



Rise & Learn



# 2022 EAST AFRICA HR SYMPOSIUM

19th to 21st October 2022 at Gran Meliá Hotel - Arusha, Tanzania

## THEME

Refreshing the HR Playbook for the  
Current & Future Workplace



## WELCOME MESSAGE



I am delighted to host you yet again for the 4th edition of East Africa HR Symposium at Gran Melia Hotel in Arusha from 19th to 21st October 2022. This year is special as we will be sharing this platform with GENO Services Limited, our Partners in Tanzania and cohost for this event. The East Africa HR Symposium is organized by Rise & Learn Global, a Human Resource & Leadership consulting firm committed to Leadership Development, Training in organizations and Outsourcing of Human Resource services to Micro, Small & Medium Enterprises. Rise & Learn is accredited by the Institute of Human Resource Management (IHRM) & National Industrial Training Institute (NITA).

The inaugural East Africa HR Symposium was held in 2018 in Naivasha, Kenya. Some of our past keynote speakers include Dave Ulrich, known as the Father of Modern HR and Brigette Hyacinth, a bestselling author and thought leader on leadership and HR. The annual symposiums seek to bring together HR Professionals from different countries in East Africa to deliberate on pertinent HR issues facing organizations, share best practices, network with fellow professionals and business leaders.

This year's symposium is being held at the backdrop of post-Covid-19 and the never ceasing war between Russia and Ukraine. The war has destabilized world economies which were reeling from the effect of coronavirus pandemic. International supply chains have been so disrupted that uncontrollable inflation; rising interest rates and unstable exchange rates are fomenting a global recession. Yet, organizations are expected to stay afloat and thrive in these uncertain times.

HR professionals find themselves on the spot to re-examine existing policies and processes and align them to meet the challenges of unexpected disruptions. They will have to introduce a HR playbook in their toolbox and use the playbook to simulate future workplace issues and plan on how to address them long before they occur.

This year our delegates will have the privilege of accessing Live2Lead content over the 3-day conference featuring the world's leadership expert John C. Maxwell among other international speakers. Live2Lead is a leadership, and personal growth event hosted annually as a Live Simulcast from Atlanta, USA.

Rise & Learn is about impacting lives and multiplying impact, we are fueled by our purpose of creating meaningful work and our vision to develop world class leaders in all spheres of life.

I look forward to learning from and with you. Thank you for honouring our invitation.

**EMILY KAMUNDE-OSORO**

Leadership Coach, HR Leader & Director  
Rise & Learn Global

## KARIBUNI TANZANIA



As the co-host of the 4th East Africa HR Symposium, I'm delighted to wholeheartedly welcome you to Arusha, Tanzania. I would like to thank you for choosing to participate in this event that is organized by Rise & Learn Global in partnership with GENO Services Limited.

Building on the success of the first, second and third symposia that were held in Kenya, this is the first of the series to be held in Tanzania. Themed Refreshing the HR Playbook for the current and future Workplace, this year's Symposium is designed to empower Business Leaders and HR professionals to cope with, understand their organization and innovate in a workplace that is rapidly changing. The speakers and panelists, drawn from various parts of the world, are uniquely placed to discuss, debate and lead insightful conversations. The symposium topics will address the effects of recent disruptions that are fomenting a global recession with a view to sharing knowledge and skills on crafting HR playbooks to address the unexpected disruption and enable organizations to not only survive in these uncertain times, but also to thrive now and in the future.

The excellently crafted three-day program and the networking opportunities afforded by the diverse group of delegates offer access to powerful, positive tools that facilitate personal and organizational growth.

The symposium is set against a backdrop of the beautiful city of Arusha, and we hope that delegates take this opportunity to enjoy and create lasting memories by exploring this major international diplomatic hub that is close to Serengeti National Park, the Ngorongoro Conservation Area, Lake Manyara National Park, Olduvai Gorge, Tarangire National Park, Mount Kilimanjaro and Mount Meru in the Arusha National Park.

We at GENO Services Limited in partnership Rise & Learn Global with have gone all out to orchestrate an exciting, engaging, interactive and memorable learning experience.

Looking forward to a fruitful engagement. Welcome! Karibu!

