

PEOPLE FOCUS

NEWSLETTER



HEALTHY PEOPLE, PRODUCTIVE WORKPLACES

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PROGRESS**

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THE YOUNG PROFESSIONALS
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RESOURCES IN AFRICA (GCHRA)**

EDITOR IN CHIEF



Dear Esteemed Reader,
Warm greetings, and welcome to yet another exciting edition of the People Focus newsletter!

We appreciate the impact received from working together and thank you for participating in our HR Sports Gala that brought together over 300 professionals from across Uganda for a fun-filled day of games, laughter, and friendly competition. Beyond the trophies and excitement, what stood out most was the genuine sense of togetherness and camaraderie that defines our community.

In this issue, we share what transpired at the Young Professionals Summit—a powerful gathering of over 100 emerging HR leaders ready to learn, be mentored, and step confidently into the future of our profession. The energy, curiosity, and optimism in that room reminded us all that the future of HR is in good hands.

We also reached an important milestone in the ongoing journey toward professional regulation. Members of our Governing Council engaged with the Parliamentary Committee on Gender, Labour, and Local Government to discuss the HR Bill, taking meaningful steps toward strengthening our profession and amplifying our collective voice.

This quarter also marked the renewal of our partnerships with NBS Television and other media houses, giving HR professionals more opportunities to share insights, raise awareness, and shape conversations on people and work across multiple platforms. On the international front, our participation in the HR Conference in Ghana opened doors for learning and collaboration with peers across Africa—an enriching experience that reinforces our shared vision for the profession.

As we look ahead, we couldn't be more excited about what's coming next. Mark your calendars for our 2nd Annual HR Conference, happening from 5th to 7th November 2025 at the Serena Kampala Hotel—a grand event that will culminate in our signature HR Dinner on the evening of 7th November. It promises to be an unforgettable experience filled with learning, networking, and celebration.

Welcome to an even better and more inspiring read—crafted just for you, our vibrant HR community.

With warm regards,

Moses Waswa - Director, Public Relations and Marketing

MESSAGE FROM

THE PRESIDENT



Dear Esteemed Members,
Warm greetings to each of you!

Thank you for participating in all planned activities with energy, being resilient and upholding the vision of our fraternity. I welcome you back from our 3rd HR Sports Gala and the inaugural Young Professionals Summit, bringing together 100 emerging HR leaders for mentorship and professional development. All our activities are made possible with the support of partners and sponsors.

Last Quarter, the landmark moment was the first reading of the HRM Professional Bill 2025 on 9th September. The bill was referred to the joint committees of Public Service/ Local Government and Labour. We have engaged with the committees and presented consolidated feedback from our membership – a powerful expression of your engagement and shared ownership in shaping our profession’s future.

During the quarter we convened an **Extraordinary General Meeting (EGM)** to align our constitution with our evolving aspirations and to elect a new Council member. Please join me to warmly welcome **Agnes Karuhanga** to the Governing Council.

On the regional front, HRMAU was ably represented at both the **2nd Global HR Conference on Africa** (Ghana, 13–16 August) and the **7th East African HR Symposium** (Rwanda, 27–29 August). Your active participation reinforced Uganda’s leadership in human capital development and deepened our regional bonds.

This quarter also marked the **successful rollout of the 2nd HRBP Certification Programme** in partnership with ABMC – a bold step toward building a certified, strategic, and future-ready HR community.

Looking ahead, we are excited to partner with **We-Are-HR** to launch the **CIDP professional qualification**, designed to equip members with globally aligned skills for tomorrow’s world of work.

Finally, I extend a warm invitation to each of you to attend the **2nd Annual HR Conference**, taking place from **5th to 7th November 2025** at Serena Kampala Hotel. The conference will culminate in our grand **HR Dinner** – a joyful celebration of professional excellence, learning, and unity.

Let us continue to support one another, lead with vision, and invest in our collective growth. May the stories and insights in this edition inspire you to keep shaping the future of HR in Uganda and beyond.

With deep appreciation and in solidarity,

Ronald K. Bbosa - President, HRMAU

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If you would like your article to be featured in the next edition, please send it through email to connect@hrmau.org.ug with the subject

Disclaimer: This publication is a quarterly newsletter intended for our members and stakeholders.

Editorial Team: Andrew Kawesa Ssebwalunyo | Dorah B. Baguma | Brian Musisi | Emmanuel Otim

HUMAN RESOURCE MANAGERS ASSOCIATION URGES PARLIAMENT TO FAST-TRACK HR BILL

The Human Resource Managers Association of Uganda (HRMAU) has called on the joint committee of Parliament to expedite the passage of the Human Resource Professionals Management Bill 2025.

According to HRMAU President Ronald Bbosa, the bill aims to standardize the conduct and practice of HR professionals, ultimately benefiting both employees and employers.

“We believe this bill will address the current lack of regulation in the HR sector, which will have a positive impact on employees and employers alike,” Bbosa said.

