

## Kampala International University- Career Leadership Dialogue Report

<b>Name of Activity:</b> Intergenerational Dialogue on Career Leadership	
<b>Date:</b> April 12, 2017	<b>Location:</b> Kampala International University (KIU)
<b>Staff member in-charge:</b> Edwin Muramuzi <b>Facilitator:</b> Ms. Josephine Omuniyidde Aguma	<b>Total Number of participants:</b> 140 People (72 male, 68 Female); 94 New Participants
<b>Introduction:</b> <p>The dialogue was organized to enable participants obtain an orientation on Uganda's employment sector, understand complexities of a workplace and transferable skills required of them to become productive and efficient members of the work force.</p>	
<b>Key highlights/ Content of activity</b>	
<b>Work Perception issues</b> <p>There was a discussion on some of the issues that could “make or break” graduates while doing a job search, these included the following:</p> <ul style="list-style-type: none"><li>i. <b>Negativity:</b> Participants were encouraged to try as much as possible to maintain a positive attitude during their time of job search regardless of how tough it may seem. The following tips were shared: feel good about yourself, talk positively about your abilities, make a decision to be positive and take full responsibility of your job search, start each day on a positive, upbeat note, keep up appearances and to continue to grow your knowledge and skills while looking for work.</li><li>ii. <b>Peer influence:</b> Peer influence was primarily classified as professional and personal. It was noted that some people can be forced to perform good things out of their comfort zone when they are pressurized by their peers whereas at some other times peers can let one think that all is well and stay in the comfort. Therefore, it would be important for one to understand the kind of influence one is getting from peers.</li><li>ii. <b>White collar versus blue collar Jobs:</b> It was discussed that some graduates have a negative attitude towards some blue collar jobs yet sometimes one can keep life moving by doing a blue collar job as h/she searches for a white collar. It was emphasized that the bachelor's degree is sometimes a basic requirement in the job search therefore one can do jobs of many sorts regardless of the kind of course studied in school. Participants were also encouraged to consider acquiring vocational skills depending on their interest, talents and strengths/opportunities.</li></ul>	
<b>Winning in the work place</b> <p>The following tips were shared for participants to be effective members of the work force:</p> <ul style="list-style-type: none"><li>i. <b>Teamwork:</b> It was highlighted that teamwork brings a sense of unity, enthusiasm and responsibility for common interests among groups of workers. It increases efficiency, promotes sharing and generation of ideas through discussions, provides an opportunity for professional learning and development. It was emphasized that being part of the team can also mean that one helps out others and learns to work with the different characters.</li><li>ii. <b>Understanding the Job Description:</b> It was discussed that job descriptions are used by employers as a means to communicate their expectations therefore can also be used as a basis</li></ul>	

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for determining ones performance. For employees, having a clear job description allows them to understand the responsibilities and duties that are required and expected of them.

- ii. **Setting and prioritizing goals:** It was discussed that by having goals and the prioritizing them helps one to work towards achieving the most important tasks first, avoid irrelevant tasks and eventually accomplishment of goals can bring motivation.
- iv. **Communication:** It was submitted that regular and affective communication enables employees to understand their assignments and also seek timely assistance in case of need. Considerations like tone in speech, culture of sharing information, language, channels of communication, hierarchy and expertise, clarity of messages and audience were shared as elements that increase the likelihood of effective communication.
- v. **Taking the lead:** It was emphasized that employers need energetic and inventive professionals who are always willing to take initiative. Participants were encouraged to always try to do something extra whenever assignments are delegated or given to them and also share their brilliant ideas.
- vi. **Interpersonal skills:** It was discussed that participants would need to be SMART about the friendships they make in a workplace; choose the right people –as iron sharpens, so one person can sharpen the other.

In conclusion, to be effective in work places, participants were advised to motivate themselves—do and finish their work in time, communicate and make sure they get and understand feedback with their supervisors, use technology responsibly, set and meet standards.

At the end of the dialogue, most of the questions related to dealing with sexual harassment at work; tips for passing job interviews and how to deal with ‘technical know-who’ in seeking for employment.