**Peruzi Nyakila Roche, Chartered MCIPD**  
Lead Consultant and Managing Director



**4TH EAST AFRICA HR SYMPOSIUM PROGRAM**  
**GRAN MELIA HOTEL, ARUSHA TANZANIA - 19<sup>TH</sup> TO 21<sup>ST</sup> OCTOBER 2022**

**THEME:**  
**REFRESHING THE HR PLAYBOOK FOR THE CURRENT & FUTURE WORKPLACE**

DAY 1:	WEDNESDAY 19 <sup>TH</sup> OCTOBER 2022
<b>Time</b>	<b>Activity</b>
07:45a.m	Arrival and Registration of Delegates
08.45a.m	Administrative Announcements
09.00a.m	Welcome Remarks Peruzi Roche, Director, Geno Services Limited Emily Kamunde Osoro, Director, Rise & Learn Global
9.15a.m	<b>Opening keynote – Mary F. Palmer, Commissioner Permits, Visas &amp; Passes Division, Ministry of Home Affairs, Immigration Department</b>
09.45a.m.	<b>Skills-first is people-first, learn the top 5 priorities for skills transformation</b> Stewart Samkange, Manager LinkedIn Academic Talent Solutions
10.30a.m	TEA/COFFEE BREAK & Networking
11.00 a.m	<b>The 6 Types of Working Genius: A Better Way to Understand Your Gifts, Your Frustrations, and Your Team: Patrick Lencioni, Founder &amp; President at The Table Group</b>
11:30a.m	Business Speed Dating part 2- Get to know other participants in the room
11.45a.m	<b>Strategies for Developing an Agile and Resilient Workforce in Disruptive Times</b> Ednah Otieno-Oduor, HR Director Diageo Great Britain
12.45-2.00p.m	LUNCH BREAK and Networking
2.00p.m	<b>The Power of Coaching at work and how to make or break an impactful Corporate Coaching Culture</b> Nadezhda Mihaylova, Leadership Development Coach (PCC), Mentor Coach & Facilitator at Erickson Coaching International
02:45p.m	<b>Leadership Nuggets as we navigate the workplace</b> Brenda Msangi, Executive Leader, Board Leadership, Founder and Speaker, CEO of CCBRT
4.00-4.45p.m	PANEL DISCUSSION: Emerging Issues from the Day's Presentations (All Speakers of the day)
5.00p.m	TEA/COFFEE BREAK and Networking
	<b>END OF DAY ONE</b>
DAY 2:	THURSDAY 20 <sup>TH</sup> OCTOBER 2022
<b>Time</b>	<b>Activity</b>
08:15a.m	Day I Recap
08.30a.m	<b>Opening Remarks: Hon. John V. Mongella, Regional Commissioner, Arusha Region</b>
09:00a.m	<b>Digital transformation: how technology affects HR world - The Role of Artificial Intelligence (AI) in Optimizing HR Processes</b> Patrick Faniel, Managing Director of Management Centre Europe (MCE)
09.45a.m	Sponsor brief

10.00a.m	<b>Opportunities and Challenges of Free Movement of Labour Within the East African Community</b> Mr. John Ulanga, Regional Director, East & Central Africa, Trademark East Africa
10.45a.m	<b>TEA BREAK/ Networking</b>
11.15a.m	<b>Managing Diversity, Inclusion and Equity at workplace: Challenges and Issues</b> Laura Joackim Minde, Managing Director Outstanding Solutions/Trainer/Talent Acquisition Specialist/Tedx Speaker
12.00p.m	<b>Mental Health Issues Emerging out of Working from Home</b> Prof. Mohamed Y. Janabi
12.45p.m	<b>LUNCH BREAK and Networking</b>
2.00p.m	<b>Redesigning Employee Value Proposition for Employee Journeys</b> Ronald Bbosa, President Human Resources Managers Association of Uganda
2.45p.m	<b>A New Kind of Diversity: Making the Different Generations on Your Team a Competitive Advantage</b> Dr. Tim Elmore, CEO and Founder of Growing Leaders, Best-Selling Author and International Speaker
3:15p.m.	Business Speed Dating part 2 - Get to know other participants in the room
3.45p.m	PANEL DISCUSSION – Day 2 speakers
4.30p.m.	TEA/COFFEE BREAK, Networking & Photo session

