



Zimbabwe Institute of Management

Zim Institute AWARDS



Business unusual: Sink or swim

MAY I begin by expressing my heartfelt congratulations to the president and the council of the Zimbabwe Institute of Management on attaining 60 years of existence and for hosting the glamorous awards ceremony recognising leaders who have stood the test of time and have been re-engineering, innovating and changing in these harsh times we are experiencing as a nation?

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 being honoured have been identified as some of the leaders who have shown good leadership character in their respective fields.

As we celebrate leadership excellence, we are mindful that there are some organisations that are 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.

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

Leaders need to lead, that is step up and take bold and decisive actions in the interest of their organisations otherwise they (organisations) will die or perish to the detriment of the economy.

Digital disruption is also challenging the way we operate as it is ushering in a wave of new, efficient and creative technologies.

The disruption is displacing existing marketplaces, 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 by their technology enhanced competitors.

In a business unusual environment, business must keep on their toes by always finding new ways of dealing with the current and emerging challenges. Whether your business is stuttering,

straddling, struggling to keep its head above water or prospering, we have to be like gazelles, always running looking for ways to improve.

Christopher McDougall says: "Every morning in Africa, a gazelle wakes up; it knows it must outrun the fastest lion or it will be killed. Every morning in Africa, a lion wakes up, it knows it must run faster than the slowest gazelle, or it will starve. It doesn't matter whether you

are the lion or the gazelle- when the sun comes up, you'd better be running."

No matter how the operating environment is untenable, businesses need to continue leading and decisions must continue to be made. Anyway, business unusual has become the new norm, we have to live it.

It is essential for us to recognise and encourage the soldiers in trenches, that is, the people we lead. We must contin-

ue to motivate them to keep delivering superior performance despite business being unusual.

It is in the same spirit that leaders are honoured.

●An edited version of the speech delivered by the guest of honour POSB CEO, Admore Kandlela, at 2016 ZIM Leadership Excellence Awards held at Rainbow Towers Hotel on September, 12017.

Celebrating managerial excellence.

NMB Bank congratulates the Zimbabwe Institute of Management for achieving a milestone of 60 years. As a financial institution that upholds and values excellent service, we applaud your contribution to the growth and development of the nation's human capital.



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POSB CEO Admore Kandlela



2016 Leadership Excellence Awards in pictures



RIOZIM LIMITED

CONGRATULATIONS

(Incorporated in Zimbabwe on 29 August 1956 under registration number 607/56)

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The Board, Management and staff of RioZim Limited hereby congratulate Bhekinkosi Nkomo, the Company's Chief Executive Officer, in attaining the esteemed **2016 First Runner Up in the Private Sector Leader Award** from the Zimbabwe Institute of Management.

Congratulations Bheki on this achievement.

Makorokoto Amhlope!!!

Directors : L P Chihota (Chairman), B Nkomo (Chief Executive Officer)*, S R Beebeejaun, C Dengu, K Matsheza, MT Sachak, I M Sharma - Executive*

Career choices with Zim Institute of Management

THE Zimbabwe Institute of Management (ZIM) is an independent, non-profit making, membership based organisation established in 1957 and it is the leading membership organisation in Zimbabwe.

Its mission is to develop best practices in management and leadership.

The Institute runs training and professional programmes which are examinable.

These comprise of short courses, certificates and diplomas.

Fields of study include Business Leadership, General Management, Applied Strategy, Sports Management, Project Management, Security Management as well as Environmental Health and Safety Management.

Short courses include Customer Care, Principles of Supervision, Purchasing and Stores Administration and Management Development amongst others. The Institute also runs customised courses according to clients' needs.

Vision

To be the leading voice and centre of reference in management and leadership

Mission

We develop and promote best practice in management and leadership locally and internationally through innovative capacity building initiatives

Values

- Integrity
- Responsiveness
- Continuous improvement
- Team work
- Professionalism

Zimbabwe Institute of Management activities

Membership

The membership categories available are:

- Associate Member
- Full Member (MZIM)
- Fellow (FZIM)
- Honorary (HMZIM)
- Honorary Fellow (HFZIM)
- Retired (RZIM)

Corporate Membership

- Diamond Member
- Sapphire Member

- Emerald Member
- Ruby Member
- Crystal Member
- Pearl Member

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



BRIDGING THE GAP BETWEEN THEORY AND PRACTICE

ZIMBABWE INSTITUTE OF MANAGEMENT

OUR PROGRAMMES

EXECUTIVE DIPLOMA IN:-

- Applied Strategy
- Business Leadership
- General Management
- Office Management
- Enterprise Risk Management
- Sports Management

DIPLOMA IN:-

- Safety, Health & Environmental Management
- Transport & Logistics Management
- Security Management
- Supervisory Management
- Business Administration
- Project Planning Management

SHORT COURSES

- Principles & Practice of Supervision
- Management Development (Part 1 & 2)
- Train the Trainer (Part 1 & 2)
- Purchase & Stores Administration
- Customer care & Public Relations
- Call Centre & Customer Service Certification

CERTIFICATES

- Supervisory Management
- Security Management
- Business Administration

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