The Association made these remarks during its appearance before Parliament’s joint committee to discuss the bill. Consultations have been going on with different stakeholders including Ministry of Gender, Labour and Social Development, Ministry of Public Service, Law Reform Commission, Chief Administrative officers, Uganda Public Service Human Resource Managers Network (UPSHRM Net), National Council for Higher Education among others.

The public was also invited to respond in the month of September 2025 and the bill has been well received. It will soon be re-tabled for second reading.



Mr. Moses Waswa, Director Public Relations HRMAU, Ms. Doreen Asaasira Muhangazi, Postbank Chief Human Resource Officer (CHRO) and People Chief & Strategy Officer, HRMAU President, Ronald Bbosa, Ms. Hellen Kyomuhangi, Manager Human Capital and Administration at Parliamentary Pension Scheme, Parliament of Uganda, Mr. Patrick Ngolobe, and Mr. Andrew Kawesa Ssebwalunnyo, HRMAU Director Professional Development



Members of the HRMAU Governing Council – Innocent Dawa, Angel Ayebazibwe, Ronald K. Bbosa, Andrew K. Ssebwalunnyo, and Joyce Nakalema – pose for a photo at the Parliament of Uganda following the first reading of the Human Resource Management Professionals Bill, 2025

HIGHLIGHTS FROM THE ANNUAL HRMAU SPORTS GALA PRE-EVENT PRESS CONFERENCE



The President of HRMAU, Mr. Ronald K. Bbosa, together with sponsors and partners, at the launch of the 3rd Annual HR Sports Gala

This year's 3rd Annual HR Sports Gala launch was held at Motiv to unveil the theme "Healthy People, Productive Workplaces," and the event sponsors. At the launch, the organisers promised an unforgettable day of sports, entertainment, inspiration, and community impact.

It is expected to bring together HR professionals from across Uganda to engage in friendly competition, networking, and team building.

Speaking at the launch the HRMAU President, Ronald Bbosa, unveiled this year's partners and sponsors including NBS Sport, Brighter Monday, ICEA LION, Stanbic Bank, Harris International with Rock Boom, SGA, C-Care, Red Cross, Ant feet, Oxide Chloride, Marie Stopes, UNIFI Microfinance, Moving Ads, and the Microfinance Support Centre.

He further highlighted the day's activities including blood donation open to the HRMAU Members, sponsors and the general public. The following activities were lined up for the day; team competitions in various games, including football, netball, athletics, volleyball, Zumba, and other fun teambuilding activities.

PRE-EVENT BREAKFAST MEETING

This year Our Vice President, Esther Nampijja, and Committee member, Joseph Rwabutomize, were on NBS Sport to promote the upcoming HR Sports Gala!

Special thanks to NBS for the media partnership.



From left: Sarah Mutegombwa of the Uganda Red Cross Society, HRMAU Committee Member Joseph Rwabutomize, and HRMAU Vice President Esther Regina Nampijja join Michael Kigozi of NBS Sport during a talk show to promote the 3rd Annual HR Sports Gala 2025

Human Resource Managers' Association of Uganda 

3RD ANNUAL HR SPORTS GALA

Thank you to our incredible sponsors & partners















































Your support made the **HR Annual Sports Gala** a huge success!
We couldn't have done it without you.

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 www.hrmau.org.ug
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HRMAU HOLDS A SUCCESSFUL 3RD ANNUAL HR SPORTS GALA

This year's Annual Sports Gala was held at Makerere University Business School under the theme, "Healthy People, Productive Workplaces." Over 500 practitioners were organized into four specialties – Team Performance, Talent Acquisition, Reward Systems, and Learning & Development. The aim was to prioritize the health and well-being of our staff, ensuring we have healthy, happy, and connected teams.

This event enabled our teams to unwind and show yet another side of who they are under the pressure of competition. Beyond the day to day assignments, they were all set on taking the prize home.

When the Competition and Fun Got Real

The football matches started with the kind of intensity you'd expect from people who spend their days managing performance targets. Watching adults chase after a ball with such determination was pure entertainment. The skill levels varied widely – some clearly hadn't touched a football since school, while others moved as if they'd been secretly training for months. But that's exactly what made it beautiful. Every tackle, every save, every celebration reminded us that behind all our professional titles, we're just people who love to compete and have fun. The excitement continued with netball, where strategic minds met athletic skill on the court. The rallies brought out everyone's competitive spirit, while Kwepena had participants showcasing abilities many didn't know they had. But nothing compared to the epic tug-of-war battles, watching entire departments lean back with everything they had, cheering and laughing as they pulled with all their might.

Then came the fun games that had everyone in stitches. Picture this: serious HR managers being pulled along on makeshift carts, laughing until they couldn't breathe. The sight of someone in business casual being dragged across a field by their teammates while holding onto a rope was comedy gold. These weren't your typical trust falls or problem-solving exercises. This was raw, unfiltered fun that broke down every professional barrier imaginable. Watching the most reserved colleagues cheering at the top of their lungs, getting grass stains on their clothes, and not caring one bit about their usual corporate image, that's when you know you've created something special.

