

The Mentorship Class

2021

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Tenderfoot Tenderfoot Coach

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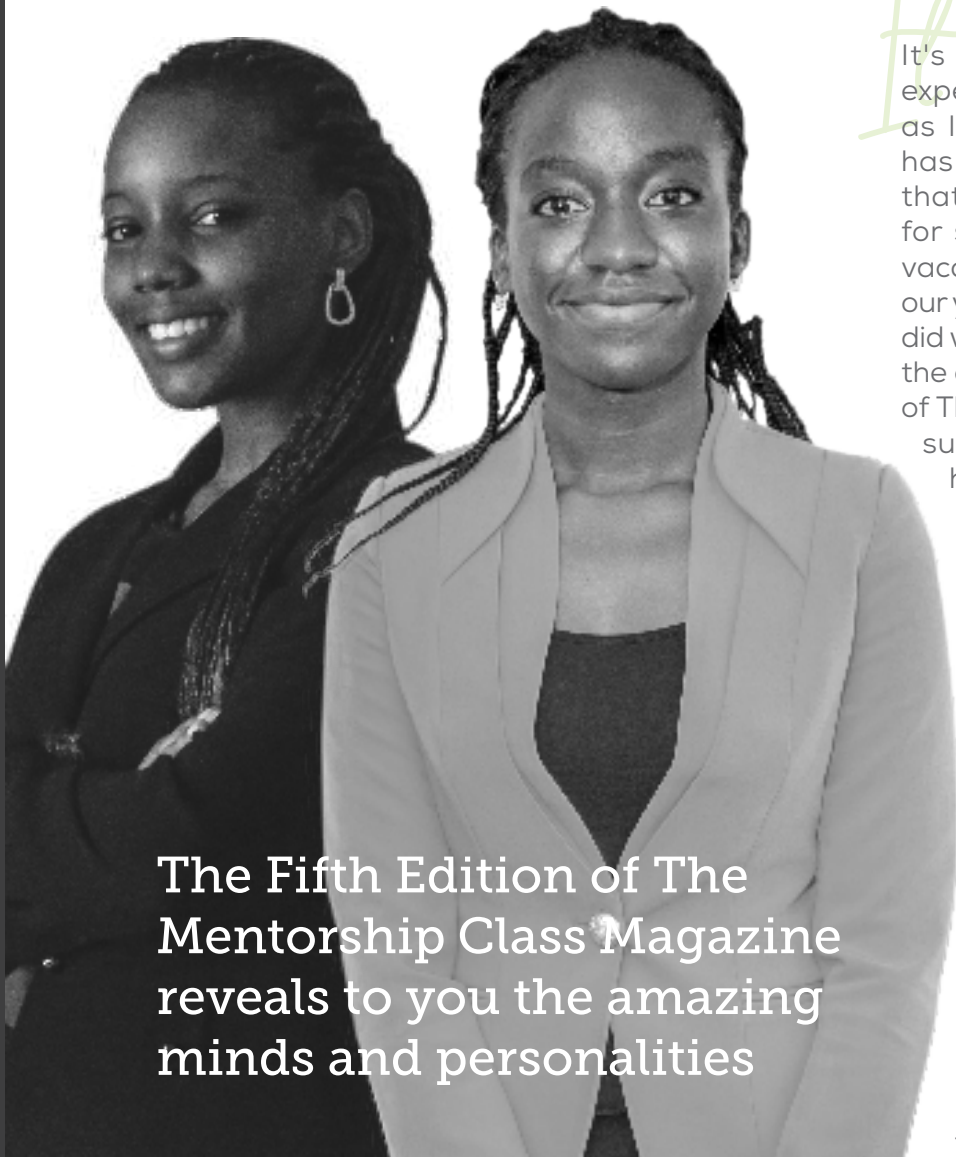
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Note from the Chief Editor



The Fifth Edition of The Mentorship Class Magazine reveals to you the amazing minds and personalities

Kabera Angel & Nantege Angel
Editor in Chief, The Fifth Cohort
The Mentorship Class, 2021

It's been a good one. None of us expected The Mentorship Class to be as life-changing and insightful as it has been. The truth of the matter is that most of us were simply looking for something to do during this long vacation; a positive sink to deposit all our youthful energy and resources- little did we know that we were signing up for the adventure of a lifetime. The impact of The Mentorship Class can hardly be summarised in words, however, we have given it a try. The Fifth Edition of The Mentorship Class Magazine reveals to you the amazing minds and personalities that have gone through this program. From strangers to friends and friends to family each mentee, mentor or coach has left the program with something new to apply to their daily lives.

The Mentorship Class goes beyond being a mere "vac plot" to being a journey of self-discovery and personal growth that sets all mentees apart from the rest. It is an honor to have attended this class and served as the Editor in Chief of the Magazine. Between these lines lies months of hard work, editing, teamwork, communication, a little bit of hardship and growth; and these pictures are only moments of the past few months frozen in time forever. We do hope that you enjoy every bit of it-cover to cover.

MESSAGE FROM T



A candle loses nothing by lighting another candle. We started The Mentorship Class to encourage the mentees to be proactive by pushing themselves to soar to greater heights. Through the guidance obtained we hope to see these young minds catapult themselves into various spaces that appreciate and respect their potential. The Fifth Cohort is one to look out for. Given that most of the sessions have been online, the team of mentors and the enthusiastic mentees astounded us with their undying and unwavering zeal. To them,

The pain of discipline weighs grams . The pain of regret weighs tonnes

//

Most people miss great opportunities because of their misconception of time. Don't wait! The time will never be just right.

Stephen C. Hogan

THE CO-FOUNDERS

life has no limits and there's always a way out of every obstacle in their critical minds. It has been a great experience dwelling among these young minds and we cannot wait to see what they will do with the training they have received from the class. We appreciate the guardians or parents of our various mentees for their continued support. We couldn't have done this without you. The coaches and mentors who worked tirelessly around the clock to get content to share and engage the mentees; we cannot end without expressing my gratitude to them.



// _____
Success occurs when
opportunity meets preparation

Zig Ziglar _____

We look forward to seeing
what the mentees and coaches
have in store for the world!

Andrew & Janet Bugembe _____

BEHIND THE SCENES THE MENTOR

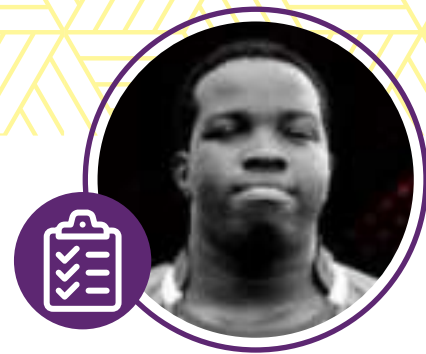


OPERATIONS TRIBE

A one-member team, responsible for the day-to-day running of the class that is, overseeing budgeting, reporting and auditing, planning and implementing all class activities and identifying and addressing problems and opportunities for the class. Furthermore, she works with the management in making class program, planning and strategy decisions in addition to the general assessment of the class across all tribes. She bridges the gap between the CEO and the management team.

"Working with all these different people gives you a chance to tap into people's ideologies and networks which definitely opens you up to vast knowledge and gives one a chance to get better as an individual and as a team." – Jane Ssikyomu

The role is a handful, therefore, requires expertise across a number of different areas that is, management, administration and financial literacy.



REGISTRY TRIBE

A team of four in charge of recruitment, enrolment and evaluation of the present class led by Joseph Muzuva.

"It enhances responsibility and acquaintance with order in which activities are done, however challenging it may be." – Joseph Muzuva

This role demands maximum coordination and support among team members.

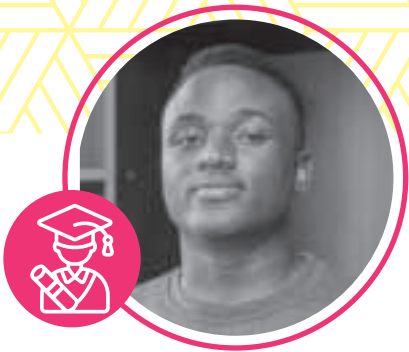


Muzuva Joshua
EVENTS TRIBE



Kyoziira Denise
**PUBLIC
RELATIONS TRIBE**

SCENES @ MENTORSHIP CLASS[®]

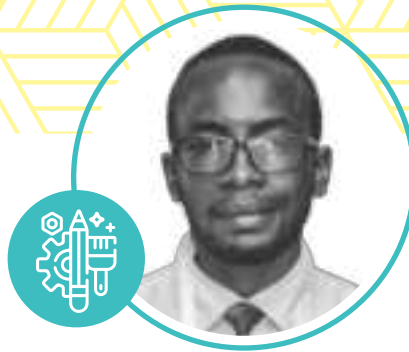


ALUMNI TRIBE

A team of five in charge of the Alumni Chapter of TMC led by Bakka David

"One of the biggest lessons from being part of this tribe is learning how to work with people of different backgrounds and that consistency is key and not everyone who expresses interest intends to take a task seriously." – Bakka David

This role demands flexibility in planning.



