



The Balunywa Leadership Academy

P.O. Box 168, Entebbe / +256 755768305 / bla.intake@gmail.com

The Balunywa Leadership Academy is committed to developing leadership and improving leader's competences and attitudes and to contribute to transformation of the African society



About the Academy.

Background.

- The Academy was Established in December 2022.
- It was Created to address gaps among young university graduates entering the workforce.
- Aimed at equipping youth with practical skills not taught in university.
- Focuses on helping graduates adapt to the working environment.
- Recognized that many young leaders in institutions lacked essential leadership knowledge.

About the Academy... **Cont....**

Vision of the Academy.

- Providing knowledge and experiences that will distinguish individual and make them effective leaders of the society

Mission of the Academy.

- Ignite potential among young people and distinguish them from others.

Overall Goal of the Academy.

- To expose young people to knowledge that is not ordinarily taught in Universities but is important for them to take up leadership positions and succeed in their careers wherever they will go.

Activities of the Academy

Our Activities

- Training
- Career Guidance
- Tree Planting
- Research, Publications and Database
- Championing social issues
- Mentorship and Counseling

Training Programmes by the Academy

- Ignite your potential for young people
- Working managers leadership programme
- Business Startup Programme
- Essentials of leadership for fresh recruits
- Advanced leadership programme
- Basic management skills
- Basic supervision programme
- Leadership skills for managers
- Finance and accounting for non finance executives

Online Leadership programmes for Managers

Online Training Programmes for the Youth

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Ignite Your Potential Programme

by Prof. Waswa Balunywa, PhD. Copyright Do Not Photo-start
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About the Ignite Your Potential Programme

- They ignite your potential program is intended to expose graduates to essential knowledge that prepares them for the world of Work.
- Graduates of Both Universities and Tertiary institutions are not prepared for the world of work.
- This Programme gives them the basic prepares them for work, management, and Leadership positions and Careers

Objectives of the Programme







Working Managers Programme

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About the Working Managers Programme

- The Academy equips managers with essential leadership and management skills to excel in their roles.
- Managers are guided on how to effectively lead and inspire their teams.
- They are equipped with practical skills in communication, problem-solving, and emotional intelligence.
- The programme enables managers to gain confidence in handling workplace challenges.
- It prepares managers to advance in their careers and climb the corporate ladder with purpose.
- Learning is delivered through expert mentorship and blended training methods.
- We empower managers to transition smoothly into leadership roles and thrive in their professional journey.

Objectives of the Programme

- **Enhance Leadership Capability**
- **Strengthen Communication and Emotional Intelligence**
- **Improve Problem-Solving and Decision-Making Skills**
- **Promote Career Growth and Advancement**
- **Foster Strategic Thinking and Team Performance**
- **Provide Expert Mentorship and Blended Learning Experiences** ·
Enable a Smooth Transition into Leadership Roles



Career Guidance

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About the Career Guidance Programme

- The Academy has career Councilors and mentors who Visit Schools to advice people about careers.
- The young people are exposed to potential careers available
- They are guided how to select careers
- It enables the young people to have self awareness
- It enables the young people to have clear career directions
- **We Visit Schools by Invitation**

Objectives of the Programme

- **Promote Career Awareness** – Expose young people to a wide range of potential career opportunities.
- **Guide Informed Career Choices** – Support students in selecting suitable career paths aligned with their strengths and interests.
- **Enhance Self-Awareness** – Help young people understand their abilities, passions, and values in relation to career planning.
- **Provide Mentorship and Counseling** – Offer guidance from professional career counselors and mentors.
- **Foster Clear Career Direction** – Enable students to set realistic goals and develop actionable career plans.
- **Strengthen School Partnerships** – Collaborate with schools through invitations to deliver impactful career guidance sessions.









Tree Planting

About the Tree Planting Exercise

- The Academy contributes to global Environment
- Every 1st of each month at least 5 trees are planted.
- The academy encourages tree planting in schools
- The Academy donates trees to schools

Objectives of Tree Planting Exercise

- **Promote Environmental Sustainability:**

- **Increase Green Cover:**

To ensure that at least five trees are planted every month, thereby steadily increasing green spaces in communities.

- **Encourage Eco-consciousness in Schools:**

To instill environmental awareness and responsibility among students through school-based tree planting activities.

- **Support Educational Institutions:**

To provide tree donations to schools, supporting their greening initiatives and environmental education programs.

- **Foster Community Participation:**

To engage learners, teachers, and the wider community in collaborative actions toward a cleaner and greener planet.

















Research, Publications & Database

Research

The academy is involved in research in different areas including

- Leadership
- Entrepreneurship
- Management
- Economics

Publications

The academy is involved in collecting and publishing information on a variety of issues.

- Global political leaders
- Global business leaders
- Global women leaders
- Global Sports Leaders
- Global Social leaders
- Global Scientists
- Global leading Innovators
- Philosophers

Publications.....Cont.....

The academy is involved in collecting and publishing information on a variety of issues.

- African political leaders
- African business leaders
- African women leaders
- African sports leaders
- African social leaders
- African scientists

Publications.....Cont.....

The academy is involved in collecting and publishing information on a variety of issues.

- Uganda's political leaders
- Uganda's business leaders
- Uganda's women leaders
- Uganda's sports leaders
- Uganda's social leaders
- Uganda's scientists
- Uganda's leading Innovators
- Uganda's leading Philosophers

Publications.....Cont.....

The academy is involved in identifying leading books in.

- Business
- Leadership
- Management
- Entrepreneurship
- African History

Publications.....Cont.....

The academy Publishes

- A souvenir Magazine
- Pamphlets
- Podcasts
- videos

Database for Selected World Leaders

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Business Startup Programme

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About the Business Startup Programme

- The solution to massive unemployment is self employment however there is a dearth of the right ideas.
- However due to low level adoption of technology in the country.
- There is a challenge with the procedures and finance for startup
- The Academy prepares participant to generate ideas,
- it guides participants in creating business plans
- It guides participants in setup and start up of the business
- It guides participants in securing funding of the business

Objectives of the Programme

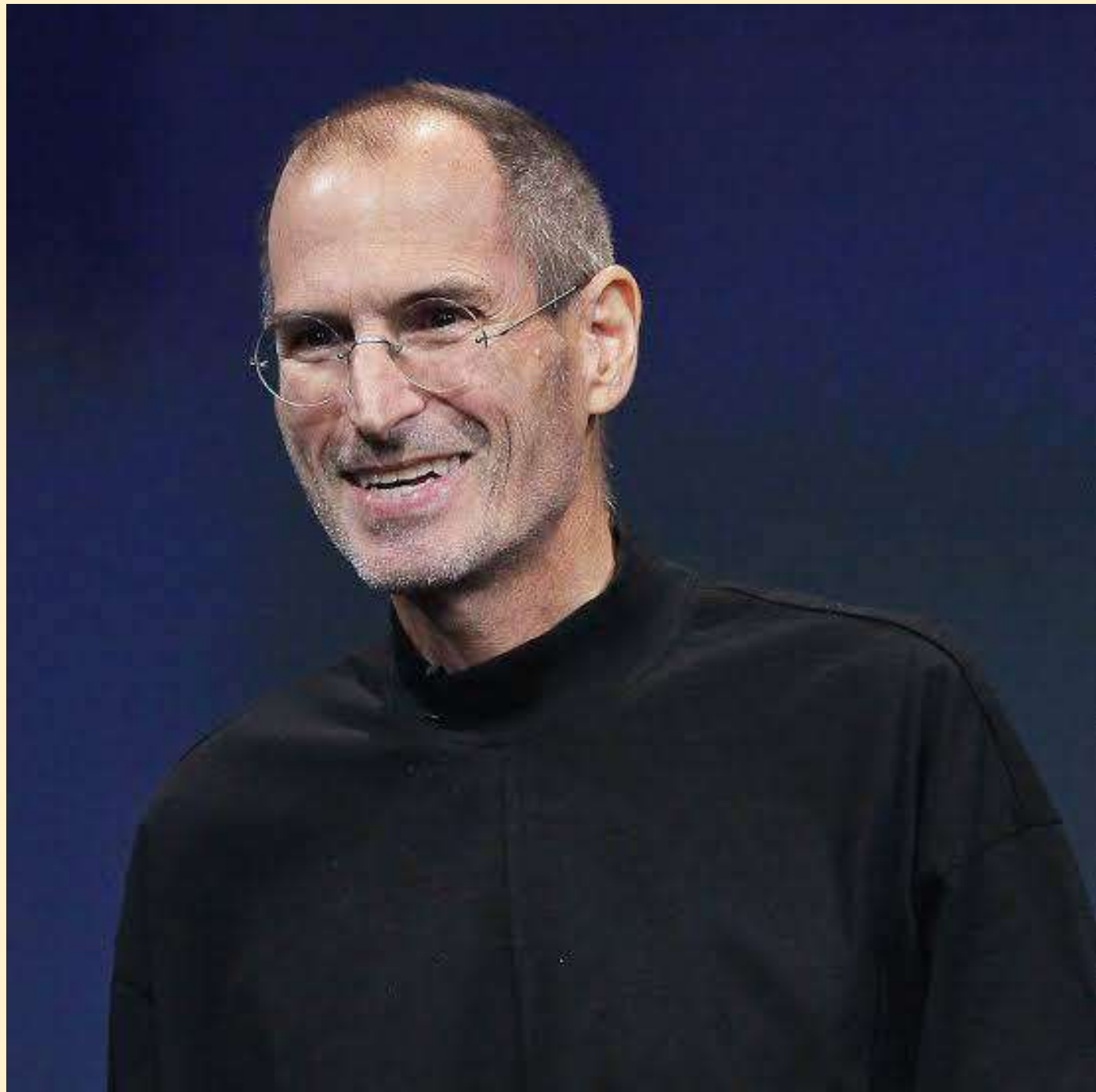
- **Programme Objectives**
- **Promote Entrepreneurial Mindset** – Inspire participants to embrace self-employment as a solution to unemployment.
- **Enhance Idea Generation Skills** – Equip participants with tools to identify and develop viable business ideas.
- **Build Capacity in Business Planning** – Guide participants in crafting effective and sustainable business plans.
- **Support Business Setup and Launch** – Provide step-by-step guidance on establishing and managing startups.
- **Facilitate Access to Funding Opportunities** – Help participants explore and secure financing for their business ventures.
- **Encourage Technology Adoption** – Promote the use of digital tools and innovations to enhance business efficiency and competitiveness.

Other Activities of the Academy

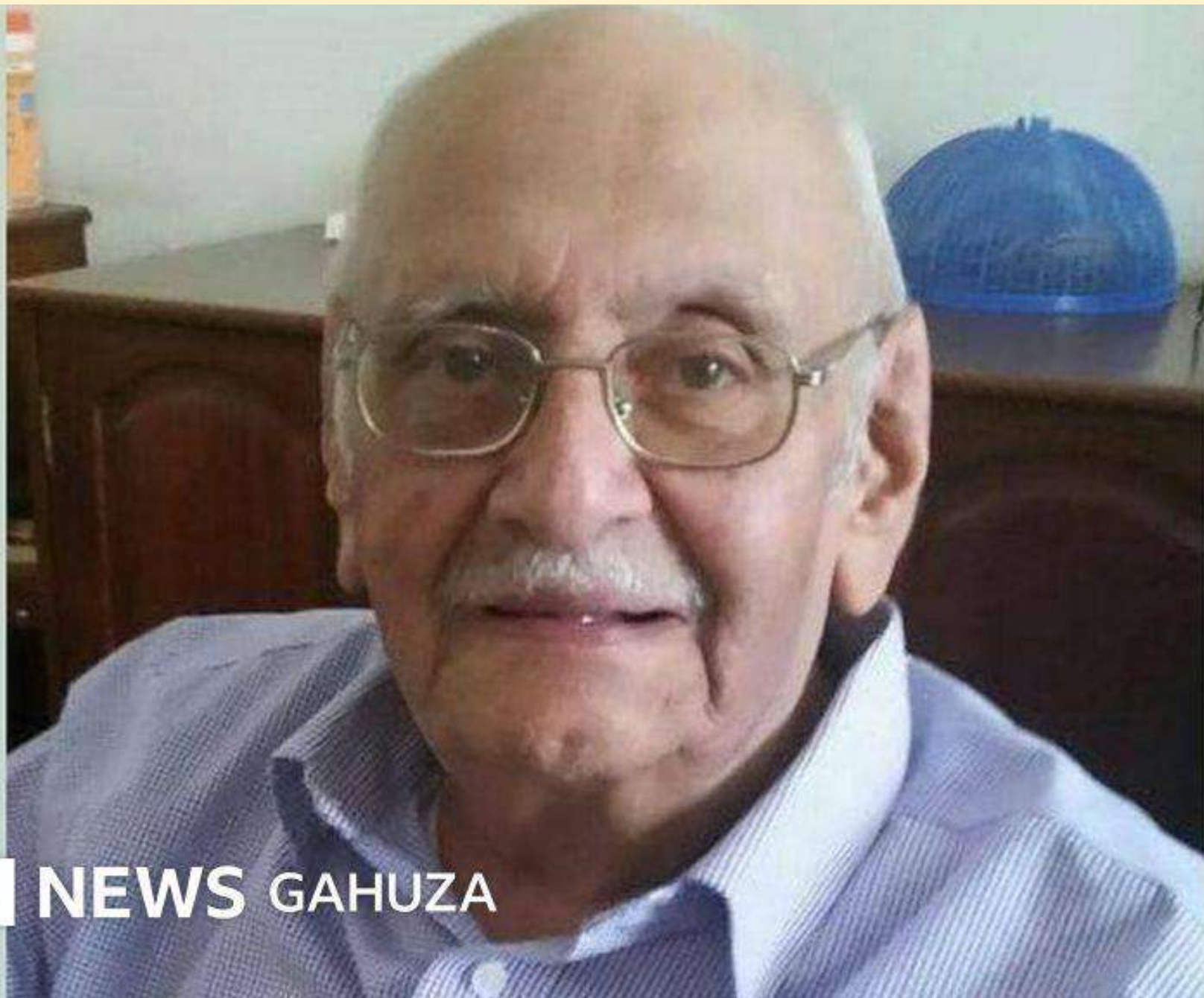
- Out Reach Programmes
- Think Tank
- Championing Health and Social issues