**DAY 3: FRIDAY 21<sup>ST</sup> OCTOBER 2022**

<b>Time</b>	<b>Activity</b>
08:00a.m	Day 2 Recap and what to expect in Day 3
8.30a.m	Keynote The Laws of Communication John Maxwell #1 Leadership Expert and Best-Selling Author
9.30a.m	<b>Explore the untapped Power of mentoring</b> Oltesh Thobias, Certified Coach, Speaker & Trainer
10.15a.m	<b>TEA/COFFEE BREAK and Networking</b>
10.45a.m	<b>CEO Agenda in 2022: Leadership Lessons</b> Mr. Godfrey Rutasingwa, Ag. Director Human Resources at CRDB Bank PLC Tanzania
11.30a.m	<b>Fire side Chat with John Maxwell: A Conversation with Doris Kearns Goodwin, Presidential Historian and Pulitzer Price-Winning Author</b>
12.00p.m	<b>You Owe You: Ignite Your Power, Your Purpose, and Your Why</b> Eric Thomas, Author, Speaker, Consultant Pastor and Audie Award Finalist
1.00p.m	<b>Symposium Closing Remarks – Dr. Bagayo Saqware, Commissioner of Insurance</b>
1.45p.m	VOTE OF THANKS
2.00p.m	LUNCH
3.00-4.00p.m	EXHIBITION & SPONSORS



## SPEAKER PROFILES



### EMILY KAMUNDE-OSORO, PCC

Emily is a Leadership Coach, a HR Leader and Founder of Rise & Learn Global, a Human Resource Consulting Firm that provides HR Outsourcing, Training & Professional Coaching services. She is also the Kenya Partner for Erickson Coaching International, an organization committed to providing ICF Accredited programs and represented in 85 countries with more than 45,000 Erickson Coaches. Emily has over 16 years' experience, having worked for Kenya Airways and Syngenta & Jubilee Insurance where she served as Group Head of Human Resources. She is experienced in HR strategy development, Leadership, change management, Coaching, Career and organizational development having worked and supported various countries across Africa & Middle East. She has facilitated various training programs across different levels of the organization including Leadership, Customer Service, Emotional Intelligence, Change Management, Human Resource technical courses among others.

Emily has over 500 Hours of Coaching experience provided to clients around the Globe including Ernst & Young, International Monetary Fund (IMF), AMREF, Uber, Smith & Nephew, Kenbright Holdings, S&P Global, PayPal, Continental Seeds, Molson Coors, Sanlam, Grundfos, Adobe, Jubilee Insurance, Diakonia, HIAS among others. Her clients include CEOs, HR Directors, Entrepreneurs, Middle Level and Senior Managers.

Emily was named Manager of the Year in 2014 during Company of the Year Awards (Kirit Dave Award) organized by Kenya Institute of Management. She is also a member at the Human Capital Institute (HCI), Society of Human Resource Management (SHRM) and Institute of Human Resource Management, Kenya.

She has previously served as a Council Member for the Institute of Human Resource Management in Kenya and is the past President for ICF Kenya Chapter. Emily currently serves as a Global Director of International Coaching Federation (ICF) Professional Coaches Board. In 2020 she served as Treasurer for the Professional Coaches Board, ICF. Emily is also a Governing Council Member of the Pan African Christian (PAC) University.

Emily holds an MBA (The University of Nairobi) a Bachelor's Degree in Tourism Management (Moi University), A Higher Diploma in Commercial French (Alliance Francaise) and A Higher Diploma in Human Resource Management (IHRM Kenya). She is holds an ICF Coaching credential (PCC), a certified John Maxwell Coach, Speaker & Trainer and certified in several psychometric and leadership assessments.

Emily is a wife and mother to 3 boys aged 17, 12 and 7 Years. She loves to cook; she also enjoys morning runs and inspirational reads.



### PERUZY ELISHA NYAKILA - ROCHE

Peruzi is a Certified Solution-Focused Coach by Erickson Coaching International (USA), a Chartered Member of the Chartered Institute of Personnel Development (CIPD, UK) and an Accredited Board Director by Rhetoric Institute of Norway in collaboration with East and Southern African Management Institute (ESAMI).

She is the Founder, Lead consultant and Managing Director of GENO SERVICES LTD and has been practicing Human Resource Management for the past 18 years. Previously served two Government Institutions, under The Ministry of Finance and Ministry of Communication. She has also worked for PricewaterhouseCoopers (PWC), The United Nations, Development Programme (UNDP), American based NGO (John Snow Inc.) and Jubilee Insurance just to mention a few.

