The Movement

Q2 2023: Vol 5

The Dream Team:
Entering the 14th Era

Recharged | Reflected | Re-ignited



"Be Brave, Make it count

Bryton Kimemeta

Imagine arriving at the last day of interview, meeting fifty candidates, with different talents, experiences and from diverse backgrounds.



"My First Week at Empower

Willemi Chiryamkubi

I like how things never stop at Empower and how everyday is a new opportunity for growth where "Learning Is Key".



"GenEm Cohort 3

Evelyn Lujuguru

Through the programme, I have expanded my network significantly, and would love to extend my sincere gratitude to Empower.



Note from the Managing Partner



"Growth is a journey, not a destination, and this quarter we've travelled further than ever before."

Hello Empower Family,

As we've transitioned into the third quarter of 2023, I'm excited to share with you the marvelous strides we've taken and the significant accomplishments of our #DreamTeam in Q2 of the year.

We've always believed that a healthy balance of work and fun cultivates an engaged and happy team. Following the spirited competition of the Empower Olympics in January, we enjoyed our Annual Staff Retreat in May to recharge, reflect and reignite our collective vision and celebrate Empower's 14th Birthday.

We spent 2½ days in beautiful Zanzibar together in a relaxed environment to foster teambuilding, employee recognition and development of a GrowthMindset. The event was, to say the least, a sun-soaked success! 🌞

This quarter, the passion, commitment, and resilience of our team have truly been unparalleled. As we continue our journey through 2023, the team's tireless efforts in maintaining our #ServiceExcellence promise are evident in every project we undertake. Read more about the work we have done in the upcoming pages of this volume of #The Movement.

Meanwhile, our unwavering commitment to youth empowerment has remained as strong as ever through our #GenEm programme.

In this quarter, we were overjoyed to see our third cohort of students across 3 University Campuses to completion, and look forward to celebrating Graduation on International Youth Day! We are always on the look out to partner with new corporations and entities who align with our vision to create a brighter future for Tanzanian youth; do reach out if you would like to support GenEm Cohort 4 kicking off in January 2024 via youth@empower.co.tz.

Buoyed by the energy from Q1, we've broadened our reach and our impact. Our tireless team has beautifully juggled varied responsibilities, from planning standout events to delivering engaging workshops in Tanzania and Kenya, and from launching transformative programmes to upskilling corporate teams. Witnessing our team's commitment and deftness in managing these diverse initiatives, I couldn't be prouder. Their collective effort is the backbone of our pursuit for change and growth.

Our heartfelt thanks to all our clients for your enduring support and commitment to excellence. Your partnership is our motivation. As we venture into the coming months, we're eager for new opportunities, knowing we embark on this journey together.

Stay Empowered 🧡

Miranda








HDR
www.empower.co.z
Talent | Advisory | Insight



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Q2 Highlights

1



GIZ Leadership Development Programme Module 1:
16 February 2023, Dar es Salaam

2



GIZ Tanzania & EAC Customs and Trade Retreat:
13-15 April 2023, Arusha

3



Volks House Leadership Development Program:
18 April 2023, Zanzibar

4



Empower partners with UNICEF Rep & Head of Education:
19 April 2023, Dar es Salaam

5



Hydroponics Africa Limited long-term transformation:
19 April 2023, Nairobi

6



Empower hosts UDSM students for Entrepreneurship research:
21 April 2023, Empower HQ

7



TASAF Team Meeting Day:
27-28 April 2023, Dar es Salaam

8



Save the Children's Generation Hope Campaign Launch:
2 May 2023, Dar es Salaam

9



ABSA Leaders in the Making launch:
3 May 2023, Dar es Salaam

10



Sika Tanzania onboarding event:
3 May 2023, Dar es Salaam

11



TCC Learning and Development Programme:
8-9 May 2023, Dar es Salaam

12



Empower at the BBG Trade Fair:
10 May 2023, Dar es Salaam

Q2 Highlights

13 → 14 → 15



Action Medeor & CSSC Tanzania
Teambuilding & Strategic Planning:
15-18 May 2023, Bagamoyo



NBC Junior Managers' Mindset
Transformation Programme:
18-19 May 2023, Dar es Salaam



Abacus Pharma Sales
Development Training:
22-23 May 2023, Empower HQ

16 ← 17 ← 18



Empower Academy:
With Iddy John
9 June 2023, Empower HQ



MPRU's world ocean Day
Event Moderation:
8 June 2023, Dar es Salaam



Empower Team Retreat:
25-27 May 2023, Zanzibar

19 → 20 → 21



Care Tanzania's Strategy
2023-2028 Launch:
13 June 2023, Dar es Salaam



Coca-Cola Kwanza Ltd Leadership
Development Program Cohort 3:
14-16 June 2023, Empower HQ



CARE Tanzania's Strategy 2023-2028
Second Launch event:
16 June 2023, Dodoma

24 ← 23 ← 22



Empower Academy:
With Happiness Watimanywa
14 July 2023, Empower HQ



NBC Senior Managers Mindset
Transformation Programme:
22-23 June 2023, Dar es Salaam



AKU School of Nursing and Midwifery
(SONAM) East Africa Teambuilding:
22 June 2023, Zanzibar

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absa | Leaders in the making
Graduate Engagement Programme





Joshua Naiman
Partner - Empower

As the learning partner for the Absa Tanzania Leaders in the Making programme, we take immense pride in spearheading this transformative journey to prepare tomorrow's generation of leaders within one of the most prestigious banks on the continent.