World Selected Business Leaders

- ✓ ALIKO DANGOTE
- ✓ STEVE JOBS
- ✓ RICHARD BRANSON
- ✓ MUKWANO
- ✓ [GORDON WAVAMUNNO](#)
- ✓ JACK MA







B B C NEWS GAHUZA



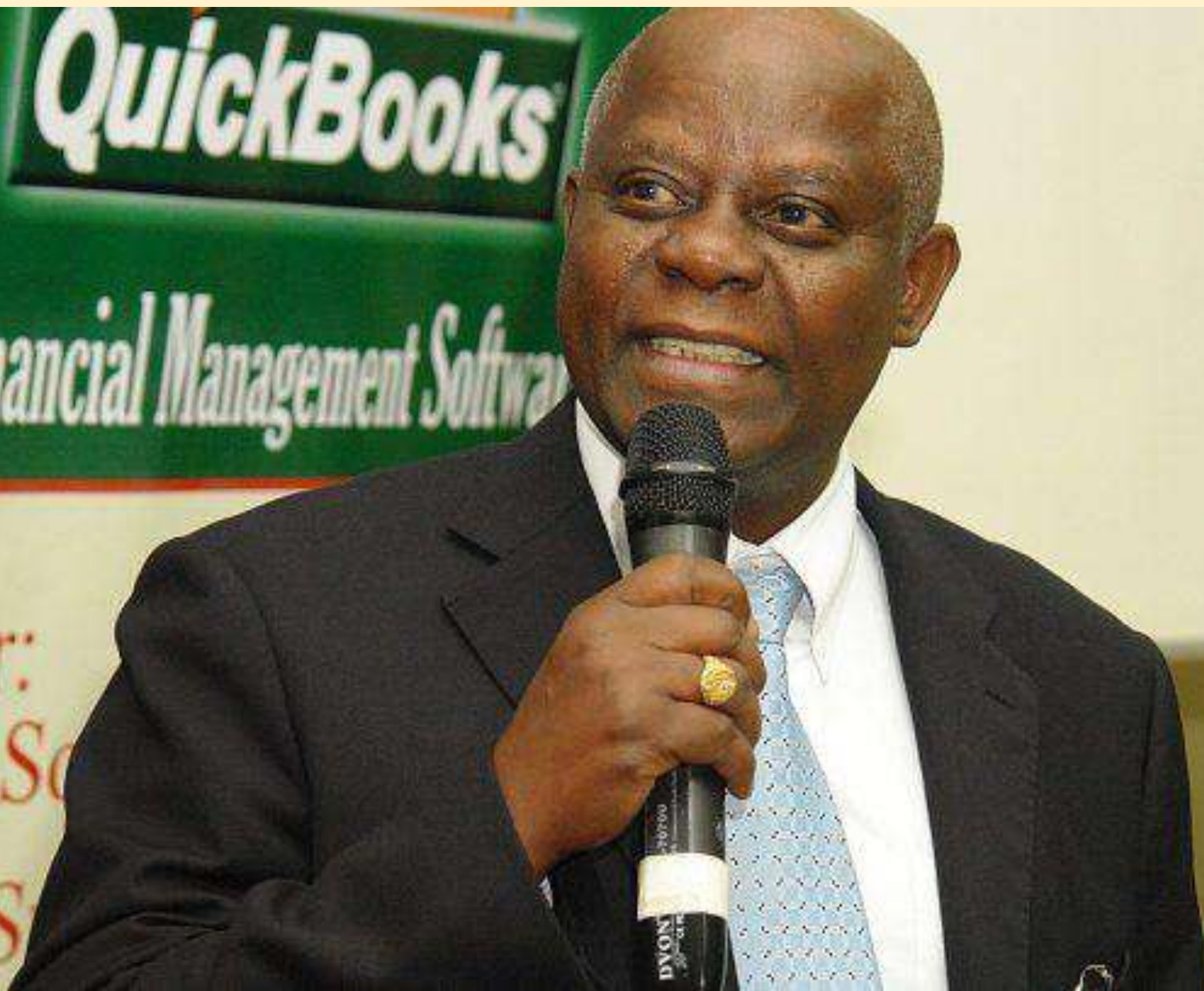
QuickBooks

Financial Management Software

For:

■ So

■ S



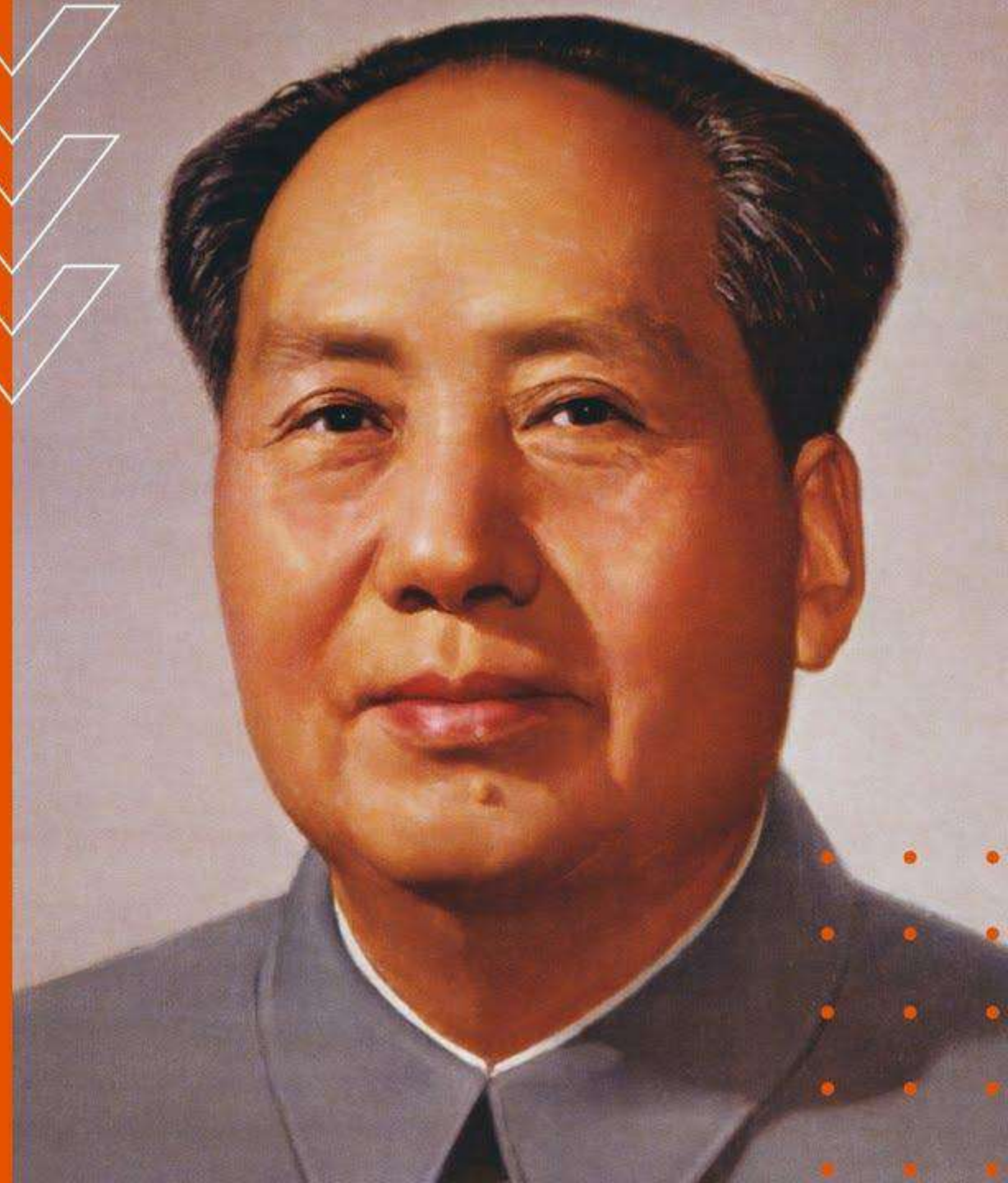


World Selected Political Leaders

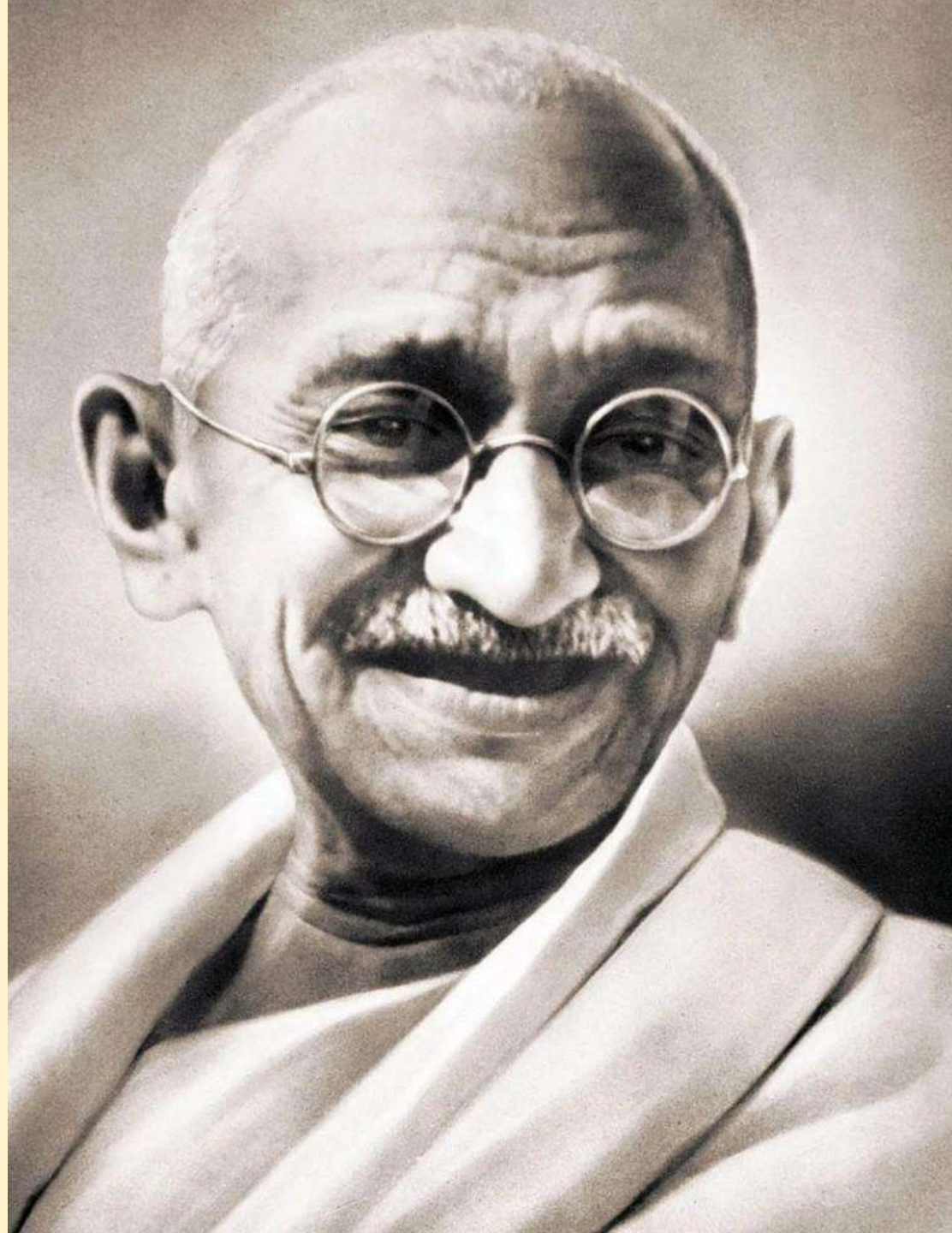
- ✓ MAHATMA GANDHI
- ✓ ABRAHAM LINCOLN
- ✓ MARTIN LUTHER KING
- ✓ BARAK OBAMA
- ✓ Margaret Thatcher
- ✓ NELSON MANDELA



