

7TH EAST AFRICA **HR** SYMPOSIUM

Theme:

**HR at the Crossroads:
Shaping the Future
of Workforce
Transformation
in Africa**



Marriott Hotel, Kigali, Rwanda
27th to 29th August 2025

Welcome

On behalf of Rise & Learn Global and our partners, it is my utmost pleasure to welcome you to the 7th East Africa HR Symposium, hosted this year in the vibrant city of Kigali, Rwanda.

Our theme, **“HR at the Crossroads: Shaping the Future of Workforce Transformation in Africa,”** reflects the pivotal role HR plays in shaping organizations and economies at this defining moment in history. Across our continent and the world, AI, automation, hybrid work models, and evolving workforce expectations demand that we reimagine how we lead people, inspire performance, and create sustainable impact.

The East Africa HR Symposium began its journey in 2018 in Naivasha, Kenya, bringing together globally recognized thought leaders—among them Dave Ulrich, fondly known as the Father of Modern HR. Since then, it has grown into one of the region’s premier gatherings for HR professionals, leaders, and industry experts. Each year, it provides a platform for delegates from across East Africa and beyond to deliberate on pressing people issues, share best practices, explore innovations, and forge connections that transcend borders.

Over the years, the symposium has been held in Kenya, Uganda, Tanzania, and now Rwanda—each edition uniquely shaped by its host city’s culture and energy. It remains true to its founding purpose: to create an engaging and collaborative space that fuels professional growth, drives HR excellence, and advances the leadership agenda in Africa.

We are especially delighted this year to be partnering with KaizenMind, our valued collaborators in Rwanda, whose local insight, networks, and commitment to leadership development have been instrumental in bringing this event to life in Kigali.

This year’s bold program offers a dynamic mix of keynote speeches, thought-provoking panels, practical masterclasses, and interactive discussions. Together, we will explore the most urgent and exciting opportunities of our time: skills-based hiring, ethical AI in HR, inclusive leadership, employee well-being, economic transformation, and the power of visibility in talent attraction.



As has become our custom, our delegates will once again enjoy exclusive access to the rebroadcast of Live2Lead content as part of the symposium program—featuring the world’s leading authority on leadership, John C. Maxwell, alongside other internationally renowned speakers. Live2Lead is a premier leadership and personal growth event, originally hosted as a live simulcast from Atlanta, USA.

Through this special rebroadcast, you will experience the same world-class insights, inspiration, and actionable strategies shared on the global stage, delivered by some of the most respected voices in leadership today. Should you wish to take this experience to your own organization, the Live2Lead host will be available to facilitate beyond the symposium, bringing these transformative lessons directly to your teams.

Whether you are here to gain insights, influence policy, strengthen partnerships, or reignite your professional passion—this symposium is designed for you. It is a safe and collaborative platform to amplify HR’s voice as a strategic enabler of growth, resilience, and human potential.


To our distinguished speakers, generous partners, committed sponsors, and you—our delegates—thank you for being part of this journey. Your presence affirms the importance of this conversation and our collective responsibility to lead Africa’s workforce into the future.

Welcome to the 7th East Africa HR Symposium. Murakaza neza i Kigali!

With appreciation,

Emily Kamunde-Osoro
Founder, Rise & Learn Global
Convener, East Africa HR Symposium





**Africa's strength
lies in her people,
her culture, and her
endless potential.** ”

HR
SYMPOSIUM

CORCH ACCREDITATION PROGRAM
\$3,500 value
VOLUNTEER

Background

HR is at a pivotal moment and at the forefront of shaping the future of workforce transformation in Africa. The continent is navigating rapid technological advancements, demographic shifts and a surge in entrepreneurial activities leading to evolving workforce expectations and regulatory shifts among others. As organizations across Africa balance AI-driven automation, hybrid work models, skills-based hiring, and employee well-being, the role of HR becomes increasingly critical.

HR leaders must rethink traditional models and embrace innovation, agility, and inclusivity to remain relevant and impactful. The 7th East Africa HR Symposium brings together HR thought leaders, policymakers, business executives, and practitioners to explore these emerging trends and shape the future of work in Africa. This event is a unique opportunity to delve into the complexities of labor policies, talent mobility, and economic development, and to collaborate on strategies that will drive the continent's workforce transformation forward.



Objectives

- ✓ Navigate HR's role in workforce transformation—examining AI, automation, and emerging skills.
- ✓ Address changing labor laws and workforce expectations to align HR policies with evolving global and African regulatory frameworks.
- ✓ Redefine talent strategies through skills-first hiring, internal mobility, and leadership pipeline development.
- ✓ Leverage HR analytics and AI-driven decision-making to enhance workforce planning and productivity.
- ✓ Champion employee well-being and inclusivity while fostering resilient and future-ready organizations.



The Symposium is designed to empower HR professionals and business leaders to cope with, understand and innovate their organization in a workplace that is rapidly changing due to technological advances.

About Rise & Learn Global

Rise & Learn Global is a leadership and human resource solutions company that believes in impacting lives and multiplying the impact through adding value to others personally and professionally. We are also the local representative for Erickson Coaching International in East Africa.

We provide a platform for both individuals and organizations to share their experiences and help others create their own success stories. Rise & Learn Global is about giving our time and knowledge using innovative and cost-effective methods that yield impactful results.

Rise & Learn Global makes it easy for you to access information necessary for your growth using various methodologies and leveraging on technology. Our focus is on delivering quality and making the best use of participants' active time.



Rise & Learn

We are positioned as Strategic Business Partners through our core solutions as follows:

- ✓ HR Consulting
- ✓ HR Outsourcing Solutions for SMEs
- ✓ Recruitment & Assessment
- ✓ Mastermind Group Training
- ✓ Corporate Training
- ✓ Professional Coaching & Certification
- ✓ Youth Empowerment Services

Our Brands

East Africa HR Symposium

East Africa HR Symposium is an annual HR Conference that brings together hundreds of HR Professionals, business leaders in private and public sectors from East Africa and beyond.



