

The Mentorship Class

Vol 7 | July 2024



The Mentorship Class

The Greats | Class Of 2024



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Hey There, Rhona
And Patrick Here!



Rhona Akampa



Patrick Dhatemwa



Welcome to the 7th edition of our Mentorship Class Magazine – the one-stop shop for all your personal development, mentorship, and entrepreneurship needs! We are thrilled (and a little relieved) to finally unveil this project, which has been a labor of love, late nights, and way too many cups of coffee. Editing this magazine has been as fun and challenging as trying to explain Bitcoin to your grandparents.

Patrick: Inside these pages, you'll find a treasure trove of wisdom and a dash of whimsy. We've got articles that will teach you how to network like a ninja, because let's face it, who doesn't want to be a stealthy business warrior? You'll also discover the art of balancing work and life because you're not supposed to answer work emails at 3 AM. Who knew?

Rhona: But wait, there's more! Have you ever wondered how to pitch your idea without sounding like you're selling snake oil? We've got you covered. Our top-notch mentors share their secrets on crafting the perfect elevator pitch – just don't try practicing it in an actual elevator unless you enjoy awkward silences.

Patrick: And for those of you who believe that personal growth is all

about hugging trees and chanting in Sanskrit, prepare to be delightfully surprised. We dive into practical, actionable tips that don't involve incense sticks or kale smoothies. Unless you're into that, in which case, no judgment!

Rhona: Editing this magazine was a wild ride. Picture this: a tornado of articles, a blizzard of feedback, and a rainstorm of revisions, all while keeping my sanity intact (mostly). But it was worth every moment because the result is something we are incredibly proud of. This magazine is not just a collection of pages; it's a testament to the passion and hard work of our entire team (Bravo, Nira, Abel, and the famous Henny!) and our brilliant contributors.

Patrick: As you flip through these articles, I hope you find inspiration,

a few laughs, and maybe even that lightbulb moment that propels you to the next level of your personal or professional journey. Remember, mentorship is not just about receiving guidance but also about growing, learning, and eventually paying it forward.

Rhona: So, here's to the future – may it be as bright as the screen you're reading this on, if it's online, or even as the sun you're sitting under to read this magazine. Keep learning, keep growing, and who knows? Maybe one day, you'll be the one mentoring the next generation of change-makers.

Patrick: Happy reading, and see you in the next edition!

Rhona: May the force be with you!



A WORD | The Mentorship Class: A Journey of Transformation

FROM THE CEO

DENISE KYOZIRA

In a world where change is the only constant, the demand for adaptable, innovative, and empathetic leaders has never been more pressing. As the CEO of The Mentorship Class, I am thrilled to share our story of how peer-to-peer mentorship is shaping the next generation of leaders and entrepreneurs.

The vision for The Mentorship Class was clear from the start: create an environment where young professionals could grow together, learning from both experts and each other. Peer-to-peer mentorship was the cornerstone of this vision. By fostering relationships among individuals at similar stages of their journeys, we cultivate a community of mutual respect and empowerment.

Our six-month program is designed to be a transformative journey, with each month dedicated to a crucial aspect of personal and professional development. We begin with self-awareness, encouraging participants to embark on a journey of introspection.

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Together, we are shaping the future, one leader at a time.”

Through reflective practices and self-assessment exercises, they gain a deep understanding of their strengths, weaknesses, values, and motivations. This self-awareness lays the foundation for all subsequent growth.

Next, we focus on personal development. Mentees set personal goals, build resilience, and develop habits that support continuous improvement. Sessions on time management, emotional intelligence, and stress management provide essential tools. As they begin to see the impact of their efforts, their sense of empowerment and capability grows.

The third month shifts the focus to career growth. Mentees explore various career pathways, develop professional skills, and learn the art of networking. Interactive workshops and peer discussions offer insights into navigating the modern job market, turning aspirations into actionable plans.

Leadership is the theme of the fourth month. Mentees delve into different leadership styles, effective communication, team building, and conflict resolution. Through group projects and role-playing scenarios, they practice these skills, transforming into confident leaders ready to inspire and guide others.

The fifth month ignites the entrepreneurial spirit. Mentees learn about idea generation, business planning, financial management, and marketing. They develop their entrepreneurial mindset, turning innovative ideas into

viable business ventures. This phase is a catalyst for creativity and ambition.

The journey culminates in the sixth month with a focus on essential life skills. Topics such as financial literacy, health and wellness, relationship management, and work-life balance are covered. This final phase ensures that mentees are well-rounded individuals, prepared to lead fulfilling and balanced lives.

Throughout these six months, participants form lasting bonds with their peers, creating a network of support that extends far beyond the program. This community becomes a source of inspiration, encouragement, and collaboration, highlighting the power of peer-to-peer mentorship.



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Together, we are shaping the future, one leader at a time.”

The impact of The Mentorship Class has been profound. Participants report increased selfconfidence, clarity in their career goals, improved leadership abilities, and successful entrepreneurial ventures. These individual successes ripple outward, contributing to a more dynamic and innovative society.

Our commitment to empowering the next generation of leaders and entrepreneurs remains unwavering. We will continue to refine our curriculum, embrace new technologies, and expand our reach to ensure that more individuals benefit from the transformative power of peer-to-peer mentorship.

Ultimately, The Mentorship Class is more than a program; it is a journey of transformation. It is about unlocking potential, fostering growth, and building a brighter future. Together, we are shaping the future, one leader at a time.



A NOTE FROM THE COO

SHADRACK YAWE KIZZA



Shadrack Yawe Kizza, COO, TMC

In the heart of The Mentorship Class, a six-month program designed to cultivate the next generation of revolutionary leaders and entrepreneurs through the transformative power of mentorship, it is awe-inspiring to witness firsthand the remarkable growth that takes place within these individuals (mentees) as they navigate their path towards personal and professional development. Mentorship is more than just knowledge-sharing; it's about nurturing transformation and being a part of the profound changes that shape their lives.

As a mentor within this dynamic framework, I've come to appreciate the significance of being a guiding light and supportive arm in each mentee's life. It goes beyond imparting knowledge; it hinges on building a personal relationship with them, empowering them to embrace their strengths, and helping them achieve their utmost potential. Witnessing their growth is akin to watching a tiny seed grow into a towering tree, and there's nothing quite as fulfilling as knowing that I played a role in that transformation. It's a blessing to be there and watch the sun rise on their dreams and aspirations.

Mentees embark on an exhilarating journey of self-discovery, unearthing hidden strengths and talents they might not have realized they possessed. Our numerous interactions, conver-

sations, exercises, and guidance help mentees boost their confidence levels, conquer self-doubt, and take bold steps toward achieving their personal and professional goals. This process embodies the beauty of self-realization and empowerment, as the mentees learn to embrace their true potential.

One of the most gratifying aspects of mentoring in the program is witnessing the profound impact of transformation. As mentees evolve, their newfound knowledge, skills, and attitudes not only stay confined to their journeys; they extend their lessons to their communities, workplaces, and beyond. It's akin to participating in a chain reaction, where each mentee's transformation creates a ripple effect of positive change that reverberates globally.

It's important to highlight that mentoring is a two-way street. While I am a guiding light and supportive arm, I constantly learn from my mentees. Their diverse backgrounds, fresh perspectives, and unique experiences challenge me to become a better coach and individual. This dynamic exchange of knowledge and inspiration further underscores the transformative impact of mentorship. This exchange of wisdom enriches the learning experience, reminding me that growth is a continuous process, no matter where we are on our journeys.

Each milestone achieved by a mentee is a cause for celebration.

Whether it's a career breakthrough, a skill mastered, or a newfound sense of purpose, these accomplishments symbolize the culmination of their hard work, dedication, and progress on this transformative path. As a mentor, these instances reinforce the influential impact of mentorship and motivate me to keep aiding these prospective leaders.

To sum up, The Mentorship Class has reinforced my belief in the transformative power of mentorship for nurturing the next generation of revolutionary leaders and entrepreneurs. Seeing mentees grow, evolve, and begin to reach their full potential has been incredibly fulfilling.

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It's important to highlight that mentoring is a two-way street.”

Our journey together has been characterized by mutual inspiration, self-discovery, and the satisfaction of observing positive change take root. Being a mentor is pivotal in igniting transformation, offering guidance, and supporting mentees as they become the best version of themselves.



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INTO THE MIND OF MR. ANDREW BUGEMBE.

