

Portfolio of Evidence for Advanced Diploma in General Management Application

Name: Qoane Johnson Seitlheko

Contact Information:

Mobile: (266) 57661097

Email: sqoane@gmail.com

LinkedIn: <https://www.linkedin.com/in/qoaneseitlheko/>

Date of Submission: 25/04/2024

Professional Statement

As a Senior Software Engineer with extensive experience in developing innovative solutions and leading high-impact projects, I have consistently demonstrated my capabilities in the realms of technology and strategy. My career goal is to evolve into a technology strategist who assists companies and governments in sculpting robust digitization strategies that align with their business objectives and technological advancements.

Beyond my technical contributions, I have a profound commitment to mentoring and nurturing talent, with a successful track record of guiding numerous individuals (Neo Nkala, now Lead Developer at ABSA, Seeta Matete now MD of MyWallet Lesotho and many more) who have grown into senior engineering roles. Looking forward, I aspire to establish an institution dedicated to mentoring young African graduates in the IT space, equipping them to become formidable players on the international stage.

Pursuing the Advanced Diploma in General Management at GIBS is a critical step toward expanding my managerial skills and understanding of general management, which are essential for effectively integrating technical expertise with strategic business management. This program will enable me to bridge my technical acumen with leadership and strategic planning, essential for driving technological innovation and mentorship on a broader scale.

Updated CV with Expanded Detail

Current Position: Senior Software Engineer at Boxfusion

- **Key Responsibilities:**

- Lead developer for the implementation of Health Information Systems, utilizing C# and the Shesha framework. This project enhanced data management efficiency and improved service delivery in healthcare settings.
- Serve as a technical advisor in the formulation of Lesotho's National Digital Transformation strategy, advising on best practices and innovative approaches to integrating technology in public services.
- Spearheaded the development of critical tools for NACOSEC during the COVID-19 pandemic, significantly aiding in the response efforts through technological solutions.

Additional Roles and Contributions:

- **UNDP Lesotho Hackathon Judge and Mentor (Year)**
 - Selected by UNDP Lesotho to judge a national hackathon, followed by mentoring the winners to develop their startups into sustainable businesses.
- **Technical Advisor to MyWallet**
 - Act as a strategic advisor to MyWallet, the third-largest mobile money service in Lesotho. Currently devising a strategy to expand its customer base, focusing on market analysis, user engagement, and digital marketing innovations.

Evidence of Work-Based Assessment

Performance Review Excerpt (Year) - Appraisd App

Feedback from Manager:

Recognized as a fast learner with the ability to quickly adapt to new technologies and challenges.

Praised for bringing substantial leadership skills to the team, effectively guiding project directions and mentoring junior team members.

Summary of Learning Outcomes from Different Roles

For this section, we'll distill the key learning outcomes from the roles you've held:

1. Senior Software Engineer at Boxfusion:

- Developed expertise in domain-driven design and low-code platforms, enhancing project efficiency and reducing turnaround times.
- Developed the onboarding framework for the company to ensure 70% productivity after 3 months of joining the company.
- Gained substantial experience in leading digital transformation projects, significantly improving service delivery in public sectors.
- Learned how AI was impacting developer productivity when I wrote my paper on it, specifically for Shesha development.

2. Judge and Mentor at UNDP Lesotho Hackathon:

- Enhanced mentoring skills by guiding startup teams from idea to execution, focusing on sustainability and scalability of business models.

3. **Technical Advisor to MyWallet:**

- Learned to analyze market trends and user behavior to devise effective expansion strategies, enhancing customer engagement and market penetration.

4. **Founder and manager of Beeonline Cybercafe and coffee**

- Learned to manage a business: employees, sales, marketing in a highly contested market.
We started as a print shop in 2019. We expanded into a digital nomad space in 2023. Our services now include restaurant offerings, coffee, Wi-Fi you can buy to use while enjoying food. The business is aimed at people working remotely and from home.
- Learned to manage partnerships when we partnered with Comnet Lesotho to have a roaming Wi-Fi called Beeonline where a restaurant can offer Beeonline services which include roaming Wi-Fi and printing facilities.

Personal Experience and Leadership Roles

- **Speaking Engagements at Police Parades:** Invited as a guest speaker to address technology and its role in modern policing, demonstrating leadership in community safety initiatives.
- **Mentorship at CBS Lesotho:** Mentored software engineers, enhancing their skills and fostering professional growth within the local tech industry.
- **Crime Prevention Committee in Naledi Village:** Active member of a pioneering committee focused on crime prevention. Guided the integration of communication technologies, such as walkie-talkies, which has set a precedent for other villages.
- **Educational Contributions at BeeOnline Cyber Cafe:** Established BeeOnline as a pivotal learning hub in the community, supporting countless individuals in accessing educational resources and technology.
- **Research and Publications:** Authored a paper on utilizing hackathons to enhance software development skills within Boxfusion, proposing innovative approaches for skill development and employee engagement.

Summary of Learning Outcomes from Different Roles

- **Community Engagement and Leadership:**

- Developed strong public speaking and community engagement skills through various speaking engagements and mentorship roles.
- Gained significant experience in community-based project management and technological implementations, particularly in crime prevention and educational access.

- **Research and Strategy Development:**

- Enhanced research and analytical skills through the development and publication of a paper on strategic use of hackathons, contributing to knowledge within the field and suggesting practical applications for skill enhancement.