Erickson Coaching International

Erickson Coaching International is an organization committed to providing ICF Accredited coaching certification programs and represented in over 40 world locations by more than 75,000 Erickson Coaches.



InMySteps Foundation

A sustainability initiative that provides internship, training and mentorship opportunities for graduates out of college and university to prepare them for the world of work and promote employability.



DAY ONE, 27TH AUGUST 2025

Theme: Paving the Path to Futureproofing

TIME	TOPIC	SPEAKER
07:30am 09:00am	Arrival and Registration of Delegates	Symposium Secretariat
09:00am 09:05am	Administrative Announcements	
09:05am 09:15am	Welcome Remarks, Introduction: Setting the Scene	Claire Museke Founder & MD, KaizenMind Emily Kamunde-Osoro HR Leader & Founder, Rise & Learn Global
09:15am 09:30am	Opening Speech (Entertainment)	Guest of Honour
09:30am 10:30am	Keynote Speaker: From Buzzwords to Bottom Line: The Real Role of EVP in Africa's Workforce Transformation	Samantha Coom Founder & CEO, The Social Craft
10:30am 11:15am	TEA/COFFEE BREAK & Networking (30 Mins)	
11:15am 12:00pm	Constructive Cultures and Positive Leadership	Christian Sellars CEO, Transforming Engagements (TES) Ltd
12:00pm 01:00pm	Panel Discussion: AI in HR: Leveraging Technology for People-Centric Strategies <ul style="list-style-type: none"> ✓ AI-powered HR: How automation is transforming employee lifecycle strategies: recruitment, performance management & employee experience. ✓ Ethical concerns in AI-driven HR: Ensuring fairness & transparency in hiring & decision-making. ✓ Digital transformation & the role of HR analytics in shaping business strategy. 	Moderator: John Fumbah Lead Consultant: HR Transformation & Learning & Development, Rise & Learn Global Panelists: Jackie Kalisa Head of Performance Talent and Change, Rwanda Social Security Board Mike B. Ndimurukundo Chief of Staff, University of Global Health Equity Fadzai Hundu Vice President of People & Culture, The African Leadership University
01:00pm 02:00pm	LUNCH BREAK and Networking (1 Hour)	
02:00pm 03:00pm	Leadership in a Hybrid and Distributed Workforce	Samkelo Blom CEO, Nomatu Consulting

DAY ONE, 27TH AUGUST 2025

TIME	TOPIC	SPEAKER
03:00pm 03:45pm	How to Develop an Abundance Mindset (Rebroadcast)	John C. Maxwell #1 Leadership Expert & Best-Selling Author <i>Live2Lead 2024 rebroadcast</i>
03:45pm 04:00pm	Sponsors brief (15 Mins)	
04:00pm 04:30pm	TEA/COFFEE BREAK and Networking	
END OF DAY ONE		

DAY TWO, 28TH AUGUST 2025

Theme: Unleashing Human Potential

TIME	TOPIC	SPEAKER
08:30am	Day 1 Recap & Trivia	MC - Sheilla Umutoni Corporate Trainer & People Skills Coach, Elevate Training Solutions Joshua Tahinduka Managing Director, Elevate Training Solutions
08:45am 09:15am	The importance of replenishing energy reserves to fuel one's vision and achieve major goals. (Rebroadcast)	Valorie Burton Life Strategist, Best Selling Author, Positive Psychology Expert <i>Live2Lead 2024 rebroadcast.</i>
09:15am 10:10am	Panel Discussion: Work: Navigating Global Shifts & Local Realities <ul style="list-style-type: none"> ✓ How AI and automation are redefining jobs and skills. ✓ Preparing African workforces for the new digital economy. ✓ Workforce mobility and talent shortages: solutions for an evolving labor market. 	Moderator: Joshua Tahinduka Managing Director-Elevate Training Solutions Panelists: Lys Mwiza Group Operations Director, ITM Holding Judith Charles Founder & Chairperson, Women HR Association of Tanzania - WHAT Laetitia Uwera Human Resources Director, The Heineken Company, Kigali

DAY TWO, 28TH AUGUST 2025

TIME	TOPIC	SPEAKER
10:10am 10:45am	TEA BREAK/ Networking (30 Mins)	
10:45am 11:30am	Attracting Talent in the Age of Visibility: LinkedIn Branding for African HR Leaders	Samantha Coom Founder & CEO, The Social Craft
11:30am 12:15pm	Truth vs. Hype: What AI Is Really Doing to Recruitment	Stewart Samkange Founder & CEO, cvsandresumes.com
12:15pm 01:00pm	Emotional Capacity & Power Literacy in the New Era of Leadership.	Rebecca Hansen Transformational Leadership Coach, 2x TEDx Speaker
01:00pm 02:00pm	LUNCH BREAK and Networking (1 Hour)	
02:00pm 02:30pm	Mentoring Africa's Future: Practical Pathways to Youth Employability and Skills for Economic Transformation	Emily Kamunde-Osoro HR Leader & Founder, Rise & Learn Global
02:30pm 03:20pm	Panel Discussion: Skills Over Degrees: The Shift to Skills-Based Hiring <ul style="list-style-type: none"> ✓ Rethinking hiring strategies: What matters more—skills or academic qualifications? ✓ Reskilling & upskilling for future jobs: How HR can build a skills-first culture. ✓ Leveraging technology for skills mapping and workforce development. 	Moderator: Stewart Samkange Founder & CEO, cvsandresumes.com Panelists: Prof. Kayihura Muganga Didas Ag. Vice Chancellor, Associate Professor of Business Law, University of Rwanda Dr. Jane Chiroma Associate Professor, Education policy and curriculum studies - Director of Academic Affairs, African School of Governance Emily Kamunde-Osoro HR Leader & Founder, Rise & Learn Global
03:20pm 04:00pm	Happy Teams, Thriving Business: Let's Talk Employee Experience	Deon De Swardt Managing Partner, Africa People Advisory Group
04:00pm 04:20pm	Sponsor Briefs	
04:20pm 05:00pm	TEA/COFFEE BREAK (30 Mins)	
05:00pm 06:30pm	TEAM BUILDING Kigali Golf course trail Green carpet Walk - Nyarutarama	
END OF DAY TWO		

