

8TH GRADUATION CEREMONY

16 May, 2025 | Dar es Salaam



Ministry for Foreign
Affairs of Finland



Aalto University
Executive Education
Professional Development



Funded by
the European Union



Take part in the online conversation: [#UONGOZIGraduation2025](#)



Contents⁹⁷

1		8th Graduation Ceremony	4		Women's Leadership Programme
2		Postgraduate Diploma in Leadership	5		Faculty
3		Certificate in Leadership			

8th Graduation Ceremony

UONGOZI Institute is pleased to welcome you to the seventh graduation ceremony, which will be officiated by Hon. George Boniface Simbachawene (MP), Minister of State, President’s Office – Public Service Management and Good Governance.

The keynote address will be delivered by Mrs. Suzanne Innes-Stubb, First Lady of Finland and a renowned international expert in the fields of law and ethics.

The event is organised to celebrate the accomplishments of those who have completed the Institute’s long-term executive programmes: Postgraduate Diploma in Leadership (PGD), Certificate in Leadership (CiL), and Women’s Leadership Programme (WLP). It will be attended by leaders from across the continent – and from a range of professions in government, business, academia and civil society.

This year, the three programmes will yield a total of 200 graduates.

The programmes aim to develop leadership competencies in personal leadership, people leadership and organisational leadership. They are dedicated for leaders who want to propel their professional development without putting their careers on hold. The faculty is composed of thought leaders, top experts and researchers from around the world.

PGD and CiL are designed and delivered in collaboration with Aalto University Executive Education and Professional Development (Finland). They are implemented with support from the governments of Tanzania and Finland. The WLP receives support from the two governments as well as the European Union and UN Women.

200



Leaders to graduate



Guest of Honour

**Hon. George Boniface
Simbachawene (MP)**

Minister of State, President’s Office –
Public Service Management and
Good Governance



Mrs. Innes-Stubb is the spouse of the 13th President of the Republic of Finland, Alexander Stubb. She was born in Solihull, UK, on 25 January 1970. Innes-Stubb is a British and (since May 2017) Finnish citizen.

She graduated with a Bachelor of Science degree from the University of Surrey, where she studied law, French and German. Innes-Stubb is qualified as solicitor in England and Wales. She earned her Master of Laws (LLM) degree in European Law at the College of Europe in Bruges, Belgium, in 1995.

After graduation, Mrs. Innes-Stubb worked in London, as a solicitor for the UK Government Legal Service. She then moved on to the law firm White & Case, working in its offices both in Helsinki and Brussels. She focused particularly on issues related to competition law and data protection.

In 2014, she joined the Sanoma Group, where she was responsible for tasks related to competition law, ethics and compliance. From 2017 to 2024, she worked at KONE Oyj, where she led and managed the

global compliance team (Vice President, Global Compliance). The team's areas of responsibility include KONE's Code of Conduct; human rights programmes; sanctions, anti-bribery & corruption; and work against harassment and discrimination. In September 2024, Innes-Stubb became an Executive in Residence for business law at Aalto University.

Mrs. Innes-Stubb is a member of Finnish Ethics and Compliance Officers Network. She has also made several presentations on the topic at various professional events. Previously, she also served as a board member of the American Chamber of Commerce in Finland.

She speaks English, French, German, Swedish and Finnish.



Keynote Speaker

Mrs. Suzanne Innes-Stubb

First Lady of Finland





A few moments captured from previous graduation ceremonies.

1: Sixth graduation ceremony in 2023.

2 & 3: Seventh graduation ceremony in 2024.

PROGRAMME

7:30 – 8:30 AM	ARRIVAL AND REGISTRATION
8:30 – 8:45 AM	GRADUATION PARADE
8:45 – 8:55 AM	NATIONAL AND EAST AFRICAN ANTHEMS
8:55 – 9:05 AM	WELCOMING MESSAGE Mr. Kadari Singo, Chief Executive Officer, UONGOZI Institute
9:05 – 9:15 AM	REMARKS <ul style="list-style-type: none">Amb. Christine Grau, European Union AmbassadorMr. Juhana Lehtinen, Head of Cooperation, Embassy of Finland
9:15 – 9:25 AM	REMARKS BY THE CHIEF SECRETARY – RGZ Eng. Zena Ahmed Said, Chief Secretary and Secretary of Revolutionary Council of the Revolutionary Government of Zanzibar (RGZ)
9:25 – 9:45 AM	KEYNOTE ADDRESS Mrs. Suzanne Innes-Stubb, First Lady of Finland
9:45 – 10:00 AM	GROUP PHOTOS
10:00 – 10:15 AM	ENTERTAINMENT & DEPARTING OF THE FIRST LADY OF FINLAND



Mlimani City Conference Hall, Dar es Salaam



16 May, 2025

10:15 – 10:40 AM	REMARKS <ul style="list-style-type: none">Ms. Katherine Gifford, Deputy Representative, UN WomenProf. Mikko Laukkanen, Academic Director, Aalto University Executive Education and Professional DevelopmentRepresentative – Postgraduate Diploma in LeadershipRepresentative – Women’s Leadership ProgrammeRepresentative – Certificate in Leadership
10:40 – 10:50 AM	WELCOMING THE GUEST OF HONOUR Mr. Mululi Majula Mahendeka, Permanent Secretary, President’s Office – State House
10:50 – 11:20 PM	SPEECH BY THE GUEST OF HONOUR Hon. George Boniface Simbachawene (MP), Minister of State, President’s Office – Public Service Management and Good Governance
11:20 – 12:20 PM	AWARD CEREMONY
12:20 – 12:30 PM	VOTE OF THANKS Amb. Ombeni Sefue, Chairperson of UONGOZI Institute’s Board of Directors
12:30 PM –	REFRESHMENTS, NETWORKING



Postgraduate Diploma in Leadership

Senior leaders working in any sector across Africa.

Delivered by UONGOZI Institute and Aalto EE, the Postgraduate Diploma in Leadership (PGD) is a hands-on programme designed for leaders working in public, private and third sectors.

The programme motivates them to become better designers and innovators of effective structures and systems for better results. It includes ten modules that are run over the course of one year.

On successful completion, candidates earn 18 European credits, all of which are transferable to the Aalto EE Executive MBA programme or Aalto EE MBA programme.