As the day unfolded, our theme of "**Healthy People, Productive Workplaces**" stopped being just words on a banner and became a living, breathing reality. You could see it in the way teams rallied around struggling members. The way competitors helped each other up after tackles. The way everyone stayed energized despite hours in the sun. We weren't just talking about physical fitness or taking a break from work. We were rediscovering what happens when people feel genuinely good – physically, mentally, and socially. The conversations during breaks weren't about deadlines or budget cuts. They were about shared experiences, mutual encouragement, and pure enjoyment.

The Lasting Impact

As we watched people exchange contacts, plan follow-up meetups, and promise to stay in touch, we realized we'd accomplished something that no amount of networking events or professional seminars could achieve. We'd built a community that understands the real connection between personal well-being and professional success.

Our incredible partners made this vision a reality, creating the vibrant backdrop that screamed celebration with their colorful banners flying high against the perfectly green grass.

The 3rd Annual HR Sports Gala wasn't just an event on our calendar. It was HR professionals proving that when you take care of people's health and happiness, productivity isn't something you have to chase – it's something that naturally follows.

By the time the final whistle blew, something had shifted. Sure, there were winners and losers in the games, but everyone had won something bigger. We had proven that when you invest in people's wellbeing, when you create spaces for them to be human, to connect, to laugh, to compete – everything else follows.

As the participants headed home that evening, they weren't just tired from a day of games. They were energized by genuine connections, inspired by seeing their colleagues in a new light, and reminded of why they chose careers centered around people in the first place.

Special thanks to our incredible sponsors who believed in our vision and made it a reality. You helped create the vibrant, celebratory atmosphere that made this day unforgettable. Your support doesn't just fund events; it invests in the well-being of our HR community.

EVENT SPONSORS

NBS Sport, Brighter Monday, ICEA LION, Stanbic Bank, Harris International with Rock Boom, SGA, C-Care, Red Cross, Ant feet, Oxide Chloride, UNIFI Microfinance, Moving Ads, and the Microfinance Support Centre.

THE EVENT IN PICTURES: : <https://photos.app.goo.gl/nimYhSHWbXhrRwvL7>

The teams participated in the thrilling human chariot challenge, pure teamwork, strategy, and determination in action!

See what true collaboration looks like.



Led by Joel Omwansu, Team Rewards brought energy and teamwork to the track during the Formula One game at the 3rd Annual HR Sports Gala.



The Learning & Development team showcases their energy and teamwork in the exciting Formula One game at the 3rd Annual HR Sports Gala



The Performance Management team showcases their energy and teamwork in the exciting Formula One challenge at the Annual HR Sports Gala



The Talent Management team showcases their energy and teamwork in the exciting Formula One challenge at the Annual HR Sports Gala

CHALLENGE TWO

The fun was in full swing! Teams gave their all across various sports, it wasn't just athletic prowess but the amazing team spirit that made it worthy. Colleagues were cheering each other with incredible enthusiasm and support, the day kept getting better!



Team Rewards Management in action during the Giant Pencil game at the 3rd Annual HR Sports Gala 2025



Team Learning & Development in action during the Giant Pencil game at the 3rd Annual HR Sports Gala 2025



The Talent Management team shows great teamwork and enthusiasm while taking on the Team Raft challenge at the 3rd Annual HR Sports Gala



The Rewards Management team shows great teamwork and enthusiasm while taking on the Team Raft challenge at the 3rd Annual HR Sports Gala



The Performance Management team shows great teamwork and enthusiasm while taking on the Team Raft Challenge at the 3rd Annual HR Sports Gala

CHALLENGE THREE: DANCE CHALLENGE

These highlights from our Dance Challenge prove that HR professionals don't just excel at work, we've got moves!



Team Talent lights up the floor with their moves during the dance challenge at the 3rd Annual HR Sports Gala



Team Learning & Development turns up the fun in the dance challenge at the 3rd Annual HR Sports Gala



Team Rewards grooving during the dance challenge at the 3rd Annual HR Sports Gala



Team Performance Management showcases creativity and team spirit in the dance challenge at the 3rd Annual HR Sports Gala



Celebrating acts of kindness; The President of HRMAU joins some of the brave blood donors for a photo at the 3rd Annual HR Sports Gala



Showcasing strategy and skill; Jean Claude Rutayisire of Team Rewards Management triumphs in Scrabble as Mutetsi Immaculate of Team Talent looks on



President HRMAU speaking; joined by organizing committee



Team Performance Management pose for a commemorative photo with the President of HRMAU



Celebrating teamwork; Team Rewards Management poses with the President of HRMAU

SPONSORS GALLERY AND APPRECIATION

Seeing your teams in action and sharing these amazing moments with us made the 3rd Annual HR Sports Gala even more special!

Once again, huge thanks to our partners and sponsors, you're truly part of our HRMAU family. Thank you for making memories with us!