MAO ZEDONG



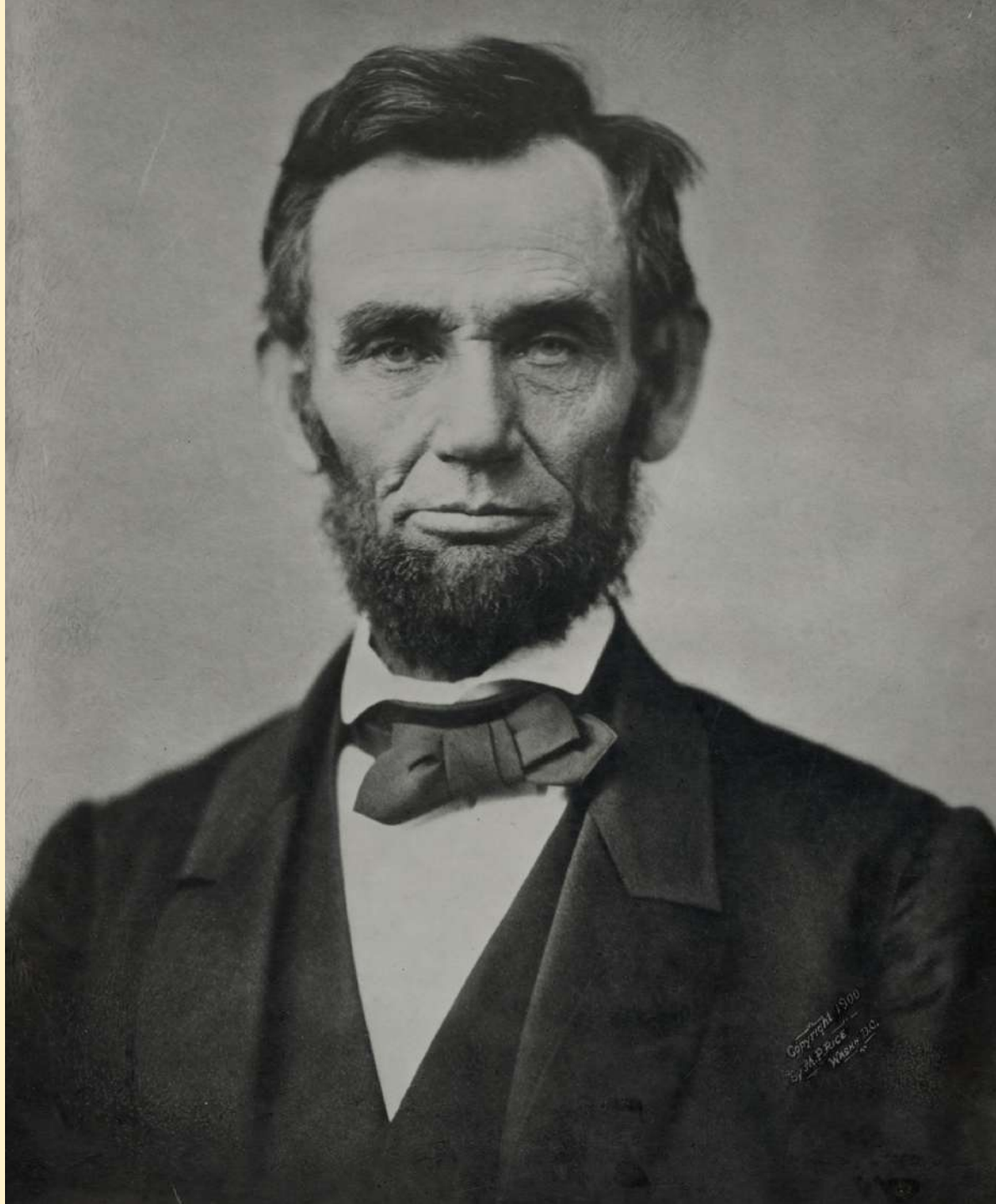












Selected African Leaders

Patrice Lumumba

Muammar Gaddafi

Thomas Sankara

Nelson Mandela

Julius Nyerere

Kwame Nkrumah

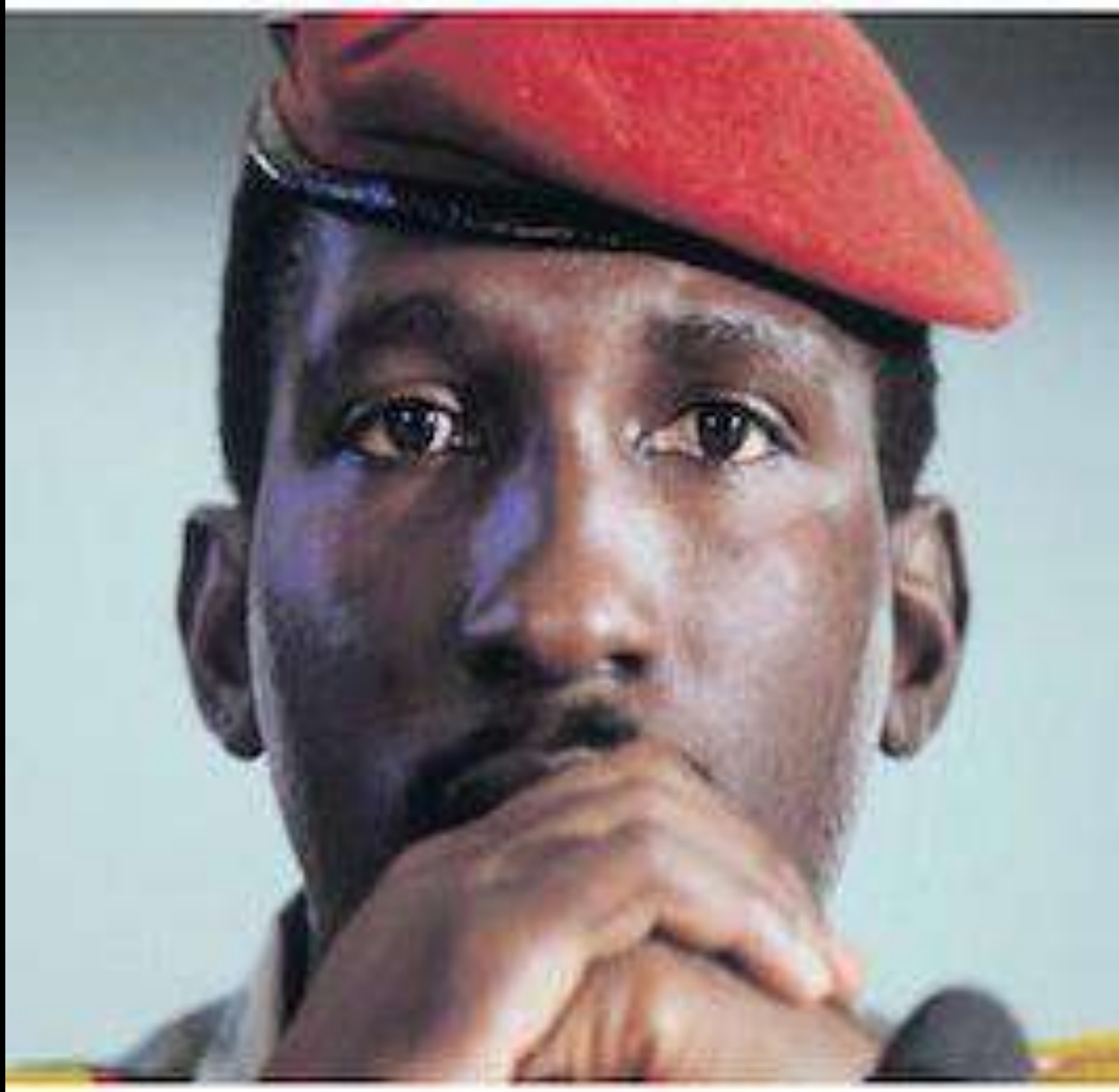
Patrice Lumumba



Muammar Gaddafi



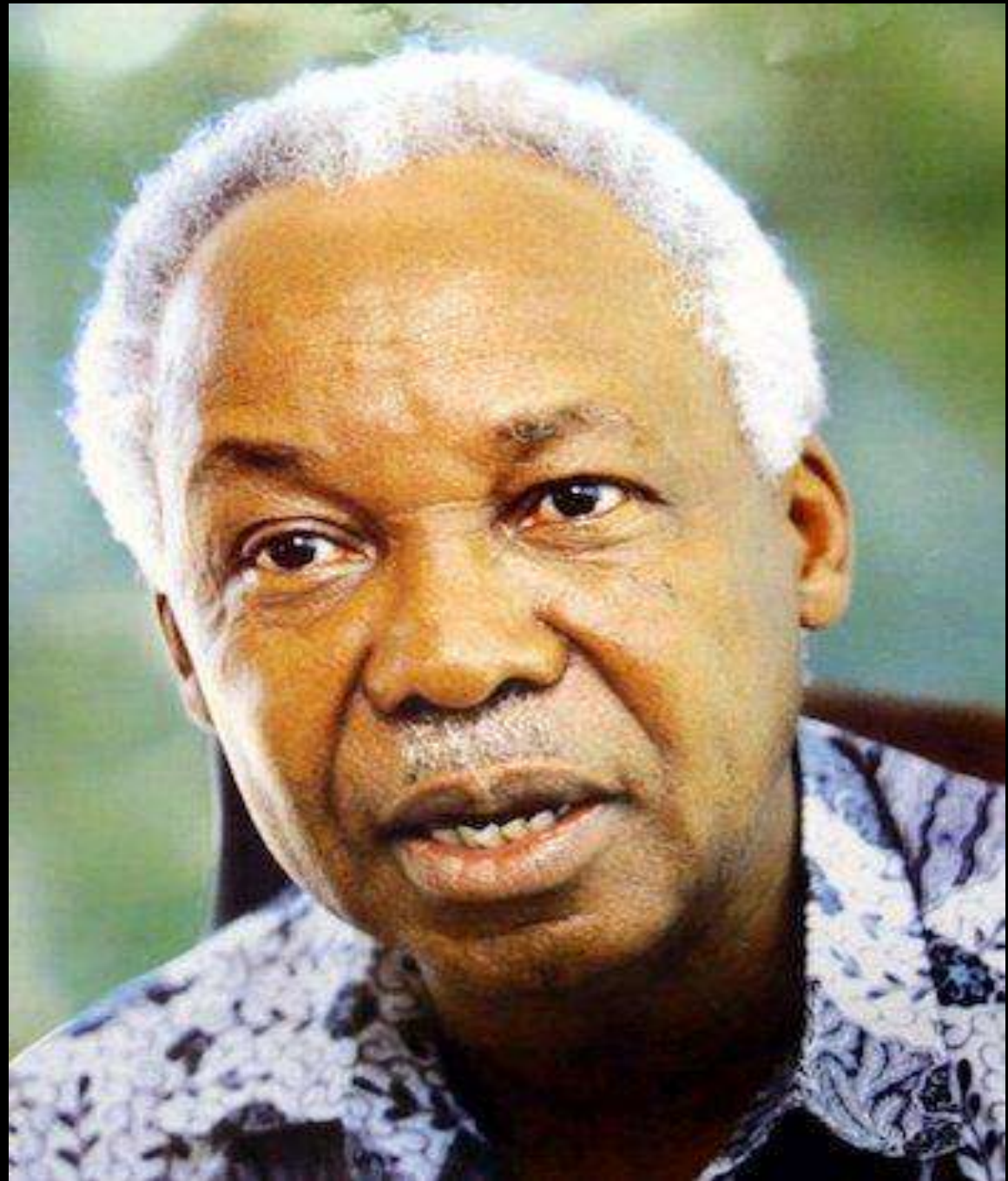
Thomas Sankara



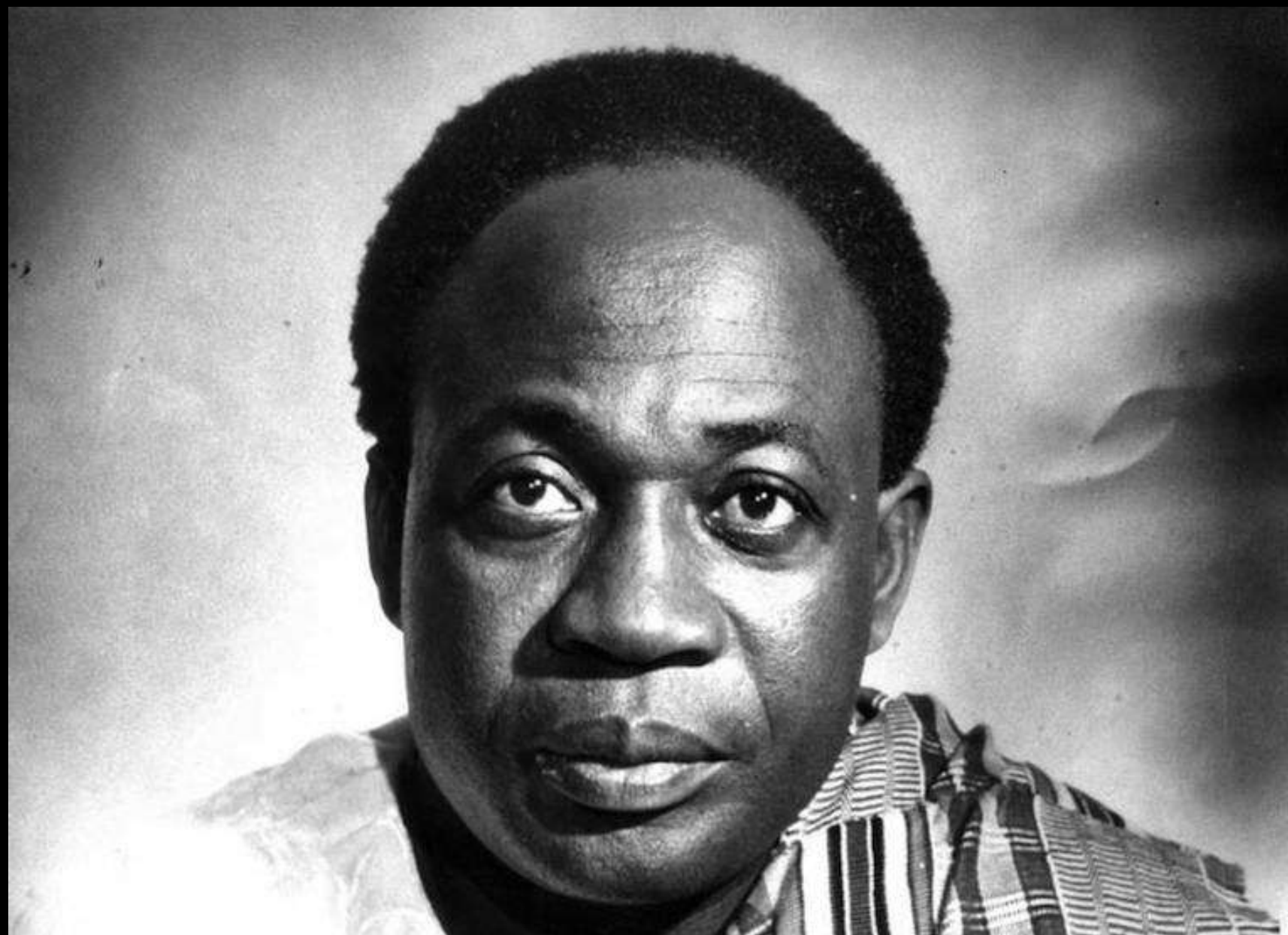
Nelson Mandela



Julius Nyerere



Kwame Nkrumah



Ugandan Selected Political Leaders

- ✓ Jaberu Bindandi Ssali
- ✓ Kintu Musoke
- ✓ Kirunda Kivejinja
- ✓ Ignatius Musaazi
- ✓ Milton Obote
- ✓ Benedicto Kiwanuka
- ✓ Rebecca Kadaga

- ✓ Ben Ochieng
- ✓ Edward Muteesa
- ✓ Eria Kategeya
- ✓ Idi Amin Dada
- ✓ Yusuf Lule
- ✓ John kakonge
- ✓ Moses Ali

Ugandan Selected Political Leaders

- ✓ Gen Tito Okello
- ✓ Godfrey Binaisa

Championing Social Issues

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Issues Championed By the Academy.

Issues Championed By the Academy.

While our reach is Global, in terms of dispensing knowledge, we have issues we champion which focusses primarily on young people.

Issues Championed By the Academy

- Drug and Substance Abuse
- HIV/ AIDS
- Support of Persons with Disabilities
- Say no to Domestic Violence
- Safe Disposal of Plastics/Climate Change

Drug and Substance Abuse





HIV/AIDS





Domestic Violence



POLICE FROM RUKUNGIRI WHERE U

It happened in Rugando Nyakinengo, is this True?



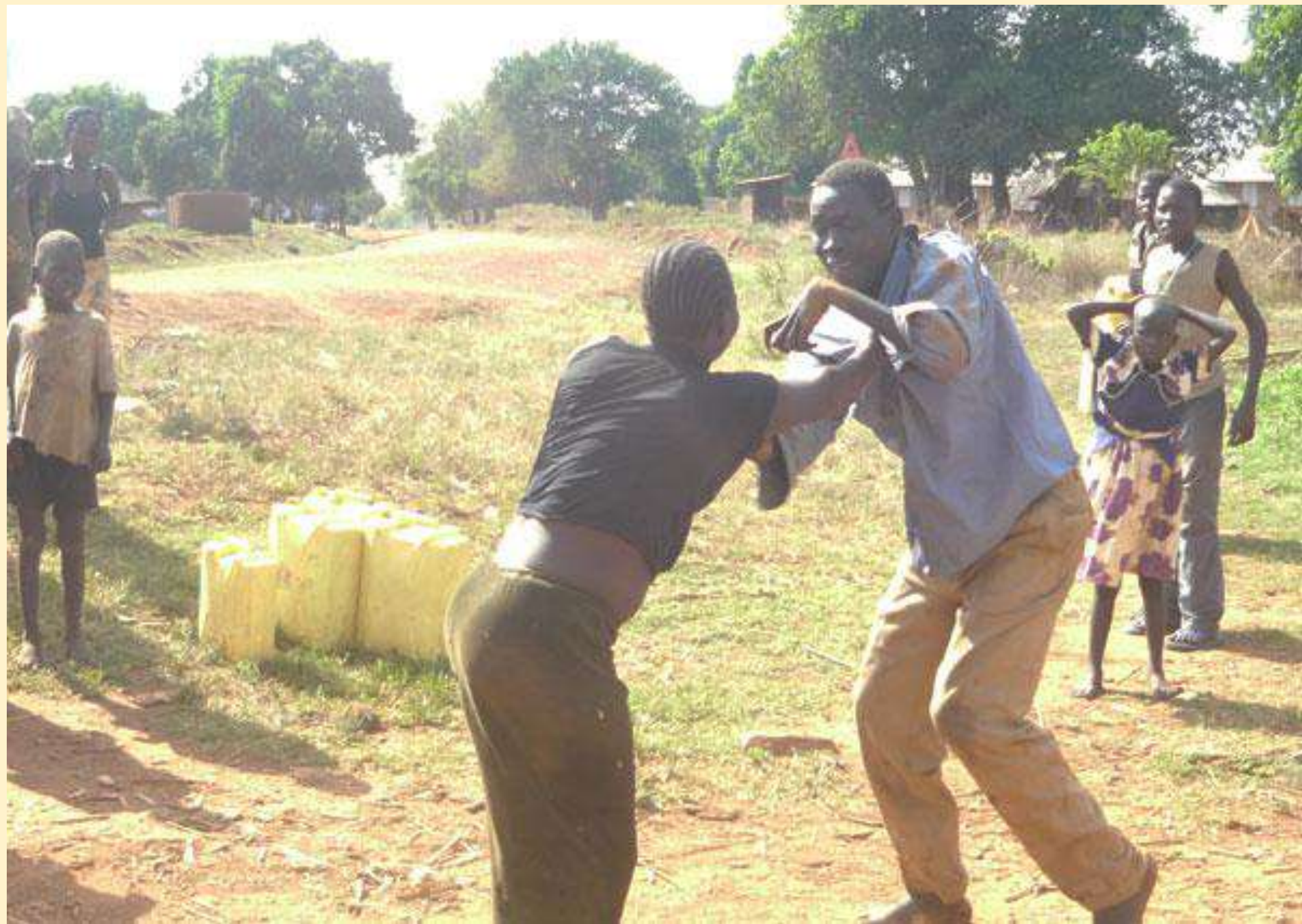
Nabankohi abao

Rukungiri

Rugando nyakinengo

Rukungiri





Persons with Disabilities





Climate Change





Mentorship and Counseling

***WEEKLY ONLINE
TRAINING/MENTORSHIP
PROGRAMMES.***

Summary of the Programmes

- . Think Tank***
- . Specialized Leadership Training***
- . God Does Not Make Junk***
- . What They Don't Teach at the University***
- . Get Up and Go, Nobody Owes you a Living***

Think Tank: On NRM Ideology

Selected Topics

Saturday Evening

8:00 p.m. – 10:00 p.m.

Think Tank: On Global Issues

On Invitation

THEME: Specialized Leadership Training

Selected Topics

Saturday Morning

6:30 A.m. – 8:00 A.m.

Our Saturday morning sessions have been running for the last four years. This is a special training for leaders and would be leaders in an attempt to improve leadership you can take both in the country you can take in this plan in the region Join us. This is for subscription.

Please Note:

Your are Aware that, we now subscribe to this Online Engagement, Are you Up to Date with Your Payment.

“Invite a friend”