COMPILED BY: PATRICK DHATEMWA



Andrew Bugembe

1. When did you learn the things you currently teach in The Mentorship class?

Haha, I've learned them over time. I think I learned a lot of these things between the ages of 20 and 30, and it was in that period that I made so many mistakes that burnt my fingers quite a bit, and I decided I was going to learn from my mistakes. I was also involved in a work space that had a mentorship kind of arrangement, and it was through that, that I also got the opportunity to teach the things that I teach today.

2. Upon visualizing The Mentorship Class, before its physical manifestation, did you at once picture what it is today?

Well, we (Janet and I) do see TMC at a much bigger level than it is right now. We see ourselves creating a force. You know, there's one thing about Uganda, we have had a generational kind of "rot" where a lot of the things that a lot of the people that grew up before the 1970s would treat as good and normal practice, may not be what it is right now. I'll give you a few examples, like the "quick money" acquisition syndrome, where people think that they can get money quickly, that is, you're 21, you have all these dreams that by 24, you'll have so much money, or maybe,

you've acquired so much money, and yet haven't necessarily put in the work to get that money, The lack of appreciation, especially for elders, which is something I picked up from SMACK, etc. So, when you think through several things, and where we see TMC today, we see TMC, as more of a force of like-minded people who can be able to do business with each other.

The fact that many people think that, for one to get something, they should receive something in return. That mindset, where people don't understand that you can get something for nothing, for example, your car has stopped on the road, and it has to be pushed, and the guys who come to push it, expect that you'll pay them something, and now if you're the one pushing someone's car and you say, "no it's okay, I was just helping..." people don't understand you.

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Well, we (Janet and I) do see TMC at a much bigger level than it is right now. We see ourselves creating a force.”

That kind of mindset has grown in society. So, we need to get back to a point where people understand that, you don't have to be paid back for doing a good deed, you can just decide to be good and change people's lives and do good in people's lives without necessarily being rewarded for it. That's how the world was. We are looking at every cohort having a couple of people being impacted in the societies they have gone to. So, we are still behind schedule concerning our plan for TMC, we look forward to more people being impacted by TMC.

3. You listen to podcasts quite often, especially when driving, do you ever feel like you're experiencing an information overload?

Haha, Is there any such thing as information overload? I think, if you get so much information without direction, maybe that's what you may term as information overload, but oftentimes when you've got direction, and clarity of who you want to be



Andrew and Janet Bugembe, founders of The Mentorship Class

and who you want to become, then eventually, you don't think you'll suffer from information overload.

There's only so much information that a person could have, I'll give you an example, for instance, if you went to the Wheel of Life, each axis of the percentage spider chart is its podcast. I'll tell you that I don't think I've mastered exactly how money works, but I'm not as badly off as some people, I can tell you that, I'm still very open to listening to new things that are there to do with how money works, or even when it comes to relationships, it's the same thing, you know, I think I can do better as far as my marriage is concerned, also with as far as my relationship with my daughter is concerned, people relationships, work relationships, etc, Thinking about that, plus your health, which becomes a serious issue one you hit 40, so you have to be very intentional about information. I'm more than convinced that there is so much information out there for us to pick up.

4. What is the hardest lesson you've learned in life?

Eh, that's a very hard question. Okay maybe, in my view, growing up without a mother might have been my hardest lesson. I can't overlook the role and importance of a mother

in a child's life and more so in a boy's life. When a boy grows up without a mother and maybe, he does not have very many close people, with him as a boy child, they are about to make a lot of errors. Errors are the best of the fact that these are things that you could have just learned through observation, say from your mother.

I think mothers are emotional human beings, so sometimes children I've seen who have grown up without their mothers kind of seem not to be very emotional, and yet in life, you need to have a balance of the two, emotional and near-emotionless.

“ I don't like doing things that don't have a significant impact.”

Perhaps I think the hardest lesson I've learn is how to go back and try and teach myself the lessons my mother would have taught me. If she was alive those lessons then go and play into your life from your work, to your family, to your friends, to several things that you associate with.

5. Why Tax Law?

My interest as you've learned in the mentorship class has been, with business, I fell in love with business when I came to be educated about it, and I came to appreciate that, most of us end up in some sort of business system, Government is business, private sector is business, most of our jobs, and professions fall in some sort of business, system, and I like to be at the end where I think I stand to benefit and impact people a lot more.

I don't like doing things that don't have a significant impact. Perhaps that tells why TMC is for a specific age lot, though everyone else is welcome, but we try and target people who we hope are not normal, who in the years to come, will be influential. So to answer your question, in the business field, the most complicated area seems to be related to things to do with tax.

Also, because I was in business as early as 20 years, one of my biggest fears was always tax, so for me to overcome the fears, I had to go with learning about taxes, and I found I could be more useless in as far as tax is concerned, do businesses have other issues, of course, they do, but as you'll come to appreciate, when you specialize, in something, you become a more valuable person.

6. In this 7-year Journey of TMC, that you have walked with Janet, Challenges have come. What are the lessons you think you've learned from her, especially in the way she handled the difficult situations?

Okay, I think what I have seemed to observe is that both of us bring in a mix, from different paths of life, and I think it's important for the mentees, to get that mix, because life is not just the high-end (Nakasero), life is also the lower end(kikuubo). Life is both. You have high-end neighbors, you'll also have neighbors who are low-end, the ones who don't have anywhere to stay, so, I think for me, Janet, looking at each of our backgrounds, Janet is an aspect of the ideal life. I love the fact that she's able to address that, as she works with the mentees, and then I love the fact that on the other end, I'm able to complement her with the other, so-called, "street life" or non-ideal life.

I think a lot of us are usually on the road to living an ideal life and the life just hits you, you wake up and realize you had your parents today, and tomorrow you don't, and it's good to see both sides. Though the things I've learned from Janet, come to do with the fact that she's very organized in putting together the class as a whole.

Generally, the class has been more organized in terms of structuring and everything pertinent to that. I also admire her pervasive ability to inspire the girl child. I don't think, during a class, I can be able to inspire the girl child. Probably she also inspires the boy child as well.

7. What advice would you give your 20-year-old self, had you had the chance to meet him today?

Haha. To attend the Mentorship class! Yeah, I'd advise my 20-year-old

self to attend the mentorship class because all the things we discuss in the mentorship class are things that are critical at that age I'd advise if possible for people to consider bringing in their children at the level because there are so many things they could become because things change at all stages.

Remember, in S2, some subjects were dropped and I'll tell you one thing for sure, is that people need mentorship at that point. They need to understand, and begin with the end in mind for instance, if you've dropped German, you're going to do French. Why are you doing French? You're going to do accounting, but do you know where this accounting is going to take you? Or, you've



I'd advise my 20-year-old self to attend The Mentorship Class"

dropped agriculture, but where are you going to stay, are you going to stay in Uganda, because Uganda is an agricultural country, would you want to have more information about agriculture, because that's the environment you're in? Then also in S4, we dropped stuff, at that point, we are dropping a lot more we are doing, arts and sciences, so, every one of those levels needs some level of mentorship, that when someone decides that level, they have actually changed their path and are now on a different route from where they were at first, because they have dropped off some things, so, me getting to 20, I think I was spoilt for choice, I was good at literally everything, I could

have done sciences, arts, sports, at one point, I was looking at Federer as my mentor was I was in my S6 vacation. I wanted to become a Roger Federer so that I could play tennis for Uganda, but was there anyone who was going to mentor me..

I disagree with the common idea among many parents that parenting and mentorship are the same thing. Parenting is different from mentorship. We may be very good parents, but not very good mentors. A mentor usually points in the direction of where this person could probably get the best possible solution, whereas the parent looks out for the child to see that they don't make any such errors in their life, but, when I say that 20, I needed more mentorship, it's not that my Father had not given me good parenting, but maybe the fact that mentorship is a skill that you learn it's not innate.

It is something that you take time to groom from maybe your personal experience, and now you can do the same about another person coming from your personal experience, yeah maybe that's why Janet and I find it very difficult because when she was 19 I was 20 when I went through some very good mentorship until we were 28, 30, by the time I was 24, Janet and I were sitting on a company board so to say. We had a whole market and a whole country to run and you can imagine all the errors we made in those meetings in the way we conducted ourselves, sometimes we were I'd say foolish, so, you realize mentorship, is more like a skill and that's why I think, if I was 20, I would go in for some guidance in as far as mentorship is concerned.