DAY THREE, 29TH AUGUST 2025

Theme: Driving Business Growth and Economic Impact

TIME	TOPIC	SPEAKER
08:30am 09:00am	Day 2 Recap and Trivia	Symposium Team
09:00am 09:45am	The Joy is in the Journey	John C. Maxwell #1 Leadership Expert & Best-Selling Author, <i>Live2Lead 2024 rebroadcast</i>
09:45am 10:30am	Panel Discussion: HR's Role in Driving Business & Economic Transformation	Moderator: Sheila Umutoni Corporate Trainer & People Skills Coach- Elevate Training Solutions Panelists: Joie-Claire Museke Founder & MD, KaizenMind Steven Murenzi Director for People Management, Rwanda Revenue Authority & Founder of People Matters Kigali-Rwanda Paul Rumanda Rugambwa Head of Department- Human Resources, The Infectious Diseases Institute Limited, Makerere University
10:30am 11:10am	TEA/COFFEE BREAK (30 Mins)	
11:10am 12:00pm	Thinking differently in and about the workplace: A new path towards true inclusion	Tebatso Hule Senior Employee Relations Manager, Debswana Diamond Company
12:00pm 01:00pm	CEO Panel Discussion Leading Workforce Transformation in Africa	Moderator: Gisele Uwase Associate Director HR, BioNTech Rwanda Ltd. CEOs from East Africa's corporate sector share bold insights on redefining the meaning of work, HR's strategic role, and building resilient value-driven organizations.
01:00pm 01:30pm	CLOSING REMARKS	
01:30pm 02:00pm	VOTE OF THANKS Certificates	
02:00pm 03:00pm	LUNCH BREAK and Networking	
03:00pm 04:00pm	EXHIBITION & SPONSORS	OPTIONAL CITY TOUR
04:00pm	TEA/COFFEE BREAK and Networking	
END OF DAY THREE		



**We contribute to
Africa's sustainable
market development
goals.**

MEET THE SPEAKERS



Samantha Coom

Founder & CEO, The Social Craft

Employer Branding Expert | Disruptive Digital Strategist | Social Leadership Coach | Champion for Economic Growth

Samantha Coom is a recognized leader in employer branding, digital strategy, and corporate storytelling, helping organizations build people-first brands that attract, engage, and retain top talent. As the Founder & CEO of The Social Craft, she specializes in turning strategy into social impact—leveraging digital platforms, content, and technology to position businesses as employers of choice.

A LinkedIn Alumni, Samantha played a pivotal role in driving employer branding, talent strategy, and media solutions in EMEA. Working directly with C-suite executives and marketing leaders, she advised on how to maximize LinkedIn's ecosystem—from organic content, paid media TA and OD strategies. Her expertise spans social media engagement, digital transformation, and channel optimization, ensuring brands connect authentically with talent in a hyper-digital world.

With a career spanning global organizations and entrepreneurship, Samantha understands both corporate complexities and the agility of scaling brands in fast-moving markets. She is passionate about using data-driven insights, emerging media, and digital storytelling to elevate employer brands, ensuring they not only attract top talent but foster long-term brand advocacy.

Her deep love for Africa and developing economies fuels her mission to create economic opportunity through branding, technology, and media innovation. She believes that in today's digital-first landscape, the right employer brand can be a game-changer—not just for businesses, but for entire industries and regions.



Christian Sellars

CEO, Transforming Engagements (TES) Ltd

Christian Sellars is a global business leader with 30 years' experience in managing complex teams. Christian is an economist by training, has held global leadership roles at the US-based pharmaceutical company MSD & previously worked in government in South Africa.

He is an expert in positive leadership & team performance and is accredited by Human Synergistics International. He has an MBA from the Australian Graduate School of Management and a Master of Commerce (with distinction) from University of Cape Town.



John Fumbah

Lead Consultant: HR Transformation & Learning & Development, Rise & Learn Global

John is a seasoned HR professional with over 25 years of experience, demonstrating expertise across a broad range of HR functions with a particular focus on Learning & Development (L&D) and Talent Development. He possesses a strong track record of success in both strategic planning and practical implementation, consistently aligning HR initiatives with overall business objectives. His experience spans various organizational contexts, allowing him to adapt and drive positive change in diverse environments.

John has vast experience specializing in Learning & Development (L&D), talent identification and development, and driving cultural transformation within rapidly evolving digital environments, primarily in Africa. He possesses a strong track record of success in designing, implementing, and scaling L&D programs, particularly within the context of technology organizational projects, with a strong focus on digital adoption, future skills development, and strategic talent management.



Jackie Kalisa

Head of Performance Talent and Change, Rwanda Social Security Board

Jackie has a wealth of experience in HR, with over 11 years of expertise spanning multiple sectors including auditing, banking, IT, and public service. She has a proven track record in Talent Management, Employee Relations, Performance Management, and driving organizational change. Throughout her career, Jackie has consistently developed and executed HR strategies that align with broader business goals, ensuring talent is leveraged to its full potential.

Currently, Jackie serves as the Head of Performance, Talent Development, and Change at the Rwanda Social Security Board, a leading social security institution in Rwanda. In this role, she is responsible for shaping and implementing HR strategies that drive human capital effectiveness, foster employee growth, and enhance organizational performance.