Brighter Monday, our platinum sponsor, joins us in celebrating the 3rd Annual HR Sports Gala



Our sponsor, C-Care Uganda, joined the excitement at the 3rd Annual HR Sports Gala



Our sponsor, dfcu bank Uganda, joined the excitement at the 3rd Annual HR Sports Gala

SPORTS GALA VICTORY CELEBRATIONS

Welcome back from the 3rd Annual HR Sports Gala, this was another epic season of connection. When we conceived the idea of the Sports Gala, the intention was to create a platform where our members could exhibit their talent, have purposeful connection, but also have lots of fun. I would like to believe that we have achieved this. What is more inspiring and exciting, is that our members understood the assignment, in that after the Sports Gala, we have seen the teams formed in less than a month, organise themselves to have celebration parties for their wins.

As the governing Council, this fills us with satisfaction that we opened a door to that place where our members desired to be. We know that it is an opportunity to improve the well-being of our members through games and social networking. We commit to making this experience even better next year.

Andrew Kawesa Ssebwalunnyo
Director of Professional Development
HRMAU



Team L&D at the beach for their winners' party



Team Rewards celebrating their wins at Mestil



Team Performance at SKYZ celebrating their wins



Team Talent cake cutting session

PROMOTIONS AND CAREER MILESTONES

HRMAU proudly celebrates our members Marsha Walusimbi, Daphne Ntegyereize Oboth, Paul Rumanda Rugambwa, Rebecca Amoding Rukidi, and Najjuma Juliet who recently stepped into new roles across various organizations. Your achievements showcase HR excellence and inspire the entire community.

We wish you continued success in your new journeys, keep raising the bar of professionalism.



New Role

CONGRATULATIONS

Daphne Ntegyereize Oboth

Head of Human Resources,
Cairo Bank



New Role

CONGRATULATIONS

Marsha Nyonyozi Walusimbi

Chief of People & Culture Transformation,
dfcu Bank



New Role

CONGRATULATIONS

Rebecca Amoding Rukidi

Head of Human Resource,
Vivo Energy



New Role

CONGRATULATIONS

Paul Rumanda Rugambwa, GRP, MBA

Independent Member
- Board Audit, Risk & Compliance Committee,
ICEA LION Uganda



New Role

CONGRATULATIONS

Najjuma Juliet

People and Culture lead,
WWF



New Council Member:
Please join me to warmly welcome Agnes Karuhanga to the Governing Council



Human Resource
Managers' Association of
Uganda

**Welcome to the
HRMAU Secretariat**

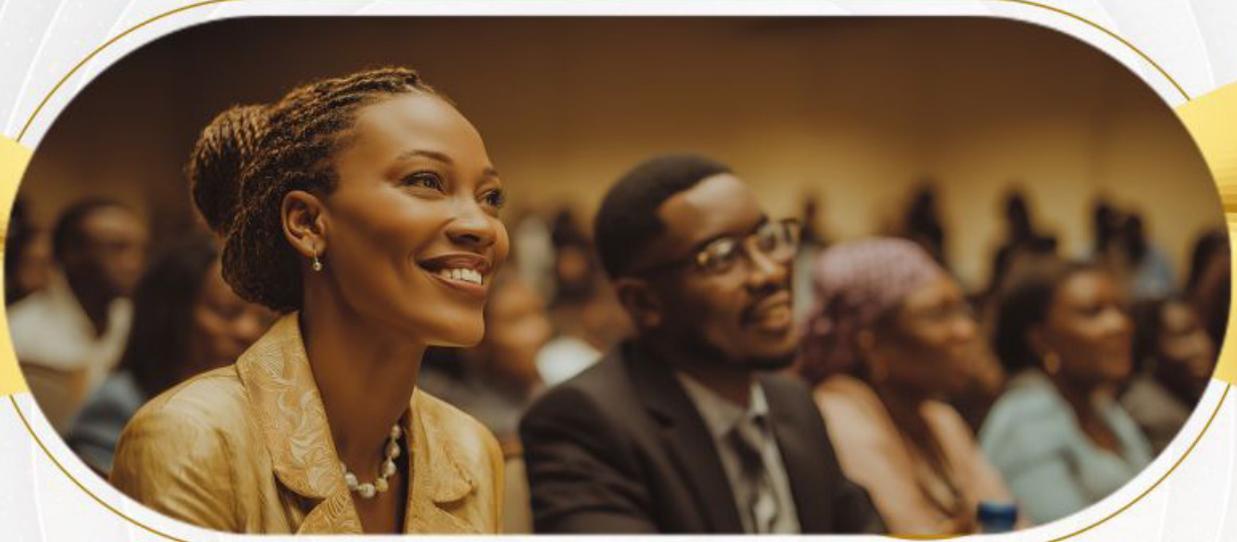


Ssekandi John Paul
Business Development Officer

Human Resource
Managers' Association of
Uganda



ANNUAL HR CONFERENCE '25



Theme:

**Human Resources as an enabler: Leading Change,
Unlocking Potential, Sustaining Growth**

 Serena Hotel Kampala  5th – 7th Nov 2025 | 8 AM



UGX 1,300,000 for HRMAU members
UGX 1,500,000 for Non-HRMAU members
USD 500 for International Delegates