She serves on several boards including Tanzania National Medical Tourism, The Jakaya Kikwete Cardiac Institute (JKCI), Rise and Learn Global, Tanzania Bora Initiative (TBI), and formerly a board and ExCo member of the Association of Tanzania Employers.

Peruzi is a mother of two Jeremiah and Precious, she is a friend to many with great passion in cooking, singing, Coaching and Mentorship.





**MRS. NADEZHDA MIHAYLOVA, PCC**

Leadership & Personal Development Coach  
 Erickson Coaching International Facilitator

Nadezhda is a professional coach, a mentor coach and a trainer with more than 20 years of experience in enhancing personal growth and leadership capacity. Nadezhda’s background includes 10 years of leading and empowering high-performing teams in a fast-paced, benchmark-establishing coaching business. She has successfully applied her expertise in large-scale leadership development programs, including executive coaching for Information Technology, Telecommunications, Pharmaceutical & FMCG organizations. Among the companies, Nadezhda has worked with are SAP, Automattic, Google, Lenovo,

Hewlett Packard Enterprise, Experian, AI, Alcatel-Lucent, TATA Steel, Nestle, Danone, Coca-Cola, Heineken, Servier, GlaxoSmithKline and more. She is working as a facilitator, coach, and mentor coach with groups in Asia, Africa, North America, and Europe applying her deep understanding of the richness of cultures and the uniqueness of each individual.

Nadezhda coaches teams on vision and mission elicitation, values alignment, solution-focused team thinking, and decision making. Her individual coaching clients typically work on expanding their leadership potential, values elicitation, and personal drive, fulfilling work/life balancing, and enhancing career opportunities. As a mentor coach Nadezhda’s fields of expertise include establishing empowering agreements, deepening the trust and safety, and creating impactful coaching experiences that evoke awareness and effective time management of the coaching sessions.

Nadezhda has a can-do attitude and is passionate about the solution-focused, values-based approach to business and life. She got certified as a coach in 2011 and ever since then has been devoted to sharing this mindset and communication style with others. As of 2015, she is a facilitator of “The Art and Science of Coaching” and in 2018 she championed the “Parent As Coach” program of Erickson Coaching International.

Nadezhda is proud to have introduced “The Art & Science of Coaching” program of Erickson International in her home country - Bulgaria in 2012. This was the first ICF accredited program in the country at that time and set high standards of professional coaching for the ever-growing coaching community of Bulgaria.

On a personal note, Nadezhda is a mom of four children and loves music, dancing, learning, traveling, and adventures.

**Professional Qualifications:**

- ◆ Bachelor of Business Administration, Sofia University “St. Kliment Ohridski”
  - ◆ Professional Certified Coach (PCC) with the International Coach Federation (ICF)
  - ◆ ACTP Diploma in Coaching with Erickson Coaching International, Canada
  - ◆ High Performing Teams Coach with Erickson International, Canada
  - ◆ Train the Trainers Certificate with Erickson Coaching International
  - ◆ Thomas International DISC Personality Profile certification
  - ◆ ADHD training with ADDCA
  - ◆ Artistic Psycho-Social Practices training, New Bulgarian University
  - ◆ CBI & NLP Interviewing with CIPD, London
  - ◆ Registered Mentor Coach with ICF
- ☐ **Languages:**
    - ◆ Bulgarian (native)
    - ◆ English (fluent)
    - ◆ Russian and German (conversational)



**EDNAH OTIENO ODUOR**

HR Director Diageo, Great Britain

Ednah Otieno is a Human Resources Professional with over 20 years experience in HR in the FMCG & Telecommunication sector. Ednah is currently the HR Director at Diageo Great Britain and formerly the HR Director for Diageo in East Africa at East African Breweries

She holds an MBA from Strathmore Business School and BA- Economic in Business Studies from Kenyatta University.

Ednah is passionate about building inclusive and diverse cultures where dignity is at the core and people are treated with humanity and they are fully expressed. She enjoys building perspective through insightful debates and conversations. She devotes her time to coaching conversations and especially reverse coaching with young upcoming talent.

Her passion is in creating purposeful, successful and impactful organizations through the application of cutting edge, progressive and inclusive people management practices.