CREATIVE TRIBE

A team of three that optimizes the learning experience by improving the class environment work and creating media for the class led by Phillip Kiku

"Your greatest asset is teamwork." – Phillip Kiku

This role enhances one's ability to pursue excellence in all aspects through using time management to balance the completion of different activities.



COACH TRIBE

A team of sixteen led by two Head coaches guide the mentees along their journey of development by approving assignments, providing moral support and engaging with the mentees at a more personal level.

"There is nothing as beautiful as being behind the scenes of a person's growth. In a way, it is a way to relearn a few things you might have skipped."



Sophie Ndagire
FINANCE TRIBE

The cherry on top is that anyone who is an alumnus of the mentorship class can join any of the tribes of the management team as long as they get in touch with any of the team leads.



Thank you parents and guardians that entrusted us with your children's personal development and financial contribution towards the class operations.



Message from the CEO

The Mentorship Class 2021 has been one interesting chapter that has steered us as the management team to adapt to the unprecedented changes caused by the covid-19 pandemic through leveraging on technology while pursuing our vision. We took up the mantle to spearhead this program on 14th November 2020 and it has been a journey filled with a lot of strategic planning and repositioning to ensure that the 2021 cohort thrives and impacts even more youth in our country.

Uganda has a successful labor market transition rate of 17% with an average period of three years for decent work job entry according to the 2015 School to Work Transition Survey by the Uganda Bureau of Statistics. This low transition rate has been further aggravated by the closure of educational institutions during the lockdowns which fueled us on our quest to work harder towards our vision of grooming a new generation of revolutionary leaders and entrepreneurs.

Restrictions to present in schools followed by the ever-changing education timelines and presidential directives ushered us

into 2021. Parents of our alumni on the other hand also reached out along the way and expressed their need for us to mentor their sixteen-year-old children which eventually led to the launch of the Tenderfoot program.

During the start of this year, we successfully sealed a partnership with Stanbic Bank Uganda in using their premises alongside confirming physical presentations from our guest speakers but little did we know that the second wave of the pandemic was taking root. The President of Uganda declared the closure of educational institutions on Sunday 6th June just before our first Monday session which changed everything. We swiftly merged the physical and online classes alongside successfully changing our entire operations to online.

Different evaluations were carried out during the cohort to track the progress of the eighty-five mentees under our stewardship and we are extremely excited to inform you all that the impact we desired has been achieved for this year's cohort.

Congratulations to all our dear mentees who have graduated from TMC2021, we are glad to have been part of this redefining time in your life and we enthusiastically await to share your success stories as part of our alumni network comprising of over 200 youth impacting different communities and companies.

Thank you parents and guardians that entrusted us with your children's personal development and financial contribution towards the class operations.

We also thank you our dear guest speakers for the knowledge and experience shared during all the sessions that created the impact and Stanbic Bank Uganda for the support offered to this cohort.

I also send my sincere appreciation to the incredible management team that voluntarily committed their unending time and support to all the mentees. To our dear co-founders Mr. and Mrs. Bugembe, we are deeply grateful for the mentorship and trust you put in us to lead this cohort as the first management team.

A photograph of a woman with dark skin and braided hair, smiling warmly at the camera. She is wearing a light blue and white vertically striped button-down shirt and dark blue trousers. She is seated in a teal office chair in what appears to be an office setting, with dark wood cabinetry and a desk visible in the background.

ALL HANDS ON DECK

Message from the Head
Coach **Annah Mirembe**

I did not anticipate having this cohort's activities fully online. I must admit that I was expecting, more than anything, to interact with the mentees at every physical session. Being Head Coach came with the privilege of being part of every session and every coach group. To mention a few of my roles; I was responsible for making sure that all topics were effectively covered through developing appropriate agendas for each session. The Mentorship Class is a pool of some of the most enthusiastic and committed people that I know- right from the mentees to the coaches and founders. I cannot proceed without appreciating the team of five that I worked closely with to meet the goals of the class proficiently.

What was it like?! Well...being Head Coach came with the rush of your normal part-time job, but at the same time, this was no ordinary part-time job. There was never a dull moment working with the team of volunteer coaches and their eager mentees. It was a rollercoaster ride of creativity and innovation that I am glad I took.

The Fifth Cohort was unlike any other. We were tasked to fit a six-month program into three months. I had to ensure that the two sessions we had per week were well attended and running smoothly whilst simultaneously serving at my full-time job. Your everyday man would complain of the strain and workload, but I'll have you know that I am no everyday man. If there's one thing I took with me from the class when I was a mentee is that once you commit to something, you owe it to yourself to give it your very best. This was a

school of thought that not only I lived by but also the rest of the coaches that I worked with. The truth is we were all multitaskers in our different capacities; some of the coaches were students juggling their university education with The Mentorship Class while others were balancing employment and their volunteer work. I can only hope that we all stood as beacons of hard work and dedication for the mentees to confidently emulate.

Planning for a diverse group of people can be interesting, considering their demographics, interests, and varying world views. It is not an easy task to come up with one activity that they all can actively participate in and enjoy. I must say this was the best thing that could have happened to my team and me because we were pushed as individuals and as a group to think outside the box and source unique ways to obtain

the objective we had set for the class. With time, our group chat blossomed into the most productive beehive of ideas. I am indeed thankful to my team for being so open to the whole experience. Overall, being one of the Head coaches has been a platform to appreciate how different we are as people and how beautiful it can be when those differences are combined to achieve greatness.

I appreciate everyone I have interacted with within the course of the class; the coaches that shared in my roles and ensured that the class was worthwhile for every mentee, Queendom that I laughed with and learned from, and to all the mentees that have made it clear that our nation has a bright future. I pray that being part of the mentorship class will be an everlasting conviction for you to always live the greatest version of yourself at any one point in time.



// **The strength of the team is each individual member. The strength of each member is the team.**

Phil Jackson, NBA Lakers and Bulls Legendary Basketball

OPPORTUNITY LIES IN THE HANDS OF THE BEHOLDER

Head Coach Namutebi Ruth Elizabeth



Often we pray for blessings to befall us. We wish we could snap a finger for our lives to turn around for the better but never know when this shall happen. They come disguised, sometimes seem like the longest route to our goals but the prolonged journey is what grants our awaited achievements. We ought to learn how to trust the process and be extremely patient.

For a while, I felt stagnant in life. Don't we all at some point? I lacked direction. I carried a burning desire to accomplish my dreams but no idea how to breathe life into them. The reality let alone the feeling that time was passing by and I hadn't accomplished anything tangible whatsoever despite a decent education alongside four years of working experience ate me up. Accompanied by the pressures of watching fellow old students living my dreams, this caused me to panic. The thought of being the one lagging hit hard.

On a regular, Rotary Clubs host fellowships in which guest speakers from different walks of life, are hosted. One particular day, I almost missed a fellowship. The topic of discussion was Mentorship. Here I met Mrs. Janet Bugembe. Little did I know that this was the beginning of me writing the story of my life. Days and months went by before this six-month program started. I couldn't wait to be part of this life-changing adventure but was even more humbled that the Co-Founders saw the immense potential within me to sponsor me. Genuinely I had no idea what to expect.

Upon joining the class, I was overwhelmed and mentally challenged positively. I loved the feeling of being part of an intelligent network of people. Everything I needed to beat the odds and break the generational

lineage, be different, and think outside the box was before me. Anyone born with a silver spoon in their mouth would never relate. I had self-stigma with low self-esteem. This class was everything for me. Do you know that feeling of, "I need this to make it"? That was it for me. I felt too old for the class but challenged the narrative of old dogs can't learn new tricks.

Those were my shoes, I don't know whether every Alumni values it the way I will do for the rest of my life, and I am today's testimony for its impact. Joining the class is one thing, completing it is another, practicing what you've learned is a life-long unaccomplished task.

My greatest fear was publicly disclosing my HIV status. However, Janet buried it when she introduced me to the New Vision Editor who broke the story. Look how far that mere act has brought me! How many endless doors it has opened for me! Today, I am not only a Chief Executive Officer of REN Group of Companies but also the Founder of Daria Kayitesi Safe Space (a non-profit organization). Constantly I stretch beyond my limits, whether a business is making losses or not. The class teaches "Not to give up." No alumni should claim they learned anything if they still give up. I look forward to the day the class shall own premises in Kampala, perhaps an arena or stadium-like shaped building designed purposely for mentorship and entrepreneurial training, boldly

labeled "the mentorship class" Arena. My highlight during the guest speaker series was the fact that it was a husband-wife initiative who are doing business together.