We consider it an honor to contribute our part in making a positive impact towards building a brighter tomorrow.

Training & Workshops

Absa's Leaders In The Making Graduate Engagement Programme is facilitated by Empower to nurture ten growth-driven university graduates to become the next generation leaders within Absa by providing them with skills, knowledge, and experience needed to be successful in the dynamic and ever-changing banking industry.

I expect this programme to shred a few steps off my climb up the corporate ladder by unearthing hidden talents and strengths within me.

Shanira Msale
BSc of Commerce (Fashion)



I am confident that I will have the in-house bravery, boldness and competency to take up managerial responsibilities in Risk, Compliance and Corporate Credit.

George Kaindoah
BSc in Computer and Information Sciences



I expect to be shaped and molded into an outstanding leader who will add value to Absa and everywhere I go. I see myself fully fledged and ready to thrive as a leader within Absa.

Devroda G. Kagusa
BSc in Public Relations and Marketing



I expect to learn a great deal and look forward to being exposed to the highest levels of leadership skills. I see myself taking on a managerial position in a department that matches my strengths.

Salma Mshindo
BSc in Law



#TheDreamTeam

Values Awards



Michael Chacha
Sr. Coordinator: Talent

GrowthMindset Award



Gloria Mwakasole
Manager: People & Culture

Connection & Oneness Award



Gladness Mayenga
Sr. Coordinator: Advisory

Service Excellence Award



Jamin Mwaikenda
Sr. Coordinator: Strategy

Devoted to Results Award

All winners received a cash prize invested into a UTT account in their name!



Empower Stats

Industries Served

Telco	10%
Service	5%
FMCG	10%
Manufacturing & Production	40%
NGOs	10%
Banking	25%

Placements

Entry Level	10%
Mid-Level	40%
Executive Level	40%
Board Placements	10%

Teams Engaged

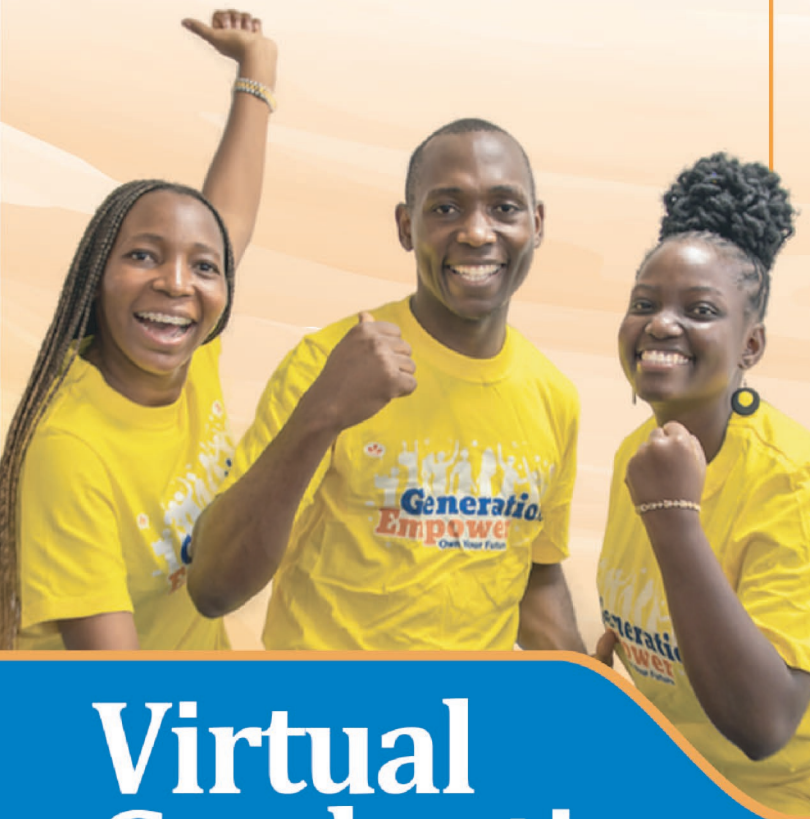
- USA
- Canada
- Germany
- Ethiopia
- Ghana
- Haiti
- Kenya
- Nicaragua
- Nigeria
- Philippines
- Senegal
- Tanzania
- Zambia
- Uganda

*Virtual and Physical engagement

Cohort 3: Road to Graduation

Modules Covered:

- Emotional Intelligence
- Teamwork & Collaboration
- Commercial Mindset
- Public Speaking
- Innovation & Implementation
- Workplace Ethics & Behavior
- Growth Mindset
- Financial Services
- Energy & Logistics
- Telecommunication & Fintech
- Production & Distribution
- Business Consultancy
- Workplace Ethics & Behavior



Number of Students:

UDSM	SAUT	UDOM
235	70	73

Gender Tally:

Female Male

	UDSM	SAUT	UDOM
Female	177	39	34
Male	58	31	39

Virtual Graduation

International Youth Day

zoom

12th August 2023

11:00 - 12:00

Testimonials

I am proud and grateful to have been a part of Cohort 3 of the Generation Empower programme.