Register here: bit.ly/HRCon25

Sponsors & Partners



FIRST YOUNG HR PROFESSIONALS SUMMIT

HRMAU hosted its first Young HR Professionals' Summit, tailored for university students and professionals with 0-4 years of experience. It was held on 19th September 2025 at Hotel Africana under the theme "The Future is Now - Empowering the next generation of HR leaders"

SUMMIT OVERVIEW



Some of the organizing committee members share a moment with presenters at the Young Professionals Summit

This year's Young HR professionals Summit brought together the minds shaping the future of human resources in Uganda. Expert panelists and engaged participants sparked powerful conversations on how HR can evolve from an administrative role to a true strategic business partner. The event was about real connections and learning. From informative panel discussions to collaborative sessions, Young HR professionals didn't just attend, they actively engaged, challenged conventional thinking, and built meaningful connections with industry leaders and peers alike.

The energy in the room was inspiring, and every voice contributed to advancing our profession. Change begins with moments like these, one insight, one conversation, one professional at a time."

A special thank you to the organizing committee, our sponsors and partners, and all the participants who made this summit a success.

The topics ranged from mastering the Employment Act and NSSF regulations to embracing AI integration and digital transformation, our speakers delivered practical insights that attendees could immediately apply in their workplaces.

We are proud to have created this platform for Uganda's emerging HR talent. The commitment to learning and professional growth we witnessed reinforces our belief that the future of human resources in Uganda is bright.

What made this summit truly impactful;

- a) Interactive panel discussions that encouraged real dialogue.
- b) Collaborative sessions where participants tackled actual workplace challenges.
- c) Networking that happened organically throughout the day.
- d) Young professionals asking strategic questions about business alignment and HR's evolving role.

Thank you to our speakers, participants, and partners NBS and Coca-Cola for making this inaugural summit a resounding success.

CONFERENCE HIGHLIGHTS

HR reality check from the panel discussion, moderated by Evelyn Lwanga



Evelyn Lwanga of MUA Insurance shares her expertise while moderating a panel at the Young HR Professionals Summit 2025

The professionals were advised to stop overriding policy for everything since they are supposed to be an enabler, not a roadblock. The harsh truth? Most of us entered the Human Resource profession thinking it was about being nice to people and processing paperwork. But here's what separates the pros from the admins:

- a) Master the fundamentals first (Employment Act, NSSF, labor laws) before chasing trendy certifications.
- b) Think like a business owner, not just someone who handles complaints.

“Knowledge is having what to say. Wisdom is knowing when to say it.”

If you can't explain how your work impacts the Profit and Loss statement, you are just an expensive admin.

The uncomfortable reality: Artificial Intelligence is already handling the basics. While you're still manually processing leave requests, your role is being automated. Get out of your comfort zone. Stop being the person who just knows Human Resource policies. Be the one who understands why the business exists and how people drive results.

Your CEO isn't losing sleep over whether the office has enough tea. They're worried about revenue, market share, and competitive advantage. If you want a seat at the table, start thinking about what keeps them awake at night. The question isn't whether HR will be disrupted. It's whether you'll lead the disruption or be left behind by it.



Thank you, our panelists, Kafire Joel, Deborah Maitum, Olivia Mwegwa K for the insights and guidance

SPEAKER HIGHLIGHTS



Patrick Ngolobe, in his remarks, advised the professionals to own their jobs and work with passion. *“The X factor for promotion is Ownership. Do you actually own your organization’s agenda and success? Are you truly connected to the purpose?”*



Irene Esther Mutozo shared about AI and the impact of their digital footprints saying; *“With AI, be specific, use the 5 W’s. General questions get boring answers. Ensure you have specific prompts, that’s where the magic happens. And don’t stop at the first response, your 5th prompt will blow your mind. Before posting anything online, ask yourself: What would my mother think? Your digital footprint matters more than you realize.”*



Emily Aneno-Byaruhanga advised that the young professionals need to *“Master the basics first, execute flawlessly, then use data to spot improvements and build cross-functional skills. You can’t transform what you haven’t mastered.”*



Deborah Komugisha Kakande shared this truth; *“Employee experience is the new battlefield, and it starts with empathy. We are the empathy champions. If it doesn’t begin with us in HR, where else will it start?”*

PICTORIAL

The future of HR in Uganda is being shaped today by these incredible young professionals!



Attendees join presenters and the organizing committee for a memorable photo at the Young HR Professionals Summit 2025



Bright smiles and great energy from attendees at the Young HR Professionals Summit 2025



Bright smiles and great energy from attendees at the Young HR Professionals Summit 2025

#EmployerTips

Recognition

Recognize achievements publicly, address concerns privately. A simple 'thank you' or acknowledgment in team meetings can boost morale more than you think.



INSIGHTS FROM THE YOUNG PROFESSIONALS



Najjuma Racheal

Human Resource Professional

LinkedIn: [linkedin.com/in/najjumaracheal](https://www.linkedin.com/in/najjumaracheal) ;

Committed to excellence and growth

Personal branding is not your CV or Instagram bio. It's the proof of your consistency, authenticity, value, and image. Branding isn't about money it's about memory. In today's world, your digital footprint is your business card. Your name is your digital totem, so guard it well.