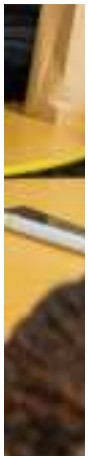
This not only trained us for the entrepreneurial world but also an exemplary marital life and relationships.

Being a Co-Head Coach, and management team member has taught me to be self-disciplined, manage time and deadlines, be proactive, make communication key, be very organized especially with paperwork and documentation; not forgetting to be in brainstorming mode always. This cohort not only introduced a new twist that is to say the Tenderfoot Class, and Shine a Light on influential people across the globe where we all learned on the go about people we didn't know. However, I can't take all the credit. I would not have done it without my co-head coach Anna Mirembe, Edmund Walusimbi-CEO, Jane Ssikyomu-COO, and the coaches; Joshua, Philip, Diana, Bridget, Joldin, Keith, Sam, Shadrack, Angelica, Elizabeth, Joanna, Patricia, Patilda, and the management team. We meet at the top. I appreciate the mentees who made it a point to attend these classes despite going through a time of lockdown courtesy of the Covid-19 pandemic that claimed the lives of parents, relatives, and friends. We share condolences.





Tenderfoot CONGREGATION



Introducing Tenderfoot Class Coordinator

Nabacwa Isabella



I have always been afraid, waiting for the moment when I am perfect to do something different. To finally become someone that the person in the mirror would be proud of. I say this because I have always lived in the shadows. I never volunteer for anything in school and constantly knowing that I can do more but never being brave enough to achieve it. There comes a time when you get tired of living like this. Living a life of pushing away things, of being hesitant and timid. You finally want to see who you are outside of fear.

Leadership changes the way you view so many things. It calls for me to believe that you can lead people. It calls for readiness and bravery. It questions you. No one ever tells you of those nights where you start to doubt. You stop feeling like you are capable, and your insecurity intensifies. It isolates you to build you. As I said before, I have always wanted to finally embrace a feeling of pride

whenever I look at myself in the mirror. A fraction of happiness at the story that I am yet to tell throughout the whole experience and now I can proudly say that here I am.

Throughout the sessions I attended in the mentorship class, I felt like a part of myself grew. The different lessons from all the inspiring speakers made me see the world through a different lens. When you are surrounded by such greatness, you start to feel part of it. The energy and strength that people in The Mentorship Class possessed in the zoom meetings could be felt through the screen. I felt like God had given me a chance to be part of something that was going somewhere. A movement of people that were going to change the world.

This journey has been such a beautiful experience, from the people we have become because of this class, to the family we have formed through the experiences

we shared. It's amazing how uplifting it feels to know that you are surrounded by people who are willing to support and encourage you. There are people like you with crazy dreams that they are working on every day. People with passions that shine throughout them and minds that are constantly looking ahead aiming for a brighter life. It is inspiring to see a generation of people intent on harnessing their true power.

I have always been afraid, waiting for a perfect moment to do something with my life. The person I have become makes me smile. The joy that sips through me because I finally did something outside my comfort zone is unmatched. I have loved every single experience throughout this class because I wouldn't have become the Nabacwa Isabella I am today!

NO MORE CHICKEN LITTLES

By Victor Mwine
Tenderfoot Class Coordinator



The twenty-first century has been characterized by many record-breaking events across all spheres of life. Technology, especially, has seen quantum leaps of growth and wider inter-connectivity. Boundaries have been erased and we have all been upgraded to the status of global citizens. The world has become a universal village thriving in abundance.

We are lucky to live in such a time when the world is interconnected and every man, regardless of socio-economic background, has the opportunity to be prosperous. If you find yourself in a position where you are consistently defending yourself, and trying to convince yourself that you are where you are because certain things are impossible, I have to remind you in the words of Napoleon Hill, "One of the main weaknesses of mankind is the average man's familiarity with the word 'impossible'. He knows all the

things which will not work. He knows all the things which cannot be done."

We are swimming in an abundance of knowledge and opportunity. There's plenty of knowledge online that has the power to elevate anyone exponentially. The 21st century could best be described and summarised in two words; Opportunity and possibility. And yet, despite the abundance of this opportunity and infinite possibility, there's the Chicken Little blaming the world for his problems.

One of the most important facets of The Mentorship Class is personal responsibility. The belief is that everyone ought to account for their own decisions, circumstances and attitudes. I am blessed to have been part of the first-ever Tenderfoot cohort of The Mentorship Class.

The infinite opportunities and possibilities I have written about are, in spite of their abundance, only going to work for those who are keen enough to capitalize on them.

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// **There is a thin line between the impossible and the possible - that is determination**

Ogwo David Emenike

From page 17

Taking full advantage of these opportunities takes a certain measure of guidance and Mentorship that is not offered in the mainstream education system or, often, even at home.

I'm glad to say The Mentorship Class is successfully bridging that gap. Developing and mentoring an all-round individual as well as preparing them fully for the world in terms of professionalism, maturity and business readiness is truly a daunting task. It is an understatement to say that whoever takes such a task ought to be brave and passionate enough to not only persevere through challenges but also to teach individuals who may not immediately appreciate the value of such an opportunity. The Mentorship Class, therefore, is among other things a testimony of two polished individuals who have decided to bless the world by giving back; our two founders, Andrew and Janet Bugembe.

It is one thing to demand and cry about change. It is another to create the change you desire.

At The Mentorship Class, we learn to embody and create the change we desire from those who have successfully done so. I couldn't imagine a better way to spend my vacation.

Most importantly, I am grateful for having been mentored by those in the places I want to be, taught insights and principles that have realigned me towards greatness.

Even then, there is much more good that ought to be done, more impact to be made but the greatest of impact is to wire others to do the same.