Have you subscribed for the
Saturday Morning Leadership Training?

Contact Us



+256 755 768305



+256 743 540 192

Selected Past Saturday Morning Leadership Training



BALUNYWA FOUNDATION
The Leadership Academy

Happy New Year!

Theme

Purposeful and Intentional Living: Going Beyond Dreams

Topic:

Finding Purpose Through Self-Awareness and Environment



MS. Angella Muwanga
Host

Date January 10, 2026

Time: 6:30 Am – 8:00 Am

via



Prof. Waswa Balunywa-Key Speaker

Have you Subscribed Yet!

Contact Us on +256 708 838799 or

WhatsApp on 0755768305 for assistance





BALUNYWA FOUNDATION:
The Leadership Academy



Prof Waswa Balunywa, PhD

Key Speaker

Date March 07, 2026

Time: 6:30 Am – 8:00 Am

Via Zoom

WIN A BOOK COMPETITION

See Zoom Call for Guidelines

Theme: Leading In Turbulent Times

Topic: Technology has been and continues to be Key Trigger of Change



Ms. Muwanga Angella

Moderator

THEME: God Does Not Make Junk

Selected Topics

Sunday Evening

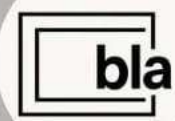
6:30 p.m. – 8:00 p.m.

You are somebody, God Does not make Junk. All people are created with a purpose but it is entirely upon them to abandon or throw away that Purpose. When they slow it away, they become Junk.

This series guides us in not being JUNK



Balunywa Leadership Academy



Youth Mentorship Programme

Theme: God Does Not Make Junk

Topic

**Figure it out:
Don't Be
Junk**



Prof. Waswa Balunywa
Presenter

Logins

Meeting ID 839 8388 2642
Passcode: 886988

This is Your Year to Shine!

**Join Us This
Sunday From
7:30Pm - 9:00Pm**

***THEME: What They Don't Teach at
the University***

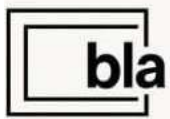
Selected Topics

Tuesday Evening

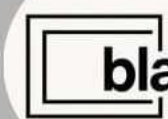
7:30 p.m. – 9:00 p.m.

Universities are bastions of knowledge but there are things they never teach their students. These are ordinarily daily things that are essential for their success in the workplace and their life

This series Brings out the important issues required for ones success.



Balunywa Leadership Academy



Youth Mentorship Programme

Theme: What They Don't Teach You At the University

Topic

**Networking a
Skill Not Taught
at the
University**



Prof. Waswa Balunywa
Presenter

Logins

Meeting ID 865 8584 5827
Passcode: 215207

**Join Us Every
Tuesday From
7:30Pm - 9:00Pm**

***THEME: Get Up and Go Nobody
Owes A Living***

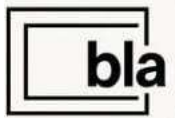
Selected Topics

Thursday Evening

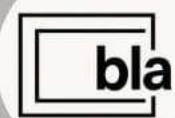
6:30 p.m. – 8:00 p.m..