Digital Professional Practices



- Brand Representation using **LinkedIn** (Company and Employees)
- Importance of an online presence in this digital era.
- Social Media **Etiquette** and best practices.
- Social Media Team **Trainings** (Content Creation, Guidelines and Strategies for different platforms).
- Communication and Presentation **Skills**.

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I believe we can be the change we want to see in this world.”

1. How did you navigate your early professional career, starting in your early twenties, to become such an influential figure? TMC is eager to understand the pivotal influences that shaped your journey.

Oh wow, first of all, I don't think your twenties are a time for reckless living; it is the formative time in your life. Where there is the formation of your value system, what you believe in, what your values are. It is a very crucial point because the decisions you make regarding your career and life are made at this point. It is a time when the most important decisions of your life are made, choices in career, life partner, and friends. Because those are the people who are going to stay with you for life.

Most of the people we call friends right now are people we were with

in school, secondary, and campus. The caliber of individuals we hang around with at that time makes you who you are. That is the purpose of mentorship, that is why we chose that age bracket to, you know, be in a position to see how we can nurture them and groom them. Because that is where someone makes the important decisions in life regarding friends, marriage, and career, so let us not abuse that age.

How I became that person, early on in life I was mentored. By default, I surrounded myself with people who were very instrumental in my life (as they always say you are an average of the five people you spend most of your time with) so being in this particular group of people that were adding value to me, at the age of 19 I was reading books like 'Rich Dad Poor Dad', 'Think and Grow Rich'. It was because of the people I was surrounding myself with and the books I was reading.

As you make strides in the field of mentorship, spearheading Uganda's fastest-growing mentorship program, what vision do you hold for the future of The Mentorship Class and the broader landscape of mentorship?

I believe we can be the change we want to see in this world. Many people think that you need a platform, that you need spaces, maybe on grounds of politics you need to be a leader or somewhere in life to make a difference. But my school of thought is different, it's otherwise. I believe you can start from where you are, you can start by influencing the people around you. The vision of the mentorship class's future is slowly by slowly starting with the people around us, our way of life is showing people that we can change this country. In terms of value system, moral integrity, work ethic, all the things we believe and stand for in the mentorship class.

I would like to say that when I look at the future of the mentorship class, we've just done 7 years and I want to say looking at the next 20-30 years, Uganda is going to have the youngest and the most valuable citizens of this country. We believe that whatever we are doing is not in vain, and slowly by slowly we are going to take over and make a positive difference in the lives of so many people. I'm very optimistic for the future, and the change that we want to see in this country is going to begin in the mentorship class. Already

WORDS OF WISDOM FROM MRS. JANET BUGEMBE.

COMPILED BY: AKAMPA RHONA MUGUZI.



some of the young people we have channeled out are doing amazing things. Wherever they go, they have become beacons for hope; they are being referred to in all the spheres of influence, business, workforce, school; many are on the dean's list. For those who are working, the feedback is exciting, and for those starting their businesses, the level of aggression and attention to detail. These people are fantastic, and I am very excited for the future of the young people, especially those who have gone through the mentorship class.

3. What sets you apart in the world? What's your secret to standing out?

Honestly speaking, I think I serve a big God. I can't say I'm doing everything on my own; it is God, and I have favor from the Lord, and because of that, He has guided me through my paths. He has enabled me to meet people who have taken me to another level. He has enabled me to be in spaces where I have been able to make a difference in many people's lives. It's not a secret that everything that I have been able to do has worked out, but God has been on my side; He has been my anchor and guide.

I have a strong value system. Someone once said that if you don't stand for something, you fall for anything. Because of that, it's very difficult to sway me. That's why in my teen years, it was very difficult to sway me to go with the peer pressure; I was anchored in a strong value system. It was difficult to sway me. It doesn't matter what direction everybody is taking, as long as I believe in something, I will do what I believe in, and it will work out. So, I would

like to encourage everyone to have a strong value system and stick to their lane; don't compete with anybody else, compete with yourself. Stick to your lane and do what you have to do.

Everybody is special. Everybody has something special about them. Many times we try to be a photocopy of someone else, mediocrity. I am not a photocopy. I have decided to be me and be the best version of myself. No secrets here.

At TMC, you're shaping the next generation of leaders for Uganda and beyond. If you could offer advice to your 20-year-old self based on the lessons you've learned from running the class, what would it be?

Very importantly, I envy people who are in the class today. If I had got the lessons that they have got today. Truth be told we got the lessons but it wasn't intentional, we were just doing life, somehow we landed on the right people and listened to them and things worked out. But this is intentional, someone has been on this journey before and they are telling you to slow down here and do this there. Wow. The lessons that are here maybe you don't know how valuable they are but one day you'll draw back on these lessons. The nature of individuals coming to mentor is so good, that one day this is going to be one of the best things that has happened to them.

I would advise the young people to take the lessons seriously because we are learning about life. There is never going to be an opportunity where someone is going to take them by the hand and guide

them. This is not common in university or workplace or anywhere for someone to give off their time to mentor you. It's a great opportunity for young people. I wish every young person in Uganda would have the opportunity like you have had because the results are tangible and the quality of individuals we have set out into the world are very good and I know the best is yet to come.



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Honestly speaking,
I serve a big God.”



Janet Bugembe, Co-founder, TMC

THE COACHES' CHRONICLE.



YVONE AYEBAARE
HEAD COACH

Writing about the Mentorship Class is quite the task in my opinion because it involves having to put on paper the impact; well just a piece, of the impact the class has made, the paradigm shifts that have occurred and I dare say the unveiling of a fire that has been underneath a basket for many, my point is; the Mentorship class has caused transformation that this pen may not be able to exhaust on paper but I will do my best.

The journey in the 7th cohort in the class has been a phenomenal one I must say, witnessing lives being changed over and over by the transformative power of mentorship. I for one found my direction after going through the mentorship class and I could think of no better way than to be a part of this transformative journey in someone else's life.

In this cohort, we hoped to bring out the theme of persistence even through different failures and we thought of no better way than to delve into the greatest sports personalities of all time. Here at TMC, we call them 'The Greats' and it is from these personalities that we had 13 amazing coach groups named after the greats that were spearheaded by 13 brilliant individuals: the coaches. We had Keith Murungi for Tom Brady, Daisy Kirabo for Serena Williams, Lisa Kirabo for Maria Sharapova, Tom Phillip Makayi for Tiger Woods, Elizabeth Kisaaka

for Mia Hamm, Hakim Ahmed for Muhammad Ali, Precious Muganzi for Simone Biles, Janice Atai for Samuel Eto, Norah Aine for Jackie Robinson, and me for Michael Phelps. This was the team of outstanding coaches that walked with the mainstream mentees for the six months that they attended the class and held their hands through the changing seasons of their lives. For the tenderfoot mentees that were with us for 3 months; during their senior four vacations, we had Cynthia Nakabubi for LeBron James,

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The journey in the 7th cohort in the class has been a **phenomenal** one I must say”

Martha Nkangi for Michael Jordan, and Cynthia Namukwaya for Kobe Bryant and once again this team did exceptionally. It has been a sensational experience working with this amazing tribe and I wouldn't have it any other way, it has been a journey of learning, unlearning, and relearning a few things and witnessing firsthand that learning never stops, that growth never ceases.

To the gallant ladies and gentlemen who went through this cohort, I do wish you exceptionally well in the next steps of your lives. As Ralph Waldo Emerson once said, “What lies behind us and what lies before us are tiny matters compared to what lies within us”, the class has only been a tool to help you uncover the tip of your potential, so maximize that potential and step into the light, I believe there is still so much in store for you and as TMC, we shall always be here to cheer you into your next big thing.
From your coaches to you, carpe diem.



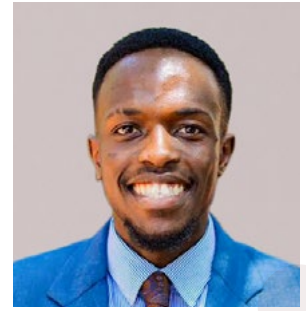
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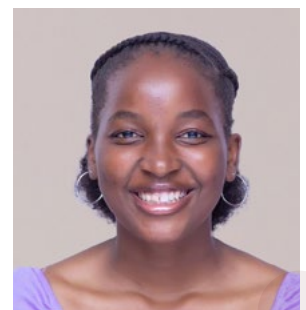
CYNTHIA NAKABUBI
LEBRON JAMES



MARTHA NKANGI
MICHAEL JORDAN

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Here at TMC, we call them ‘**The Greats**’ and it is from these personalities that we had **13 amazing coach groups** named after the greats that were spearheaded by 13 brilliant individuals: **the coaches.**”



CYNTHIA NAMUKWAYA
KOBE BRYANT

GREETINGS FROM YOUR **FRIENDLY** NEIGHBORHOOD **PRESIDENTS.**



Mulondo Jonathan Jemba
Class President, The Mentorship Class 2024.