## **BRENDA MSANGI**

Executive Leader, Board Leadership, Founder and Speaker

Brenda is the CEO of CCBRT; A healthcare organisation with a vision to empower people with disabilities and ensure access to medical and rehabilitative services.

Brenda is a skilled strategic leader, active in both her community and within the healthcare industry. She serves on the board of directors of; the CEO Roundtable of Tanzania, Association of Tanzania Employers (ATE), World Vision Tanzania and She also sits on the Pharmaceutical Society of Tanzania (PST) Board of Trustees.

Brenda is also a member of the Royal Pharmaceutical Society of Great Britain. Brenda is a pioneer of Lean Management in Healthcare in Tanzania; she developed and implemented organisation-wide initiatives to optimise organisational performance. She is the founder of an online mentorship platform and a long-time mentor of business leaders and aspiring leaders.

Brenda has dedicated her journey to bringing along a Girl Child aiming at coaching them to discover their full potential. Brenda is a TEDx speaker and frequent Public Speaker on national and international stages and is widely known for her inspiring writings.

She earned her master's degree in Business Administration (MBA): Healthcare at the University of Plymouth and Master of Science: Pharmacy at the University of Brighton; both in the United Kingdom. With more than fifteen (15+) years of providing effective and dynamic leadership in the UK and Tanzania; Brenda is an awardee of several awards including being the most inspiring female corporate leader in Tanzania by Consumer Choice Awards Africa. Known for her grit and her good sense of humour.

Brenda is a wife and a mother of three girls.



## **OLTESH TOBIAS**

Certified Coach  
Speaker & Trainer

Oltesh Tobias is very passionate about making a difference and in particular sharing his knowledge in the continent. Oltesh is also part and parcel of global communities that are aimed at making a difference and creating a lasting change at a personal, corporate and community level. He is a member of the Chartered Institute of Purchasing and Supply, Toastmasters International, Rotary International and John Maxwell Team where he holds key roles in local chapters as a mentor, coach trainer and speaker.

Having earned experience of close to 30 years in the procurement field Oltesh has served at the Central Bank of Tanzania, East African Community in the past, and now the African Development Bank (AfDB). As a global citizen who lived in the UK, Switzerland, Tanzania, Kenya, Tunisia, and now South Africa, having travelled to forty countries has certified him with a street-smart knowledge needed to survive and thrive in a multi-cultural, multi-disciplinary, and multi-lingual environment.

Oltesh holds a Master's in Business Administration (Finance) from the University of Lincoln (UK), a Graduate Diploma in Supply Chain Management from the Chartered Institute of Purchasing and Supply (CIPS) UK, an Associate-ship Graduate Diploma in Banking from Tanzania Institute of Bankers. In addition to that, he is a Distinguished Toastmasters, A Toastmasters Accredited Speaker, a John Maxwell-certified coach, Certified banker, and certified Project Manager and Facilities Management Manager. He is also a TEDx Speaker and a coach. He currently lives in Pretoria where he works for the African Development Bank. Besides being very passionate about Leadership and communication, Oltesh is a son from a loving family, a brother to six siblings, an uncle to 300 nieces and nephews, a husband, and a father of three daughters.



## **STEWART SAMKANGE**

Manager LinkedIn Academic Talent Solutions operations across Sub Saharan Africa, Central & Southeastern Europe

Stewart Samkange brings refreshing perspectives into the world of HR and Talent having lived, worked in 8 countries and leading HR innovation for global brands, IBM, Microsoft, Oracle, SAP SuccessFactors and LinkedIn.

His role has been working with HR Directors primarily assisting their respective companies, government and high education institutions with planning, hiring and the development of talent. He is currently managing LinkedIn's Academic Talent Solutions operations across Sub Saharan Africa, Central & Southeastern Europe and is excited to share some global and applicable best practices and trends with delegates to this symposium.





**PATRICK FANIEL**

Managing Director of Management Centre Europe (MCE)

Patrick Faniel is a Belgian multilingual citizen. He is currently Managing Director of Management Centre Europe (MCE), a global leading company in agile people development solutions and talent development strategic consultancy. MCE is working with international companies through either public workshops or customized solutions. Clients include many multinationals, multi sectors but also medium sized companies.