Your reputation is your longest investment protect it like land. Even in interviews, the first question is, "Tell us about yourself." You are the product. Poorly packaged products get left on the shelf. Personal branding is key for all of us.

AI won't take your job, but someone who knows how to use it will. AI is here to amplify, not substitute. What differentiates you from others is your creativity. Over reliance on AI kills your creativity

Have a growth mindset: learn, improve, and evolve. Set intentions, not just goals. Doing a personal SWOT analysis for self-awareness is key and when you get the chance don't settle for the bare minimum. Always strive for excellence.

Never outshine your boss. Focus on learning and adding value your time will come.

Don't rush to enrol for a Masters. First test the field then you'll know what Post Graduate qualification is more suitable for the job market. Build experience before piling certifications. Paper alone doesn't open doors experience does.

Use your time wisely. What you do after 5pm determines who you'll become next year. Work doesn't end at 5pm rather it's when your life begins. What you do from 5pm - midnight - 6am, shows who you'll be next year. Audit your life daily.

Balance is everything. Never let work separate you from the 5Fs: Family, Faith, Friends, Fun & Fitness. A career without balance is an empty one.

HIGHLIGHTS FROM GLOBAL CONFERENCE ON HUMAN RESOURCES IN AFRICA (GCHRA)



Ugandan delegates at the Global Conference On Human Resources In Africa

This year the Global Conference on Human Resources in Africa was held in Ghana from August 13-16 2025. This was the second edition set to handle global conversations on human capital development. The high-level event brought together leading human resource professionals, business executives, and policymakers from across the world to examine how technology and strategic HR leadership are reshaping the future of work on the continent.

Organised in partnership with the Society for Human Resource Management (SHRM), this year's conference was held under the theme **"Leveraging Technology to Enhance Workforce Productivity and Optimise Efficiency."** The 2025 edition built on the success of the inaugural conference held last year and placed strong

emphasis on AI-driven HR solutions, leadership agility, and workforce resilience.

GCHRA 2025 presented an exceptional opportunity for forward-thinking companies to connect with key decision-makers in HR from global organisations and showcase their solutions to those shaping Africa's employment landscape.

With Africa's population projected to double to 2.5 billion by 2050, organisers believe the time is ripe for impactful dialogue and collaboration on HR policies and innovations that can unlock the continent's full economic potential.

We welcome our Ugandan delegates back from this very impactful global conference.

CHARTERED HUMAN RESOURCE MANAGEMENT ANALYTICS

This year, we intentionally scheduled the Chartered Human Resource Management Analytics. I find myself filled with gratitude, optimism, and a renewed conviction in HR's transformative potential.

This program was not merely a training— but a journey of learning, innovation, and capability-building. By availing this program to HRMAU members, our ambition was clear: to accelerate the shift of HR from a largely intuitive, administrative function to a data-fluent strategic partner. In a volatile environment, organisations need HR leaders who can interpret human capital data, forecast trends, inform investments, and guide change.

Allow me to take this singular honour to appreciate and congratulate the members who completed this year's Chartered Human Resources Metric and Analytics.

Andrew Kawesa Ssebwalunyo
Director Professional Development



Participants after receiving their certificates

UGANDA PARTICIPATES AT THE 7TH EAST AFRICA HR SYMPOSIUM



Paul R Rugambwa after speaking at the symposium joined by Brian Musisu from the HRMAU secretariat

The premier platform where HR professionals, business leaders, and thought leaders from across East Africa and the world gather to share ideas, explore trends, and shape the future of work. The East Africa HR Symposium is an annual gathering of HR professionals, business executives, and thought leaders from across the region. Since 2018, it has provided a dynamic platform for discussing emerging HR challenges, sharing best practices, and collaborating on innovative solutions.

The East Africa HR Symposium was organized by Rise & Learn Limited, a Human Resource & Leadership consulting firm committed to Leadership Development, Training in organizations and Outsourcing of Human Resource services to Micro, Small & Medium Enterprises.

The 7th East Africa HR Symposium was held in Kigali, Rwanda from August 27 to 29, 2025 and brought together HR professionals, thought leaders, policymakers, and business executives from across East Africa to examine the evolving dynamics at the intersection of people, policy, and technology.

Under the banner *“HR at the Crossroads: Shaping the Future of Workforce Transformation in Africa,”*

the Symposium reaffirmed HR’s pivotal role amid accelerating trends such as AI, automation, hybrid work models, and shifting workforce expectations.

This year’s event held over three days had the following engagements;

- **Keynote speeches, panel discussions, masterclasses,** and immersive sessions on critical topics including skills-based hiring, ethical AI in HR, inclusive leadership, employee well-being, and the influence of visibility in talent attraction.
- Connected and networked deeply, exchanging insights in relaxed sessions and dynamic meet-ups.
- Exclusive access to a **Live2Lead rebroadcast**, featuring world-class leadership insights from John C. Maxwell and other global figures, enriching the Symposium’s value with proven leadership strategies.
- A partnership with **KaizenMind**, whose local insight and networks were invaluable in orchestrating a vibrant and culturally resonant experience in Kigali.