What is Greatness?

Is it a destination to be reached, or is it an ongoing journey of self-discovery, growth, and contribution?

Does it exist as a solitary pursuit, or does it flourish within communities that foster collaboration, support, and shared aspirations?

Or is it reserved for the select few, or is it a potential within every individual waiting to be realized through determination and perseverance?

On January, 8th 2024, **75** mentees began to lay the foundations for each of their journeys toward greatness. Each with the desire to formulate the parameters of their definition of supremacy. Each bearing the motivation to start the process. The end in mind was to write their names in the history books. In fact, not just write but engrave. No matter how long it takes.

Greatness is never merely given to any individual. It is earned. It is worked for. It is fought for. To be great, one has to be willing to work and put in the effort, no matter the magnitude. In this 7th cohort of The Mentorship Class, the theme states,

” The Greats: The Masterminds and Mavericks Chasing Greatness Beyond Boundaries.”

Throughout this six-month transformative journey, we have been blessed to have “The Greats” as our icons. These people are disruptors, innovators, and embodiments of success who have challenged the status quo but most importantly served (and still serve) as inspirations that illustrate the possibility of standing out of the crowd and being different!

And that is our challenge as mentees of

this 7th cohort; to be audacious, creative, daring, and obsessed with whatever we know that can propel us to our respective definitions of greatness.

To be great is not a result of having potential. The potential is great but does not guarantee greatness. That potential needs to be executed, it needs appropriate training. And that is what exactly The Mentorship Class does. Six months. Six themes. Six months. Six valuable principles that will prepare you for greatness. The themes are;

1. Personal development
2. Financial management
3. Career development
4. Leadership
5. Business & entrepreneurship
6. Life skills

As mentees of this prestigious cohort, we can testify that The Mentorship Class, through its rigorous training, has laid a solid foundation for me to start my pathway toward greatness!

As we conclude;

Greatness is a journey of ongoing self-discovery. It involves learning about yourself, growing from experiences, and continuously improving. The path to greatness is about understanding and becoming your best self.

Greatness needs a community. It relies on people working together, sharing ideas, and helping each other. It’s not something you achieve alone; it grows from the support of many.

Anyone with potential can be great. With hard work, dedication, and the right opportunities, anyone can achieve greatness. It’s about using your abilities and striving to be your best.

“

The journey in the 7th cohort in the class has been a **phenomenal** one I must say.”



An Ongoing TMC Session

Mentorship, mentorship, mentorship! These ten letters sum up the secret ingredient to creating an individual's impactful and successful future. The Mentorship Class offers a carefully selected array of mentors, themes, and activities aimed at preparing today's youth for tomorrow's world.

Throughout my journey at The Mentorship Class (TMC), I have learned a lot about living a purpose-driven life. Discovering one's purpose can take a lifetime, but the class helps you take the first step on that journey. I would like to share a few things that stood out for me in this class.

Becoming more self-aware is not just about getting to know oneself, it is about becoming empowered to do what one was created to do. From simple things like learning about my temperaments (choleric, sanguine, melancholic, or phlegmatic), these delicate factions affect how we view life and react to real-life situations. It is from discovering our personalities that we can align our passions, goals, and thoughts toward the kind of future we want for ourselves. This future is highly influenced by the wheel of life, as we aspire to achieve balance in spiritual life, family, social life, career, financial life, personal development, personal health, and leisure. Imagine

being a part of a program that helps you discover your potential, and passion, and professionalize that passion!

TMC has provided us with a platform to learn about the requirements of the workplace and what is expected of us. From personal branding sessions highlighting dress code, conflict resolution, and effective communication to learning the importance of personal excellence, we have been equipped to leave behind an excellent legacy in whatever space we serve in. Doing tasks with diligence, precision, wholeheartedly, and performing at 110% because 100% is so overrated.

Learning about one's future career choice was an eye-opener to discovering the reason why we want to pursue those careers. We learned that our choice of career should be our dream and that it should help us learn and earn at the same time. It is important to have a growth mindset in whatever career path we take on, a mindset ready to learn, unlearn, and relearn. A mindset capable of embracing challenges, persisting in setbacks, learning from criticism, using effort as a tool to achieve success, and being inspired by those who have succeeded before.

The most admirable aspect I learned from TMC is the value of leadership. Serving as the class president of the 2024 cohort has taught me that leadership is a journey rather

than something one learns on the spot. It requires patience, dedication, intentionality, a visionary mind, and sacrifice. As mentees, we are always reminded that we are the future leaders of this nation and the world at large, so we must use the chances we have to serve, learn from others, and practice leadership in whichever spaces we delve into. Being a great leader requires being who you say you are, being committed to your task, and listening to and learning from others. Leaders have a "we can do this" mindset and they leave no one behind.

My experience at The Mentorship Class has been developmental, exhilarating, and life-changing. Each one of us has learned to embrace greatness in each and everything we do—never leave a stone unturned, and never leave a space without making an impact.

We plan on choosing to learn from masterminds, the people who have been there before us.

Above everything, we hope to become ambassadors of excellence, innovation, and impact in our pursuit of success. We, the products of The Mentorship Class, are ready to make this nation stronger, this world better, and the future brighter. I cordially invite you to join our next chapter of The Mentorship Class and learn the secrets to becoming a part of The Greats.

THE | Doing tasks with diligence, precision, wholeheartedly, and performing at 110% because 100% is so overrated

TRANSFORMATIVE POWER OF MENTORSHIP



KALAZANI NEENA ELSIE
CLASS PRESIDENT, OF THE 7TH COHORT- THE MENTORSHIP CLASS



The Mentorship Class with Ricky Thomson, Co-founder Safe Boda

“

We plan on choosing to learn from **masterminds**, the people who have been there before us.”



THE | held from January to March, 2024

TENDERFOOT CLASS

The Tenderfoot class of the 7th cohort of The Mentorship Class, held from January to March, was a transformative journey centered around enhancing personal awareness, fostering personal development, and encouraging career reflection. Divided into coach groups named after basketball legends Michael Jordan, LeBron James, and Kobe Bryant, were guided by wonderful coaches: Martha Nkangi, Cynthia Elizabeth Nakabuubi, and Cynthia Namukwaya, respectively. The program concluded in March as the mentees' Senior Four vacation had come to an end, and they were preparing to embark on their A'levels, necessitating an early departure.



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Therapy, meditation, and journaling are all potent tools for nurturing self-awareness.

Self-awareness is the remedy that transforms stumbling blocks into stepping stones, the map guiding us through life's labyrinth. But what exactly does it encompass, and why is it important to achieve self-awareness? Hold my balloons as I take you on a quest of self-discovery, with a pinch of wit and a lot of insight.

Discovering the Treasure In Gaining Self-Awareness:

Imagine going through life like trying to find your way through a maze while blindfolded. You keep bumping into things and stumbling over obstacles you can't see. That's what it's like when you're not aware of who you are. But Self-awareness is like having a guide who helps you see where you're going and avoid problems along the way.

Self-awareness grants us the ability to introspect, to delve into the depths of our thoughts, feelings, and motivations. It's similar to possessing a backstage pass to the theater of our minds, where we witness the intricate dance of our psyche with curiosity.

But why is it invaluable? Well, for starters, self-awareness is the cornerstone of emotional intelligence; which enables us to regulate our emotions, empathize with others,

and foster meaningful connections. Moreover, it's the catalyst for personal evolution, empowering us to identify strengths, and weaknesses, set achievable goals, and navigate toward a more fulfilling existence.

Cracking the Code of Self-Awareness:

So, how does one cultivate self-awareness? It's not a downloadable app (though wouldn't that be convenient?). No, it requires a willingness to roll up our sleeves and delve deep into the recesses of our minds and habits. Not as easy as we had hoped right? Well, isn't that a fine how do you do?

Begin by asking the tough questions. What are my values? Goals? What are my passions? My do, my don'ts. These are like those hidden dust bunnies under the bed - you can't see them, but they can cause big problems if you don't deal with them.