NO PRESSURE, NO DIAMONDS

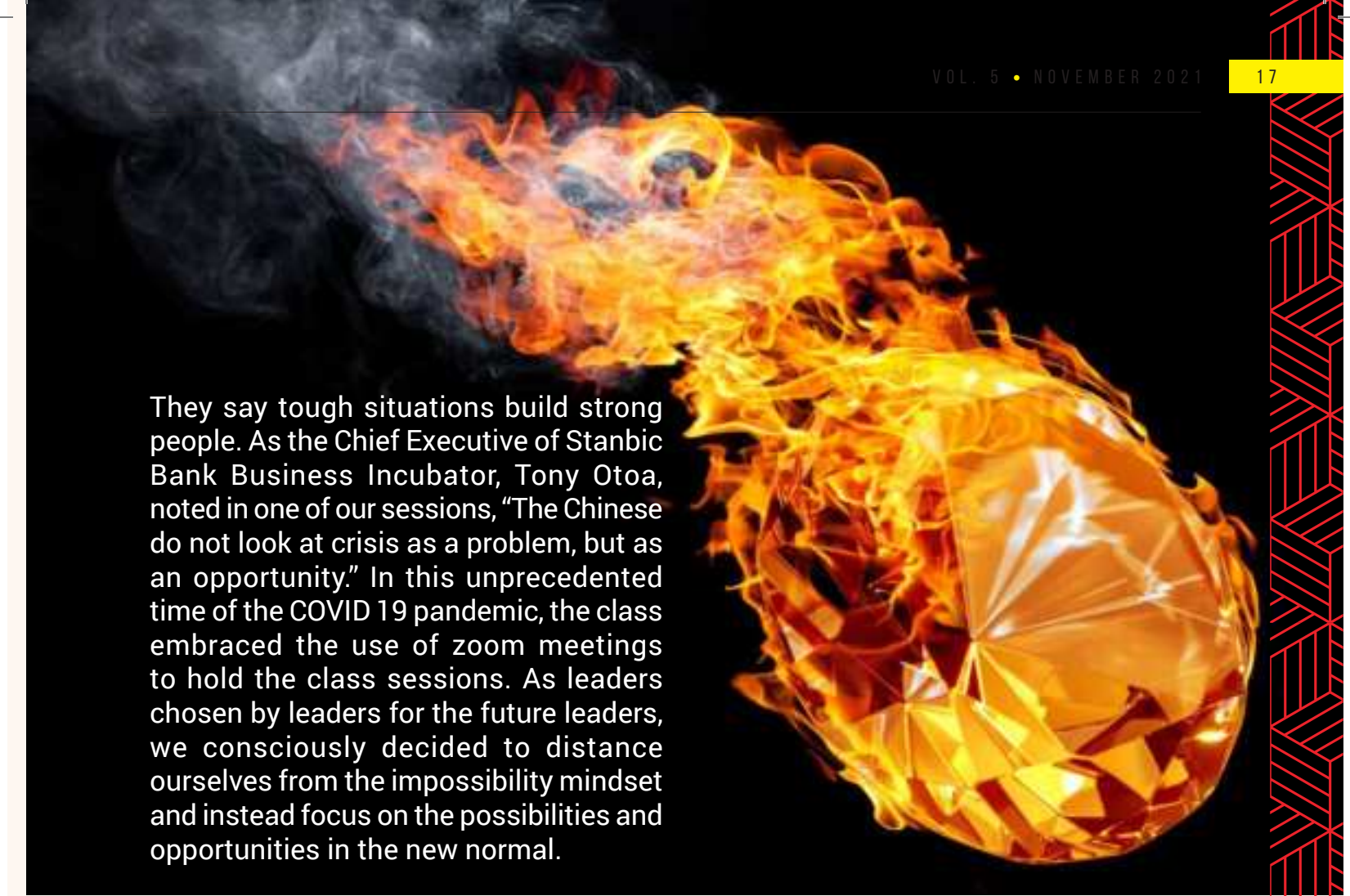


By Namara Esther Tukahirwa
Nakigozi Ruth Karen



// Leadership and learning are indispensable to each other

John F Kennedy



They say tough situations build strong people. As the Chief Executive of Stanbic Bank Business Incubator, Tony Otoa, noted in one of our sessions, “The Chinese do not look at crisis as a problem, but as an opportunity.” In this unprecedented time of the COVID 19 pandemic, the class embraced the use of zoom meetings to hold the class sessions. As leaders chosen by leaders for the future leaders, we consciously decided to distance ourselves from the impossibility mindset and instead focus on the possibilities and opportunities in the new normal.

Taking on this position was one of our best life decisions. It has been a worthwhile experience serving as leaders in the 5th Cohort of this program. From coordinating the class activities to mobilizing mentees, it has been a rollercoaster full of experiences. We must admit that it was quite difficult to reach out to the mentees online but, it was all possible because of the efficient support system in the form of coaches. This position has enabled us to appreciate the various characters of the leaders we have worked with alongside the different personalities of the mentees. Being leaders has not only opened our eyes to our weaknesses and limitations but also taught us to learn, relearn and unlearn certain behaviors, life skills as well as attributes.

We always looked forward to Monday and Thursday mornings because of the wisdom-filled and knowledge-packed sessions. We were forced to open our eyes to the fact that the world has no time or space for mediocrity or complacency. This class taught us that excellence is a habit, not an act.

The diamonds we are today are attributed to the excellent guest speakers who ably sharpened and refined us with their experiences and life stories. We are grateful to Mr. and Mrs. Bugembe for starting up this initiative. It has excellently groomed us for the ever-changing world. We extend this gratitude to our coaches and the whole management who have tirelessly worked

to facilitate our well-being throughout the class.

To our fellow leaders, leadership is about empowering and inspiring others to be better versions of themselves. It is more about attitude and mindset and less about titles and status. Let us lead ourselves before we lead others. Let us learn from our experiences and push on even when circumstances are working against us. Take one day at a time. Use past mistakes and failures as strategies to achieve success. Remember, successful people do not drown in their stories; they draw from them. Tough times never last; only tough people do.



Mainstream class



Opportunity out of Crisis

By Kabera Angel Amahoro

In the words of a great poet, "my country is a badly taken selfie." The angle isn't right and neither is the lighting, the corrupt officials and street kids in the background distract the viewer from the beauty of the pearl which makes the selfie not worth more than ten likes on Instagram. To make things worse, we have been hit by the second wave of the coronavirus and news is circulating of an emergence of a mutation of the virus. Our socio-economic and political structures weren't built to accommodate crises and the minds of our leaders do not have the capacity to adapt to the rapid changes effectively. At this point in time, no amount of filters and photoshop could help fix this badly taken selfie of a country.

"Man's mind is his greatest literature." I will confess that I have this short phrase tattooed on my heart right next to the quote from the book of Isaiah 1: 18. The ability to delight in the library of the mind is an underrated and unexplored phenomenon, especially amongst the youth. We delight more in content outside of us and neglect our wits. It's an unfortunate thing; very pitiful indeed. The fatality of this weak and mediocre mentality has been magnified to me during these 42 Days of Lockdown enforced by

the government. When the president announced that the country would be going into forty-two days of a lockdown, my mind 'auto-corrected his statement to '42 days of Creating'. In this simple switch of lenses that I have conditioned my mind to do, I have been able to change the quality of my selfie as a Ugandan. While most of my agemates waste



their days being locked down, I have chosen to spend these forty-two days growing in my craft and skill set. And this is in no attempt to exalt myself or appear like I have my life together, but this slight change in perspective is what is going to set me apart from the crowd at the end of the day.

Many people look at excellence and success with little understanding of what it takes to achieve these things. I have learnt recently that excellent people pursue what mediocre people scream at and this new piece of information resonates deeply with the thoughts I have had in the recent past. I am compelled to pursue this second wave that so many Ugandans are screaming at. That is not to say that I am ignoring the current status quo; instead, I am choosing to live above it and essentially eradicate the phenomenon of 'crisis' from my mind. I've adopted this mentality from a race that I consider extremely excellent.

The Mandarin language is predominantly spoken by Chinese people and it; like any tongue, goes beyond just being a dialect- it's a language that embodies years of tradition, culture and beliefs. In the Mandarin vocabulary, the term "crisis" is synonymous with the term "opportunity". This alone communicates volumes with regards to the importance of choosing the lens through which you look at life.

There's an unfortunate general assumption that there's only one lens to look at things. This is of course in conflict with human nature in itself but most people wouldn't know that because they seldom take a moment to meditate on the content of their minds. If you aim to meditate and delight in thinking, you become more aware of the power of choice that you have and how impactful that power can be. When the youth and Ugandans, in general, reach a level where we can individually harness

this power and change lenses, then the quality of our selfies will definitely improve beyond expectation.

Specifically to my age mates; the generation that has had to sit final exams during a pandemic, lose family members to an unfathomable virus, lose time because of the constant national lockdowns and preventive measures, the generations that have been forced to change its way of life to fit a new normal, do not wallow in self-pity but instead change your lens.

Is it a crisis or is it an opportunity?

The choice is yours to make lest you keep up with this streak of terribly taken selfies.



BOTTOMLESS LEARNING

By Atukuri Patricia.

Three months have elapsed and I have been privileged to meet and watch the next generation of leaders and entrepreneurs discover more about themselves. I have seen their dreams graduate to desires and decisions whose results the world will soon be graced with. All coaches and mentors get front-row seats to the exhibition of the first creation. With these ideas, new and delicate as they are, we have the opportunity to facilitate the growth of the creators. It is only when the creators grow that we see the second creation.

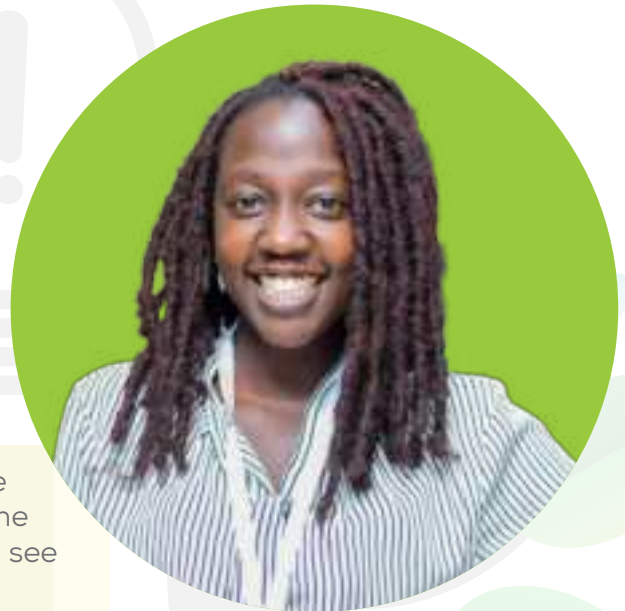
The Mentorship Class allows you to tap into the part of your potential that directs you towards your purpose. It is mastering the art of handling the delicate minds that have the power to change where we are now. All lessons pale in comparison to this. Great leaders do not merely allow the growth of those they lead; they push for it.