The world has two types of people. Those that creates jobs and those that seek jobs. The job creators are limited in number. The majority seek jobs. Irrespective of who you are, Nobody Owes You a Living, Nobody will give you things for free, Life is entirely in Your hands

Get Up and Go Nobody Owes you a Living



Balunywa Leadership Academy



Youth Mentorship Programme

Theme: Get Up and Go, No body Owes You a living

Topic

**No Body
Owes You a
Living**



Prof. Waswa Balunywa
Presenter

Logins

Meeting ID 839 8388 2642
Passcode: 886988

**Join Us Every
Thursday From
6:30Pm - 8:00Pm**

Our Online learning resources.

LEARN MORE ABOUT WHAT WE DO

ACCESS OUR LEARNING MATERIALS ON THE FOLLOWING SITES;

SOCIAL MEDIA SITES

YouTube

Podcasts

TikTok

LEARN MORE ABOUT WHAT WE DO

ACCESS OUR LEARNING MATERIALS ON THE FOLLOWING SITES;

WEBSITES

www.waswabalunywa.com

www.balunywaonleadership.com

www.balunywaleadership.academy

www.Balunywa.blogspot.com

Access Prof. Waswa Balunywa' Blogspot Channel



<https://waswa-balunywa.blogspot.com/>

Hundreds of articles on Economics, leadership, Management, Entrepreneurship and Social issues



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The BLA Website

- Home
- About
- Programme
- Activities
- Blog
- Resources
- Team
- Contact

Access Prof. Waswa Balunywa' Learning materials



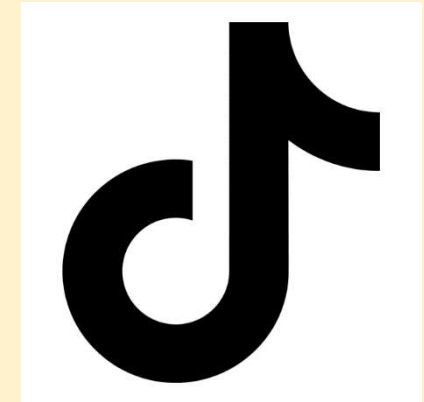
PODCASTS
PODBEAN



BLOGSPOT



YOUTUBE



TIKTOK

Access Prof. Waswa Balunywa' TikTok



Jwbalunywa.pobbean.com

How To Access Pod bean

DOWNLOAD THE PODBEAN APP

(Play store/ Apple store)

- CREATE AN ACCOUNT
- SEARCH "Waswa Balunywa"
- FOLLOW HIS ACCOUNT
- LISTEN AND SHARE

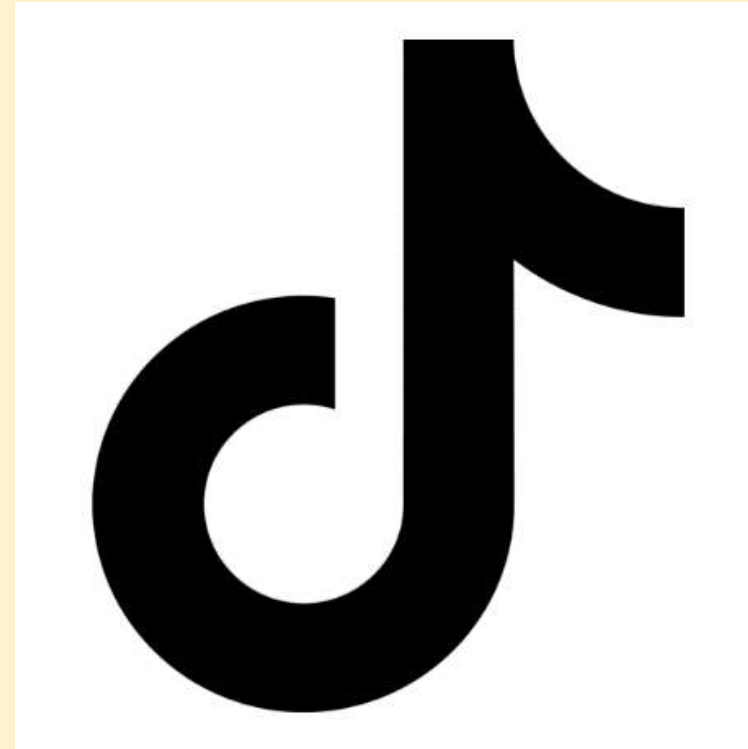


Access Prof. Waswa Balunywa' YouTube Channel



www.youtube.com/@prof.waswabalunywa

Access Prof. Waswa Balunywa' TikTok Channel



TikTok

Areas of concern by the
ACADEMY

TEAM BUILDING



MANAGER

Solutions

WORK

Results
PEOPLE

SUCCESS

Management
Business Performance

TOGETHER

SKILLS

TRAINING

MOTIVATING

TEAM

MANAGE
VALUE-ADD

LEADERSHIP

STRATEGY

RESULTS
PEOPLE

Employees

COACHING

Improve

TEAMWORK

Solutions

Cooperation

RELATIONSHIPS

MOTIVATE

VISION

VALUE SUCCESS

Performance

GOALS

STRATEGY

Manage

ENTREPRENEURSHIP

STARTUP

BUSINESS

MANAGEMENT

FINANCE

ENTREPRENEUR

COMPANY

IDEA

INNOVATION

ORGANIZATION

ENTERPRISE

VENTURE

NEW

PROJETS

RESOURCES

FUNDING

ECONOMICS

BENEFITS

CAPITAL

MINDSET

SOCIAL

KNOWLEDGE

ACTIVITY

CREATION

UNDERSTANDING

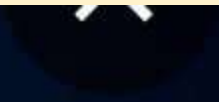
INVESTOR

POLITICAL

INVENTION



COMMUNICATION
MODERN SERVER CONNECT COMPUTER JOB TECH MALE
IDEA BUSINESS CONNECTION
INFORMATION
BUSINESSMAN MAN WORLD MEDIA CABLE
TECHNOLOGY DATA SECURITY SOCIAL
CONCEPT DISPLAY BUTTON SCIENCE
PEOPLE INTERNET NETWORK SYSTEM
COMPUTING WORK DESIGN
PERSON SCREEN WEB DIGITAL SERVICE
LAPTOP GLOBAL HARDWARE



The Academy TEAM

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Chief Mentor, Prof. Waswa Balunywa, PhD





The Balunywa Leadership Academy

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THE **TEAM**

Ms. ANGELLA MUWANGA

Mr. BASHIR KATABALWA

Mr. ENOCH MUGABI

Mr. PETER JUDGE ASIMME

Mr. ROBERT KAWALYA

Ms. OLIVER ACAYO NYEKO

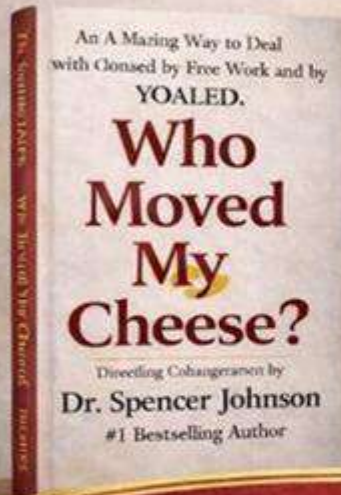
Mr. SAMUEL OLARA OCHOLA

Ms. PERSIS KAUDHA

Mr. SAMUEL NWEMJUN

Mr. REMY CHEBET

WIN
A BOOK TITLED
**WHO MOVED
MY CHEESE?**



**Prof
Waswa Balunywa,
PhD.**

**Join us for our Saturday
leadership Zoom sessions
— 6:30 AM – 8:00 AM —**

**CALL TO ATTEND
Our Saturday
Leadership ZOOM
Sessions
6:30 AM – 8:00 AM**

Because in our current training series, we are dealing with change management, it is the reason why we are giving out this book titled: 'Who Moved My Cheese' to help you enrich your knowledge on the topic

- Questions are in the chat from 07:00–7:10 AM (first 10 minutes during actual session)
- The first person to get these questions right will be declared the winner
- Send your answers on WhatsApp  **0755768305**

THIS WEEK'S ISSUES AND TRAINING

Leadership Issues of the Week



The World's
News Makers



ISSUES OF THE WEEK

1. LEADERSHIP AND POLITICAL ISSUES
2. ECONOMIC ISSUES
3. TECHNOLOGY ISSUES
4. SOCIAL ISSUES
5. ISSUES WE CHAMPION

Leadership and Political Issues

TEAM BUILDING



MANAGER

Solutions

WORK

Results
PEOPLE

SUCCESS

Management
Business Performance

TOGETHER

SKILLS

TRAINING

MOTIVATING

TEAM

MANAGE
VALUE-ADD

LEADERSHIP

STRATEGY

RESULTS

PEOPLE

Employees

COACHING

Improve

TEAMWORK

Solutions

Cooperation

RELATIONSHIPS

MOTIVATE

VISION

VALUE SUCCESS

Performance

GOALS

STRATEGY

Manage

Leadership Issue One:

M7 Hosts Charlene Ruto.



His Excellence The President Yoweri Kaguta Museveni

M7 Launches Tamini General Insurance

Salaam Group Launches Uganda's First Islamic Insurance Company



Tamini General Insurance Uganda Limited
The First Licensed Islamic Insurance
Company in Uganda

(A member of the Salaam Group)

Officially Launched on March 3, 2026
By His Excellency

A handwritten signature in blue ink, which appears to be "Y. Museveni".

Yoweri Kaguta Museveni
President of the Republic of Uganda

**Besides,
PM Nabbanja hosted Embassy of
Sweden in Kampala and Eco Energy**

**They discussed the proposed 350MW
Solar PV + Battery Storage project at
Namanve Industrial Park.**



Leadership Issue Two:

Government Commences PDM Loan Recovery

**PDM beneficiaries must repay loans
within one year.**



Leadership Issue Three:

Genocide in Gaza Continues.

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**Medical supplies in Gaza very
low. WHO says**

About 18,000 patients needing urgent medical evacuation cannot leave because the Rafah crossing with Egypt remains closed.

Israel, US & Iran Conflict

**Iran's Supreme Leader Ali
Khamenei was killed during the
attacks**



Iran's Supreme Leader

Khamenei
killed in attack





**Putin condemns killing of
Khamenei as 'cynical
violation of morality and
international law'**

Iran Retaliates.

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Launched Missile and drone attacks against Israeli cities.

Targeting **U.S. military bases in the Middle East.**

Iran also threatened shipping in the **Strait of Hormuz**, a vital route for global oil supply



Conflicts Spread Beyond 03 countries

Expansion of the War

- **Iran-aligned groups joining the fight**
- Hezbollah in Lebanon launched an attacks Israel
- Iran-backed militias in **Iraq and Syria** have attacked U.S. and Israeli targets.
- Over **1,300 people killed in Iran** since the strikes began.
- Israel has declared a **nationwide emergency**: Schools closed, Public gatherings banned, Tens of thousands of reservists mobilized and Missile defense systems on high alert
- Iran Attack Azerbaijan







Key Players







Leadership Issue Seven:

The Russia-Ukrainian War Continues

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Ukraine and Russia exchange prisoners

Over 500 soldiers from each side were exchanged.

Heavy fighting is still concentrated in eastern Ukraine, particularly in the Donetsk region.

Meantime!

**Peace talks remain uncertain as
Missile and drone attacks
remain frequent**









EMPOWER
PEOPLE

INSPIRE
PEOPLE



LEADERSHIP

LEAD
CHANGE

SHARE
VISION



Economic Issues.

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Economic Issues One.

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Petro prices increase in US in response to conflict with Iran

LIVE
NOW
FOX

U.S. STRIKES IRAN: OIL PRICES INCREASE



Economic Issues One.

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Trump halts Trade with spain

BREAKING

**Trump orders halt to all trade with Spain
due to Madrid's refusal to cooperate on
Iran strikes**

Climate Change

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Kampala Floods.

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We welcome you to

THIS WEEK'S TRAINING SESSION

A Leadership Training Series

By

Prof Waswa Balunywa, PhD.

March 07, 2026

Theme: **LEADING IN TURBULENT TIMES**

Topic:

**Technology has been and continues to be Key Trigger of
Change**

By
Prof Waswa Balunywa, PhD

366th session

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“Invite a friend”

While our reach is Global, in terms of dispensing knowledge, we have issues we champion which focusses primarily on young people.

Issues Championed By the Academy.