Therapy, meditation, and journaling are all potent tools for nurturing self-awareness. And if all these fail, your ancestors are probably just seriously holding you back (kidding), just remember you don't have to walk through it alone, you can have assistance.

Embracing Your Authentic Self: You've plunged into the depths of your mind and surfaced with newfound self-awareness. Now what? Well, now comes the thrilling part; embracing your authentic self. In one of my favorite films, Kingsman, Harry Hart said to Eggsy, "Being a gentleman has nothing to do with one's accent. It's about being at ease in one's skin." This is assurance of how important it is to be happy with one's personality, embrace it, master it, and, find the best way to present it to others in the way he desires.

Achieving self-acceptance isn't always straightforward though, particularly in a world flooded with unrealistic ideals of beauty and success. How does one learn to cherish their unique essence? Begin by practicing self-compassion. Treat yourself with the same tenderness and empathy you'd offer a good friend. Celebrate triumphs, rise from shortcomings, and remember, that perfection is but a myth.

“

Self-awareness is the cornerstone of emotional intelligence”

Now, About Pro-Self-Awareness:

First of all, congratulations, you've reached the summit of Mount Self-Awareness, clap, jump and, buy yourself a drink or two. But hold off on the victory parade; achieving self-awareness marks merely the inception of the odyssey, not its assured practice.

Now, having gained clarity about who you are and what you seek, it's time to infuse life with intention and purpose. Set meaningful goals, nurture healthy habits, and surround yourself with allies who champion your growth. Above all, persist in your pursuit of becoming the finest version of yourself for the world eagerly anticipates your radiance.

THE MAGIC OF SELF-AWARENESS.

OJAMUGE GIDEON KEN OLUKA



DARE TO DREAM



**DORCAS MIREMBE
MUGABI**

Is my dream too **big**?
Will I make it? In the
journey to dreams, one
ponders such questions.



Is my dream too big? Will I make it? In the journey to dreams, one ponders such questions. I thought about these questions as I started The Tabitha Scholarship Program as my passion project. The Tabitha Scholarship Program is an initiative to fund education for financially lacking students in secondary school in Uganda. Our vision is to fund over 1,000 children in secondary schools in Uganda.

Little did I know that by attending The Mentorship Class, I was brought one step closer to achieving my dreams. The Mentorship Class occurs over six months, and every month has a topic: Self-awareness, Personal Development, Career Development, Leadership, Entrepreneurship, and Life Skills. In January, the class was encouraged to study the book "Put Your Dream to the Test." Reading this book opened my eyes to how to achieve my dream. I asked myself, "Do you own your dream?" "Do you see it?" More so, I had to ask myself if my dream was realistic and if I was passionate about it. Dreams cannot be achieved alone; I needed a "Dream Team" – people who shared my vision and were ready to pull through all adversities together. Your dream has to feel bigger than you. If it doesn't scare you, then go back to the drawing board.

The Mentorship Class made me think, "Do I know myself?" Well, I did not until self-awareness month. The dots started lining up on how and why I did some things in life. On finding out that I am melancholic and phlegmatic, I began to understand why I am not an outgoing person and quite laid back. My personality is INFJ-T. The Mentorship Class gave me a chance to evaluate myself to improve my weaknesses and polish my strengths. Knowing my

temperament and personality does not confirm my identity but allows me to improve myself.

DO NOT SETTLE FOR MEDIOCRITY! The Mentorship Class encouraged me to improve myself day by day. During Personal Development Month, I read the book "Seven Habits of Highly Effective People." I learned principles that will make me stand out in society: Be proactive, begin with the end in mind, put first things first, think win-win, seek to understand then to be understood, synergize, and sharpen the saw. Life is all about growth, not just any growth but strategic and intentional growth. One needs to put oneself out there. Brand yourself so that when you walk into a room, heads turn, exuding executive presence. Your health is your wealth. I had an opportunity through the Mentorship Class to learn more about my health: what I should eat and how to exercise.

"What does the future look like?" Different speakers were brought in to talk about the career path. I was challenged to look into the career path of my choice, "Civil Engineering." I had to ask myself if it would be trending in the future. Additionally, I got into the field to see if it was what I wanted. I learned work ethics like how to address conflicts through conflict resolution styles and the bothersome nature of Gen Z in the workplace. The chosen career should provide an opportunity for growth and be challenging enough to scale one's capacity. It should enable one to create an impact in the community. The Mentorship Class trained the mentees in tailoring their CVs to the job and how to act in an interview room through the MOOT interviews. Body language and mode of

speech speak volumes about a person.

Everyone is a leader to some extent, believe it or not. There are different leaders: democratic leaders, autocratic leaders, laissez-faire leaders, and strategic leaders to mention but a few. This knowledge taught me which situations best suit me as a leader. There is no leader without a team. **In the Tabitha Scholarship Program, I work with a wonderful team.** The structure of the team is such that the temperaments work hand in hand. The number of choleric people outweighs the phlegmatic ones. Therefore, things get done faster and not at a tortoise's pace. The Mentorship Class addressed the need for effective communication and active listening while in any leadership role. In all this, one must carry self-leadership. One cannot lead others if one cannot lead oneself.

The Mentorship Class has taught me to dare to dream, wear the dream, prepare the dream, share the dream, and repair the dream. It has provided a platform to meet people who have encouraged my journey ahead, like Mr. Elvis Mwesigwa, Mrs. Linda Namayanja, and Ms. Esther Chebijira. Moreover, I was pushed in the class to read and study the book "Think and Grow Rich." This book shows the world the secrets to success, and it all starts from thoughts fueled by a burning desire. One's thoughts have the power to magnetize people and situations that align with one's dreams. Most importantly, failure is temporary defeat, and it's only made permanent by one's decision to give up. Is my dream too big? Yes, it is. But I am ready to walk through the journey to achieve it by all means.

“

The Mentorship Class has taught me to **dare** to dream, **wear** the dream, **prepare** the dream, **share** the dream, and **repair** the dream.



Be yourself!
Lead by example
and act with
integrity,
fostering trust
and credibility
with your team.



Have you ever walked into a room and felt an invisible force? A certain individual commands attention without uttering a word. This magnetic pull is what we call Executive Presence. It's a captivating blend of charisma, confidence, and gravitas that sets true leaders apart.

The Secret Formula

While some may believe executive presence is an inherent quality reserved for the chosen few, the truth is far more empowering. It's a cultivated skill set anyone can develop. Sylvia Ann Hewlett, author of "Executive Presence: The Missing Link Between Merit and Success," breaks it down into three core elements:

- **Gravitas:** This reflects how you handle adversity. Leaders with gravitas exhibit composure under pressure, readily admitting mistakes while demonstrating the strength to bounce back.
- **Communication:** It's not just what you say, but how you say it. Speak clearly and concisely, engaging your audience with storytelling and active listening. Project warmth and approachability through body language and a touch of humor.

- **Appearance:** First impressions matter. Dress professionally for your environment, ensuring your attire is clean, well-fitting, and reflects your leadership goals.

Going Beyond the Basics

Mastering these core elements builds a strong foundation, but to truly cultivate executive presence, you should consider these additional qualities:

- **Confidence:** Believe in yourself and your decisions. Project a sense of calm control through steady eye contact, good posture, and clear speech.
 - **Emotional Intelligence:** Understand your own emotions and those of others. Manage your reactions and cultivate empathy to build strong relationships.
 - **Authenticity:** Be yourself! Lead by example and act with integrity, fostering trust and credibility with your team.
- The Power of Presence in Action
- Executive presence isn't about blind charisma or empty posturing. It's about inspiring trust, motivating others, and effectively leading your team towards a shared vision. Leaders with executive presence can:
- Gain an audience for their ideas through clear and persuasive communication.
 - Command respect and navigate challenging situations with composure.

- Build strong relationships and foster a positive work environment. Developing Your Executive Presence
- The journey to cultivating executive presence is a marathon, not a sprint.

Here are some actionable steps you can take:

- **Seek Feedback:** Ask trusted colleagues for constructive criticism on your communication style and leadership approach.
- **Practice Public Speaking:** You could volunteer for presentations to hone your communication skills.
- **Embrace Lifelong Learning:** Stay up to date on industry trends and continuously seek opportunities to develop your knowledge and skill set.

The Takeaway

Executive presence is not a magic trick. It's the result of dedication, self-reflection, and a genuine desire to become a more effective leader. By honing your communication skills, emotional intelligence, and leadership style, you can develop the undeniable power of presence and take your career to the next level.