As a coach, you join one of the most ambitious behind-the-scenes teams. The impact they have had is only the tip of the iceberg. Working with the management team gives a glimpse of a great mastermind; people working in harmony towards a unified vision. All that we pick up in the three or six months are lessons that do not lose relevance with time, age,

or career path. Relearning and applying these lessons scratches itches that you did not know you had. Learning is neither restricted to nor limited by the classroom. Sometimes it comes from leading a set of people who make you want to up your game (shout out to team Kingston). Other times, it comes from working with people who offer different skills but have a similar vision. It takes a whole lot of humility—listening to people who have journeyed the paths you are yet to explore. Once in a while, learning will look like anything besides a blackboard and chalk.

This season has taught me that learning comes in many forms and ways. In whatever capacity you may stand in society, be aware that you will never stop being a student.

The Mentorship Class is one place to learn. Mentorship is a great place to learn. Take every opportunity you have to learn. Hold on to the people who make you learn. Do all of this because once you stop learning, you stop growing. As for me, I am not starting the dying process prematurely.



The more that you read, the more things you will know. The more that you learn, the more places you'll go.

Dr. Seuss, *I Can Read With My Eyes Shut!*

LILONGWE

Proud to present to you the radiant Ruth, eloquent Enoson, tenacious Tina, ravishing Rochelle, valiant Vincent, naturalistic Natalie, noble Nicole and last but not least the final piece to our quite complex but feasible puzzle (drum roll please) our most intrinsic and sapient coach, Kizza Yawe Shadrack, a well-learned scholar with a vivacious personality.

Neema Nicole Erina and Nakigozi Ruth Karen

Besides our name exuding Africanacity, being the capital city of a well-endowed southeastern landlocked country Malawi, the very nature of this wonderful team in these four months of our short encounter, to say the least, we put the E in energy, the F in fun and the T in togetherness. Right from our insightful group sessions to the hilarious conversations topped off by our vibrant presentations, our instant connection was surely written in the stars.

Lilongwe as a team will forever be grateful and applaud the relentless efforts of the people who made this journey worthwhile. Beginning with the co-founders and C.E.O namely

Mr. and Mrs. Bugembe and Engineer Walusimbi Edmund respectively down to the whole management team and then to our very own leaders. As the common African saying goes, "If you want to go fast, walk alone but if you want to go further, move together."

As a team, we took pride in supporting each other and valued faith, personal growth and teamwork while taking note not to confuse movement for progress. Throughout this journey, countless lessons were learned, relearned and some unlearned which goes to prove great minds do think alike. As most journeys are bound to experience hurdles characterized

by flustered bends and infuriating roadblocks, ours has also been accompanied by shared laughter and big dreams.

To our team Lilongwe, it's been such a pleasure and profound blessing from God to have spent four months of relentless learning and rejuvenation with the next great generation of exceptional world leaders. To our future UN Secretary-General, to our future reputable doctor, author and innovator, to our future mental health advocate, to our future real estate guru, to the future C.E.O of a multi-business conglomerate, to our future world best chemical engineer it always seems impossible until it's done.



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Enthusiasm is a
supernatural serenity

Henry David Thoreau, A Week on
the Concord and Merrimack Rivers





Coach Groups



DELVING DEEP WITH DAVID BAKKA

Interview by Katukunda
Rochelle and Atuhaire Apolynn.

David Bakka is currently the team lead at The Mentorship Class Alumni Association, a program that extends professional services in the form of mentorship, leadership, and business development to 200 entrepreneurs and leaders.

David is also a creative director at dbakka Studios where he uses his creative energy to work with a team to develop content for brands as they communicate their individual brands to audiences.

He is also the Zetu Africa Brand and Strategy Executive. Zetu-Africa is a Uganda based social enterprise improving education and literacy on the

continent by furnishing classrooms for the underprivileged/rural majority with the SeatPack: A school-bag designed to turn into a chair (with a recycled-plastic writing surface) to perform the duties of a classroom desk for the 95-million African children that cannot be afforded traditional-wooden classroom furniture.

Awards

Climate Launchpad

On a continental stage, David pitched a battery-powered electric stove to reduce household emissions by 83% and deforestation by 80% to win 1st runner up in Climate Launchpad (the world's biggest green business competition).



What are the current or upcoming challenges in your post as the team lead alumni association of The Mentorship Class?

David: Well, to start with, the Alumni Association is a growing base as the class continues to expand each and every year which I personally am very happy to see. The greatest challenge I have had to face is the mentees losing proactivity after they leave the class. The energy they enter the class with isn't the energy they have after and this leads to few people joining and taking part in the activities of The Mentorship Class Alumni Association.

What did you think of The Mentorship Class after you had just gone through it?

David: I felt very happy/excited because it was that influential push I needed to defy the next stages of life. I actually made a commitment to myself to engage in the class for the next five years because of all the value it added to me.

How did The Mentorship Class prepare you for your career?

David: It helped me realise my interests because at that time, I was all over the place. It also helped me streamline my dreams and ideas and this was mainly because of the dream chart because I had to prioritize the top ten things I wanted to achieve and this helped me realise exactly what I needed to follow. It also gave me masterminds to work with as all the mentees at The Mentorship Class were brilliant people and also very focused on achieving their dreams and starting businesses as I was.

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What does The Mentorship Class do beyond

David: Well, besides the basic events such as Fun Day, Amazing Race and business conferences like Hustle is Real, The Mentorship Class also offers professional personal development to its members through organizing book clubs, rewinds, and personalized consulting.

Any messages for The Mentorship Class of 2021?

David: (laughs for a little while) Make friends and business partners in The Mentorship Class, build businesses with the people you've studied with in the class and join the Alumni Association of The Mentorship Class!



WONDER. WOMEN. QUEENS

Love. The Great Wall of China. A home-cooked meal. Gravity. The city of seven hills. The Taj Mahal. The grace of God. The Leaning Tower of Pisa. Women. All things indescribable, all things unfathomable and unmatched. The most wonderful of them all being women.

If a human as intelligent and well-read as Professor Emeritus Teri Li failed to put us into words, who am I to even try? The rhetoric question was simply put for dramatic effect. This is my short attempt at defining the indescribable woman. Women are multifaceted, funny, intelligent beings who have been subjected to portrayals that have clothed and hidden their fluidity. That's it- how did I do? Was I able to fully capture the essence of being a woman or

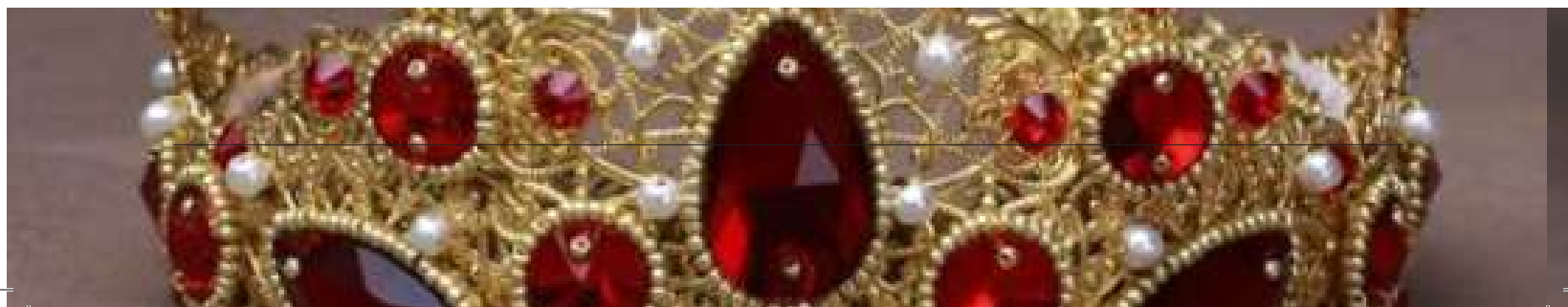
should I join Prof. Emeritus in the hall of shame?

I guess what makes us so wonderfully and beautifully indescribable is the fact that a woman; like Chimamanda Ngozi Adiche says, can never only be one thing.

When I started exploring female representation in our culture, I found inner strength in each woman's dialogue at Queendom and how that showcased its silent form of liberty. To be a woman is to be everything all at the same time. Being a woman is a tremendously complex job, but I am a woman who has proved that I have the spirit to reach beyond my limitations, to overcome my obstacles and to take care of my responsibilities. Through the

years, as I have progressed from girlhood to womanhood, I have learned that I am perfect in my own imperfect way.

Queendom was and will continue to be an open space for the ladies, both coaches and mentees, to delve into gender-specific conversations and bounce off each other's experiences for motivation and inspiration. As much as we are all female, the platform enabled us to showcase and embrace our diversity. Topics ranging from feminism to fashion and entrepreneurship were explored and delved into most lightly and conversationally. For the lack of a better word, I'll describe Queendom as a fellowship through which we were able to grow through productive discourse.