Before his current assignment he used to be CEO of private universities namely in Switzerland (UBIS) and in London (LCIBS). For them, he developed international networks in more than 30 countries, especially in the emerging world. He gave numerous speeches mainly about job opportunities in

emerging markets.

Until 2010, Patrick Faniel had a couple of senior management positions incl. VP Sales for the EMEA leader in Executive Education and Strategy Execution (MCE), CEO of the world leader in language full immersion training which he led in 8 countries with clients coming from 40 countries (CERAN). He also created an outsourcing company which allowed him to work with multinational companies and organizations in the area of expatriation, HR and cultural adaptations.

During more than 25 years he travelled globally and acquired a significant experience in various areas of organizations. He gained some international rewards and recognitions incl. Communication Reward from EuroChallenge, Gazelle of the Year by TrendsTendances, Partnership Reward by RRI, Doctorate Honoris Causa by a UBIS, Switzerland. He is also Honorary Professor at the Polonia University (Poland), at Sint-Petersburgh Institute of Management and Law (Russia), and at Hangzhou University (China)



**RONALD BBOSA**

President Human Resource Managers Association of Uganda

Mr. Ronald Bbosa is an HR leader with more than 15 years of combined practice and consulting experience.

Has provided leadership and technical direction in the management, design and implementation of a number of HR, and change management consultancies with public and private sectors in Uganda. He has handled over 20 signature assignments in the area of Organizational change and redesign alone

Ronald was a Senior Manager for Human Resources at KPMG

Served as Head of Human Resources at Housing Finance Bank  
Previously he was a Human Resource Manager at Centenary Bank

Ronald holds a Master's Degree in Organizational Psychology from Makerere University  
He is currently a Part-time Lecturer at Makerere University Business School in the Department of Human Resources.  
He is the President for the Human Resource Managers Association of Uganda



**GODFREY BONIPHACE RUTASINGWA**

Godfrey is the Ag. Director Human Resources at CRDB Bank PLC Tanzania. He is a seasoned and all-round Human Resource Management Professional with more than 12 years of hands-on experience at senior and executive levels in diverse industries including Banking, telecommunications and Non-Governmental Organizations (NGOs).

His knowledge and skills in HR functions such as business strategy alignment, talent development and culture transformation have earned him credit for exemplary and transformational leadership. Godfrey ensures optimal outcomes and consistency in performance through building of people processes, performance culture, inclusive behaviors as well as corporate values.

Currently pursuing SHRM certification, he holds a Master's degree in Public Administration (HRM) from Mzumbe University in addition to a Bachelor's Degree in Education (Arts). Godfrey has a Certificate in Senior Leadership from Strathmore Business School where he is presently pursuing certification as an Executive Coach.

Godfrey's passion for human resources development is demonstrated by his great achievements in spearheading digital learning initiatives, learning and development program as well as leadership development programs. As a champion of strategic HR management, he has designed and developed talent mapping and career pathing in addition to developing succession planning frameworks that have led to mutual benefits for both employers and employees.



### **PROF. MOHAMED Y. JANABI**

Managing Director for the Muhimbili National Hospital

#### Accreditations & Qualifications

MD., MSc., PhD. and he is a Fellow of American College of Cardiology (FACC).

He is also a Certified Aviation Medical Examiner by the Federal Aviation Authority FAA-USA

#### Career

Newly appointed, the Managing Director for the Muhimbili National Hospital

Former CEO- JKCI, 2015 October 2022, Head, Physician to former President of United Republic of Tanzania 2005 to date

Faculty member of Muhimbili University of Health and Allied Sciences (MUHAS) 2000 to date

Faculty member of Medical University of South Carolina, USA 2003 to date

#### Corporate Governance experience

Board member SUA 2015-todate)

Senior Researcher Scientist HIV Vaccine Trial (TaMoVac) 1998-2002

Medical Director at the Madaktari Africa, a USA based NGO (Tanzania)

Board member Simba Sports Club Limited

#### Note

Prof. Janabi has made 45 publications

Prof. has a good command of Kiswahili, English, Russian and Japanese

He is a husband and a father of four (4)



### **JOHN ULANGA**

Mr. John Ulanga is the Regional Director for East and Central Africa at TradeMark East Africa. He is responsible for overseeing TradeMark East Africa Country Programmes in Tanzania, Kenya, Uganda, Rwanda, Burundi, South Sudan and the Democratic Republic of Congo. TradeMark East Africa – TMEA is an Aid for Trade East African not-for profit institution established in 2010 to support the growth of trade in East Africa. TradeMark East Africa works to reduce infrastructure, systems and processes barriers to trade, enhance environment for trade, attract investments to improve infrastructure and build capacity of private sector to take advantage of improved environment. Since its inception, TradeMark East Africa has spent over \$1bn to implement programmes in the region. Currently TradeMark East Africa is operating in 12 countries in the East, Central, Southern and the Horn of Africa.