Drug and Substance Abuse

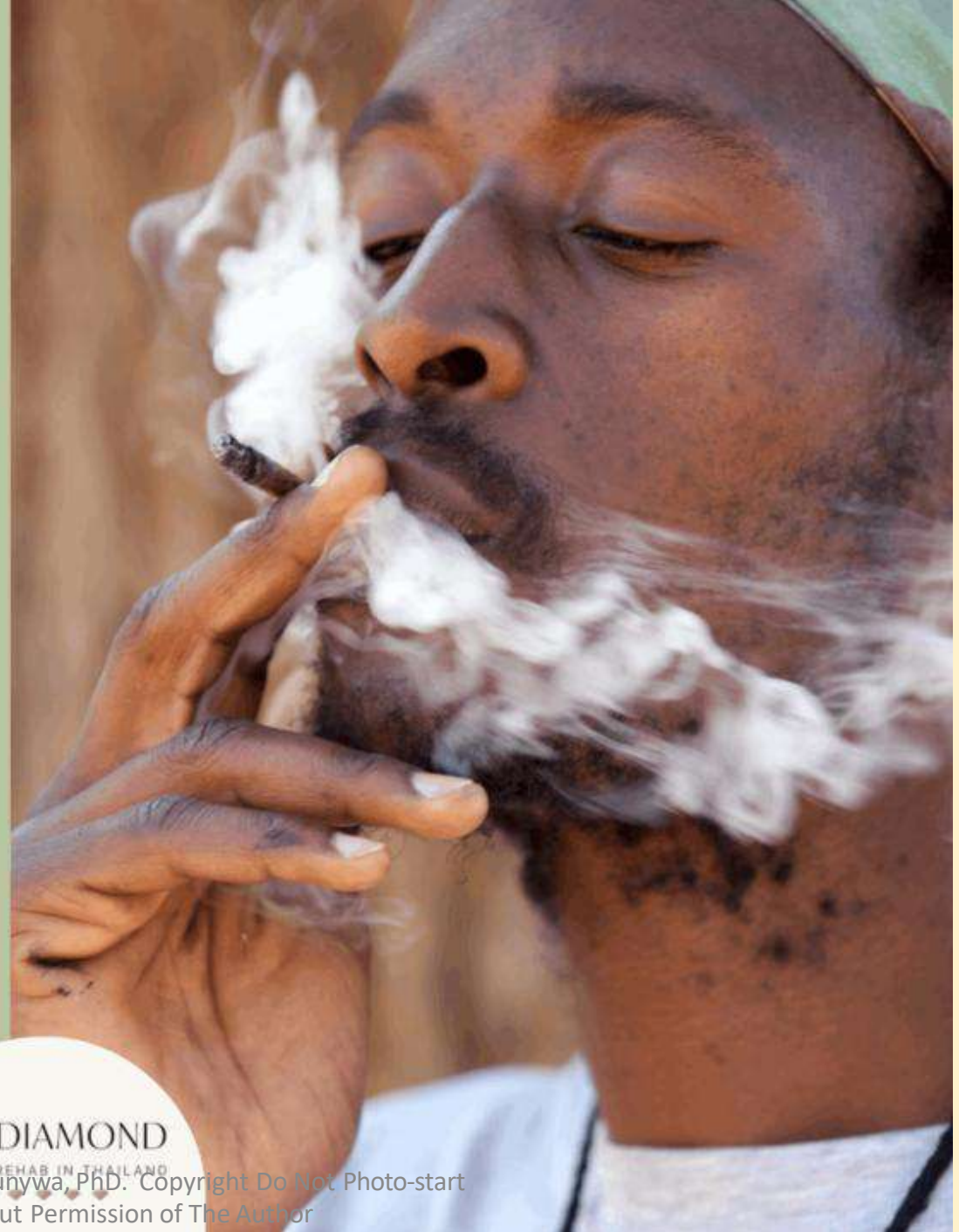
HIV/AIDS

Domestic Violence

Persons with Disabilities

Climate Change

Drug Abuse: the Physical and Mental Effects of Drug Abuse



THE DIAMOND

LUXURY REHAB IN THAILAND

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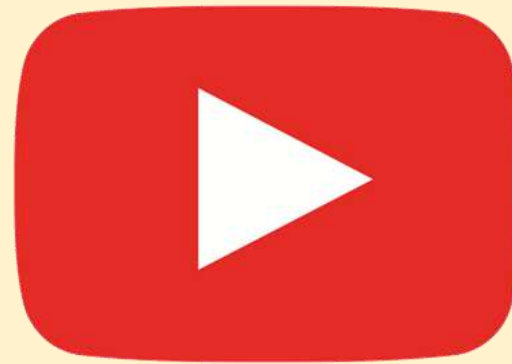
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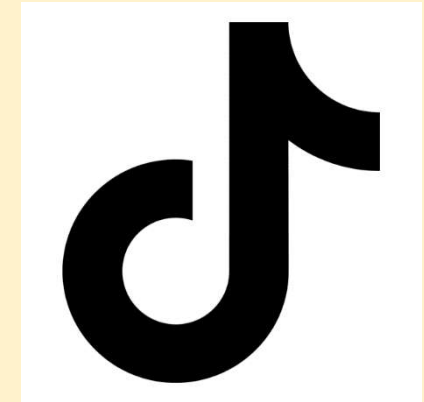
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All registered in Waswa Balunywa, PhD.

Theme

LEADING IN TURBULENT TIMES



BALUNYWA FOUNDATION:
The Leadership Academy



Theme: *Leading In Turbulent Times*



Topic: Technology has been and continues to be Key Trigger of Change

Prof Waswa Balunywa, PhD
Key Speaker

Date March 07, 2026
Time: 6:30 Am – 8:00 Am

Via Zoom



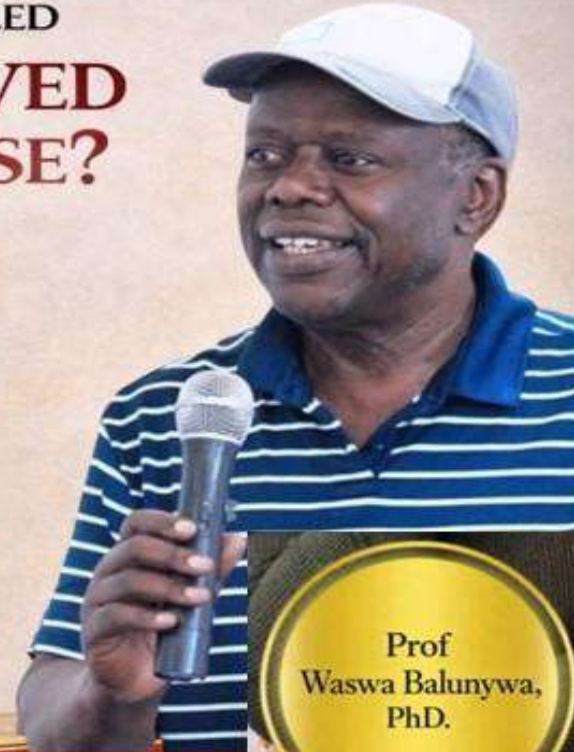
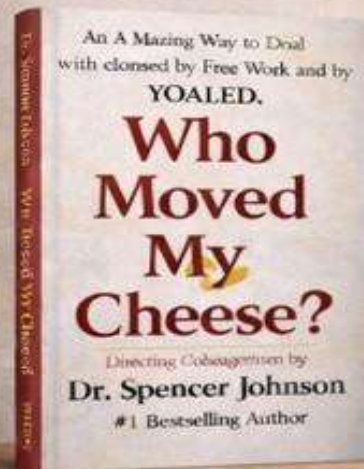
Ms. Muwanga Angella
Moderator

WIN A BOOK COMPETITION

See Zoom Call for Guidelines

WIN

A BOOK TITLED
**WHO MOVED
MY CHEESE?**



Prof
Waswa Balunywa,
PhD.

- To participate in this competition, simply attend our Saturday leadership training series and answer questions accordingly
- Questions are in the chat from 07:00–7:10 AM (first 10 minutes during actual session)
- The first person to get these questions right will be declared the winner
- Send your answers on WhatsApp  0755768305

Today's Topic

**Technology has been and
continues to be Key Trigger of
Change**



**“NOTHING FREEZES
IN PLACE.”**

Prof. Waswa Balunywa



Technology changing the world so quickly. I think it's even more difficult for older people to keep up in the world. And that's a challenge.

— *Fisher Stevens* —

AZ QUOTES

What is Change?

What is Change?

- Something new or something different
- A modification
- A replacement
- A substitution
- A transformation





Classroom made of dry banana leaves shocks leaders

Why Change?

Why Change?

- The events taking place globally are calling for change
- The events themselves are a reflection of change
- Excessive usage of resources is calling for change
- Poverty in parts of the world demands change to improve lives
- Technology is driving the change
- At the same time technology is enabling change

Why Change?....Cont...

- Lower costs for the organization
- Increase revenues
- Improve people's attitudes
- Match with the changing environment
- It is the leaders that cause and drive the change



Extreme Poverty in the world Demands Change



Extreme Wealth in the world Demands Change

Types of Change

Types of Change

- Incremental Change
- Evolutionary
- Revolutionary
- **Planned change**
- **Unplanned change**
- Economic changes
- Social changes
- Political changes
- Technological changes

Nature of Change

Change viewed as a break in the organization's equilibrium state.

- Unfreezing **the status quo**
- Changing **to a new state**
- Refreezing **to make the change permanent**

Incremental change

- Small, gradual improvements made over time to existing processes, systems, or skills.
- Focuses on continuous improvement
- Low risk and easier to manage
- Builds on what already exists

Evolutionary Change

- It is gradual
- It is incremental
- It is adaptive
- It is slow over time
- Less risky and stable
- Usually planned

Revolutionary Change

- Rapid, radical and fundamental change
- Change that overturns systems
- Disruptive total overhaul
- Drastic
- Transformative
- Ground breaking
- fundamental

Planned change

- A deliberate, structured, and intentional effort to move from the current state to a desired future state.
- Guided by clear goals
- Involves planning and implementation steps
- Often led by management

Unplanned change

- Reactive change
- Spontaneous
- Chaotic response to unexpected events
- Hard to control
- Driven by external factors

Economic change

- Change or transforming economic systems
- Change in market structure
- Change in economic growth
- Change in production methods
- Change in distribution methods
- Change in consumption patterns
- Shift from agriculture to industry
- Shift to services

Economic change...Cont..

- Change or transforming economic systems
- Change in interest rates
- Change in Inflation rates
- Unemployment
- New markets
- Trade liberalization
- Tax reforms
- Globalization
- Population changes

Interest Rates Continue to Rise



Source: U.S. Department of Treasury.

CRFB.org





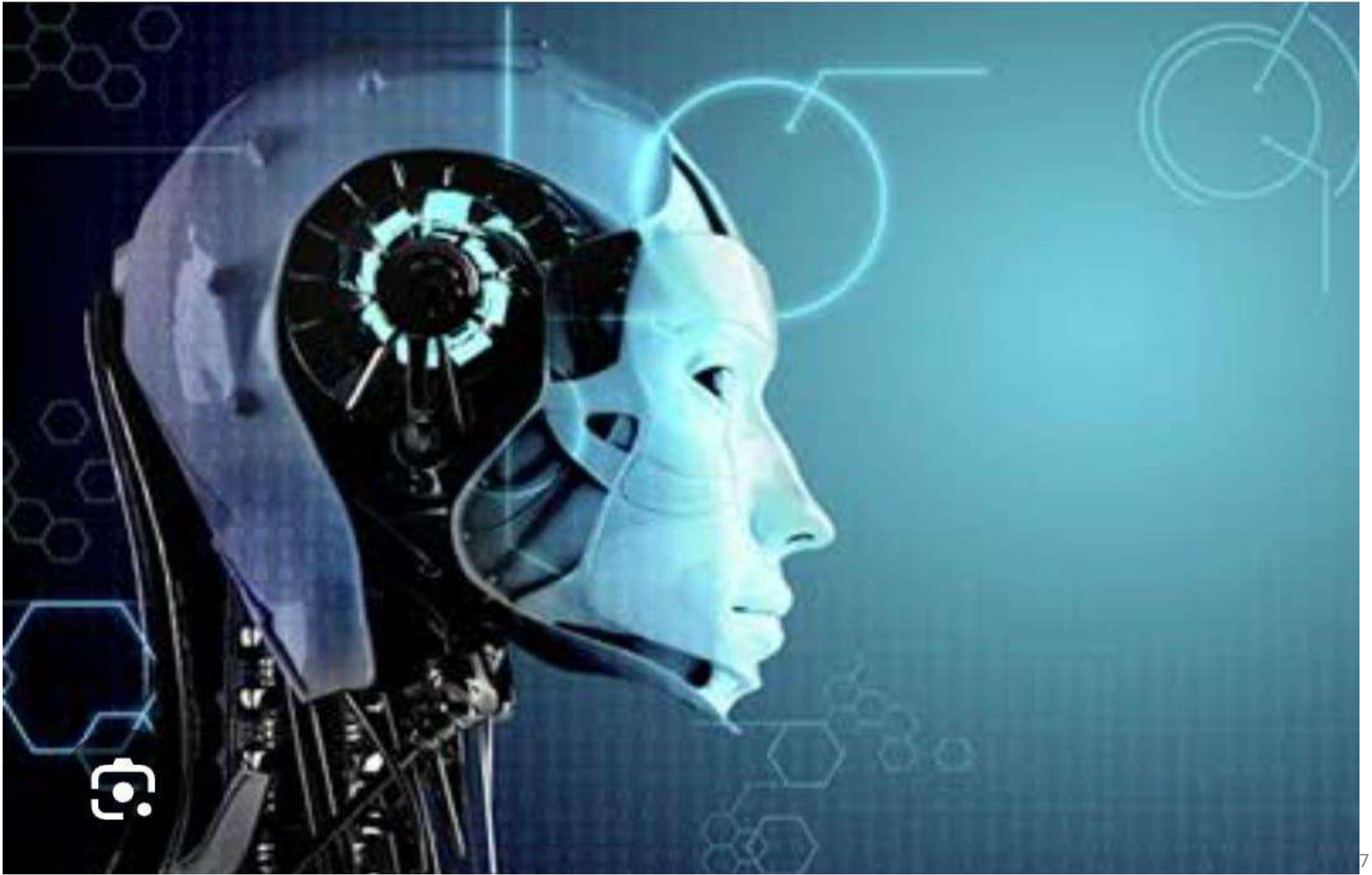
Social change

- Increasing or decreasing population
- Educated workforce
- More older people
- More young people
- Change in family system
- Change in fashion



Technological Change

- New process
- New equipment
- New products
- New raw-materials
- Improving existing technologies
- Creating new industries



Computer killed typewriter



Typewriter



Computer

Political change

- Change in Governance
- Change in ideology
- Change in leadership
- Change in religious groups
- Change in institutions
- Constitutional changes



Politics

What Changes: The Evidence

“Nothing Freezes In Place”.