WHY PGD?



Personal leadership:
Nurture your personal leadership qualities



People leadership:
Understand the dynamics of others, including the motivations that influence their decisions and actions



Organisational leadership:
Become a strategic leader, who can set and communicate direction, generate organisational alignment, and engineer innovation for change

ACHIEVEMENTS

2017
Launched

257
Leaders graduated

80
Modules delivered

100%
Of participants rated the programme as "high/very high quality"

100%
Of participants found it "relevant/highly relevant" to their work

CLASS OF 2025



Acley Chaula
Bank of Tanzania



Alex Haraba
Ministry of Finance



Husna Nyange
Tanzania Revenue Authority



Isabella Francis
Bank of Tanzania



Jacqueline Mzindakaya
Msanda High Park Ltd.



James Sando
Public Procurement Appeals
Authority



Aloyce Mbujilo
Bank of Tanzania



Angelina Mhoja
Bank of Tanzania



Bupe Mwakalundwa
Pesa Pal Tanzania Ltd.



Christopher Katuu
African Union Advisory Board
Against Corruption



Joyce Shala
Bank of Tanzania



Juma Simai
First Vice President's Office –
Zanzibar



Juma Salum
Ministry of Finance



Khamis Juma
House of Representatives
Zanzibar



Flory Okonge
Central Corridor Transit
Transport Facilitation Agency



Godwin Sanga
Bank of Tanzania



Godfrey Mnubi
Institute of Adult Education



Hidaya Karunde
Higher Education Students'
Loans Board



Kondoro Nteminyanda
Tanzania Petroleum
Development Corporation



Laban Masunga
Tanzania Revenue Authority



Ladislaus Kiwanga
Bank of Tanzania



Lucas Shabani
Tanzania Revenue Authority



Magreth Philemon
Bank of Tanzania



Manwali Masalakulangwa
Phillip & Co



Mgusi Musita
Ministry of Finance



Pendo Boshe
Vodacom Tanzania PLC



Uswege Edward
Tanzania Social Action Fund



Valence Mlingi
Prevention and Combating of
Corruption Bureau



Veneranda Kibisa
Coca Cola Kwanza Ltd.



Yusuph Mwenda
Tanzania Revenue Authority



Peter Mmari
Higher Education Students'
Loans Board



Phidelis Msafiri
Higher Education Students'
Loans Board



Sabrina Othman
Twenty 4 Company



Sigismund Kisunga
National Audit Office of
Tanzania



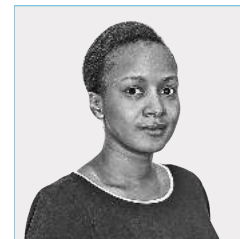
Stephen Wangwe
Personal Data Protection
Commission



Suleiman Rajab
Bank of Tanzania



Tonny Kazimoto
Buildiwick Group Company
Ltd.



Upendo Peneza
Gatona Company Ltd.





Certificate in Leadership

For emerging leaders and executives across Africa.

Delivered by UONGOZI Institute and Aalto EE, the Certificate in Leadership (CiL) is a self-paced programme designed for emerging leaders and executives working in any sector across Africa.

The Programme, with three modules running for a period of six months, provides tools for leaders to effectively manage their resources to achieve sustainable development. It is a ‘must-have’ in today’s rapidly changing business world.

Graduates of the programme have an additional advantage into the Postgraduate Diploma in Leadership.

WHY CiL?



Master new tools for service and process development



Strengthen your strategic leadership skills



Become an agent for change

ACHIEVEMENTS

2020
Launched

308
Leaders graduated

15
Modules delivered

100%
Of participants rated the programme as "high/very high quality"

100%
Of participants found it "relevant/highly relevant" to their work

CLASS OF 2025



Abass Nasoro
East African Crude Oil
Pipeline



Abdul Mbuyu
National Bank of
Commerce



Abdurahman Suddy
Lipton Teas and Infusions



Al-haji Jecha
Zanzibar Investment
Promotion Authority



Daniel Mapunda
Tanzania Mining
Commission



David Justin
Smartnology



Deogratias Haule
President's Office – State
House



Diones Majogo
Tanzania Civil Aviation
Authority



Elifuraha Msangi
Mwanga Hakika Bank Ltd.



Andrea Shayo
President's Office – State
House



Aneth Kiyao
Aircraft NGO



Angela Lushagara
Self Microfinance Fund



Aziz Kalumuna
NCBA Bank Tanzania
Limited



Bahati Minja
Office of the Treasury
Registrar



Belinda Wera
Vodacom Tanzania PLC



Elipendo Kiula
National Bank of Commerce



Elizabeth Hayuma
National Bank of Commerce



Emmanuel Bugabu
GALCO Insurance Brokers
(GSM GROUP)



Eva Kinunda
USAID/Abt Global – Public
Sector System
Strengthening (PS3+)



Felix Staki
Water Institute



Fina Maziku
USAID/Abt Global – Public
Sector System Strengthening
(PS3+)



Brighton Kinemo
Dar es Salaam stock
exchange



Bwalya Chomba
Fistula Foundation
Treatment Network in
Zambia



Charles Chayeka
Architects and Quantity
Surveyors Registration Board



Charles Gibore
Architects and Quantity
Surveyors Registration Board



Chichi Banda
Tanzania Commercial Bank



Francis Mihayo
Ministry of Minerals



George Mwita
Nutrition International



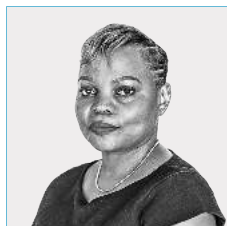
George Nyamrunda
Tanzania Agricultural
Development Bank



Godlove Chagulilo
Evangelical Lutheran Church
in Tanzania, Eastern and
Coastal Diocese (South-
Western District)



Happiness Godfrey
Ministry of Foreign Affairs
and East Africa Cooperation
(Tanzania High Commission,
Pretoria)