Remember: You don't need to be a naturally charismatic extrovert to possess executive presence. Authenticity, coupled with a willingness to learn and grow, is the key to unlocking your full leadership potential.

EXECUTIVE PRESENCE:

ABAHO ABEL

The Undeniable Power



CHAMPIONS OF CHANGE

Lessons in Leadership
from **Ali** and **Mandela**



SHIVAN MUGABE

“

Both **Ali** and **Mandela** faced challenges that could have broken lesser individuals. Yet, they shared an **unwavering determination.**”

Great leadership isn't something you can neatly package or bestow upon those with the most power or prestigious titles. It's a complex blend of courage, resilience, and vision that inspires others to reach for a brighter future. Today, I want to highlight two iconic figures who exemplify this kind of leadership: Muhammad Ali and Nelson Mandela. Despite facing immense struggles, they emerged as powerful symbols of hope and change.

Muhammad Ali, known for his boxing greatness, defied expectations from the start. He refused to be drafted into the Vietnam War, citing his Islamic faith and opposition to the conflict. This courageous stance, rooted in his convictions, came at a cost—he was stripped of his heavyweight title and lost his prime boxing years. But Ali's leadership went beyond the ring. He became a vocal advocate for racial justice, challenging prejudice and

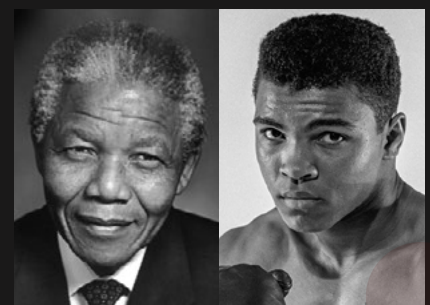
igniting a movement for equality. He wasn't afraid to speak truth to power, even when it meant facing backlash.

Nelson Mandela's story is one of resilience and commitment to justice. Imagine spending 27 years imprisoned for fighting against a brutal regime. Mandela used his time in solitary confinement to hone his leadership skills, strategizing for a future free from discrimination. When he was released, instead of seeking revenge, he advocated for reconciliation and unity, healing a fractured nation.

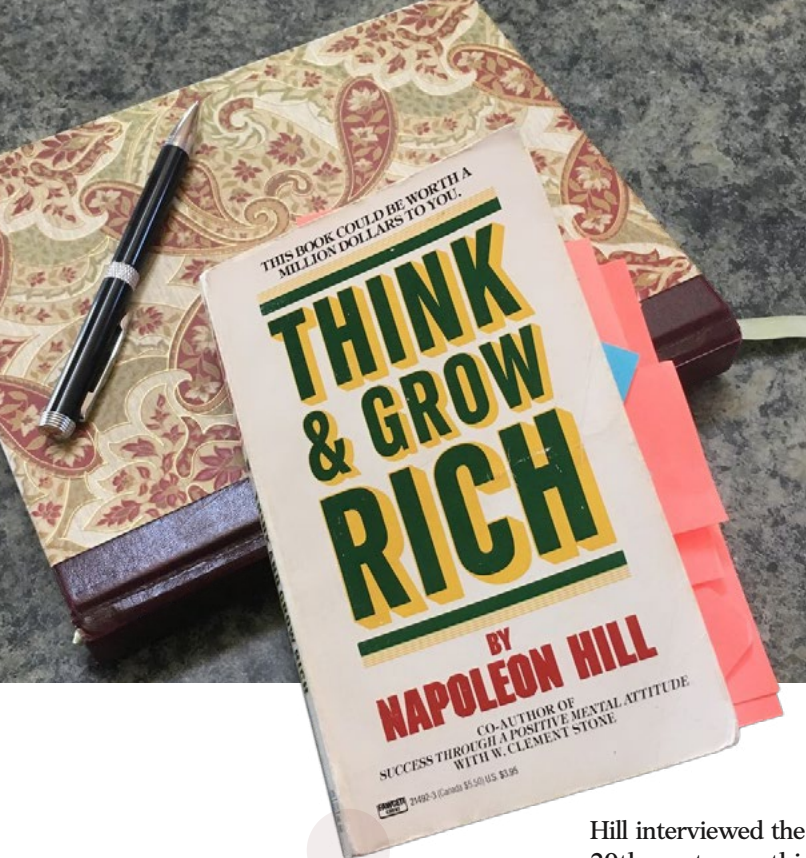
Both Ali and Mandela faced challenges that could have broken lesser individuals. Yet, they shared an unwavering determination to fight for what they believed in. They inspired others not just with words, but with their actions and example. Ali's charisma and outspoken nature ignited a movement for social justice, while Mandela's commitment to forgiveness and unity offered a path to a brighter future.

Their stories teach us valuable lessons. First, great leaders don't waver in the face of adversity—they hold fast to their beliefs and stand up for what's right. Second, leadership often requires personal sacrifice for the greater good. Ali and Mandela's legacies remind us that leadership isn't about titles or accolades—it's about courage, resilience, and inspiring others to create a better world.

I'm grateful for the leadership month in The Mentorship Class, as it has inspired me to become a great leader and live up to the legacies of my idols.



MANDELA AND ALI



THINK AND GROW RICH:

MARTHA
KALIMWINE

The
Unlikely
Mentor
You Need.



Let's take a moment to imagine yourself as a young adult. You're balancing the chaos of early career decisions, navigating the labyrinth of adulthood, and trying not to trip over your own two feet at networking events. Amidst all this, what if I told you there was a book that could mentor you into becoming a powerhouse of ambition and success? Enter "Think and Grow Rich" by Napoleon Hill. This isn't just a book; it's a secret handshake into the club of high achievers. Written in the 1930s but still as fresh as a meme going viral, "Think and Grow Rich" has been touted as a bible for anyone looking to turn their dreams into reality. Hill didn't just preach success; he dissected it with the precision of a neurosurgeon, all while wearing a suit that probably smelled of cigars and ambition. The cornerstone of this literary gem is the idea that desire, faith, and persistence can move mountains—or at least, get you closer to owning one. Hill's philosophy is a mentoring manual that can guide young adults in ways school textbooks can only dream of. Imagine your young adult self with the foresight and wisdom of a Wall Street mogul, making decisions with the clarity of someone who's already seen the season finale of their life's series.

Hill interviewed the who's who of the 20th century—think Edison, Ford, Carnegie—and distilled their secrets into bite-sized nuggets of wisdom. It's like a cheat sheet for life but without the risk of getting detention. These aren't just motivational quotes to be slapped on a poster and forgotten; they're actionable steps that teach young minds the power of goal-setting and resilience. Take, for example, the concept of the "Master Mind" group. Hill emphasizes surrounding yourself with like-minded individuals who challenge and support you. For young adults, this could mean forming professional networks, or alliances with friends who push them to be their best selves rather than just partners-in-crime for procrastination. It's mentorship in its purest form: learn from each other, grow together, and achieve collective success.

Then there's the notion of "burning desire," a term Hill uses to describe the level of passion required to achieve greatness. This isn't your run-of-the-mill ambition; it's an all-consuming, laser-focused determination. For young adults, understanding and harnessing this kind of desire can mean the difference between a fleeting hobby and a lifelong career. Hill's insights could turn a casual interest in coding into the next Silicon Valley unicorn, or a love for writing into a bestselling novel series. But let's not get too ahead of ourselves. One of Hill's greatest contributions is his methodical approach to overcoming fear

and doubt. Young adults, often plagued by insecurity, can find a mentor in Hill's words. He teaches them to replace negative thoughts with positive affirmations, a precursor to the modern-day self-care movement. It's like having a personal cheerleader in book form, this is exactly why he is the cornerstone of The Mentorship Class.

In today's fast-paced, TikTok-dominated world, the idea of sitting down with an 80-year-old book might seem as appealing as dial-up internet and probably why many of my peers found it a torturing read. But here's the kicker: "Think and Grow Rich" is timeless. Its principles transcend generations, offering a road map to success that's as relevant today as it was during the Great Depression. The wisdom in its pages is the kind of mentorship that every young person needs but rarely receives.

So, if you're looking to arm young adults with more than just job skills and résumé tips, slip them a copy of "Think and Grow Rich", or even better yet sign them up for the class. It might just be the most influential "mentor" they'll ever meet, packaged neatly between two covers, ready to guide them toward a future rich in both wealth and wisdom. In the end, Hill's masterpiece isn't just about getting rich—it's about enriching your mind, your relationships, and your life. And really, isn't that the kind of mentorship we all could have used in our early twenties?