Jackie's experience across various industries has given her a global perspective on talent development, and she is known for her ability to navigate complex HR challenges while keeping a focus on results. She excels in fostering strong employee relations and creating work environments that promote employee well-being, engagement, and performance.

Her approachable demeanor and strong communication skills makes her a trusted advisor within the organizations she's worked with, and her forward-thinking approach ensures that her strategies are aligned with the latest HR trends and best practices. She has consistently implemented successful employee development programs and optimized HR processes to help organizations meet their goals, making her an invaluable asset in shaping the future of human capital.



Mike B. Ndimurukundo

Chief of Staff, University of Global Health Equity

Mike is a technology and business leader with over 18 years of experience driving innovation, strategic partnerships, and operational excellence across Africa. Currently serving as the Chief of Staff at the University of Global Health Equity (UGHE).

Previously, he served as Managing Director of Andela Rwanda for almost six years, where he led Tech talent development, major partnerships, and business growth. With leadership experience at YLabs, Tulane University, and other organizations, Mike is passionate about empowering youth through technology, innovation, and entrepreneurship.



Fadzai Hundu

Vice President of People & Culture, The African Leadership University

Fadzai Hundu is a seasoned People leader with over 15 years of experience shaping organisational success through strategic HR solutions. As the VP of People at ALU, she is driving the People & Culture strategy to support the organisation's transformation journey.

With a proven track record at leading multinational organisations like Bolt, NielsenIQ, BDO, and PwC, Fadzai brings a wealth of experience in HR functions including organisational development, performance management, talent acquisition, and change management.

Her ability to align people strategies with business objectives has been instrumental in delivering impactful results. Fadzai is passionate about developing African talent on a global stage and creating inclusive work environments where individuals can thrive. Beyond her role at ALU, she actively mentors early-career professionals to empower the next generation of leaders.

A strong advocate for the strategic partnership between People and Business, Fadzai believes in building high-performing organisations through a focus on employee experience and development. Her professional career, personal journey and academic qualification provide a solid basis for her analytical and data-driven approach to her work.

Fadzai holds a Bachelor of Science in Accounting and a Master of Arts in Communication with a Graduate Certificate in Human Resource Development from Indiana State University. This diverse academic foundation allows her to approach HR challenges with both a strategic and human-centric lens.



Samkelo Blom

CEO, Nomatu Consulting

Samkelo Blom has over 30 years of HR experience in various companies. He has worked in financial services, academia, nonprofits, transport, and hospitality.

Samkelo's last role was as Group HR Executive for a global company headquartered in South Africa. In 2018 Samkelo Blom started a niche consulting firm that specializes in Diversity Equity Inclusion and Belonging.

A passionate and skilled facilitator with an unwavering desire to raise uncomfortable issues whilst adding wisdom and strategic focus. Samkelo's sense of humor, whilst it might make you laugh is layered with wisdom and tips and challenges traditional and set patterns. Samkelo Blom is married with 2 daughters who constantly add value to his global consulting and parenting journey.



Sheilla Umutoni

Corporate Trainer & People Skills Coach, Elevate Training Solutions

Sheilla Umutoni is a leadership and communication trainer with a background in law and over five years of experience in people development.

As co-founder of Elevate Training Solutions and a Certified DISC Trainer, she has coached over 300 professionals to communicate effectively, lead confidently, and build cohesive teams.

Sheilla currently serves as President of Elevated Speakers Toastmasters Club, and leads the Global Women Leaders Network – Rwanda, where she advocates for inclusive leadership and the empowerment of women in leadership and business.

At the intersection of workforce transformation and inclusive leadership, Sheilla brings warmth, insight, and clarity to the stage, qualities that make her a fitting host for conversations shaping the future of HR in Africa.



Joshua Tahinduka

Managing Director, Elevate Training Solutions

Joshua Tahinduka is a certified trainer with over a decade of experience in public speaking, executive communication, and leadership development. As Rwanda's first Distinguished Toastmaster and an award-winning speaker, Joshua has helped hundreds of professionals across private companies, NGOs, and public institutions to lead with confidence and communicate with clarity, especially in high-stakes environments.

He holds certifications from Dale Carnegie in Effective Communication & People Relations and High Impact Presentations, as well as a Training of Trainers certification from the Uganda Institute of Management.

Joshua's work bridges the worlds of people and performance, empowering HR leaders, executives, and young professionals alike to thrive in the evolving world of work. His presence as MC at the 7th East Africa HR Symposium embodies the event's spirit: engaging, future-focused, and people-first.



Lys Mwiza

Group Operations Director, ITM Holding

Ms. Mwiza Lys is a highly accomplished business development leader with over fifteen years of experience across diverse sectors in Rwanda and other African countries. Her core competencies include market analysis, strategic planning, financial management, and organisational development.

Currently, she serves as the Group Operations Director at ITM Holding, where she oversees a complex business ecosystem comprising eight subsidiaries and twenty branches across Africa and Europe.

Her career started in 2009 in the banking sector and her journey was marked by a series of impactful achievements. She successfully launched ITM Group's first subsidiary in Rwanda, built a strong HR brand, and navigated market challenges with foreign investment. In Angola, she revitalised ITM Katope Lda by redefining its business model and implementing a digital marketing strategy during the COVID-19 pandemic.

She also led business expansion efforts across Africa, resulting in five new branches, and founded SLP Home Ltd, an interior design company in Rwanda that achieved 200% year-on-year growth from 2020 with support from the MasterCard Foundation.

Ms. Mwiza's earlier career includes seven years at Bank of Kigali PLC, where she managed high-net-worth clients and handled complex financial transactions. Her leadership style is visionary and strategic, complemented by her fluency in six languages, which enhances her cross-cultural communication. Academically, she holds an MBA from Oklahoma Christian University, a Bachelor's in Economics and Business Studies from Kigali Independent University, and an Accounting Diploma from AUCA.