Prof. Waswa Balunywa, PhD

What Changes: The Evidence

- The borderless world
- The magic of the internet
- The Beauty of the mobile phone
- The precision of the smart bomb
- The reality of the cloned sheep
- The instance of the television
- The low costs of the of the genetic food

What Changes: The Evidence...Cont..

- *Who Killed Who?*
- Computer killed typewriter
- Email killed fax
- Internet killed library
- Google killed dictionary
- Wikipedia killed encyclopedia
- Phone killed post office
- Sms killed letter writing
- CDs killed Cassettes

What Changes: The Evidence.. Cont..

- *Who Killed Who?*
- YouTube killed DVD
- Bluetooth killed infrared
- Android killed Windows-phone
- Uber killed Yellow cab
- Xender killed Bluetooth
- WhatsApp killed BBM
- E-card killed hallmark card
- Civilization killed culture
- Money killed true love

Computer killed typewriter

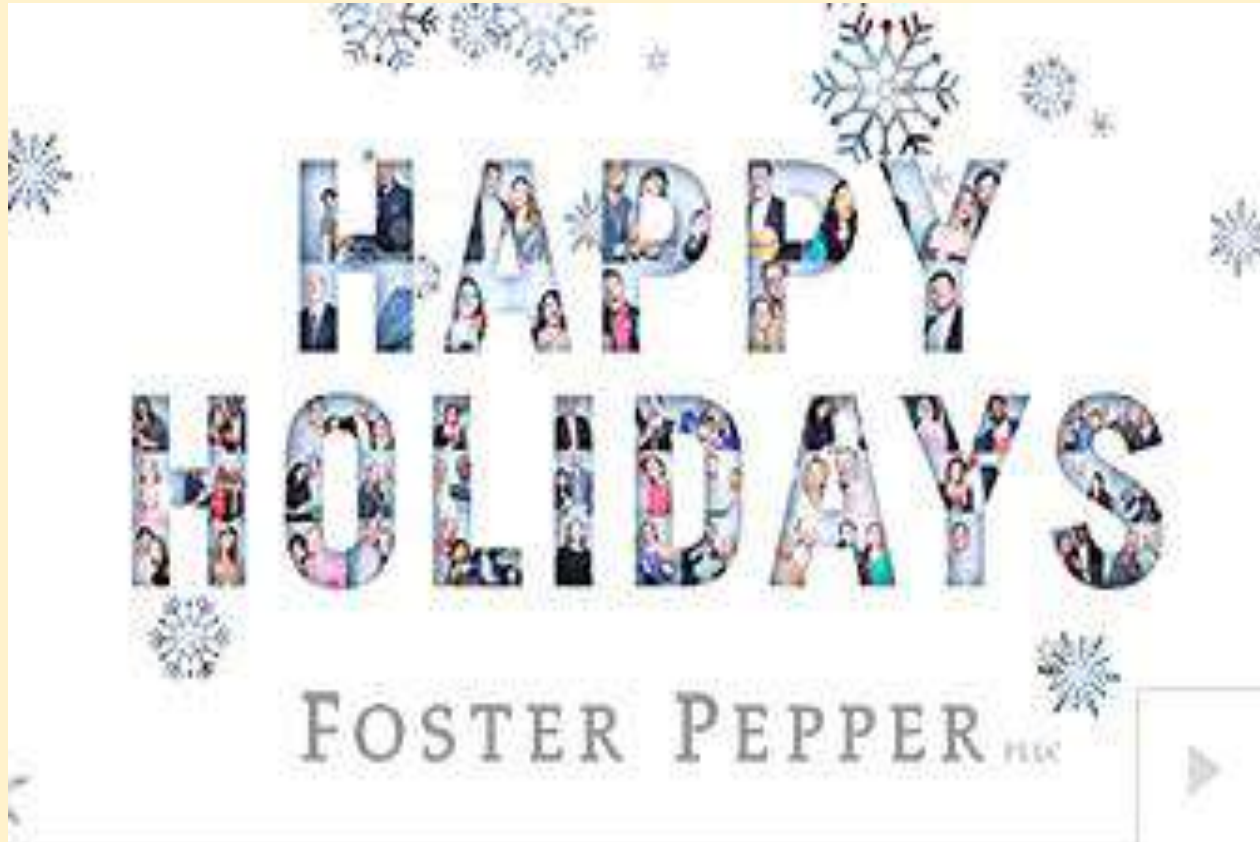


Typewriter

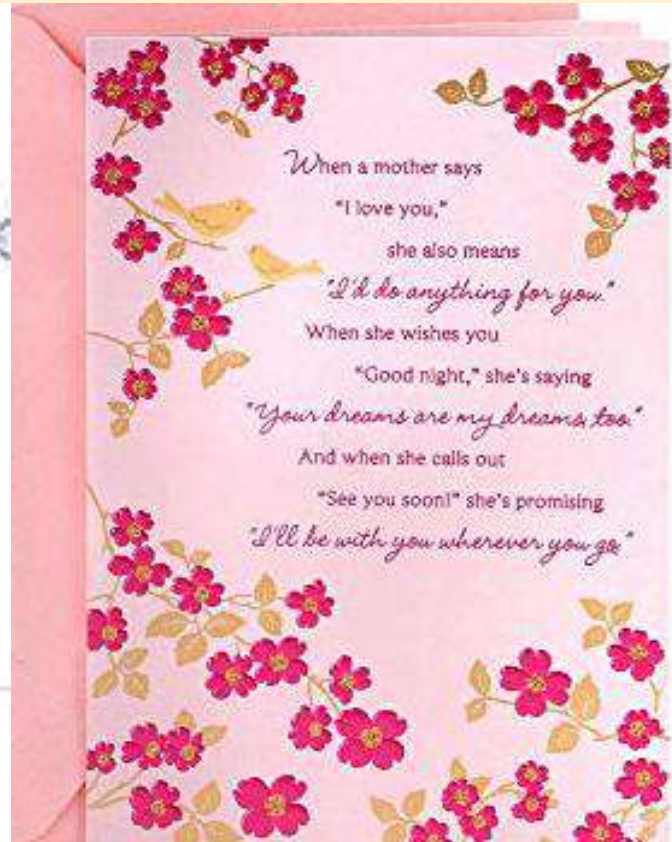


Computer

E-card killed Hallmark card



E-Card



Hallmark Card

What else killed what again? Internet killed Library



Water coolers



Organizational Change

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What is Organizational Change

It is process of modifying

- ✓ Organizational culture,
- ✓ Technology,
- ✓ Organizational Structure and or
- ✓ Processes.

In light of internal and external pressures

Organizational Change: Types

- Incremental change
- Transitional change
- Transformational change
- Strategic change
- Structural change
- Process oriented
- People centric

What Drives Organizational Change?

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What Drives Organizational Changes?

- External Factors/Triggers
- Internal factors/Triggers

What Drives Organizational Change:

External Drivers

- Economic factors
- Social factors
- Political Factors
- **Technological Factors**
- International factors

What Drives Organizational change: **Internal Drivers**

These are what change in an organization and include.

- Leadership
- Strategy
- Organizational structure
- People
- **Technology**

Technology as a Trigger of Change

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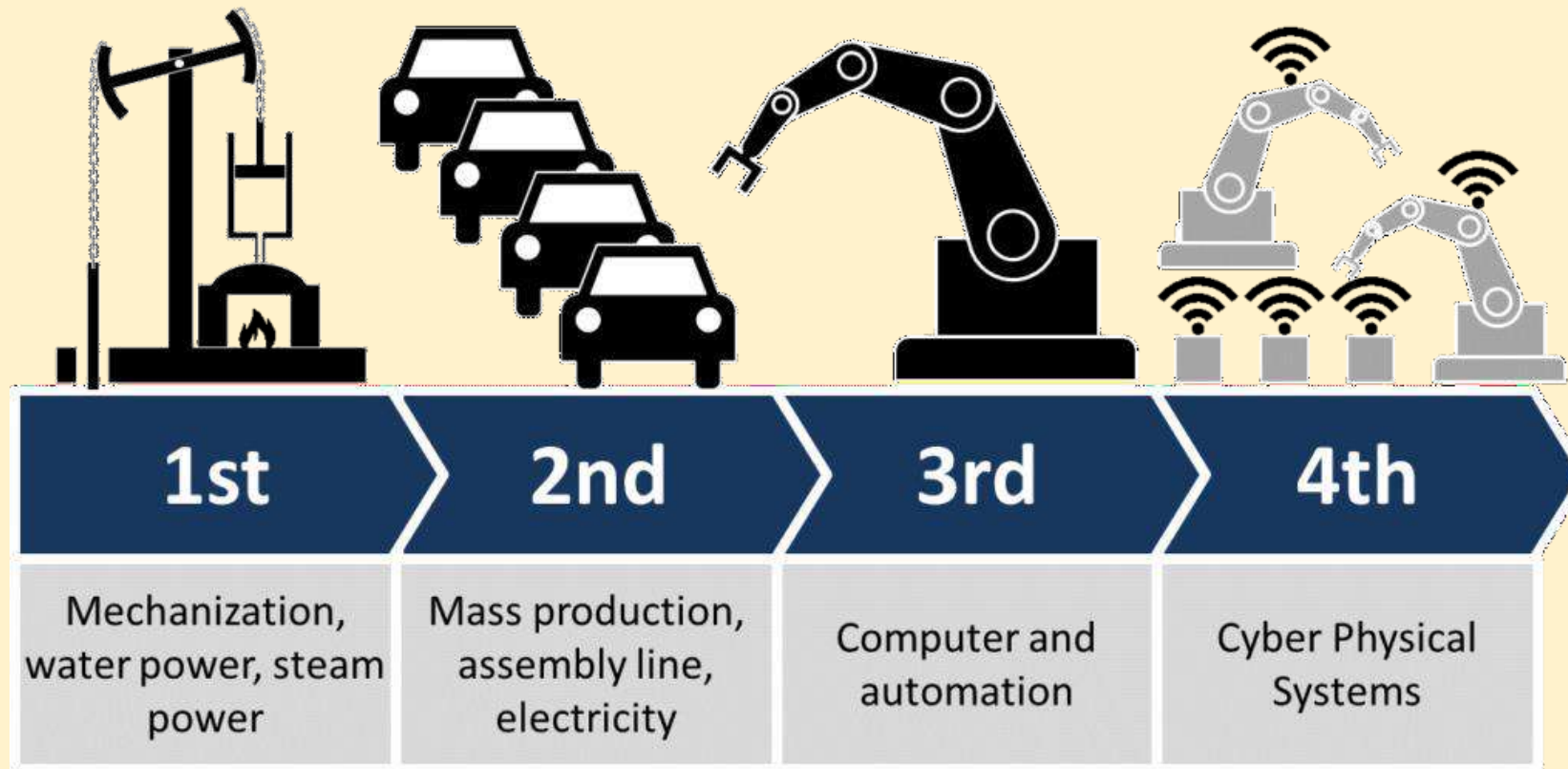
Technology

- The scientific knowledge that deals with the way of doing things
- The application of science to a practical use mainly for industry
- It is constituted by technical skills, means and characteristics of a group, period, organization or country
- The ability to convert or represent the physical world in a digital format
- The ability to acquire and apply digital knowledge and skills in the digital world