I am about to bend the rules slightly and delve into one of the conversations we had as Queendom one Sunday Evening, Feminism. Quite to my surprise, I learnt that not all ladies view feminism in the same light. The conversation varied in degrees of intensity and involved a lot more vulnerability than we had expected.

We discovered that without feminism, we wouldn't have certain systems for women in place. For example, we wouldn't have the option of going to school or the choice to work. Without feminism, we realised the opportunities that we have, some of it we take for granted, would not

be available. There was a general wave of gratitude and humility that hit each one of us. The secrets of the Queendom are indeed very sacred and dear to all its members so you'll bear with me if I leave out the details. As the weeks progressed, we dissected topics like relationships, womanhood, sex, adulthood and self-care. It's not every day that you are at liberty to ask all the questions- even the seemingly silly ones, without being socially condemned. The Queendom was a breath of fresh air in the sense that we were able to talk about things that affected our development that we were hesitant to address.

So it finally answered my question.

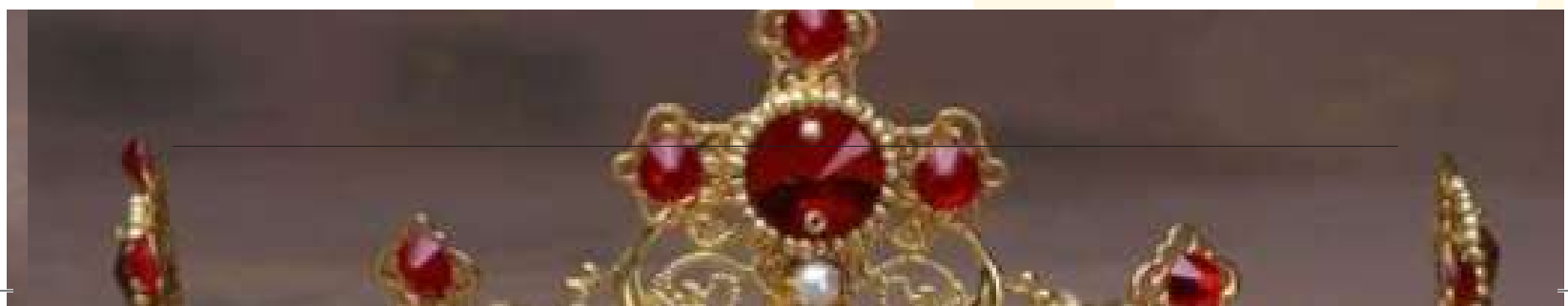
Who am I as a woman- who are we as women? The Queendom taught me that as a woman, I am a dreamer, I am an inventor, I am a creator, I am a thinker, I am a worker, and I am an achiever. I am built to love, nurture, support, and empower others; be it family, friends, colleagues, or even strangers—that is my heart's capacity. A woman's intuition knows no bounds because she sees more than meets the eye and interprets silence to a thousand words. Regardless of these limitations, responsibilities, and perceived weaknesses, I am a woman who remains empowered, strong, resourceful, and compassionate. My being is the purest form of magic.



// —————
A woman has to live
her life, or live to repent
not having lived it.

D.H. Lawrence, *Lady
Chatterley's Lover*

I appreciate our coaches, our co-founder Janet Bugembe for making Queendom happen. I further extend my gratitude to the Queens that attended and helped to shape another's crown in one way or another. They are constantly reminding us that even if we have stumbled, fallen, laid down, closed our eyes, sighed, rolled over, we have also then gotten up and continued with our lives because that is who we are; Queens.



TO BE A



// If Boys don't learn, men won't know

Douglas Wilson

To be a man we have to be a mature version of a person with a Y chromosome. And everything we don't develop doesn't mature. Our physical development takes care of itself more or less. We just need to keep eating, sleeping, drinking and breathing (although it helps tremendously if we do that properly). But if we don't take care of our psychological, intellectual, emotional and spiritual development, these aspects remain underdeveloped and therefore immature. Below is a list of features I honestly feel a mature man must own, be or do:

1. Be fearless

Being fearless does not mean being without fear. It means admitting your fears and going beyond them. A man is not in denial of his fears by holding up a mask of invulnerability. Instead, he is willing to face his fears and work on them. He dares to do things that frighten him when the situation calls for it. A man knows that the path towards fearlessness is endless.

2. Be resilient

A man should be flexible and reliable at the same time. If necessary, he can start all over again at any given moment. Whatever happens; his house burnt down, his crop failed,

he lost his job, his wife had a miscarriage: even if he has mourning to do, he starts all over again. A man accepts his fate but doesn't become a victim of it.

3. Live, speak and listen from the heart

A man doesn't hide his feelings and intentions. He is not afraid to be gentle nor afraid to be sad. He is in touch with his emotions and can express them. He is courageous enough to live his dream and the space to listen compassionately.

4. Own your anger

A man owns his anger. His anger has transformed into



Compiled by Shadrack Kizza Yawe and Keith Murungi
Coach TMC

masculine compassion. He can be angry, strong, decisive and courageous. His anger serves his presence and the presence of others. It is not a humiliating or destructive type of anger. The latter happens when a man is a slave of his anger. That is the anger of the coward trying to overcompensate his feelings of inferiority. This is just as sad as a man completely disconnected from his anger. He becomes emasculated and has no power at all. Other men don't take him seriously. Women can smell immature anger from a mile away and don't find it sexy. Mature anger, on the other hand, is a big turn-on.

A MAN

5. Make meaning

Try not to become a man of success. Become a man of value. Einstein said that. I think that's true and important. A man should strive to go outside his comfort zone to make a sincere attempt to contribute to mankind. He works for the greater good instead of protecting his self-image and clinging to the illusion of safety.

6. Own your edge

This life is a journey and we all are somewhere on our path. A man is honest about where he is at in his development. He doesn't pretend to be wiser or more evolved. He does not shrink so that others won't feel insecure around him. He knows his strengths and his weaknesses and is not ashamed of either. That there is always work to do is a given to him. He knows where he has his work to do and is willing to listen and learn from those who have done that work.

7. Be vulnerable

A coward is always trying to hide his weak spots; a man works on them. He is willing and able to reveal himself even in the midst of pain. He is vulnerable because he

wants to be vulnerable. By opening up in every moment, he is continuously practicing his courage. It's his way of defeating his cowardice.

8. Know how and when you need to throw a punch

When push comes to shove, every man should be able to defend his wife, children and honour. Just like we teach our children to swim to prevent them from drowning, a man should know at least enough basic fighting skills so he can throw a punch in case of an emergency. A man has spent enough time in a ring or dojo to ensure a deescalating presence. He does not panic, is not easily provoked and has some strength and skills.

9. Have a sense of humour (don't take yourself too seriously)

A man can hold both the utter importance and the utter unimportance of life at the same time. He can see his failures and flaws and joke about that. Since he knows his self-image is just an image, he feels no need to defend that image. He can uplift a tense situation with

a joke, but he isn't the immature joker that abuses humour as a tool for escaping intimacy or sabotaging intensity. A man has the capacity to light up the room. A man embraces life.

10. Develop body, mind and spirit

A man is devoted to the development of body, mind and spirit. Not to stay ahead of other men, not out of fear of being defeated, but because he has more to offer when he is healthy and present. Taking care of his body makes him fit and strong, taking care of his mind makes him clever and sharp, taking care of his spirit makes him wise, warm and compassionate. A man knows that his body and mind are mortal but that the love he spreads during his life remains.

11. Be real

In the end, a man knows that he is just a guy. He does all these things because that's what he is: a man. He likes hanging out with other men. He might drink beer during football. He loves his woman and works wholeheartedly. Basically, he is just trying to do his best to make the most of life while having some fun. His sweat is honest, his heart is open and his back is straight.

TMC BUSINESS HACKATHON 2021

Mainstream Class Winners, 2021



Nakabiri Tessa



Mangheni Victorious



Kirabo Daisy



Nsereko Vincent



Namuddu Christine



Kanyike Favour



Mwine Victor

Tenderfoot Class Winners, 2021

The Hackathon is a hive for putting ideas into action. The Fifth Cohort has been reading Napoleon Hill's "Think and Grow Rich" in a bid to understand the necessary steps needed to acquire and generate wealth in the most sustainable way. After a whole month of learning and exploring the concept of Entrepreneurship, The Mentorship Class Business Hackathon tasks the mentees to practice what they have been able to grasp. Acquisition of

knowledge is good, but of what use is it when it is not being applied?

The objectives are simple and quite precise; to have mentees generate actionable business ideas and product concepts, to boost their innovation culture and further establish the habit of effective collaboration and creativity. The Hackathon is bigger than a competition or cash prize. It's an experience

that challenges mentees to be creative, bold, articulate and foresighted. The skills picked up throughout the Hackathon such as writing and presentation of business proposals propel us to think big, think deep and think sustainable. The business world is not for the weak, and the only way one becomes strong in that field is by being deliberate in implementing ideas, knowledge and theories.

