



Zimbabwe Institute of Management

Zim's great leaders honoured

GREAT Zimbabwe University vice-chancellor Professor Rungano Zvobgo reaffirmed his status as one of the country's greatest leaders at the 2016 Zimbabwe Institute of Management National Leadership Excellence Awards held in Harare recently.

Zvobgo together with Zimbabwe Energy Regulatory Authority chief executive officer (CEO) Gloria Magombo scooped the 2016 Public Service Sector Award.

Magombo was among the first female engineers to work at Hwange Power Station in 1989. She has more than 25 years of experience in the energy sector.

Professor Zvobgo worked in leadership positions at a number of tertiary education institutions, starting in 1981 as a principal lecturer in charge of the Zimbabwe Integrated Teacher Education Course (ZINTEC) in the Midlands province for one year. The following year, he was elevated to vice principal of Mkoba Teachers College, a position he held for five years until 1987 when he moved to Masvingo Teachers College as Principal and stayed for one and half years. After that, he served as Principal of Mutare Teachers College where he spent another seven years from 1989 to 1995. He then moved to Gweru Teachers College where he served as principal for four years and subsequently became pro vice chancellor when the college was transformed into a university.

The Zimbabwe Institute of Management (ZIM) Awards are the most prestigious Awards held annually as a way of recognising, developing and promoting management leadership excellence at all managerial levels. The accolade was introduced in 1978 through a donation and sponsorship by Mr. Kurt Kuhn, an expatriate managing director at ZiscoSteel.

The first recipient of the award was J Fraser, the 10th general manager of Bata Shoe Company. Since then several well-known managers in Zimbabwe have been recipients of the special award.

The awards are available for presentation each year to personalities who, in the opinion of the Institute have made outstanding contribution to management in Zimbabwe.

ZIM was founded in 1957 as an autonomous, non-profit, membership-based organisation. The objective of the Institute has been to promote and develop best practices in management and leadership.

Addressing guests at the awards ceremony at Rainbow Towers Hotel in Harare, guest of honour POSB CEO Admore Kandlela said the Institute was recognising leaders who had stood the test of time and have been re-engineering, innovating and changing in the prevailing harsh economic times.

"We are living in extraordinary times defined by a high level of uncertainty and turbulence which call for strategic foresight and strong leadership.

"The executives and organisations honoured have been identified as some of the leaders who have shown good leadership character in their respective fields," Kandlela said.

"As we celebrate leadership excellence, we are mindful that there are some organisations that on the verge of extinction hence our theme: Business unusual, Swim or Sink. In the current turbulent times, businesses must prosper; they must continue to churn out excellent products and services at prices affordable to the people. They must continue to exist for our economic emancipation and prosperity," he added.

Kandlela called on leaders to step up and take bold and decisive actions in the interests of their organisations.

"Leading in tough times calls for the ability to pause and acknowledge that is no longer business as usual while at the same time tapping new sources of strength that will revitalise the organisation."

He noted that the new wave of efficient and creative technologies was challenging business, displacing existing market-places, transforming current business models, challenging industries, value-chains, ecosystems and processes.

"Our businesses therefore need to adapt to this digital revolution by reinventing to meet the demands of digital customers in a disruptive

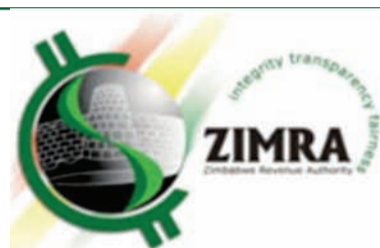
world. It doesn't need a rocket scientist to realise that organisations that are failing to evolve will be disrupted out of the market place by their technology en-

hanced competitors," Kandlela said.

Other winners include Nash Paints CEO Tinashe Mutarisi who walked away with two awards, the Young Leader of

the Year and the SME Award. The Zimbabwe Revenue Authority and Nyaradzo Funera Assurance were honoured for their regional contribution.

To S2



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CELEBRATING EXCELLENCE IN LEADERSHIP



The Board, Management and Staff of the Zimbabwe Revenue Authority (ZIMRA) congratulate the ZIMRA Acting Commissioner General - Mr Happias Kuzvinzwa - for winning the Zimbabwe Institute of Management (ZIM) National Leadership Excellence Award for National Contribution as the First Runner Up for the Year 2016.