Judith Charles

Founder & Chairperson, Women HR Association of Tanzania (WHAT)

Judith is a seasoned Human Resources professional with over a decade of hands-on experience as HR Leader, specializing in strategic HR planning, talent management, employee relations, and organizational development. With a strong track record of fostering inclusive workplace cultures and driving HR innovation, Judith has played a key role in aligning HR strategies with business objectives in both Public & Private Sector.

As the Founder and Chairperson of the Women HR Association of Tanzania (WHAT), Judith is a passionate advocate for women's empowerment in the workplace and the HR profession. Under her leadership, WHAT has grown into a leading platform for mentorship, networking, and professional development for female HR professionals across Tanzania.

Recognized for her leadership, integrity, and commitment to excellence, Judith continues to shape HR practices and policies that promote equity, growth, and sustainability in the workforce. She is also a frequent speaker and contributor on topics related to HR leadership, gender equality, and capacity building in emerging markets.



Laetitia Uwera

Human Resources Director, BRALIRWA Plc, Part of the HEINEKEN

With over 15 years of experience across Africa and Europe, Laetitia is a seasoned and visionary HR leader known for driving transformative people strategies that unlock organizational potential and ignite people growth. Her passion for travel and deep curiosity have enriched her journey, allowing her to live and work across multiple countries and cultures shaping her inclusive, globally minded leadership style

Starting her career as an HR Coordinator in 2009 at Millicom International Cellular (TigoRwanda), she quickly rose to lead HR digital innovations, talent and commercial capability development, And leadership initiatives across diverse markets including Tanzania, Chad, DRC, Senegal, Ghana, London, and Latin America.

In 2014, Laetitia returned to Rwanda As Chief HR Officer at Tigo Rwanda, where she led the people agenda during a complex merger and acquisition, balancing immediate operational challenges with a future-focused strategy.

Since 2018, Laetitia has been serving as Human Resources Director at BRALIRWA Plc. Where she boldly champions inclusive, people-first strategies that fuel sustainable growth and cultivate a culture where innovation thrives, and individuals are empowered to lead with purpose.

Laetitia is passionate about career coaching and mentoring future leaders. Outside of work, she finds inspiration and balance in raising her boys, connecting with nature, travelling, and music. She believes that great leadership ignites courage, fosters creativity, and transforms challenges into opportunities.



Stewart Samkange

Founder & CEO, cvsandresumes.com Company

Stewart's journey through IBM, Microsoft, Oracle, SAP SuccessFactors, and LinkedIn across 8 different countries taught him that technology without human insight is just noise. Having lived and worked from Dublin to Dar es Salaam, Nairobi to Lagos, Johannesburg to Harare; his contextual storytelling weaves real cultural nuances into talent acquisition strategies.

After years building solutions across Europe, Middle East, and Africa, he witnessed the same frustration everywhere: brilliant candidates invisible to employers, recruiters drowning in irrelevant applications. So, he founded

www.cvsandresumes.com, an AI platform that's helped over 3.4 million job seekers break through applicant tracking systems with a 62% interview success rate.

His mission: humanizing recruitment technology, turning silent rejections into meaningful connections between global talent and opportunity. If you have ever joined one of his exhilarating talks, then you will bring a colleague to this one!



Rebecca Hansen

Rebecca Hansen - Transformational Leadership Coach, 2x TEDx Speaker

Rebecca Hansen is a transformational leadership coach and TEDx speaker with over a decade of experience working with senior leaders and high-performing teams from across Africa, Europe, the U.S., and Asia.

She specializes in identity-based leadership, emotional mastery, and embodied presence, helping leaders not just think differently, but lead themselves and others from a deeper, more powerful place. Known for her direct and intuitive approach, Rebecca equips leaders to navigate complexity with clarity, resilience, and lasting impact.



Prof. Kayihura Muganga Didas

Ag. Vice Chancellor, Associate Professor of Business Law, University of Rwanda Company

Assoc. Prof. Kayihura Muganga Didas is an experienced Practitioner of Law, an Associate Professor of Business Law, and a Manager with a demonstrated history of working in the research industry and academia, Arbitration and Public Speaking.

Strong education professional with a Doctor of Philosophy (Ph.D.) focused on International Business/Trade/Commerce from Utrecht University.

He has strong managerial skills both in academia and in practice of Law, but also, on-Board membership. He is a Certified trainer in Mediation, Arbitration, Negotiation and Legal practice and has also a strong experience in Business transactions.



Dr. Jane Chiroma

Associate Professor, Education Policy and Curriculum Studies - Director of Academic Affairs, African School of Governance

Dr. Jane Adhiambo Chiroma is a seasoned academic and practitioner who seamlessly bridges the worlds of academia and industry.

She currently serves as Associate Professor of Educational Policy and Curriculum Studies, and Director of Academic Affairs at the Africa School of Governance (ASG) in Kigali, Rwanda.

Formerly a Senior Lecturer and Director of the Center for Online Teaching and Learning at PAC University, Jane brings extensive expertise in capacity building, leadership development, mentoring, and curriculum design tailored to workforce readiness.

With rich professional experience spanning East, West, and Southern Africa, she is deeply committed to shaping education and training systems that equip learners with the skills needed to thrive in today's evolving job market.



Emily Kamunde-Osoro, PPC

HR Leader & Founder, Rise & Learn Global

Emily is a HR Leader and Founder of Rise & Learn Global, a Human Resource Consulting Firm that provides HR Outsourcing, Training & Professional Coaching services. Rise & Learn is also the Kenya Partner for Erickson Coaching International, an organization committed to providing ICF Accredited programs and represented in 217 cities with more than 75,000 Erickson Coaches.

Emily has over 20 years' experience, having worked in Consulting, Nonprofit, Aviation, Agriculture and Financial Services firms. Some of the organizations include Kenya Airways, Syngenta & Jubilee Insurance where she served as Group Head of Human Resources. She is experienced in Business building, HR

strategy development, Leadership, change management, Coaching, Career and organizational development having worked and supported various countries across Africa & Middle East. Some of these countries include: South Africa, Greece, Morocco, Turkey, Egypt, Ethiopia, Tanzania, Uganda, Zambia, Zimbabwe & Kenya.

