

# MINDSET CHANGE: REPOSITIONING UGANDANS TO EXCEL IN THE CHANGING TIMES

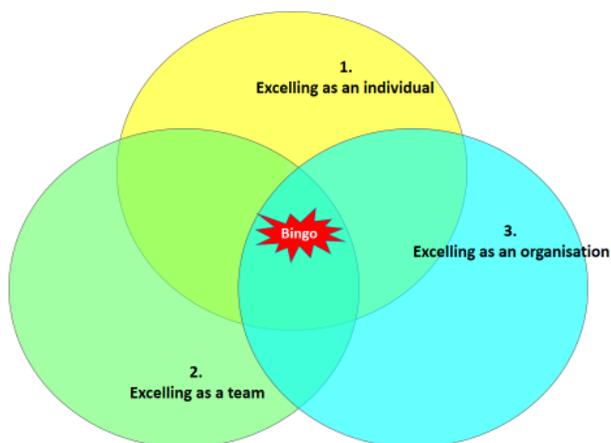


## IWCE Culture change programme:

By 2040 Uganda should have been transformed into a modern and prosperous country. Mindset change is the key to that transformation. The IWCE culture change programme seeks:

- 1) To promote ethical work practices in the ministry;
- 2) To improve service delivery and value for money
- 3) To fuel efficiency and effectiveness of teams/individuals

No one should be left behind; partner with IWCE now and start your journey to excellence.



## WHY THE MINDSET CHANGE PROGRAMME

Our world is getting smaller and smaller as we get more closely interconnected through technology, communications, trade, markets and people. We are no longer defined by where we live but what we contribute. We are assessed on global and not local standards. In this fast changing, interdependent, multidisciplinary world, we risk being irrelevant and inconsequential unless we invest in change so that we catch up with worldwide expectations and become real partners. The world is transforming rapidly and soon there will not be a slow lane and only a fast lane to development. Our ability to match the pace in the unipolar world will be our level of productivity and performance. The earlier we start this process the better will be our chances of fulfilling our dream of achieving Vision 2040.

## IWCE APPROACH TO MINDSET CHANGE

For culture change to be successful in an organization, change must take place at three levels. These are:

## 1. Organizational level

Culture Change is a top down process and the starting point is therefore at the top most level. Top management sets the tone, direction and pace of change. Leadership commitment to change is absolutely vital as the road to change may be long winded and most unlikely to be a straight. At the top level, management champions the voice of change and makes change visible.

## 2. Departmental level

It is at this level that teams and camaraderie is built. Team members must understand and trust each other. They must share the belief that the change is for the good of all of them and must support each other. Bonding is crucial for success of the culture change.

## 3. Individual level

The individual is the biggest catalyst for change. If the individual does not change, change will not come to the organization. He may be small within the context of a company but the organization, after all, is only a sum-total of those small individuals. Change in an organization starts to take place when the individual appreciates what is in it for him or her to make the change.



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