TIMNAH SCHOOLS LUWEERO

Day and Boarding Primary
and Nursery School

**REGISTRATION
IN PROGRESS!**

For Learners From **Nursery**
to **Primary Six** is going from
Monday to Saturday,
8:00am to 5:00pm.

VISION

To Produce an All
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MOTTO **OUR FUTURE BEGINS HERE**



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Location: Jemba Road, Mabale Ward, Luweero Town Council
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Fostering teamwork and collaboration has always been essential for success. The TMC Sports Gala aimed to cultivate a sense of unity and camaraderie by bringing mentees and the management team together for a day of spirited competition. The sports gala not only promoted physical activity but also strengthened bonds, fostered teamwork, and ignited a sense of shared purpose among the entire TMC family.

The journey to the first-ever TMC Sports Gala began with an idea from our CEO, Denise Kyoziya, and COO, Shadrack Kizza Yawe. The idea was brought to the grand finale team, which coordinated with the management team to ensure that every detail was meticulously

crafted for maximum enjoyment and engagement. This involved selecting the ideal venue, Victory Soccer Arena, and curating a diverse array of sports and activities that catered to varying interests and abilities.

The D-day was **April 13, 2024**. Anticipation filled the air as mentees and the management team arrived adorned in different team colors, ready to embark on a day of friendly competition and camaraderie. The venue buzzed with excitement as different coach groups gathered to sing their exciting anthems, and the event commenced at 10:00 am.

Various games and team-building activities such as the egg race, 100-meter race, sack race, three-legged race, dancing competition, relay races, and cup balloon war took place. Each activity catalyzed teamwork, communication, and mutual

support. As the day progressed, cheers and laughter reverberated across the field, forging bonds that transcended the boundaries of hierarchy. While the thrills of victory and agony were certainly part of the sports gala experience, moments like cheering on teammates from the sidelines, strategizing during a crucial game, and celebrating a hard-fought win with high fives and hugs created bonding, friendships, and working towards a common goal. The sports gala became a symbol of shared values, mutual respect, and collective achievement. Finally, the event came to an end at 5:00 pm, with coach group Mia Ham emerging victorious.

“

The sports gala became a **symbol** of shared **values**, mutual **respect**, and collective **achievement**.

TMC SPORTS GALA

AZIZ FAHAD





“

Success is a combination of **financial** rewards and the positive **impact** you make.

Who is Rodney Mukula?

Rodney Mukula is a 38 year old pan African entrepreneur and lawyer, who is passionate about African solutions for African problems and has been in business for the last 15 years, from the service sector through to waste management, recycling and agriculture. He is very passionate about the green space ESG (Environmental, Social, and Governance), a very God-fearing person and also at the same time a global thinker looking at the world as a small village that needs many visitors to it to add value to it and save it.

1. What motivated you to start Asante Waste Management specifically? Was there a particular gap in the market or a personal passion that drove this decision?

I noticed a market gap for circular business models in waste management, which I found more sustainable and profitable than linear ones. My research in university sparked an interest in environmental engineering. Additionally, I felt a calling from God to pursue entrepreneurship. Lastly, I couldn't see myself practicing law for the next thirty years and discovered my true passion and purpose in waste management early on.

2. How did the skills and knowledge you gained from law school contribute to your entrepreneurial journey and the founding of Asante Waste Management?

Law school gave me a unique advantage, as I understand both legal and entrepreneurial aspects. This helps me ensure compliance with regulations, handle taxes, and manage corporate governance. My legal background allows me to



identify and address legal issues effectively, review contracts, and understand legal nuances. This foundation has been crucial for my growth, and I recommend entrepreneurs gain some legal and accounting knowledge.

3. Can you share an example of a failure or setback you faced in your journey and how you handled it? What lessons did you learn from that experience?

Trust the process, not the people. I faced setbacks with unreliable partners and staff who broke the process. To handle this, I focused on recruiting and training the right team, ensuring they understood their roles and the company's expectations. The key lesson was to build a dependable team to achieve success and avoid unnecessary challenges.

4. How do you define success, both personally and professionally? Has this definition changed over time?

My definition of success has evolved. Initially, I equated success solely with money. While financial success is important, I now also measure success by impact. This includes changing lives, inspiring others, supporting companies, and building a recognizable brand. Success is a combination of financial rewards and the positive impact you make. For me, it's about the influence and recognition of my work, not just the monetary gains.

INTERVIEW WITH MR. RODNEY MUKULA
 INTERVIEWED AND COMPILED BY: HENRIETTA MIRACLE ASHAINUT





5. What legacy do you hope to leave behind through your work and personal life?

I aim to leave three main legacies. Firstly, ensuring the continuity of my business through succession within my family, emphasizing that success without succession is failure. Secondly, I aspire to build global brands with a distinctly African identity, promoting pride in African achievements on the global stage. Lastly, I strive to leave a legacy of positivity, advocating for kindness and community support in a world increasingly focused inwardly. My goal is to inspire goodness and positive impact through everything I do, benefiting the brand, communities, and beyond.

Advice to The Mentorship Class and everyone behind and around it. Go out there, chase your dreams and be good. Don't settle for mediocrity, go out there and be better every time and remember God first, God over money and when you're done praying just go out there and get that money.



“

Don't settle for **mediocrity**, go out there and be better every time and remember **God first**, God over money.





“

Queendom is redefining the **narrative of womanhood** in the 21st century.

Queendom is a beacon of empowerment for women navigating the complexities of modern life. Within its hallowed halls, the Queens engage in profound conversations that transcend mere sessions, delving deep into the essence of womanhood.

At the heart of Queendom lies its ability to cultivate a sense of regal self-empowerment. Here, women are encouraged to embrace their unique strengths and aspirations, fostering a profound sense of majestic confidence and self-love. This empowerment extends to various facets of life, from personal excellence to financial sovereignty.

In an era where personal branding and executive presence hold significant sway, Queendom equips women with the tools to navigate these realms with elegance and finesse. Through discussions on personal branding and etiquette, women learn to craft authentic narratives and leverage digital platforms as tools for empowerment and connection.

Perhaps one of the most transformative facets of the Queendom experience extends beyond leadership. Within its sanctum, women engage in nuanced dialogues that shape not only their ability to lead but also their capacity to navigate diverse relationships. Through conversations emphasizing eloquent communication, participants hone skills essential for fostering understanding and empathy in all spheres of life. These discussions aren't solely about acquiring leadership prowess; they're about equipping individuals to navigate the intricate tapestry of relationships with finesse, be it with peers, family, significant others, or the wider community.

In essence, **Queendom is redefining the narrative of womanhood in the 21st century.** Through deep conversations and transformative experiences, women emerge from Queendom not just empowered, but emboldened to embrace their full potential, lead with confidence, make informed choices and navigate challenges with resilience and grace. We are more powerful when they empower each other!

SISTERHOOD ODYSSEY

COMPILED BY:
DAISY KIRABO





From the time of Adam, the first man, men have been known to have deep voices, facial hair, and broad shoulders. But there is more to men than what is seen on the surface. The concept of manhood has mostly been the same over the millennia. However, some aspects have evolved significantly over the centuries, shaped by cultural, social, and individual factors. Traditionally, being a man was often associated with strength, stoicism, and the role of a provider and protector. And there is much evidence about this. According to archaeologists, men from the Stone Age were hunters. They would move out into the wild and hunt wild animals. Religiously, men are the leaders of the family in all aspects: spiritually, morally, and more. Today, however, the understanding of what it means to be a man is more multifaceted, allowing for a broader range of expressions and experiences.

One of the most significant shifts in the modern perception of manhood is the challenge to **“traditional gender roles.”** Historically, men were expected to adhere to rigid norms of masculinity, which often emphasized physical strength, emotional restraint, and dominance. These expectations were deeply embedded in societal structures and reinforced through cultural narratives. However, as societies have progressed, there has been a growing awareness of the limitations caused by such narrow definitions. This has led to a more inclusive understanding that allows men to express vulnerability, seek emotional support, and pursue interests beyond traditional masculine domains. For example, men can now cook, wash, and take care of children, which was not so common a few years back.