She has facilitated various training programs across different levels of the organization including Leadership, Coaching, Performance Management, Customer Service, Emotional Intelligence, Change Management, Human Resources among others.

Emily has over 1000 Hours of Coaching experience provided to clients around the Globe working with Multinational organizations such as Ernst & Young, International Monetary Fund (IMF), AMREF, HIAS, Diakonia, Uber, Grundfos, S&P Global, Ernst & Young, Willis Towers Watson, Adobe, Molson Coors, Smith & Nephew, Paypal, Lexman International, Computershare, among others. Her clients include middle managers, Directors and Chief Executives.

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 a member of the following HR Associations - Society of Human Resource Management (SHRM), Institute of Human Resource Management Kenya (IHRM) and HR Managers Association of Uganda (HRMAU).

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 served as a Global Director of the International Coaching Federation (ICF) for 4 years, one of which time she was Treasurer for the Professional Coaches Board, ICF. Emily is currently a Governing Council Member of the Pan African Christian (PAC) University.

Emily holds an MBA, a Bachelor's Degree in Tourism Management, A Higher Diploma in Human Resources (IHRM) and a Diploma in French Language. She holds an ICF Coaching credential (PCC), is a certified John Maxwell Certified Coach and a Gallup Certified Strengths Coach. She is also certified to administer assessments such as the Leadership Circle Profile and Extended DISC.

Emily runs InMysteps Foundation, her 40th birthday gift to future generations aimed at tackling unemployment by providing opportunities for practice, decent work and subsequent economic growth. The program provides fresh graduates with training, mentorship and internship placements through volunteer partners and organizations.

She is passionate about Leadership, Entrepreneurship, People management and Coaching which makes her a dependable HR & Business leader. Emily is married and lives in Nairobi Kenya with her husband and their 3 sons aged 20, 15 and 10 years. She loves to unwind in the kitchen and enjoys running and inspirational reads.



Deon De Swardt

Managing Partner, Africa People Advisory Group

Deon is a joint founding member of Human Resources Consulting firm, Africa People Advisory Group, which provides a broad range of Human Resources Consulting and Product solutions to clients across sub-Saharan Africa.

Deon was previously employed as a Principal Consultant in the Career business in Mercer South Africa, the leading HR Consulting firm globally. With over 15 years of HR experience, he joined Mercer in 2015 where he headed up the Business Development function for Mercer Africa.

His role also extended into the setting up of and management of strategic partnerships with strategically placed firms across key markets in Africa. These relationships extend into local consulting firms and professional associations. Furthermore, he led a team of Business Development Managers to engage clients across Africa. He also appeared on various Television News inserts and published various articles during his tenure. Prior to joining Mercer, Deon spent 21 years working in the financial services industry.

Most Recently, he was the HR Head for HR delivery for a large insurance company in Johannesburg. In this role all HR delivery functions (HR Management, Operations and Learning) reported into him. He was also accountable for the integration of various HR functions at the time. Earlier, he spent five years as the HR Executive in Africa for a leading financial service organization in Cape Town. In this role he was accountable for the full HR function across seven African markets.

His accountability entailed setting up the three-year HR strategy and then driving tactical and operational execution of the strategy. His insight into the African market developed during this period, He has traveled to various African markers on a regular basis and has spent significant time on the ground learning more about the opportunities and challenges.

Deon holds a master's degree (cum laude) in HR Management from the University of Pretoria.



Joie-Claire Museke

Founder & MD, KaizenMind

Museke Joie-Claire is a passionate and experienced HR professional, consultant, and advocate for inclusive workplaces. With over a decade of expertise in Learning & Development, Performance Management, and Organizational Development. Throughout her career, she has worked with multinational corporations, financial institutions, and SMEs, providing strategic HR solutions that drive business success while fostering employee growth.

As the Founder and Lead Consultant of KaizenMind, Museke has taken a bold step toward transforming HR practices to be more inclusive, adaptive, tech-driven and impactful. Under her leadership, KaizenMind has become a trusted partner for organizations looking to develop inclusive policies, train their workforce, digitalized HR Solutions, and create equitable employment opportunities. Her work is deeply rooted in evidence-based HR practices, leveraging data-driven decision-making to improve employee engagement, performance, and retention across diverse industries.

She is also an active advocate for mental health, workplace diversity, and psychological safety, regularly contributing thought leadership through articles and speaking engagements. With a genuine passion for empowering others, she has consistently demonstrated the ability to identify growth opportunities, address challenges, and drive performance improvement through effective coaching methodologies and a focus on mental health awareness and support in the workplace.



Steven Murenzi

Director for People Management, Rwanda Revenue Authority & Founder of People Matters Kigali-Rwanda

Steven Murenzi is a visionary human capital strategist and one of Rwanda's foremost thought leaders in the field of human resource management. With over 13 years of progressive experience, he currently serves as Director of People Management at Rwanda Revenue Authority (RRA), where he leads transformative people strategies that align workforce capabilities with institutional excellence, operational agility, and national development priorities.

Steven is a pioneer of the Rwandan Human Resources Management Organization (RHRMO), the country's flagship professional body for HR practitioners, which is affiliated with both the African Federation of Human Resources Management Associations (AFHRMA) and the World Federation of People Management Associations (WFPMA). Through his work with RHRMO, he has been instrumental in shaping Rwanda's national HR agenda and professionalizing the HR function across sectors.