This edition continued the Symposium’s journey since its inception in **2018 in Naivasha, Kenya**, and its rotation through cities in Kenya, Uganda, Tanzania, and now Rwanda. Each host city uniquely enriched the Symposium’s spirit and scope.

To all delegates, speakers, partners, sponsors, and contributors—thank you for being part of this transformative chapter. Together, you reaffirmed HR’s strategic role in shaping resilient, inclusive, and future-ready workplaces across Africa.

We thank our Ugandan speaker Paul Rugambwa for contributing to the conversation on the African stage.

PARTNERSHIPS AND INTERNATIONAL CONFERENCES

HRMAU UNVEILS PARTNERSHIP WITH ABDP-UGANDA CHAPTER

HRMAU unveiled its partnership with The Association of Business Development Professionals – Uganda Chapter (ABDP). The partnership aims to foster collaboration between the two associations, supporting the professionalism and development of their members in the fields of business development and human resource management within Uganda. ABDP is an affiliate of the Global Business Development Association, while HRMAU is Uganda’s leading professional body for HR professionals.

Key Aspects of the Partnership

- **Focus:**
The partnership aims to enhance professional skills, promote high standards, and facilitate knowledge sharing within both the human resource and business development sectors in Uganda.
- **Collaboration:**
The goal is to create a platform for HR and business development professionals to connect, share best practices, and collaborate on innovative solutions to industry challenges.
- **Support:**
Both associations are committed to advancing their respective fields and providing members with opportunities for continuous learning, career development, and personal growth.

About the Organizations

- **HRMAU:** The Human Resource Managers’ Association of Uganda is the premier organization for HR practitioners in the country, dedicated to promoting professional standards, providing professional development, and conducting industry research.
- **ABDP:** The Association of Business Development Professionals – Uganda Chapter (ABDP) is an affiliate of the Global Business Development Association, focused on supporting and advancing the business development profession in Uganda.

In this issue we congratulate the ABDP Uganda Chapter on opening its Secretariat office on Bombo Road (first floor - ESAMI Building) ushering in a new era for business development professionals. This new home is more than an office; it's a symbol of our commitment to professionalism, growth, and collective impact within the Business Development community.

We are grateful to our members, partner associations like **Human Resource Managers' Association of Uganda (HRMAU)** and **ICT Association of Uganda** who have been supportive in this bringing the vision to life.



HRMAU President is joined by Nkurunungi Gideon and Paul J Luyima

PARTNERSHIP ENGAGEMENT



The HRMAU President, Ronald Bbosa and Director Professional Development, Andrew Kawesa Ssebwalunnyo met Reinette Wessels, Chief HR Officer for Vivo Energy Africa alongside Managing Director, Joanita Menya and Rebecca Amoding Rukidi to discuss challenges facing Uganda's employment space and how we can address them. We shared opportunities around Reskilling & Upskilling of our labour. Issues of Labour mobility, generational gaps, and how AI is affecting the workplace.

Most importantly, Ms. Wessels shared a bit of her journey in the HR profession and her experience from the South Africa perspective.

We also discussed partnership opportunities between HRMAU and Vivo Energy and appreciate the gesture and invitation.

CONGRATULATIONS TO OUR NEW CERTIFIED HUMAN RESOURCE PROFESSIONALS



Jackline Kambabazi of UEGCL



Joel Ayella of UEGCL



Moureen Wembabazi of UEGCL



Faizil Kyerebwa of UEGCL



Daisy Ariho of UEGCL



Mercy Janet Apeduna Eyatu of UEGCL



Florence Claire Nabirye of UEGCL



Marvin Conrad Ainamani of URA SACCO



Brian Musisi of HRMAU

COUNCIL NEWS

An Extra ordinary general meeting was held at the Golf Course Hotel on 18th September 2025. We thank the members for the enriching engagements, both physical and online. A few photos from the event shared here.



Faith Mirembe and Emily Aneno Byaruhanga follow proceedings at HRMAU September Extraordinary Meeting



Ruth Kamuntu takes part in discussions at the HRMAU September Extraordinary Meeting

CELEBRATING PEOPLE AND CULTURE: A STRATEGIC COMMITMENT TO DIVERSITY AND INCLUSION

“*East or West, Home Is Best.*”

On September 27, 2025, the HR fraternity converged at the Ndere Cultural Centre for a remarkable homecoming and an inspiring celebration of identity, diversity, and inclusion. This gathering brought together Human Resource practitioners from across sectors nationwide to honor our shared heritage and reaffirm the values that define our profession.

The event was a vibrant showcase of languages, attire, and traditions. Attendees wore elegant, culturally inspired garments that reflected Uganda’s rich and diverse heritage, known as the Pearl of Africa. The air was filled with the aroma of organic, succulent delicacies sourced from the hills and plains of the North, East, West, West Nile, and Central regions. Guests enjoyed refreshing beverages made from fresh fruits, artisanal cocktails, and traditional brews crafted from natural sorghum, millet, and tropical fruits.