Happiness Mugunda
National Bank of Commerce



Himid Dilunga
Natio Limited



Janeth Nzota
Dar es Salaam Water Supply
and Sanitation Authority



John Dandi
ARISE Integrated Industrial
Platforms



Judith Halinga
Mwanga Hakika Bank



Maulidi Matimbwa
Mwanga Hakika Bank



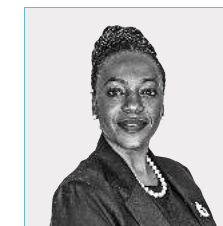
Meshack Msigwa
National Bank of Commerce



Mike Kasungu
Vodacom Tanzania PLC



Niwagira Ilamulira
UONGOZI Institute



Prisca Ngonyani
National Bank of Commerce



Judith Marwa
Women HR Association of
Tanzania



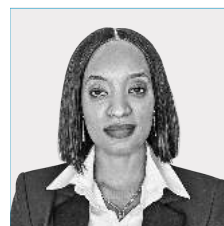
June Magingi
Tanzania Commercial Bank



Keneth Binagi
Greenhill schools Limited



Kilumba Luambano
Vodacom Tanzania PLC



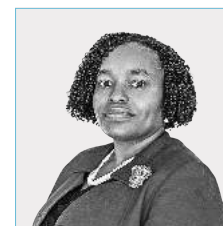
Kinanasy Seif
Tanzania Private Sector
Foundation



Kissa Mwamwitwa
Tanzania Medicines and
Medical Devices Authority



Sabina Mwakasungura
National Bank of Commerce



Salama Mussa
National Bank of Commerce



Salome Kaluzi
ARIS Risk & Insurance
Solutions Ltd.



Samson Mwandu
National Bank of Commerce



Sarah Kweyamba
Amref Health Africa



Sesaria Rusimbi
National Bank of Commerce



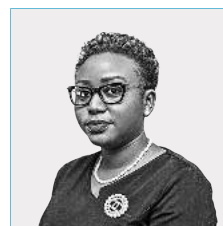
Leah Minja
Italian Agency for
Development Cooperation



Leonard Kameta
Dar es Salaam Stock
Exchange



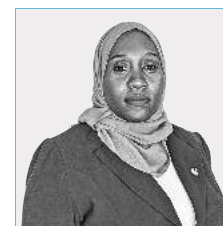
Lilian Ihema
Tanzania Commercial Bank



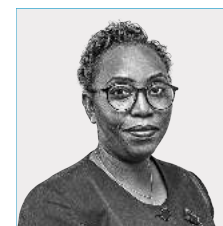
Lilian Mutalemwa
National Bank of Commerce



Mariam Kombo
National Bank of Commerce



Sophia Kadenge
Zanzibar Revenue Authority



Sophia Kidimwa
Petroleum Bulk
Procurement Agency



Stanslaus Nyavanga
President's Office – State
House



Vaileth Mlay
Henry Jackson Foundation
Medical Research
International



Yonah Mgongolwa
Mwanga Hakika Bank



Women's Leadership Programme

Women in mid- and senior-level positions across all sectors.

Delivered by UONGOZI Institute, the Women's Leadership Programme (WLP) is a six-month programme dedicated to advancing women into leadership roles. It provides them with unparalleled learning opportunities through the Women's Leadership Forum (WLF), training, coaching, and mentoring.

The WLF brings together political and business leaders to exchange ideas and share best practices to promote women's inclusion in leadership roles. Training hones in on participants' ability to manage their inner selves, lead others, and harness resources. Coaching focuses on helping participants identify areas where they feel less proficient at and create key performance indicators (KPIs) to measure progress through one-one-one and group sessions. The mentoring approach is aimed at supporting participants to become the leaders they want to be. It provides tactics on how to find mentors, as well as nurture and maintain those relationships.

WHY WLP?



Strengthen your strategic thinking and leadership skills



Enhance your personal, people and organisational leadership skills



Improve your ability to translate ideas into tangible results



Become a great communicator who can inspire change



Sharpen your change leadership skills



Gain techniques and knowledge for achieving a work-life balance

ACHIEVEMENTS

2022

Launched

299

Leaders graduated

24

Modules delivered

100%

Of participants rated the programme as "high/very high quality"

100%

Of participants found it "relevant/highly relevant" to their work

CLASS OF 2025

Cohort 5



Adila Vuai
Zanzibar Presidential Delivery
Bureau



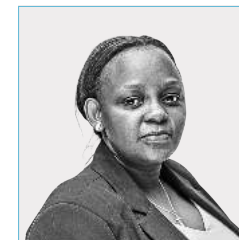
Agatha Mchome
Higher Education Students'
Loans Board



Ahlam Azzan
Zanzibar Treasury Registrar's
Office



Christina Mandara
Institute of Rural Development
Planning



Doreen Mangesho
PASS Trust



Enikia Bisanda
Tanzania Cooperative
Development Commission



Euster Ngundana
Educate! Tanzania



Evodia Mapunda
National Bank of Commerce



Aisha Seif
Ministry of Community
Development, Gender, Elderly
and Children – Zanzibar



Angela Anyoti
Absa Bank Tanzania Limited



Angela Kagaruki
Tanzania Immigration
Services Department



Anna Lyimo
Bank of Tanzania



Anna Mnyampi
National Development
Corporation



Farida Segesela
Global Health Innovation



Fortunata Shija
Temeke Municipal Council



Genofeva Shirima
Tanzania Forestry Research
Institute



Grace Mhagama
Ruangwa District Council



Halima Hamad
Tanzania Posts Corporation



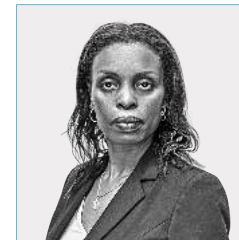
Annagrace Usangira
SICPA Tanzania Limited



Asia Hussein
Zanzibar Association of
the Disabled



Asifiwe Makweta
Public Procurement
Regulatory Authority



Beatrice Kamugisha
Diligent Consulting Ltd.



