacity-building initiatives that contribute to improved service delivery for all Namibians.

Stakeholder Engagement Highlights cont.

NIPAM attends Internal Audit Awareness Day

On Wednesday, 10 June 2026, NIPAM Executive Director, Dr Heroldt Murangi, together with Director of Finance and Administration Ms Nguvitjita Zatjirua, Finance Manager Mr Vernon van Wyk, and Internal Auditor Mrs Saima Mulala, attended the Internal Audit Awareness Day hosted by the Bank of Namibia under the theme, “The Role of Internal Audit in Enhancing Public Sector Governance.”

During a panel discussion titled “Positioning Internal Audit for Impact: Governance Reform, Oversight, and Capacity Building in the Public Sector,” Dr Murangi highlighted NIPAM’s ongoing efforts to introduce a training programme in internal auditing aimed at strengthening accountability and good governance within the public sector.

He noted that the initiative forms part of NIPAM’s broader commitment to building institutional capacity and promoting effective governance practices across public institutions in Namibia.



Stakeholder Engagement Highlights cont.

Courtesy visit NIPDB

On Monday, 29 June 2026, NIPAM leadership paid a courtesy visit to the Namibia Investment Promotion and Development Board (NIPDB) to explore strategic collaboration opportunities.

The engagement focused on key areas that drive national development: capacity building, institutional strengthening, leadership development, and public sector reform.

Dr Murangi, our Executive Director, underscored the importance of NIPAM's Resource Mobilisation Strategy. The strategy is designed to identify and secure strategic partnerships, technical expertise, and funding opportunities from both local and international development partners.

"We see NIPDB as a crucial partner in unlocking new networks and driving sustainable growth for Namibia's public sector", he said.





Interviews



In this section, we speak with our trainees to hear about their experiences and insights from the training programmes they have recently completed. They share what they learned, how the training has benefited them, and how they plan to apply their new knowledge and skills in their workplaces.

Outapi Town Council CEO Praises NIPAM's Speech Writing and Delivery Training

Outapi Town Council Chief Executive Officer, Mr Ananias Nashilongo, has expressed his appreciation to the NIPAM for the high-quality Speech Writing and Delivery Training he attended alongside six councillors from the town.

Reflecting on the programme, Mr Nashilongo said the training significantly improved his understanding of speech writing and public speaking protocols. He admitted that, before attending the course, he often struggled with the correct order of salutations when drafting speeches.

He noted that the training provided practical guidance on structuring speeches, applying the appropriate protocol, and delivering messages with clarity and confidence. Mr Nashilongo added that the knowledge and skills gained will enhance his communication with stakeholders and contribute to more effective leadership within the council.

"During this training, we learnt a lot about how to prepare the speech and how to deliver the speech. The way we were doing it before, we weren't considering the salutation. But we now learnt that we should start with the names and then titles," explained Mr Nashilongo.



Commissioner Clay Encourages Public Servants to Enrol in NIPAM's Public Speaking Training

Kunene Regional Police Commander, Commissioner Eric Clay, has encouraged public servants across Namibia to enrol in the Public Speaking Training offered by NIPAM, saying the programme can equip public sector with essential communication skills that benefit both their careers and the public at large.

Commissioner Clay said the training has enhanced his confidence and effectiveness as a communicator, adding that the skills gained are applicable in a wide range of professional settings. He emphasised that clear and timely communication is critical in today's fast-paced environment, where leaders are expected to deliver accurate information, inspire confidence, and engage stakeholders effectively.

"I hereby recommend that all public servants come and attend this course, because it is for their own benefit. This program will give you modern-day communication skills and critical thinking," said Commissioner Clay.



Conclusion

As we wrap up our June newsletter, we thank all our trainees, partners, facilitators, and stakeholders for their continued support and commitment to learning, growth, and excellence in public service.

Throughout the month, NIPAM remained dedicated to strengthening skills, enhancing leadership, and promoting professional development through quality training, capacity-building initiatives, research and consultancy. Every programme delivered reflects our commitment to empowering individuals and institutions to meet the demands of an ever-evolving public sector.

As we move forward, we remain focused on fostering innovation, lifelong learning, and collaborative partnerships that contribute to effective governance and sustainable national development.

Thank you for being part of the NIPAM community. We look forward to continuing this journey of learning and transformation with you in the months ahead.



NIPAM – Shaping the Future of Public Sector Excellence!