In a time when the conversation around “who takes care of HR” continues to be a focus for many HR practitioners, The Human Resource Funhouse has continued to cement its effort as a pace setter towards uplifting the mental well-being of its subscribed Human Resource practitioners through work-life balance initiatives, targeting Human Resources practitioners. The HR culture heritage fest was one of these initiatives this year.

The event was organised by the current Human Resource Fun House Exco Vice President, Mrs. Busingye Winnie, Treasurer Mrs. Kusoniwa Ndiwalana Marion, Secretary General Ms. Baguma B Dorah, Public Relations and Resource

Mobilisation Mr. Duku Joseph, Committee Members Mr. Nsamba Wilberforce and Mr. Omwansu M Joel, EXCO advisors Mr. Otim Emmanuel, Mr. Musoke Allan, and Ms. Nampijja Regina Esther under the steadfast leadership of the President Joel Kafire, with the ethos “Vibe with purpose.” Through this event, they took the people and culture conversation from a boardroom discussion to practice through this cultural fest. According to the Human Resource Fun House President, Joel Kaffire, this event was more than a cultural showcase. It was a living expression of the HR profession’s commitment to people and culture. It embodied the principles of fairness, equality, and belonging, and demonstrated how HR practitioners champion these values not only in policy but in practice. The event served as a powerful reminder that our roots are our strength and that unity in diversity is the cornerstone of inclusive leadership. An aspect that should be a continuous initiative year in year out.

At the event, we paused to celebrate the rich cultural roots that shape our identity. This was a true reflection of the “fireplace” tradition where elders would weave tales of old times, passing down traditions and cultural wisdom.

A sacred space where heritage was shared and preserved. The Proprietor of Ndere Cultural Centre – Dr. Stephen Rwangyezi was kind enough to re-echo the different attributes of our tribes with a focus on spending quality time and expression of love.

These cultural legacies are not just memories of the past; they are living traditions that inspire us, teach us, and unite us.

Our distinguished Masters of Ceremony, Sir, Rwabutomize Joseph and Mrs. Aneno-Byaruhanga Emily, brought a radiant aura and cultural flair to the celebration.” Mrs. Mutuzo Irene brought words to life as she weaved heritage into every line with her poetic prowess.

It was a celebration of excellence through culture as well. This was marked by the recognition and an award ceremony for the Linguistic Human Resource Fun House Member, best dressed female at the fest, and best dressed male at the fest. The Linguistic Human Resource Fun House Member awards were scooped by Mr. Rutayisire Jean Claude. Mr. Ajal Joseph, Mr. Kisubi Mbigiti Luke, Mr. Abibaku Kenneth, and Mrs. Mubiru Ashelynnne Judith. The best-dressed female award was scooped by Ms. Ishaq Joweria, and the best-dressed male was scooped by Mr. Mutsinzi Emmanuel. Finally, the recognition award for the Human Resource Fun House member who embodied the Ubuntu character of selflessness was given to Mr. Mulondo Victor David. This gathering was more than a celebration; it was a living demonstration of what HR stands for. Through music, dance, storytelling, and shared experiences, we reaffirmed our commitment to fairness, inclusion, and cultural appreciation.

“If you want to go fast, go alone. If you want to go far, go together.” African Proverb.

This milestone would not have been possible without the unwavering support and strategic partnerships of our esteemed sponsors. We extend heartfelt appreciation to Musangala Advocates & Solicitors, Britam Uganda Ltd, MUA Insurance, the Human Resource Managers Association of Uganda, Harris International, Uganda Breweries Ltd, Power Financial Wellness, Honda by Markh, Ashley Motors, Jays Fashion Store, EDX Travels, Utopia, Credo Management Ltd, and Swift Minds. Your commitment to people, culture, and community continues to elevate the HR profession and inspire collective progress. The Baganda have a common saying that *“entasiima ebula ajiwa”*, in Kiswahili, they say *“chanda chema huvishwa pete”*. In other words, the African culture prescribes the importance of expressing gratitude to the hand that giveth. With that spirit, we extend heartfelt appreciation to our sponsors and our esteemed HR Fun House members.

Thank you to all who made this event a success. May we continue to build workplaces and communities where culture thrives, diversity is honored, and every voice is valued as we *“Vibe with Purpose.”*



Human Resource Funhouse Exco



Emmanuel Mutsinzi and Joweria Ishaq - Best dressed male and Female award winners



Depiction of some of the cultures - Karamajong Culture



Ndere Troupe Entry Procession at the HR Culture Heritage Fest



HRMAU President, Ronald Bbosa joined by the HRMAU Council, speaks at the event

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OBITUARY

We regret to announce the death of our members who passed away and were laid to rest. May their souls Rest in Peace.



Bakobaki Jackline



Daniel Tugume K.

Human Resource
Managers' Association of
Uganda



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