Brenda Ndossi
Barefoot College
International – Zanzibar



Irene Swai
United Bank of Africa
Tanzania Limited



Jacqueline Shirima
Inades-Formation Tanzania



Joseline Kamuhanda
CRDB Bank PLC



Kidee Mshihiri
Bank of Tanzania



Kijakazi Mashoto
National Institute for Medical
Research



Lilian Wawa
Tanzania Wildlife Management
Authority



Lydia Shimba
Tanzania Wildlife
Management Authority



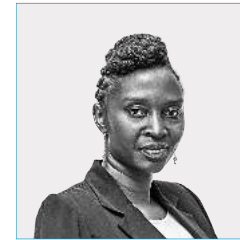
Maria Memba
Tanzania Civil Aviation
Authority



Marie Msellemu
Mwalimu Nyerere Memorial
Academy



Mary Kihupi
Tanzania Health Promotion
Support



Sarah Dotto
Tanzania Communication
and Development Centre



Sarah Ndaba
Drug Control and
Enforcement Authority



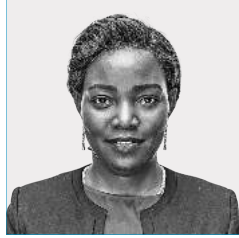
Sawa Sinde
Office of the Treasury Registrar



Siaeli Moshi
National Social Security
Fund



Theresia Dominic
University of Dar es Salaam
Business School



Monica Appollo
Muhimbili National Hospital



Mwanaidi Nondo
Tanga City Council



Mwanaisha Mollel
Public Procurement Regulatory
Authority



Mwawi Mlekano
Holy Land Holdings Ltd.



Naanjela Msangi
Workers Compensation Fund



Tully Mwakatundu
Medical Stores Department



Nafisa Ali
Zanzibar City Council



Nancy Mduma
Ministry of Water



Neema Ngussa
Ministry of Education Science
and Technology



Rahabu Sakilali
Morogoro Water Supply and
Sanitation Authority



Rose Metta
National Social Security Fund
of Tanzania



Cohort 6



Anna Masiaga
Ministry of Education, Science
and Technology



Asha Ramadhan
Zanzibar Insurance Corporation



Beletshachew Abebe
UN Women Liaison Office to
the African Union and United
Nations Economic Commission
for Africa



Happiness Mmanda
Office of the Treasury Registrar



Harriet Chiwaula
Malawi Energy Regulatory
Authority



Isabela Katondo
Ministry of Communication
and Information Technology



Lilian Lundo
Ministry of Information,
Culture, Arts, and Sports



Lina Salomao
Eduardo Mondlane University



Chanda Mwali
Zambia Electricity Supply
Corporation



Chausiku Kuya
Judiciary of Zanzibar



Chefor Apiambo
Ministry of External Relations



Christina Mwangosi
Ministry of Home Affairs



Clara Makenya
United Nations
Environmental Programme



Maria Itembe
National Irrigation Commission



Mariaclara Mbuya
CRDB Bank PLC



Martha Msemo
Tanzania Wildlife
Management Authority



Mary Kabakuzi
Tanzania Electric Supply
Company Limited



Maryam Amour
Muhimbili University of
Health and Allied Sciences



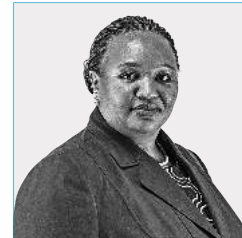
Concodia Ewald
Tanzania Airports Authority



Dina Kikuli
Anza Entrepreneurs



Edna Kajuna
Jakaya Kikwete Cardiac
Institute



England Maasamba
Bank of Tanzania



Felister Shuli
President's Office – Public
Service Management and
Good Governance



Memory Filinga
Ministry of Community
Development and Social
Services



Mercy Chilumba
Anric Gas Technology
Company Tanzania Limited



Mercy Jilala
Engineers Registration Board
of Tanzania



Mercy Njiriri
Ministry of Education



Mercy Nyange
NMB Bank PLC



Mwajuma Magoma
Higher Education Students'
Loans Board



Mystica Ngongi
Tanzania Commercial Bank



Nayla Omeyar
Judiciary of Zanzibar



Neema Jingu
National Bank of Commerce



Nokuthula Phamodi
Mahikeng Local Municipality



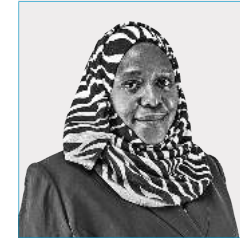
Shilla Senkoro
Tanzania Commercial Bank



Shiphrah Mwangisa
Compassion International
Tanzania



Stella Chaggi
Ministry of Lands, Housing
and Human Settlements
Development



Thneyuu Hassan
Zanzibar Fair Competition
Tribunal



Tumaini Mtetemela
National Ranching
Company Ltd.



Octavia Selesman
Higher Education Students'
Loans Board



Opelo Mabua
Botswana Unified Revenue
Service



Pamela Maro
Human Settlements Action
Company



Rosemary Nakijoba
Muteesa I Royal University



Sabah Mzee
Organization of Women with
Disabilities in Zanzibar



Valeria Tyetyetye
Ubungu District Hospital



Yenala Mwangwale
Ministry of Lands, Housing
and Human Settlements
Development



Sabina Daima
Office of the Chief Government
Statistician



Sabina Seja
Prevention, Prevention and
Combating of Corruption
Bureau



Salma Lusangi
Ministry of Community
Development, Gender, Elderly
and Children



Sara Mrema
Dar es Salaam Stock Exchange
PLC



Sarah Mbise
Tanzania Prisons Service



Faculty



Greg O'Shea

*Senior Research Fellow,
Aalto University School of Business*

O'Shea is a specialist in strategy deployment and developing innovative global collaborations in complex and chaotic environments. He has worked in this field since 1998 developing innovative and entrepreneurial ecosystems, especially in the Nordic and Baltic countries, Russia, India, the Gulf-States, Iran, Turkey, Korea, Japan, and the USA.

His background in corporate strategy formulation and deployment allowed him to serve as a Corporate Finance Director and Head of Business Development in two of the UK's largest retail companies. He also served as a Managing Director of two consulting companies in Finland, and as a Partner in Cambridge to a UK-based consultancy specialising in transformation and innovation.



Ombeni Sefue

*Chairperson of the Board of Directors, UONGOZI
Institute*

Sefue previously served as Chief Secretary to the President of the United Republic of Tanzania (2011 – 2016) after a successful career as a diplomat. His postings included: Permanent Representative of Tanzania to the United Nations, Ambassador to the United States of America, High Commissioner to Canada, and Counsellor in the Embassy of Tanzania in Stockholm, Sweden.