Emotional expression is a critical aspect of this transformation. The phrase “men don’t cry” has long dictated that men should suppress their emotions, leading to a range of negative outcomes, including, but not limited to, anger, addictions, and mental health issues. In recent years, there has been a significant cultural shift towards encouraging men to acknowledge and express their feelings. This change

is supported by a growing body of research highlighting the benefits of emotional openness, including improved mental health, better relationships, and a more nuanced understanding of oneself and others.

Another important aspect of modern manhood is the evolving role of men in family and domestic life. Men are more involved in parenting and household responsibilities than ever before, challenging the stereotype that domestic duties are solely women’s work. This shift allows men to form a deeper connection with their children and spouses as a result.

The workplace is another arena where the definition of manhood is being redefined. The pressures of the “breadwinner” role are giving way to a more balanced approach that values work-life harmony. Men are increasingly seeking careers that offer flexibility and personal fulfillment, rather than solely focusing on financial success. Additionally, the rise of remote work and the gig economy has further diversified how men can engage with their professional lives, allowing for greater autonomy and the opportunity to redefine success on their terms.

These are just a few of the changes that being a man in the modern world involves. Men are constantly navigating a landscape that is constantly evolving. The traditional markers of masculinity are being challenged and redefined, allowing for a richer and more inclusive understanding of what it means to be a man. This shift is not only beneficial for men but for society as a whole, as it promotes emotional well-being and personal fulfillment.



Emotional expression is a critical aspect of this transformation.



BEING A MAN

Navigating Identity in a Modern World

MURUNGI KEITH



ENG. & MRS. JEMBA

We first heard about The Mentorship Class from our son, Jonathan. After discussing its potential benefits, we encouraged him to attend, believing in the value of learning opportunities.

Throughout the program, **Jonathan's transformation has been remarkable.** A proud moment was when he was voted Class President of the 7th Cohort. He embraced leadership, growing more confident and mature, and learning valuable lessons about teamwork, responsibility, and service.

“We hope more parents consider such **programs,** as the benefits are **immense.**”

We believe mentorship is crucial for young minds. Programs like The Mentorship Class provide essential guidance and knowledge, shaping our children's futures. Jonathan's journey has shown us how these opportunities can change lives, improving skills in leadership, problem-solving, communication, and personal development.

We hope more parents consider such programs, as the benefits are immense. We're excited to support Jonathan as he applies these lessons in his continued growth and success.

Thank you, The Mentorship Class.



IRENE MASABA GWAMBE

“Understanding **temperaments and love languages** is key to personal and **professional success.**”

The Mentorship Class is crucial for young adults, especially during the S6 vacation. It helps them discover passions and dreams, making productive use of this transitional period.

As parents, we value this program for instilling confidence and courage. The monthly themes, especially on self-discovery and personal excellence, are particularly beneficial.

Self-Discovery

The class enhances self-awareness and confidence, improving interactions and promoting respectful relationships. Understanding temperaments and

love languages is key to personal and professional success. This knowledge helps prevent misunderstandings and fosters emotional intelligence.

Personal Excellence

The 2024 cohort, “The Greats,” emphasizes surpassing standards. Personal excellence encourages overcoming obstacles, making the most of opportunities, and striving for greatness. This mindset instills accountability and assertiveness, preparing our children for leadership.

In conclusion, The Mentorship Class equips our children with tools for success, focusing on self-discovery and personal excellence.

A WORD FROM OUR PARENTS

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Creating lasting memories is something we deeply cherish at TMC. Throughout the class, we've had the wonderful opportunity to create beautiful moments through collaborative projects, engaging discussions, and shared laughter. These shared experiences reflect our camaraderie, growth, and joy. Each snapshot tells a story of connection and learning, reminding us of the special bonds we've formed and the invaluable knowledge we've gained together. Let's take a look at these captured moments, each a testament to our wonderful journey together.

CLASS OF 2024





ATTITUDE FOR THE 21ST CENTURY.

OJAMUGE GIDEON KEN OLUKA

The 8 letters that make up the word ATTITUDE sum up to 100% according to the alphabet, therefore ATTITUDE determines everything. Many factors influence attitude; however, we must tailor them to suit the 21st century.

Attitude refers to emotions, beliefs, and behaviors toward something. Our attitude often results from experience and upbringing, influencing people's character and behavior. This article explores the impact of a positive attitude in the changing world today.

As the global village ventures into the 4th Industrial Revolution, where virtual, physical, and biological interactions are facilitated by technology, it is essential that we cultivate a positive attitude, and this can only be achieved through a growth mindset. Millennials have had trouble adjusting to this Gen Z era of artificial intelligence, and this has been mainly a question of attitude. Here are some ways to cultivate a positive attitude in the Gen Z era:

1. Embrace challenges as opportunities to learn and grow.

Step out of your comfort zone, reflect on your experiences, and identify areas of improvement to learn from your mistakes.

2. Recognize and celebrate your achievements. The world is evolving every second, so as we learn 21st-century skills, we should also appreciate the new strengths and skills we have acquired. This will motivate us for the future.

3. Connect with others. No man is an island. Master the art of how to win friends and influence people, and nurture relationships that will support, encourage, and inspire you to become better at the skills you want to attain. This will help you feel less isolated and more engaged with developing trends.

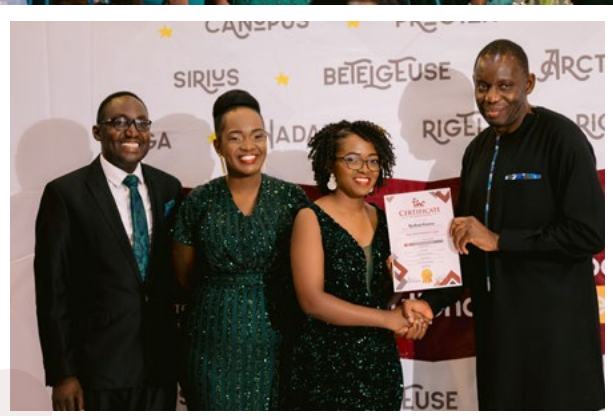
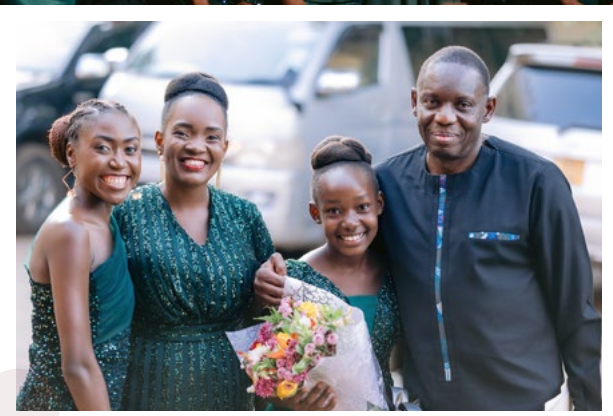
4. Adopt healthy habits. It is advisable to set achievable goals and boundaries and manage time well. With the growing trends in technology, it is not surprising that there has been a rising number of mental and physical illnesses due to the newly adopted systems.

5. Stay flexible and adaptive. In today's dynamic world, you must learn, relearn, and unlearn. The ability to adapt to change is crucial. Stay flexible in your approach and be willing to adjust your strategies based on new information or evolving circumstances.

Cultivating such habits will aid opportunities for learning and growth in the 21st century and enable individuals to thrive in this ever-changing world.

“

The greatest discovery of any generation is that a human being can alter his life by altering his attitude.” —William James



T

he grand finale to the first cohort after the COVID pandemic was a night to remember.

The Mentorship Class 2023 (TMC2023) culminated in a grand finale under the theme “The Stars Align,” it was an enchanting night under the stars, celebrating achievement and inspiration. Distinguished Guest of Honor, Dr Atingi-Ego, Deputy Governor of the Central Bank, delivered a keynote address emphasizing resilience and continuous learning. Other notable guests included Sam Ntulume, Executive Director and Chief Operations Officer

at I&M Bank Uganda and Josephine Okui Ossiya, CEO of the Capital Markets Authority Uganda, all of whom shared insights on leadership and excellence.

Dressed in elegant forest green, the graduates received their certificates, marking the culmination of their mentorship journey. The evening’s theme, symbolized by stars, highlighted the collective vision that united the mentees and mentors. It was a memorable night celebrating past triumphs and promising futures, with mentorship playing a pivotal role in shaping the next generation of leaders.



A NIGHT UNDER THE STARS

held on July 14th 2023



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“

Using the
Transformative
Power of **Mentorship**
to Groom the **Next**
Generation of Leaders
and **Entrepreneurs.**”



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