The ZIMRA Family is indeed inspired by this recognition of your outstanding leadership and contribution to national economic development through revenue collection, facilitation of trade and travel, protection of the civil society and advising the Government on fiscal and economic matters.

Amhlophe! Congratulations! Makorokoto!

*Paying taxes and duties on time and in full builds and dignifies
Zimbabwe!*



"We are here to serve"

"We are here to serve"

Zim’s great leaders honoured



ZIM president Dr Lucky Mlilo.



Guest of honour POSB CEO Admore Kandlela.

From S1 ZIFA president Phillip Chiyangwa was recognised as the Most Influential Leader for 2016 with businessman Shingi Munyeza walked away with the Lifetime Achievement Award.

Awards benefits

- THE award is a great opportunity to raise your profile within the management community, helping to accelerate your management career as well as gaining recognition and acknowledgement for skills
- It is a great achievement, conferring tremendous prestige on the individual nominated as well as their company.
- Taking part also offers a springboard to career progression.
- This competition differs from other industry awards as it is designed and judged by the people who matter — the customers
- Creates a unique opportunity to challenge existing stereotypes, understand emerging trends and add value to organisations aiming to commercialise and apply new and innovative concepts.
- Crucial in unveiling the perception of the market concerning your organisation.
- Disseminating information about your company to various stakeholders and is also a very effective promotional tool.
- It is a continuous process that seeks to enhance personal and company image as it moves into the future.
- Reassurance and reinforcement to stakeholders that they are dealing with a strong recognised up market company.
- Attracts, retains and enhances a productive workforce. Everybody wants to be associated with the best.



Prominent businessman and clergyman, Shingi Munyeza addressing guests after receiving the Lifetime Achievement award.



Most Influential Leader of the Year Phillip Chiyangwa.

www.telone.co.zw





Happy 60TH Anniversary from the Centre of Excellence

TelOne Centre for Learning congratulates Zimbabwe Institute of Management on six decades of empowering Zimbabweans through education.

We are proud to be associated with you.



Technical | Business | Facilities

TelOne Centre for Learning

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Belvedere, Harare

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Meet the ZIM national winners



Human Resources Development winner: Old Mutual.



Regional contribution first runner-up: ZIMRA.



Public Services Sector winner Gloria Magombo (centre) receiving her award.

SME Award

Winner: Tinashe Mutarisi (Nash Paints)
First runner-up: Marah Hativagone (Codchem)
Second runner-up: Caroline Chirima (Baztech)

Public Services Sector Award

Winner: Professor Rungano Jonas Zvobgo (Great Zimbabwe University)
Winner: Gloria Magombo (ZERA)
Runner-up: Chipso Mutasa (TelOne)

Young Leader of the Year

Winner: Tinashe Mutarisi (Nash Paints)
First runner-up: Onias Sanangura (Ring Driving School)
Second runner-up: Terence Yeatman (SPAR Zimbabwe)

Customer Service Excellence Award

Winner: TelOne
First runner-up: Inclusive Financial Services
Second runner-up: Nokel Security

Regional contribution

Winner: Nyaradzo Funeral Assurance
Runner-up: Zimbabwe Revenue Authority

Private Sector

Winner: Divine Ndhlukula (Securico)
First runner-up: Bhekinkosi Nkomo (Rio Zim)
Second runner-up: Ruth Ncube (First Mutual)

Most Influential Leader of the Year

Dr Phillip Chiyangwa

Human Resources Development

Old Mutual

Life Achievement Award

Shingi Munyeza.



2016 Private Sector leader of the Year Divine Ndhlukula (centre) receiving her award from POSB CEO Admore Kandlela (left).



A Hearty congratulations on your



The Board of Directors, Management and Staff of Queen of Peace Medical Services (Pvt) Ltd wish to congratulate the Zimbabwe Institute of Management on the event of their 60th Diamond Anniversary. We are proud to celebrate this milestone with the Institute which is testimony to over six decades of promoting “**Management & Leadership Excellence**” in Zimbabwe, the Region and beyond

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Celebrating 60 years of excellence



The 2016 ZIM National winners.