He also worked as as a speechwriter and personal assistant to two Tanzanian Presidents — Ali Hassan Mwinyi (1993 – 1995) and Benjamin William Mkapa.

He was part of the team behind the landmark Our Common Interest: Report of the Commission for Africa, published by the Commission of Africa (The Blair Commission) in March 2005. Alongside President Mkapa, he participated in the 2005 G8 Summit that discussed the report.

Sefue also serves as Chairperson of the Board of Directors of Tanzania Petroleum Development Corporation. Furthermore, he has been a member and chairman of the Panel of Eminent Persons of the African Peer Review Mechanism (APRM).



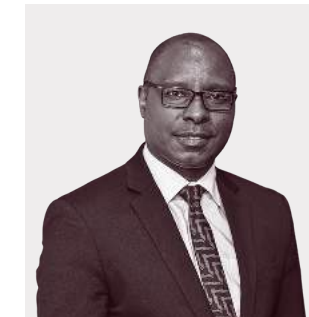
Minna Halme

*Professor of Sustainability Management,
Aalto University*

Halme's research focuses on sustainable innovations and co-creating inclusive business models in low-income contexts. She teaches Sustainability Management at Aalto's Creative Sustainability Master's Programme, Executive MBA courses in Finland and South Korea, and the CEMS MIM International Master's Programme.

She is a member of the Advisory Board of Finland's largest retailer SOK, Finland's National Sustainable Development Panel, and the Central Finland Chamber of Commerce. She has held memberships in the UN Secretary-General's High-level Panel on Global Sustainability, Finnish Government Foresight 2030 Group, and Administrative Board of WWF Finland.

Halme is also a member of the Editorial Boards of Business Strategy and the Environment, Scandinavian Journal of Management and Organisation and Environment. She has participated in several European research projects and heads several national developments. She has received the Academy of Finland Award for the social impact of her research.



Kadari Singo

Chief Executive Officer, UONGOZI Institute

Singo boasts twenty years of experience across various sectors, including seven years of teaching high-school (physics) in California, USA and working at the United Nations headquarters in New York, USA – particularly in global change management programmes.

He has a strong background in learning and leadership development; change management; and project planning. He is an internationally certified change management practitioner.

Between 2015 and 2021, he headed the Executive Education Department at UONGOZI Institute and, delivered some of the leadership courses including the art and practice of leadership, personal leadership, and emotional intelligence.

Singo has an MBA from the USA, a postgraduate diploma in leadership from Aalto University Executive Education, Finland, and a bachelor's degree in education (political science) from the University of Dar es Salaam, Tanzania. In addition, he has completed professional training with the Harvard Kennedy School of Government, the London Business School, and the HAUS Finnish Institute of Public Management.



Zuhura Muro

*Founder and Managing Director,
Lindam Group Limited*

Muro work focuses on training and talent development, human resource support and management consultancy. She has extensive experience in working with African leaders in leadership development programmes, both in public and private sectors.

She understands national culture in terms of mindset and work ethics, and can engage participants in honest and difficult conversations. She enables participants to appreciate the need to make a positive transformation in their leadership styles, which is critical in creating operational efficiency and effectiveness.

Currently, Muro serves as chairperson of the board of directors of Tanzania Telecommunications Corporation. Previously, she served in similar roles at Mwananchi Communications Limited and the KCB Bank.



Robin Gustafsson

*Associate Professor of Strategic
Management, Aalto University*

Gustafsson's research focuses on strategy and organisation in industry and market disruptions (technology-induced disruptions). He teaches advanced courses in strategy, platform design and strategy, digital and data monetisation strategy, and technology and innovation strategy at the Masters and Doctoral level.

His research has been published in top tier journals, such as the Academy of Management Journal, International Journal of Management Reviews, Information Systems Review, Research Policy, Research in the Sociology of Organisations, Technology Innovation Management Review, R&D Management, Technological Forecasting and Social Change, and Organisation Studies.

Dr. Gustafsson holds a Doctor of Science in Technology in the field of Technology Strategy and Venturing from Aalto University, School of Science and Technology.



Mikko Laukkanen

*Academic Director, Aalto University Executive
Education and Professional Development*

Laukkanen specialises in strategy, competitive dynamics, competitive advantage, customer experience management, strategic marketing, business model innovation, and innovation management. He has extensive expertise in consulting and research projects within large international firms. He is a well-liked lecturer, and sought-after public speaker. He has pioneered in a number of experimental teaching methods throughout his executive and university teachings.

He serves as Professor of Practice at the Department of Marketing at Aalto University School of Business. At Aalto University Executive Education, he works as an Academic Director, and is responsible for the academic quality of Aalto EE's extensive portfolio of programmes. He has previously been a Visiting Scholar at the Institute for Business Innovation at the University of California, Berkeley.

Laukkanen has a Doctor of Science in Economics and Business Administration from Aalto University School of Business. In addition, he holds a Master's of Science in Economics with a major in Marketing from the Helsinki School of Economics.



Teemu Malmi

*Professor of Accounting, Aalto University
School of Business*

Malmi specialises in management systems, strategy implementation, cost and profitability accounting. He is known for his research on the use of balanced scorecard in companies and his work on management control systems.

He teaches frequently in a variety of executive programmes and has served as an advisor to a large number of companies from various industries, including the public sector, IT, electronics, energy, finance, food, healthcare, media, metal and engineering, paper and pulp, pharmaceuticals, rental services, retail, telecom and transportation.

He also heads the Department of Accounting at Aalto University School of Business. He has served on the boards of Aalto EE Board and Sannäs Manor Ltd. as Chairperson.

Malmi was educated at the Helsinki School of Economics, where he obtained a PhD in Accounting and Finance.



Nikki Eriksson

Lecturer and Postdoctoral Researcher Design Factory, Aalto University

Eriksson is a design researcher and educationalist, focusing on contexts and theories that influence modern design practice. Her experience in the design thinking, user experience and service design fields, has resulted in international research collaborations and a doctorate exploring the socio-technical experience of online services.

Before joining Aalto University, she was a tenured academic in the Department of Design at the Cape Peninsula University of Technology in South Africa and a director of Innovative Design Education Africa, a non-profit organisation facilitating design-driven innovation workshops with various start-ups and larger organisations such as TransUnion, African Institute of the Interior Design Professions (IID), SPAN Digital and AI in Africa (in collaboration with Microsoft). She has collaborated on two design textbooks, has presented at numerous design and education conference, and has presented design for humanising technology keynotes at Africa Game Week and Open Design Africa.