Shadrack Kizza Yawe



If you look at history, innovation does not come from giving people incentives; it comes from creating environments where their ideas can connect

Steven Johnson

WHAT DO WE CALL A LEADER WHO CAN'T COMMUNICATE?

By Derrick Mugabi
"THE ELDER"

What is an idea that can't be expressed?

What is a negotiation if you can't defend your stand?

Who is a leader that can't communicate?

I would like to draw your attention to the aspect of effective communication in the context of excellence. Think about it for a second. Maybe use this very article, is it effectively communicating to you? Or look back at the time you have been called upon to speak to an audience. What was the reaction afterwards? Perhaps these examples are too far-fetched; when talking to your peers, are you the one that is misunderstood, the one that follows and has no opinion, the one that conforms, or are you the one that leads to the conversation?

What I am bringing to your attention isn't new. I am sure you have heard of sayings like; "make your intentions clear" and "communication is key." As

people with an aspiration of achieving excellence, I believe we have to put into practice the concept of effective communication.


It's with this end in mind that The Mentorship Class weekly debates were born. Here anyone from the mentorship class was given a chance to lead a discussion, give their opinion and defend it. It was a safe space where ideas were respected, facts were appreciated and logical arguments were practiced.

It is a pointer to many people that there is a lot more you can learn about communication by listening to people, accommodating their opinions and most importantly making your voice heard in the most effective way.

Tony Robbins once said, "the way we communicate with others and ourselves ultimately determines our quality of life." As a person who aspires to achieve personal excellence, how are you communicating?



Interview with Engineer Sserwadda Isaac



Engineer Sserwadda Isaac is the Head of Capital Projects at UMEME, a Member of Uganda Institute of Professional Engineers and an Executive Member of the CFO Apprenticeship Program, Strathmore University. The Mentorship Class 2021 cohort had the privilege of having him tackle a very crucial topic on the 22nd July, 2021, "CHESS IN THE MARKETPLACE." His session left all mentees in awe of his unique and practical school of thought making him a guest speaker to remember.

Who were you thirty years ago?

Isaac: (laughs briefly) Well, I was so inquisitive. I was the kind of young man who wondered why something is like this and not like that. I actually have a son who is like me and I realised he is just a replay of who I was when I was younger. I used to open up radios and anything related whether I put it back or not; not as a destructive habit but rather an inquisitive nature. I think I moved on with this trait in life.

What is the difference between the boy you were then and the man you are now?

Isaac: The difference is that I have come to realize life is not an accident. You can't say I was lucky, no. Life is about cause and effect. Whatever you do, whether it is a good or bad decision, it will cause an effect. Even when you fail to make a decision, you have already made a decision not to move. Otherwise, between the person I was then and the one I am now, I see a correlation between the decisions I have made. I believe in the cause-effect factor. The other aspect is that I do not follow bandwagons. We will be ten people working on the same thing and all of a sudden, I will jump out, not foxing but I will base on what I feel is my obligation. I find myself benefitting from doing the opposite of what others are doing because there are no competing demands. For example, we were seventy-two students in Electrical Engineering class and after the second year, that is when diversion to different forms of engineering started but I chose to remain in

the class regardless of what other students said about the course because I knew we would be few and there would be a high demand for Power Engineers. I do not base my decisions on bandwagon therefore the decisions that I made were for a risk-taker. But if you can't take calculated risks, you can't achieve much in this life.

That's a very interesting response that correlates to what we have read from Think and Grow Rich chapter eight; DECISION. You mentioned you were inquisitive but not destructive, had you always known that you would be an engineer? Was it always a course you had in mind?

Isaac: You see, some of us were never put into a mentorship class; I think what I am teaching my kids now is that you can relate whatever you are reading to what is happening. I have a young daughter in senior one transitioning to senior two; I took her through basic physics because I had seen her reading Newton's third law and asked her to explain why the chair she was sitting on was not falling or breaking. The things that modelled me into being an engineer starts with the mind. How structured is your mind? A scientific mind is built with a why or can be tuned to a why. No one talked to me. I actually wanted to be a civil engineer because structures and bridges intrigued me. In fact, till now I still do, therefore, at a point in my life; I would like to be a Contracts Manager for civil engineering projects. Surprisingly, I got a Distinction one in History

and CRE at Ordinary Level therefore one would think I would offer HEG at Advanced Level but no, I wanted to do sciences. Yes, you can check the learner's mind and gauge where they are but you can also structure it; we call it a post-convention in physics whereby if you have smoke, you can direct it to where you want it. By post-convention, you can tune the learner to what he desires. My father cared about my performance in Science and Mathematics; he never worried about my position. Even for my children, I don't care about their position in class or the schools they attend but I direct them; can you understand sciences? I am guiding my daughter in four subjects and she does not have to go to University to achieve what she wants in life. Therefore self-direction, post-convention and an environment that allows thinking are important. Back then at home, it was a free environment; we are eight children, four are engineers, a doctor, a surgeon, a statistician and a fashion designer, I mean everyone spread. So I also tell my kids to sort themselves and figure out what they wish to achieve.

What has been your most satisfying moment either in your career or personal life?

Isaac: What do you mean by satisfying because that is relative?

A moment where you felt content with what you had accomplished and total fulfilment in what you had achieved in life.

Isaac: Always avoid reaching that point, otherwise you can't grow.

In science, we call it saturation. Relating to Hooke's Law, even if you are stretched you can't go back to that original position. Avoid "Ntuuse". Always ask for another challenge because this pushes you to change jobs and companies; even your salary changes because you are picking up skills. I have never been satisfied because there must be a force that is pushing me to achieve more. Satisfaction is just a position. Are you satisfied with getting five or ten million yet there are people of your age earning fifty million or more? Therefore, continuously work on yourself every day. What pushes me is a challenge; if there's no challenge in my current position, I'll move regardless of how much money I am being paid. The moment you start reaching that point of satisfaction, ask yourself; Am I stagnating or growing in this company? Once you reach that point, do a SWOT analysis on yourself. I'm a person who will never allow myself to reach that point. Remember PDCA! Plan, Do, Check, Act! As long as I've not clocked 55, I am still working and I can only be driven by challenges. Also, I am more of a change agent; I jump into organisations where change is required. I am more into systems engineering and process engineering; how can we do things differently? Going back to Newton's First Law; an external force can disrupt things either for good or bad.

That was most definitely the answer I least expected but there must be a point where you patted yourself on the back for accomplishing something.

Isaac: Maybe going back to the time when ESCOM got me from university, I was transitioning from being an Engineer in Training to an engineer and there's a process to go through. You're supposed to manage the outage of the whole power station regardless of your age, that day you are the station manager and they do not alert you that it is an interview but it is. You manage everything from shutting down the machine, taking out the water, managing and signing off all the processing in real-time. They'd give a deadline that by 5.30 pm the machine must be generating, therefore, you would have to reverse everything that you did and guess what? It was my birthday, 10th February, and I was in awe because I had to work in real-time. I can't forget the experience because the next Monday I got a pay rise proving that I was a Hydro-power engineer post-training. As a young man in Jinja, a low-expense town, I had a blast. The next was when I got registered as an engineer; I took long to put out my reports despite the projects that I had worked on but when I got registered it built my confidence level to an extent that opportunities started opening. As my self-esteem went up and sparked my leadership because of the trust and the belief people had in me, I was proposed and elected on the panel for interviewing engineers to be registered in Uganda.

Wow! I can only imagine the joy. What is your definition of success and do you consider yourself successful?

Isaac: It depends on how you define success. You can have goals and targets that you wish to reach. Success can never be 100%. But where I am, I can say I am a successful professional engineer. I base my success on the value I add to others and not on individualism. It is through working with others that you can say you're successful. Never judge success individually because at the end of it all you'll need other people. What I call success is being a consultant or a mentor. The people who give me jobs as a consultant are either people I trained or mentored. If others define success as money, I can get money through the people I have built and worked with. My success is defined by how wide and worthwhile the network is. My network is wide; it can get me places and bring food to my table.

Thank you for that. Do you have a personal philosophy that you live by? If yes, what is it?

Isaac: Personal philosophy in terms of?

What does your belief system look like? What are the principles you have lived by as an individual?

Isaac: One is being true to oneself. I don't want to pretend and wouldn't want someone to pretend before me. The next is getting things done. I don't want people who procrastinate, so can

we get things done and in most cases preferably without following the book. I'll check in the book and if it can't work by the book, can we think about other things to get things done? Thirdly, I believe in first principles; anything basic to display an idea eases assigning of tasks accordingly. Through first principles, can you describe for me the situation in Basic English?