As the founder of People Matters Kigali-Rwanda, Steven has established a premier platform for advancing thought leadership, policy dialogue, and cross-sector collaboration among HR professionals. Under his stewardship, People Matters hosts national forums, publishes a widely read monthly HR magazine, and delivers the People Matters Awards—celebrating innovation, impact, and excellence in HR across public, private, and nonprofit organizations. Internationally recognized, Steven is a WCO Accredited HRM Expert and an active member of the Chartered Institute of Personnel and Development (CIPD).

His work blends deep expertise in organizational development, internal communications, culture transformation, and workforce well-being with a profound commitment to inclusive, values-driven leadership. A trusted advisor, mentor, and systems thinker, Steven continues to shape the future of work in Rwanda and beyond—positioning HR as a strategic lever for institutional resilience, national capacity building, and socio-economic transformation.



Paul Rumanda Rugambwa

Head of Department- Human Resources, The Infectious Diseases Institute Limited, Makerere University

Paul Rumanda Rugambwa is a seasoned Management Executive and Global Remuneration Professional certified by WorldatWork (USA), with over 17 years of diverse experience across Uganda, East, and Southern Africa. His professional journey spans purpose-driven organizations (NGOs), health, automotive, and telecommunications sectors, reflecting a deep commitment to transformative leadership and operational excellence.

Paul currently serves as the Human Resources Director at the Infectious Diseases Institute-Makerere University, leading strategic human capital initiatives to drive institutional performance and sustainability. He is a member of the Board Audit & Risk Committee of Insurance Company of East Africa (ICEA Lion Life) Uganda, a Board Member of Jesuit Refugee Service (JRS) Uganda, and a member of the Human Resource Managers' Association. He has previously held senior leadership roles at organizations including International Medical Group (now C-Care), Toyota Uganda Limited (now CFAO Motors Uganda), and Toyota Tsusho Africa (PTY), South Africa.

A strong advocate for organizational transformation, Paul's core expertise includes:

- Strategy Development and Execution
- Strategic Human Resource Management and Talent Development
- Organizational Process Effectiveness and Efficiency Optimization
- Total Rewards and Global Mobility/Expatriate Management
- Risk and Assurance, Financial Oversight, and Operations Management
- Legal and Compliance Oversight of Disciplinary and Grievance Procedures
- Environmental Health, Safety, and People-Centred Sustainability

He holds a Master of Business Administration from Heriot-Watt University (Edinburgh), a Postgraduate Diploma in Human Resource Management and Development from Uganda Management Institute, and a Bachelor of Arts (Hons) in Social Sciences from Makerere University. His professional development includes certifications in:

- Total Rewards and Compensation - WorldatWork
- Strategic Business Partnering – Graduate School of Business at the University of Cape Town
- HR Business Partnering - Deloitte South Africa
- SAMTRAC - NOSA South Africa
- Leadership Development through Tsusho Africa Leadership and Tencho Leadership Programs

Paul is driven by a deep passion for helping people realize their full potential and enabling organizations to fulfill their strategic missions, anchored in the sustainable balance of People, Planet, and Profit.



Tebatso Hule

Senior Employee Relations Manager, Debswana Diamond Company

Tebatso is currently the Senior Employee Relations Manager at Debswana Diamond Company. In this portfolio, he is responsible for the management of sound labour relations across the company. He has held various other leadership roles within Debswana including Employee Relations Manager and Human Resources Manager at Orapa, Letlhakane and Damtshaa Mines. Before joining Debswana, he has worked and gained vast experience in various industries including Media, Academics, Government and Non-Profit organizations. He serves in the Board of the National Arts Council of Botswana and Botswana Society. He has also previously served in the

Boards of the Botswana National Youth Council and Institute of Human Resources Management.

Tebatso holds a Master of Arts in Politics and International Relations from the University of Botswana, a Master's in Public Administration with specialization in Human Resources Management from the University of Botswana, a Master of Science Degree in Strategic Management from the University of Derby, and Bachelor of Arts in Political Science and Public Administration from the University of Botswana. He has undergone various Executive Development Programmes including the Programme for Management Development-PMD with the University of Cape Town's Graduate School of Business and Negotiation Science with the Wits Business School.



Gisèle Uwase

Associate Director HR – Biontech Rwanda

Gisèle Uwase is a seasoned HR enthusiast with over 10 years of leadership experience across diverse industries. She currently serves as Associate Director HR at BioNTech Rwanda, Africa's first mRNA vaccine manufacturing site, where she plays a pioneering role in shaping the site's HR strategy. Among other responsibilities, she leads efforts to recruit top talent from across the continent and contributes to initiatives that accelerate capability building in vaccine manufacturing on the continent.

She is deeply passionate about talent and leadership development, driving organizational effectiveness and building high-impact HR strategies,

particularly within the dynamic context of greenfield projects. Her expertise was instrumental in the successful launch of the Kigali Logistics Platform – DP World Kigali, one of the largest inland cargo handling facilities in the Great Lakes Region, where she optimized organizational design and operational structure.

She is a MindGym-certified coach, an LBG Certified Community Investment Professional and currently serves as a DEIB Council Member at BioNTech. She has actively led and contributed to strategic initiatives that promote inclusion, equity, and community engagement both within her current and past organizations and through volunteering work with local communities.

Outside of work, Gisèle enjoys traveling with her sonshine, early morning walks, and hiking in Rwanda's Land of a Thousand Hills.



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John C. Maxwell

#1 Leadership Expert & Best-Selling Author

John C. Maxwell, is a #1 New York Times bestselling author, speaker, coach and leader who has sold more than 34 million books. He is the founder of Maxwell Leadership® — a leadership development organization that has trained tens of millions of leaders in every nation. Having been recognized as the #1 leader in business and as the world's most influential leadership expert, Maxwell continues to influence individuals and organizations worldwide—from Fortune 500 CEOs and national leaders to entrepreneurs and the leaders of tomorrow.

For more information, visit maxwellleadership.com.