Eriksson is also serves in the board of the Pan-African Design Institute.



Tua Björklund

Professor of Practice, Aalto University Design Factory

Björklund is one of the founders of Aalto Design Factory, a multidisciplinary experimentation platform in Aalto University. The Design Factory concept has about 30 followers in institutions all over the world. Prof. Björklund is leading a multidisciplinary team enhancing impact through co-creation by combining research, training and development.

Her research focuses on design expertise and advancing new ideas in organisations. She has published in several design, entrepreneurship, leadership and educational research journals.

Björklund has also been working at Stanford University Center for Design Research (USA). She has taught design thinking and innovation practices at different schools of Aalto University and also, in Executive Education at Aalto EE and Stanford.

She holds a DSc in industrial engineering and management from Aalto University and a MA degree in cognitive science from the University of Helsinki.



Eero Vaara

Professor of Organisations and Impact, Saïd Business School, University of Oxford

Vaara's research interests focus on organisational, strategic and institutional change, strategic practices and processes, multinational corporations and globalisation, management history, management education, and methodological and philosophical issues. He is well known for his work on discursive and narrative approaches. His research has been published in leading journals such as the Academy of Management Journal, the Academy of Management Learning and Education, the Academy of Management Review. He has also authored books and edited volumes including the Cambridge Handbook of Strategy as Practice 2010/2015.

Vaara is also a Visiting Distinguished Professor at Aalto University. His previous role there was Professor of Organisation and Management. He is a permanent Visiting Professor at EMLYON Business School and a Distinguished Visiting Scholar at Lancaster University. He is also an Adjunct Professor at Copenhagen Business School and Hanken School of Economics.

He has a PhD in Economics from the Helsinki School of Economics.



Arnold Smit

Associate Professor of Business in Society, University of Stellenbosch Business School

Smit is Associate Professor in Business in Society and the Head of the Postgraduate Diploma in Leadership Development at the University of Stellenbosch Business School. His teaching, research and facilitation focus on the integration of ethics, responsibility and sustainability in management education, leadership development and organisational practice. He facilitates executive development programme in the areas of value-driven leadership, director development, sustainability management and non-profit leadership.

He is a member of the Board of the Globally Responsible Leadership Initiative, a member of the PRME Advisory Committee, a member of the USB-ED International Advisory Board, the immediate past President of the Business Ethics Network of Africa, and a trustee of SEED Educational Trust.



Deogratias Usangira

*Director of Finance and Administration,
UONGOZI Institute*

Usangira has over 20 years of experience spanning the public and private sectors. His areas of expertise are accounting and financial management, audit and assurance, tax and advisory, investment management, and corporate governance.

Usangira is a practising certified public accountant with an executive MBA from the Eastern and Southern Africa Management Institute (ESAMI) Business School. Furthermore, he has completed leadership programmes with the Gordon Institute of Business Science of University of Pretoria and Aalto University Executive Education.



Tomas Falk

*Professor of Marketing, Aalto University
School of Business*

Falk’s research focuses on questions related to service management. Currently, he is extending his focus on strategic service management by exploring issues related to price management, the interface between marketing and public policy, strategic brand management, and retail management.

His consulting experience includes planning and implementation of market research projects. He addresses key issues like consumer adoption of innovations, customer satisfaction management, after-sales marketing and brand management.

Falk’s clients include leading companies of various industries such as BASF, BMW, ConCardis, Deutsche Post WorldNet, Fraunhofer Institute for Systems and Innovation Research, Heraeus, Roche Diagnostics, SAP, and Sapient.

He is also an Adjunct Professor of Consumer Behaviour and Marketing at the EBS Business School. He holds a PhD from the University of Mannheim.



Shanta Nagedram

*International Management Consultant,
Coach and Trainer*

Nagendram is an international management consultant, coach and trainer in the field of leadership, negotiation, conflict management, communication, presentation, interpersonal skills and professional excellence. She served as an Administrative and Diplomatic officer for 22 years, at the Prime Minister’s Department Malaysia, and the Ministries of Finance and Information, and in sector training institutes, before starting her own consultancy practice. She has conducted training in more than 30 countries.

Nagendram was educated at the London School of Economics and the University of Malaya, where she obtained her MSc in International Relations and BA in economics (Hons), respectively. In addition, she was a Hubert Humphrey Fellow at the Fletcher School of Law and Diplomacy, Tufts University; and has participated in the basic and advanced negotiation workshops at the Harvard Law School.



Effua McGowan

*Founder and Chief Executive Officer,
Amazing You, LLC*

McGowan is a multi-lingual expert in advancing the human capacity of organisations, helping them to strategically assess and align their talent to preserve their competitive edge. She has over 24 years of senior corporate experience, including serving as a Vice President at JP Morgan Chase, leading multimillion-dollar businesses across the USA.

She designs and facilitates transformative leadership and diversity programmes for corporate and community clients. Her leadership programmes and workshops have been adapted and applied globally. She is the author of “ABC’s of leadership: Uncommon leaders from the bottom up”. This book has been embraced by educational institutions and communities for their people operations and organisational development needs.

McGowan was educated in Liberia, Kenya, Swaziland, The Ivory Coast, and the USA. She holds a master of management in human resource management from the University of Phoenix.



Henry Kulaya

Education and Leadership Development Expert

Kulaya is an international consultant, who specialises in education and development. In Tanzania, he has supported the government plus development partners, such as the World Bank and UNICEF, in the process of education reforms. Furthermore, he has over 20 years’ experience in education research and leadership in the UK where he worked for the local government authorities in Nottingham and Derbyshire before taking leadership roles at Multi-Academy Trusts.

Kulaya is a University of Capetown, Hasso Platner certified Coach in Design Thinking in Practice (DTP) and has mentored and coached senior leaders from the public, private and third sectors in the UK and Tanzania as part of their continuous professional leadership development.

He holds a mix of graduate and postgraduate qualifications in multiple disciplines ranging from BEng in electronics and systems engineering (Portsmouth University, UK), postgraduate diploma in education leadership (Nottingham Trent University, UK) and national qualification for school headship (The National College for Teaching and Leadership, UK).