ZIMBABWE Institute of Management (ZIM) Awards are the most prestigious Awards held annually as a way of recognising, developing and promoting management leadership excellence at all managerial levels.

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An independent adjudication panel set up by the Council of the Institute adjudicates on nominees' submissions and declare the award winners in six categories.

Categories

1. Private Sector Leader of the Year Award.
2. Public Services Leader of the Year Award.
3. Small-to Medium Enterprises Leader of the Year Award.
4. Young Leader of the Year Award.
5. Regional Contribution Award.

6. Customer Service Excellent Award.

7. Most Influential Leader of the Year.

8. Lifetime Achievement Award.

Any one serving in a leadership role is eligible to be in the running for the awards through nominations invited during the first quarter of each year through press adverts as well as through the Institutes database of members and managers from both the private and public sectors.

Adverts are placed in the local newspapers calling for nominations and once nominations are received, the nominee is advised of this nomination and then invited to make a submission following a set criteria that is used by the adjudication panel.

Each year, the response by the general public to the call for nominations is very encouraging and a very healthy number of nominees proceed to submit their profiles for the six different categories on offer. Once submissions are received, the process commences with adjudication taking centre stage.

The broad criterion for selection is as follows:

- The person should have made a significant contribution to management excellence in Zimbabwe
- The person should be making a continuous, noteworthy contribution in the search for management excellence
- The person should have been involved in a once-off event which would have brought long-term benefits to the nation and should be held up as an example and inspiration for others to emulate.

Selection criteria

The adjudication process seeks the following requirements for the Leader of the Year:

- Company profile
- Resume
- Organisation's history
- Organisational structure
- Details of personal development and social responsibility

Three referees are provided and cross referenced by the adjudicators. Referees could be business partners, employers, suppliers or immediate superiors.

Subjective criteria include non statistical factors such as:

- Management of people, tasks, processes and the macro-environment fundamentals
- Recognition by internal and external stakeholders
- Social responsibilities
- Human resources development and leadership

In its bid to fulfill its vision of becoming the nation's leading voice in management, ZIM facilitates and organises a range of activities and functions where executives from organisations in the public and private sector converge to discuss topical issues, exchange information and ideas aimed at seeking solutions to concerns of business. Seminars, workshops, conferences, breakfast meetings, luncheons and cocktails are organised in conjunction with strategic partners.

The Institute encourages professionals from different fields to join as members in order to enjoy the following:

- Enhanced status as an effective manager is recognised professionally
- Attend social events and fellowship with other managers at branch meetings and national event
- Attend prestigious functions arranged by the institute
- Enjoy discounts and preferential rates for seminars, workshops, conferences, education and training courses
- Utilise the services of the institute library
- Receive ZIM's official journal "Management News"
- Obtain the Institute's insignia such as ties and lapel pins

Human Resources Development

Zimbabwe Institute of Management Offers the following examinable development programmes:

- Executive Diploma in Business Leadership
- Executive Diploma in Applied Strategy
- Executive Diploma in General Management
- Executive Diploma in Office Management
- Executive Diploma in Enterprise Risk Management
- Diploma in Business Administration
- Diploma in Transport and Logistics Management
- Diploma in Supervisory Management
- Advanced Diploma in Security Management
- Advanced Diploma in Environmental Health and Safety Management
- Diploma in Project Management.
- Diploma in Minerals Resources Management.
- Customised in-house Training Programmes.
- Short Courses.
- Workshop and Conferences.

CONGRATULATIONS!!!



Dr. Eng. G. Magombo

The Board, Management and Staff of the Zimbabwe Energy Regulatory Authority (ZERA) wish to congratulate Dr. Eng. Gloria Magombo, the Chief Executive Officer, for winning the **Zimbabwe Institute of Management National Leadership Excellence Award in the Public Services Sector for the Year 2016.**

Your dedication and passion towards the achievement of increased access to modern, affordable and sustainable energy by all Zimbabweans is truly commended.

Congratulations! Amhlophe! Makorokoto!



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