Types of Technology

- Current
- Obsolete
- Emerging
- Wide application
- Future

Technological Revolutions



Technologies of The 4th IR

The 4th IR Technologies

Artificial intelligence

Robotics

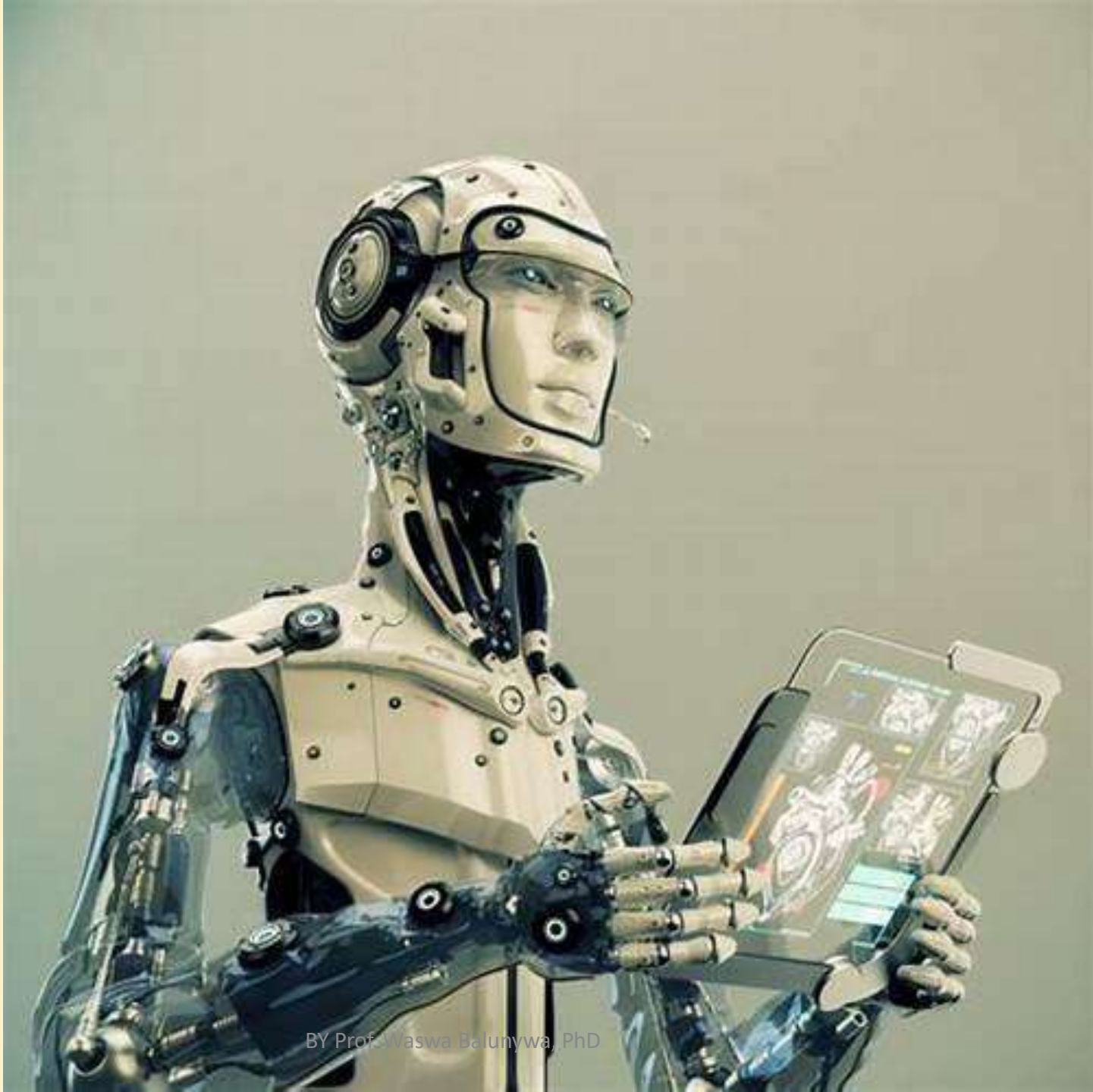
The internet of things

3D printing

Genetic engineering

Quantum Computing

Humanoid Robot



Emerging Technologies

- Artificial Intelligence (AI) and Machine Learning
- Automation and Robotics
- Internet of Things (IoT)
- Big Data and Analytics
- Cloud Computing
- Block chain
- Smart Phones

Emerging Technologies.....Cont..

- Virtual Reality (VR)
- 3D Printing (Additive Manufacturing)
- Biotechnology and Genetic Engineering
- Cybersecurity Innovations
- Quantum Computing

Emerging Technologies

Artificial Intelligence (AI) and Machine Learning.

- It is a broad concept of creating machines that stimulate human thinking to perform complex tasks
- AI create systems that can sense.
- They can reason
- They can act and adapt like humans
- Ai can analyze and solve problem more quickly



Humanoid Robot

FUTURE
INVESTMENT
INITIATIVE

INVESTMENT
INITIATIVE

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Emerging Technologies

Automation and Robotics

- Robotics involve the design, construction and operation of machines.
- Automation is using technology to perform tasks with minimum human input.
- They increase efficiency
- Streamline tasks
- Cost reduction
- Reduces human error

Drone Fertilizer sprayer





Emerging Technologies

Internet of Things

- It is a physical object like house hold appliances or vehicle embedded with sensors and software to connect and exchange data over the internet.
- Uses Wi-Fi, Bluetooth or cellular networks
- Occurs in the cloud or edge computing infrastructure.
- Improves monitoring,
- enhances efficiency.
- **Smart homes, wearable Technology, connected cars e.t.c**

INTERNET OF THINGS

Waste Management

Smart Health

Smart Parking

Public Safety

Smart Buildings

Open Data

Education

Traffic Management

Electromagnetic Emissions

Smart Environment

Internet of Things

Smart Energy

Smart Street Lights

Gas & Water Leak Detection

Air Pollution

Water Quality

Intelligent Shopping

Smart Homes

Internet





Emerging Technologies

Big Data and Analytics

- Large and complex data sets collected from multiple sources
- Uses advanced tools, algorithms, and statistical models
- Processed in cloud platforms or data centers
- Generates insights, predicts trends, supports decisions
- **Applications:** business intelligence, healthcare analytics, fraud detection, market forecasting

BIG DATA & ANALYTICS



Emerging Technologies

Cloud Computing

- Internet-based delivery of computing services (storage, servers, software)
- Uses virtualization and distributed networks
- Accessible anytime, anywhere via the internet
- Reduces costs, increases flexibility, supports collaboration
- **Applications:** Google Drive, Microsoft Azure, Dropbox, AWS



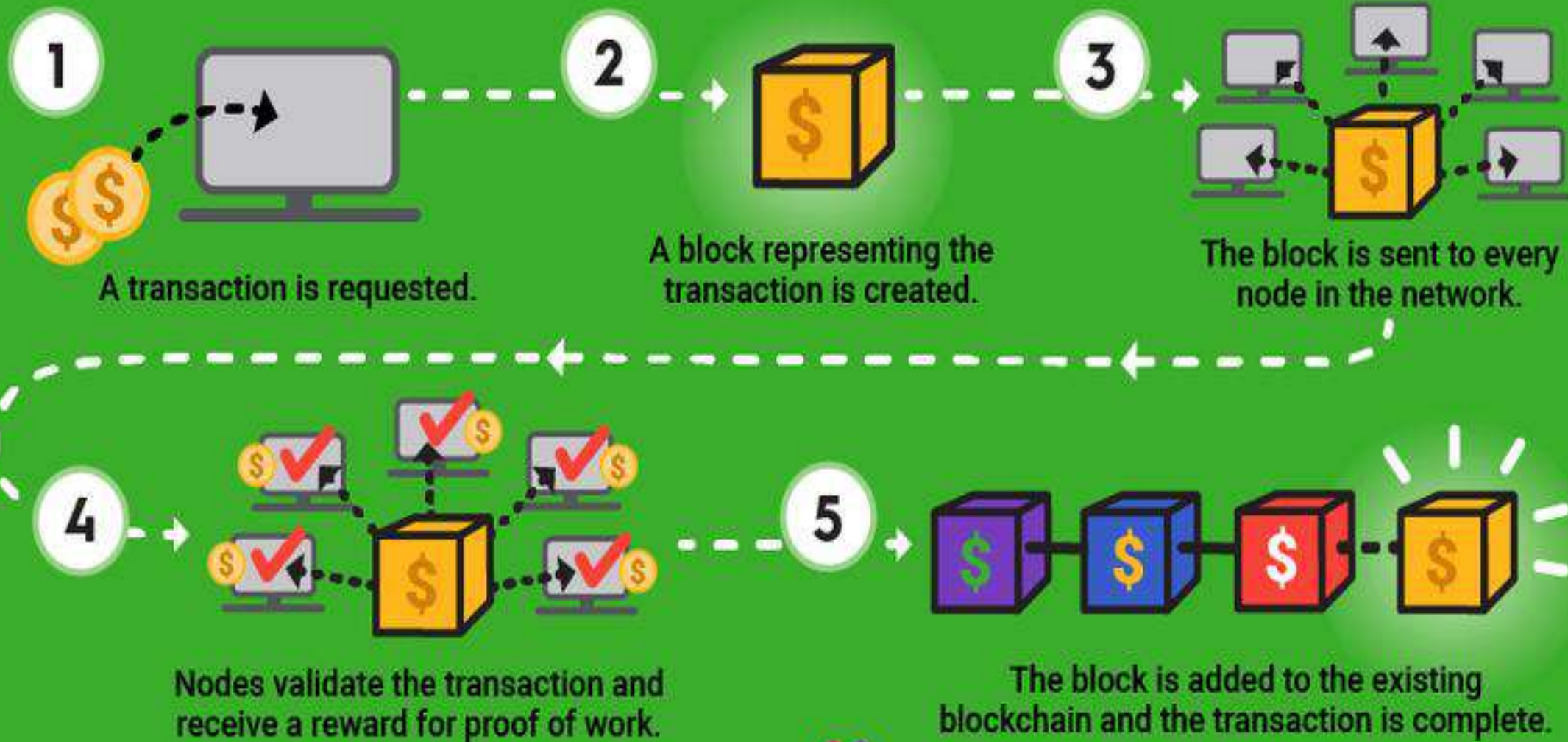


Emerging Technologies

Block Chain

- Decentralized digital ledger technology
- Uses cryptography and consensus mechanisms
- Operates across peer-to-peer networks
- Ensures transparency, security, and trust
- **Applications:** cryptocurrencies, smart contracts, supply chain tracking

HOW BLOCKCHAIN WORKS



Emerging Technologies

Virtual Reality (VR)

- Computer-generated 3D environments simulating real-world or imaginary settings
- Uses headsets, sensors, and motion tracking
- Operates on powerful graphics systems and software platforms
- Creates immersive experiences for users
- **Applications:** gaming, training simulations, education, virtual tours



Emerging Technologies

3D Printing


- Process of creating physical objects layer by layer from digital models
- Uses materials like plastics, metals, ceramics, and composites
- Operates through computer-aided design (CAD) and specialized printers
- Enables rapid prototyping and product customization
- **Applications:** healthcare (prosthetics), automotive, construction, fashion



Emerging Technologies

Biotechnology and Genetic Engineering

- Use of biological systems and organisms to develop new products
- Employs techniques like DNA editing, CRISPR, and cloning
- Conducted in labs and research facilities
- Enhances healthcare, agriculture, and food production
- **Applications:** gene therapy, GM crops, vaccines, biofuels

A female scientist wearing a white lab coat, a hairnet, and a face mask is working in a laboratory. She is using a pipette to transfer liquid into a small glass vial. The lab bench is cluttered with various pieces of glassware, including beakers, flasks, and petri dishes. There are also several small potted plants with green grass-like growth. In the background, a microscope and other laboratory equipment are visible under a bright lamp. A large green circle on the right side of the image contains the text.

Comparing
Biotechnology and
Genetic Engineering:
B.Sc. Endeavors

Emerging Technologies

Cybersecurity Innovation

- Advanced methods to protect systems, networks, and data
- Uses encryption, AI-based monitoring, and multi-factor authentication
- Implemented in organizations, governments, and personal devices
- Prevents cybercrime, ensures privacy, and builds trust
- **Applications:** firewalls, intrusion detection, biometric security, block chain security



Emerging Technologies

Quantum Computing

- Computing technology based on quantum mechanics principles
- Uses qubits instead of traditional bits
- Operates in highly controlled environments (cryogenic systems)
- Solves complex problems faster than classical computers
- **Applications:** drug discovery, cryptography, logistics optimization, financial modeling



Thank you for Listening

END