Lindah Mhando

Founder and Chief Executive Officer, Hekima Coaching and Consultant Boutique

Mhando, a lawyer by profession, is a seasoned gender and leadership development expert. Her work spans from helping businesses grow to supporting people dive out of their comfort zones that keep them from evolving.

She is also a certified coach, and a member of the International Coaching Federation. Her other specialties include mindfulness, diversity equity and inclusion; emotional intelligence; and IP mediation.

Mhando serves on the board of Nurturing Minds Africa, and is the chairperson of the board of trustees of the Tanzanian Diaspora in New York.

She holds a LLB in law from the University of Dar es Salaam; and an LLM from the Penn State Law; and a PhD in Sociology from Binghamton University.



Patricia Murugami

Chief Executive Officer and Founder, Breakthrough Leadership Transformation and Rise School

Murugami is a globally recognised leadership educator, speaker, transformation catalyst, and author. She has elevated leaders in over 30 countries, working with Fortune 500 companies, high-impact enterprises, and visionary professionals.

A trusted advisor to executives and boards, she has shaped leadership at the highest levels. Murugami is also the author of three impactful books—Rise, Pause, and Re-invent—which have inspired professionals to lead with purpose and transform their lives.

A Doctor in Transformational Leadership & Governance, she has pursued executive education at Harvard, Wharton, and Cranfield. She has been recognised among the Top 50 African Most Impactful Female Leaders Using Their Voices and Digital Content as a Tool for Change Award by ABCD and the Guardian in Nigeria, Top 50 Most Influential Women in Kenya, Top 20 LinkedIn Influencers, and Top 60 Transformative CEOs in East Africa.



Peter Kallaghe

Former Tanzanian Ambassador

Kallaghe has a career spanning over 34 years, distinguished by invaluable diplomatic expertise. Notable among his roles are his tenures as Tanzania’s High Commissioner to Canada, Cuba, the United Kingdom, and Ireland. Additionally, he held various leadership positions within the President’s Office. Complementing his diplomatic service, he imparted strategic insights as Senior Directing Staff at the prestigious Tanzania National Defence College.

Presently, he shares his experience through specialised executive training sessions. these sessions focus on refining soft skills competencies, particularly in international protocol and corporate etiquette. moreover, he offers strategic counsel on bolstering relations between corporate entities and governmental bodies, enhancing communication strategies for productive partnerships.

Kallaghe serves as a Board Member of Tanzania Petroleum Development Corporation, enriching the operations of the national oil, petroleum, and gas corporation. his multidimensional expertise in international relations, strategic communications, and economic diplomacy underscores his global outlook and commitment to excellence.



Ernest Mwasalwiba

Director of Public Services and Senior Lecturer, Mzumbe University

Mwasalwiba is an experienced leadership trainer and consultant in areas of public sector management control systems, risk management, audit management, and public financial management.

He brings to leadership classes a practical experience of working as a senior director public services and member of senior management team, member of various boards of directors and/or chair board committees.

With more than two decades of consulting experience, he has been involved in significant national projects that have had a wide-reaching impact, such as the creation of national guidelines, frameworks, and strategies on internal control, risk management, auditing, and governance systems.



Fortunata Makene

Executive Director, Economic and Social Research Foundation (ESRF)

Makene has a wealth of experience in development sociology, gender issues, and social protection, focusing on research and policy efforts in women and girls leadership, economic empowerment, and the rights to education and health.

Prior to assuming the position of Executive Director at ESRF, she held the title of Head of Research and Policy at UONGOZI Institute, where she collaborated on the design of the Women's Leadership Programme. She also had a teaching role at Worcester State University (USA).

Makene holds a Ph.D. in Sociology from the University of Minnesota (USA), and is part of the National Advisory Committee for the Generation Equality Forum.



Suma Kaare

Team Leader, EU-funded Gender Responsive Budgeting under the Ministry of Community Development, Gender, Women and Special Groups

Kaare is a trailblazer in gender equality and public sector transformation. With a Ph.D. in Public Sector Management from the University of Canberra, Australia, she brings over three decades of cross-continental expertise spanning Africa and Australia.

She is a mother, executive leader, and international development strategist, who intimately understands the weight and wonder of being a woman navigating both boardrooms and bedtime stories. She has led socio-economic reform initiatives that have shaped inclusive policy across governments, international organizations, private sector and civil society.

Kaare has authored and co-authored thought-provoking works, and her contributions to poverty research and academic innovation have earned her national and institutional accolades. She leads not just with intellect—but with heart, courage, and a deep commitment to lifting others as she rises.



Sylvia Temu

Associate Professor, University of Dar es Salaam Business School

Having served as an independent non-executive director on board of directors and governing councils, Temu has gained valuable experience in corporate governance from both the public and private sectors.

Through her leadership as Deputy Vice Chancellor for Research and Director of Planning and Finance (2008 – 2011), she played a pivotal role in shaping the 50-year Vision of the University of Dar es Salaam.

In the realm of regional and international cooperation, she partnered closely with the Inter University Council of East Africa and held the role of financial expert on the Finance and Administration Committee at UNESCO in Paris.

Currently, she holds the position of Chairperson at the National Board of Accountants and Auditors (NBAA) and also at the Board of Trustees of the Private Agriculture Sector Support Trust. Additionally, she has a history of serving on the boards of Standard Chartered Bank Tanzania (ten years), CRDB Bank Plc (six years), and University Councils in both Tanzania and Kenya.



Isack Kiwango

Monitoring and Evaluation Expert

Kiwango is an evaluation consultant with over thirty years of professional experience, much of which has been in evaluation consultancy and research services, his key skills are in quantitative and qualitative studies, statistical modelling, strategy development, organisational development, capacity building, and training in the leadership development, marketing and consumer behaviour analytics.

He is a board director of the African Evaluation Association (AfrEA), and he also serves on the Board of Trustees of the International Organisation for the Cooperation in Evaluation (IOCE). His experience spans government and non-governmental organisations.