You really talk like a scientist. I remember back in school we had to differentiate from first principles in mathematics.

Isaac: Yes, if you do things from first principles, you will appreciate why things happen the way they happen. If I am interviewing someone with a Master's Degree or Ph.D., I will ask the basic science. If you are an Electrical Engineer and you can't demonstrate why the wire is hot when the switch is put on yet that is Ohm's Law, you have failed. You must base your thinking and understanding on the first principles.

As an employee and someone who has taken up enough leadership roles in the workplace, where do Ugandans go wrong when it comes to work ethics?

Isaac: What I can say is; when you get a job, don't stop learning. You leave the University or College with a first-class degree but can't match up because of the belief that you're bright and it's so disappointing that the guys with lower grades become the most performers at the workplace. Learning doesn't mean going for further books but rather go across

to appreciate Hr, the Finance team. If you are an engineer do you appreciate other people in their different departments at work? How do you relate to them? Do you interact with them or do you only attend a WhatsApp chat with engineers? You end up having employees at the workplace who are stuck with the knowledge they came with, they don't understand the business so they can't grow beyond the positions they are in. I started as Hydro Engineer, jumped into Projects Management which I taught to myself. Self-study is important; read, research, share knowledge and be open to new ideas. Also be flexible, "Tolemerako nyo" and be sure to listen to others. Become an encyclopaedia and you grow in the business after you can get into management. How do you manage people? Do you have soft skills like negotiation, listening and persuasion, risk-taking and stress absorbing? After this level, you are no longer a manager thus you head into the leadership level; the CEO level where you start thinking about the big picture. As you go up the ladder, your technical skills are left behind so that you can manage people effectively to deliver the company's mandate; you can have a core lead management team; paid well and motivated to get you to a level you see the organisation at.

Why did you agree to this interview?

Isaac: Well, I have taken some time minus being interviewed but I wanted to know what people wanted to know and that is the environment I love. The moment Edmund shared about

this interview, I agreed because I knew an interview is a good trigger to stimulate my thinking. The questions you asked were good. I normally tell people that not all questions have answers but at least you can answer something. I appreciate the interview you have conducted and the professionalism at The Mentorship Class. You're young guys but you're going to be better than us. You are structured and are adding value to other people. Whatever you are doing, will pay off one day. Whatever you're going to print out, will be read by other people and might impact them. I got calls after my presentation session with the class from my Rotary colleagues and I had to reach out to the leadership team. I have committed to being part of this initiative, having my major focus on mentoring the Boy Child; as boys, we have issues.

I agree with you on the issue of mentoring the Boy Child. Well, we have come to the end of the interview and have been very much privileged to have had you answer a few questions we had. It has honestly been an honour.



Compiled by **Kabera Angel** and **Nakabiri Tessa Marjorie**

TMC CLASS COORDINATORS

Jason Sentomero and Enoson Kalema
TMC Mainstream class male coordinators
5th cohort



JASON

I gained interest in the Mentorship Class in January 2020 when my elder brother Jonathan was accepted to be part of the 4th cohort of the class. After his wonderful experience with the class, it was set in stone that I too had to go through the class.

ENOSON

I got to know about The Mentorship Class from a friend who strongly encouraged me to apply for it because she believed it would help me grow, become a better person and be more equipped to face the world.



Fast forward to one year and a couple of months later, we were lucky enough to be among the few people that were admitted to join the class after a rigorous application process. Three months down the road, we must say it's been a very revealing journey filled with discoveries and reinforced principles of excellence.

The first lesson we learnt from the class was to hope for the best but prepare for the worst. After our first physical meeting at Umoja House, Uganda was put under lockdown, but the management team of the class was ready for it. We had hoped to attend all our sessions physically, but that hope was short-lived. With the help of the coaches, we were able to seamlessly transition to the sessions online.

The coaches tried their best to keep us engaged with multiple activities within our coach groups to ensure that we walked away from the class with plenty of value. Online learning was not easy, but it is something we had to learn to work. Kudos to the Mentorship Class for teaching us to be proactive in whichever situation.

The Mentorship Class has taught us that the journey to excellence begins with one's knowledge of oneself. Through numerous activities, we were guided to self-discovery by the coaches. It is safe to say that as we conclude this cohort, we now have a better understanding of who we are, why we are and hopefully- who we aspire to be. We have dreamt big and set target goals through the dream charts. We have learnt how to put ourselves out there professionally from the way we think to the way we act and even how we dress.

The Mentorship class has taught us how to connect with people online via LinkedIn and we've also had the opportunity to prepare our CVs as we prepare to join the workspace. Through this class, we've interacted with the best Uganda has to offer in terms of professionals ranging from C-level executives to passionate and successful entrepreneurs.

Because of this wonderful class, we ignited our entrepreneurial mindsets by learning how to develop a business plan from a simple basic idea to a game-changer in the entrepreneurial

world. Every business needs investors to support its cause and with the class crucially noting this, we were guided on how to pitch these business plans to investors; the trick is to tell a story about your vision.

The true jewels of TMC are the people we've met throughout this journey, from our fellow mentees to our coaches and the Administrative team. Thank you all for making this cohort a season to be cherished.

Big thanks to the Founders for daring to live full and die empty.

As we come to the end of this cohort, we are excited to find out that it's the beginning of another journey. We are looking forward to our season with the TMC alumni network. For now, all we can say is that we are excited not only for what life has to offer but also for what we have to offer in return.



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Our power lies in our small daily choices, one after another, to create eternal ripples of a life well-lived.

Mollie Marti —————

Tapping Into the Unconventional; Genius!

/ˈtendə(r)ˌfʊt/ a newcomer or novice, especially a person unaccustomed to hardship.

Coach Samuel Abaho

Team Tesla, Tenderfoot Cohort 2021



Being the only male coach diving in these new waters, I had a triple dose of "first times". It's not very often that the newbies are put in charge of anything new, but it wouldn't be The Mentorship Class without a few unconventional methods here and there. I leave no room for misquotation and will say it again any day. Truth be told; I am grateful for the unconventional approach we took. Being a coach for the first time in the new program has been a life-changing experience that can hardly be put into words.

The concept of the Tenderfoot Cohort was birthed by the heavy demand from parents of the TMC Alumni. The great impact it had on their older children left them requesting a program for the Senior Four 'vacists' as well. It is no secret that the team behind the class is versatility itself. We set on to start the Tenderfoot Cohort. Google defines tenderfoot as a newcomer or novice, especially a person unaccustomed to hardship.

In our first meeting when it was brought up, I felt a deep calling to be part of this new revolution. First to challenge me and secondly, I saw a great opportunity to acquire such deep mentorship in these unknown waters. The tactical and appealing nomenclature in regards to the

different teams was all I needed to make my decision. The teams were named after car companies and there was no way I could pass the opportunity to lead Team Tesla. If you happen to be Elon Musk reading this article, I must proclaim how in awe I am of your work. The Tesla is not just a car but an emblem of the endless pursuit of excellence that I choose to live by. Don't get me started on how in awe I am of the pure genius that went into developing this fully effective machine. Mr. Elon Musk, if you're reading this, you must know how deeply and ardently I respect your work. Back to the Tenderfoot Program; pardon me, when it comes to Tesla I could talk for centuries.

Without warning, I was given my first big task, being the Master of Ceremonies of the Orientation specially designed for the young, vibrant and eager mentees. I enjoyed the role as it got me to help the mentees loosen up from the very intimidating atmosphere they might have initially perceived from the Mentorship Class.

Fast forward to sessions- I realized the needs of the tenderfoot were unique. Even after assignments were given, we kept getting them used to the fact that it is important to start with self-discovery as it affects the quality of

decisions they make. It is never too early to listen in on certain concepts such as careers, excellence and entrepreneurship. The Tenderfoot class was and is one to look out for. How I wish I were like them at that age. Imagine the barriers I would have broken through by now. The fact that they were in a position to keep up with the older mentees by engaging in the Saturday debates, moot interviews, The Business Hackathon and even interpreting the book 'Think and Grow Rich' made me admire them even more.

By no means necessary will I ever underestimate a group of determined and open-minded sixteen-year-olds. The tables had turned and this time, it was I who was tasked to catch up to their youthful energy. Their commitment is unmatched and is one of the most admirable things about the mentees in the Tenderfoot program. I have had the pleasure of interacting with several mentees from those in my Team Tesla to those in Teams Rolls Royce, Lamborghini and Ferrari. It has been a great networking opportunity because they come from different backgrounds, have a lot to teach us and us to guide them. The constant reassurance from the team has given them confidence that they are in the right place.

I am sure this is just the beginning.

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