Before joining TradeMark East Africa, Mr. Ulanga was the Vice President, External Affairs and Sustainability for BG East Africa which was part of the BG Group – a world leader in exploration and liquefied natural gas (LNG). Mr. Ulanga was previously the Executive Director of the Foundation for Civil Society, the largest support mechanism for civil society organizations in Tanzania. Prior to joining the Foundation for Civil Society, Mr. Ulanga worked with the Economic and Social Research Foundation (ESRF), one of the leading Policy Research Think Tanks in Tanzania.

Mr. Ulanga is the Chairman of the Board of Directors of Serengeti Breweries Limited, and a Member of the Board of Directors of East African Breweries Plc. He is also the Chairman of the University Council of the Hubert Kairuki Memorial University, Dar es Salaam, Chairman of the Board of Directors of KCB Bank Tanzania, Member of the Board of Directors of Mwananchi Communications Limited (publishers of The Citizen, Mwananchi and Mwanaspoti Newspapers); Member of the Africa Policy Advisory Board for ONE Campaign ([www.one.org](http://www.one.org)). Mr. Ulanga also sits in several other not-for-profit and advisory boards in Tanzania.

Mr. Ulanga is a Fellow of the African Leadership Initiative, East Africa and the Aspen Global Leadership Network of the Aspen Institute in Colorado, USA. He is also a 2012 Senior Fellow of the Centre on Philanthropy and Civil Society Studies at the Graduate Centre of the City University of New York, Senior Fellow of the Synergos, New York. Mr. Ulanga is an alumnae of the International Visitor Leadership Programme of the US Department of State, and of the British Council Africa InterAction Leadership Programme.



### **LAURA MINDE**

Laura Minde is the Founder and Director of Outstanding Solutions, a Tanzanian training and recruitment company based in Arusha aiming to raise the standards of the services in the hospitality and tourism industry. Born in Moshi to an entrepreneurial family, Laura witnessed first-hand her father's growth and expansion in the tourism industry, and chose to pursue her education and career in his footsteps. She holds an undergraduate degree in food science and technology from Sokoine University of Agriculture, and completed a postgraduate degree in International Hospitality Management at the EM Lyon Business School and Paul Bocuse Institute in France. As Director of Outstanding Solutions, Laura has facilitated the training and skills development of staff in hotels, restaurants and lodges all over Tanzania, and has further assisted stakeholders in the tourism and hospitality industry with their recruitment needs. Laura is passionate about developing and fostering a culture of service excellence in Tanzania and East Africa.

# LIVE2LEAD

**LIVE2LEAD** is a leader development experience

WHO YOU'LL HEAR FROM



**JOHN C. MAXWELL**  
#1 Leadership Expert  
and Best-Selling Author



**EMILY KAMUNDE - OSORO, PCC**  
Maxwell Leadership  
Certified Team Member



**DORIS KEARNS GOODWIN**  
Presidential Historian and Pulitzer  
Prize winning Author



**PATRICK LENCIONI**  
Founder & President at  
The Table Group



**ERIC THOMAS**  
Author, Speaker, Consultant,  
Pastor and Audie Award Finalist



**DR. TIM ELMORE**  
CEO and Founder of Growing Leaders,  
Best-Selling Author and International Speaker



# Rise & Learn

## OUR SPONSORS



## OUR PARTNERS



## OUR ACCREDITATIONS



Rise & Learn Global is registered with the Human Resource Professionals regulator (IHRM) and accredited to provide Continuous Professional Development (CPD) Programs for HR Professionals through Licensed HR Practitioners.  
IHRM Reg. No. C00257



Rise & Learn is registered as a Training Provider with the National Industrial Training Authority (NITA).  
Reg. No. NITA/TRN/1340/VOL.1(5b)