Itumeleng Dlamini

Advisor, African Peer Review Mechanism under the African Union

Dlamini is a multi-disciplinary corporate lawyer with expertise in Corporate Law, Public Policy, African Development, Corporate Governance, and global partnerships. She has advised African governments on policy reforms to strengthen corporate governance standards in Africa, assessing governance practices in Ghana, Egypt, Liberia, Algeria, Senegal, Uganda, Kenya, South Africa, Ethiopia, and Nigeria.

Prior, she was the first black woman partner at Bowmans, a Pan African law firm in South Africa where she specialised in corporate law and cross border Mergers and Acquisitions. She was also the Executive Director of a Business Federation in SA.

Dlamini is an international and TEDx Speaker and has written articles on the role of corporate governance in Africa to promote inclusive growth and has served on several boards including JSE Listed Companies.

She holds a BSocSc in Politics and Industrial Sociology from the University of Cape Town and a Master’s in Public Administration and Public Policy from the Harvard Kennedy School Government.



Augustino Mbogella

Management Consultant and Leadership Development Expert

Mbogella specialises in financial intelligence for non-finance executives and directors, internal audit, governance, risk management, financial management, and strategy development.

He began his career with Coopers and Lybrand, one of the predecessor firms of PwC, and has since accumulated three decades of experience in consulting and training. He once served as Chief Audit Executive of NMB Bank Plc for about a decade.

He was the founding Director of the Institute of Directors (IoDT) in Tanzania, and he serves on several boards both in the Public and Private sectors. Mbogella is a regular speaker at conferences relating to governance at local and international level.



Nancy Overholt

International Capacity Development Expert

Overholt has conducted training for the government, corporate and private sectors over the past 30 years in the U.S. and globally. Clients have included ministerial level executives from the Kingdom of Saudi Arabia, Chile, Tanzania, Senegal, Uganda, USA, Malaysia, and Germany. Her corporate sector trainings include clients such as Toyota Motor Sales, USA, Inc., LG, and Aramco. An example of her work in the judicial sector includes a series of trainings for judges and judicial experts from North Africa and the Middle East in the post-Arab Spring context. She has also provided the leadership, design and evaluation of several capacity building initiatives for senior ministers and officials of the Government of Afghanistan, the initiatives were conducted in Malaysia.

She received a Bachelor of Arts in French and American History from Albion College, and an Arts Master from the University of Michigan. Her awards include the IIE Centennial Medal, Fulbright Specialist Award, Antananarivo (DoS/ECA); IIP, Morocco (DoS); Director’s Citation (DoS/ECA); and the Exemplary Service Award, VEGA.



Keziah Tessua

Specialist, Ocean Road Cancer Institute

Tessua is a well-sought-after expert in internal medicine (oncology) and healthcare leadership.

She has played a critical role in the diagnosis and treatment of cancer patients, as well as in the supervision of treatment administration and the provision of palliative care to improve the quality of life for those who require it. Her research work contributes to facilitating advancements in cancer treatment and care in Tanzania and beyond.

A passionate advocate for community health, Tessua actively participates in various initiatives, including serving on the national response team for viral hemorrhagic fevers, where she also trains others in best practices for handling such diseases. She conducts free screenings for cancer and non-communicable diseases, making healthcare accessible to diverse populations.

She holds a Master of Medicine in Internal Medicine from Muhimbili University of Health and Allied Sciences and a Doctor of Medicine degree from Kilimanjaro Christian Medical University College.



Jumanne Mtambalike

CEO, Sahara Ventures

Mtambalike is a renowned innovator, entrepreneur, and early-stage investor, dedicated to advancing Africa's innovation, technology, and entrepreneurship ecosystems.

His notable achievements include managing the Buni Innovation Hub and spearheading Silicon Dar, Tanzania's first organically formed technology district in Dar es Salaam. Recognised for his contributions to the sector, he was named the Most Influential Tanzanian in Science and Technology in 2017 and 2018. A founding member of the Tanzania AI Lab, Mtambalike is passionate about leveraging technology to shape Africa's future.

Jumanne serves on multiple boards and advisory committees, including Tanzania Institute of Education and Tanzania Startup Association.

He has a master of science in information technology from Avinashilingam University and a postgraduate diploma in leadership development in ICT and the knowledge society from the Dublin City University.

UONGOZI Institute

The Institute of African Leadership for Sustainable Development, commonly known as UONGOZI Institute, is a regional leadership development hub operating under the Office of the President of the United Republic of Tanzania. Established in 2010 by the Governments of Tanzania and Finland, the Institute is dedicated to inspiring and equipping African leaders to deliver inclusive and sustainable solutions for their nations and the wider continent.

It applies a holistic and mutually reinforcing approach to capacity development which recognises that leadership competencies are developed through a continuous, lifelong learning process. Its two strategic pillars – leadership and sustainable development – are addressed through four main areas: executive education, policy dialogues, action-oriented research, and technical support. Its clientele includes organisations as well as individuals from the public sector, private sector, and civil society.

Aalto EE

Aalto University Executive Education and Professional Development (Aalto EE) offers high-quality executive education and leadership development services globally: customised solutions, MBA & DBA programmes, and open enrollment programmes. Aalto EE contributes to the creation of worldwide executive networks for our customers. It is our mission to build a better world through better leadership and to educate a new generation of leaders with a global outlook and sense of diversity, integrity, and social responsibility.

Aalto EE is supported and wholly owned by Aalto University where art and science meet technology and business. Aalto University brings to Aalto EE's offering of a multidisciplinary approach together with innovative learning methods; this provides a unique combination of practical expertise with Aalto University's latest research. Aalto EE holds the three most respected university accreditations and is ranked among the top 50 executive education providers by the Financial Times. Aalto EE has two strongholds: one in Helsinki, Finland and the other in Singapore. Annually, clientele from over 1,000 companies benefit from our goal-oriented and comprehensive learning experience with a proven impact on both the individual and the organisation.

Dodoma

Kambarage Tower (PSSSF Building), 8th Floor,
18 Jakaya Kikwete Road
P.O. Box 1081
Phone: +255 (0) 26 296 3882/3

Dar es Salaam

Plot No. 100, 1 Magogoni Street, Kivukoni
P.O. Box 105753
Phone: +255 (0) 22 211 0372/3

Email: info@uongozi.or.tz
www.[uongozi.go.tz](http://www.uongozi.go.tz)