The modules I enjoyed the most were Emotional intelligence, Teamwork and collaboration, Workplace ethics, and Growth mindset.

Through the programme, I have expanded my network significantly, and would love to extend my sincere gratitude to Empower and all partners for their support in ensuring that we acquire the necessary skills required for the job market.



Evelyn Ajuna Rujuguru
BSc in Computer Engineering & IT
UDSM

Indeed, it has been a very fantastic and amazing journey throughout the entire programme. I honestly enjoyed and hope my fellow GenEmers enjoyed as well.

I would like to appreciate the entire Empower team for coming up with the programme especially for our University.

I would also like to say that whatever was taught for this Cohort will be worked on and we shall be good ambassadors for GenEm to other students.



Edgar Bejumula
BA Econ
SAUT

Hello, my name is Richard Lema, a student from the University of Dodoma and a Graduate of GenEm!

The programme has had an immense contribution to me as I got to learn a lot of things that I had previously no knowledge of.

This has opened my mind vastly to the various opportunities that are out there and how I can seize them. So I am forever grateful to Empower for setting up such an amazing programme that has changed my life.

I would like to thank my facilitator Mr. Barnabas for his support together with my fellow GenEmers for the support we have given each other throughout our journey.



Richard Lema
Diploma in Computer Science
UDOM

Meet Our Facilitators


Furahini Godlike


Emaculata Mabusi


Barnabas Nkinga


Mgole Mtaki

Our Corporate Partners:

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absa | Leaders in the making
Graduate Engagement Programme



"Be Brave, Make it count

Bryton Kimemeta
Absa (Leader in the Making)

How does it feel to be brave?

I always thought in my life I was brave enough to face new experiences. But other "new experiences" are not as easy as one could think of. These words simply describe my whole experience of becoming a Leader in the making, Absa graduate management trainee.

On this beautiful morning I received an email which was about this exciting opportunity. I felt happy to receive the email because I always wanted to engage in such programmes which has great background and proven success to previous candidates and also most of the people that I was and still looking up to were once blended through the same programme

Then suddenly I started to paint pictures in my head about the benefits one gets by being the graduate management trainee of great bank like Absa. As I thought about vast learning opportunities, networking, exposure in different areas within the bank., working closely with top management and acceleration in career growth, I decided that I will be going for it.

I followed instructions, applied for the job through online portal at Empower. As I was proceeding with my daily duties I had now a new expectation in my mind on a new application I just made concerning the programme

I started receiving feedback, I remember the first one being invitation to the timed online test (Aptitude test). I completed it on my weekend and things went smooth. On the next few days, I received another email which was to create a video of myself explaining why in my opinion I think I am the best candidate for the programme. I managed to submit the video although I must admit this assessment made me try my best to set the bar so high.

Gladly the next day I received the call asking me to appear on the screening interview. I thought at first it was the final interview so I came prepared with a lot of questions to ask the recruiter. I was delighted to be one of the candidates selected for the final assessment day.

Imagine arriving at the last day of interview and meeting fifty candidates, with different talents, experiences and from diverse backgrounds. The assessment day comprised three major aspects, first, group activities which were assessing leadership skills, second, case study presentation with a banking scenario and lastly interview with top Absa management. I must admit it was the unique experience I had never before in my career life had such a vigorous assessment, and truly my brave personality was tested.

Later I was very happy to receive the call of confirmation for being a successful candidate for the programme. My key takeaways are, first to believe in the Creator, bringing to stage my "A" game and being the best version of myself.

Until next time,

Yours,
Bryton Kimemeta

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"My First Week at Empower:

On The Road

Willemi Chiryamkubi
Sr. Coordinator: Advisory

The name says it all.

It is a place where you are always Empowered and your best efforts are expected.

Have you ever been in a situation where you were pushed beyond the boundaries you set for yourself? Your abilities are unveiled, and those you believed were impossible become a reality? This is my experience at Empower.

It was within my first two weeks that I was assigned a five week customer service transformational programme working with the banking industry in five different regions, which took me 8 flights and 15 days over the weekend to transform 171 people.

It was a challenging assignment that turned out to be exciting because I had to learn and understand what led the team to the solution while also imparting knowledge on the ground. This made me famous at work, and i was given the nickname "Madam PBZ".

Just when i thought everything had come to an end, I was assigned to another global duty:
A story for another day

I like how things never stop at Empower and how everyday is a new opportunity for growth where "Learning Is Key".

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