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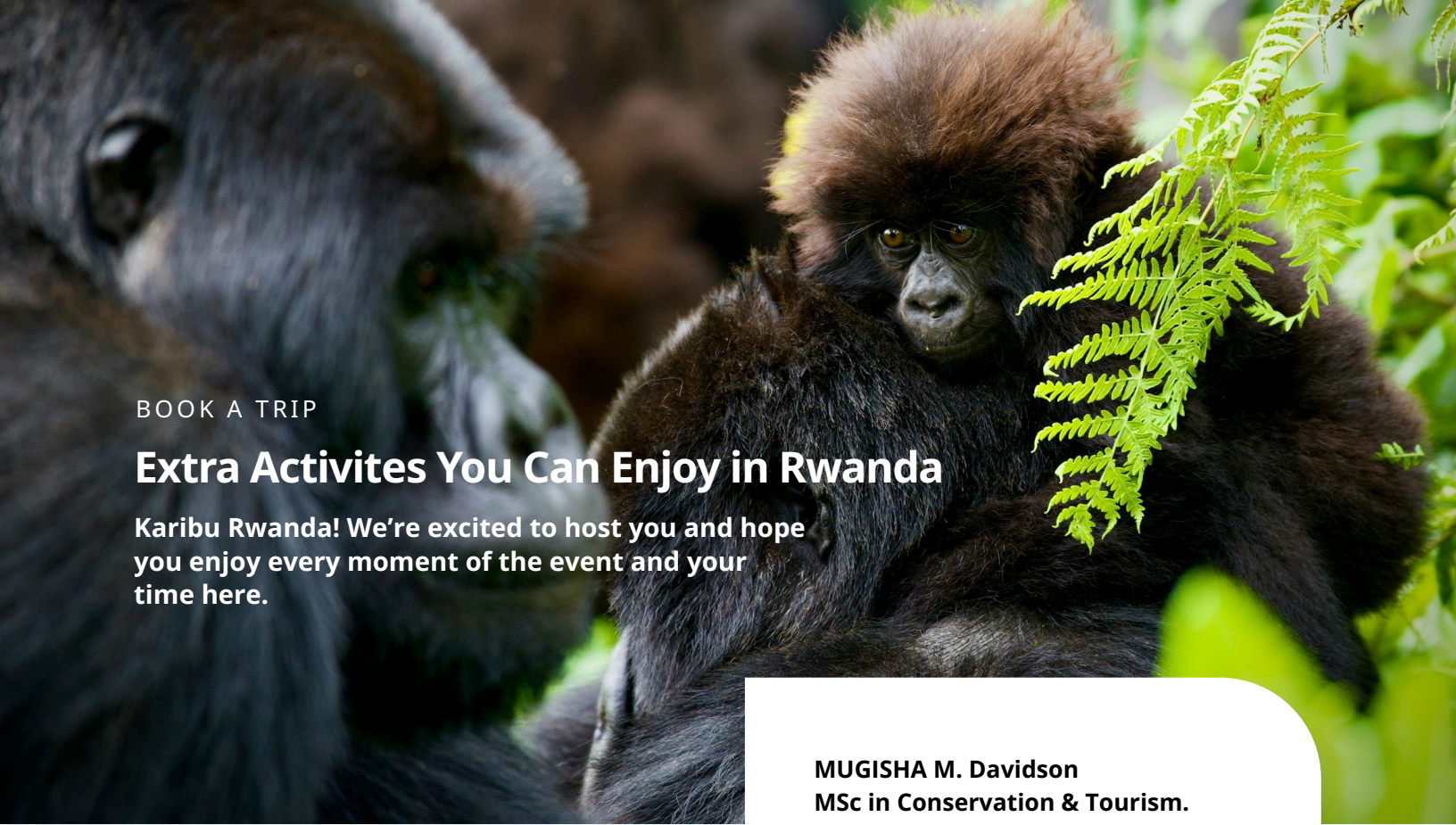
Valorie Burton

Life Strategist, International speaker & CEO of the Coaching and Positive Psychology (CaPP) Institute.

Valorie Burton, is a life strategist, and international speaker, and is CEO of the Coaching and Positive Psychology (CaPP) Institute. Her life-changing message has an intriguing, research-based emphasis in the pioneering field of applied positive psychology – the study of what happens when things go right with us. Her company provides coaching, coach training, and resilience training and has served clients in all 50 states and 20 countries on six continents.

Since 1999, she has written 13 books translated into multiple languages, including *Let Go of the Guilt*, *It's About Time*, and *Successful Women Think Differently*.

She has appeared regularly on the TODAY Show, CNN, Dr. Oz, and in Essence, and has spoken to hundreds of organizations around the globe. She was named one of the top 60 motivational speakers in America and one of the Top 100 Thought Leaders in the field of personal development. She and her husband Jeff live on a ranch south of Atlanta with their children.



BOOK A TRIP

Extra Activities You Can Enjoy in Rwanda

Karibu Rwanda! We're excited to host you and hope you enjoy every moment of the event and your time here.



Gorilla Trekking in Volcanoes National Park

Rwanda is world-famous for its mountain gorillas. You can trek through the lush forests of Volcanoes National Park to see these majestic creatures up close.



Kigali Genocide Memorial

A moving and educational experience that gives insight into Rwanda's history and resilience. It's a place of remembrance and learning.



Lake Kivu Relaxation

One of Africa's great lakes, perfect for boat rides, swimming, kayaking, or simply relaxing on the shores with scenic views.



Nyungwe Forest National Park

Explore one of the oldest rainforests in Africa, known for chimpanzee tracking, canopy walks, and diverse birdlife.

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Taste Rwandan Cuisine

Try local dishes like Isombe (cassava leaves with groundnuts), Brochettes (meat skewers), and Ugali. Don't miss Rwandan coffee and banana beer.



Explore Local Crafts & Markets

Visit markets like Kimironko in Kigali for handmade baskets (Agaseke), beadwork, wood carvings, and colorful fabrics.



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