



F.A.T  
**LEADERSHIP  
FELLOWSHIP**  
2023



**GRADUATION BOOK**

# Congratulations

Congratulations to our first cohort of students at the Fidelis Leadership Institute!

We are a training institution focused on empowering and providing a holistic education and platform for growth to the next generation of leaders. Our values are summarized by the acronym F.A.T.

Which translates into Faithfulness, Availability and Teachableness. At FLI we believe and know for a fact that Africa's under-development has been linked with its poor Leadership despite the abundant fertile land, abundant young and youthful workforce and capital with Foreign Direct Investment (FDI) flows reaching \$83 billion as of 2022.

Thus, as Africans we need Leaders who abide by a set of uncompromising values. Therefore, FLI is the place to be to equip oneself with the requisite values that make a Leader.

Dear Esteemed Graduating Students,

It is with great pleasure that I congratulate you on successfully completing the first fellowship program at Fidelis Leadership Institute. Your unwavering commitment to the core values of Faithfulness, Availability and Teachability has been truly inspiring, and we are immensely proud of your accomplishments.

As ethical leaders, you are entrusted with the responsibility of upholding the highest standards of integrity, honesty, and ethical conduct. I urge you to continue embracing these values and making them the guiding principles of your leadership journey. Remember that true leadership is not just about achieving personal success, but also about using your talents and abilities to serve others and make a positive impact in the world.

At Fidelis Leadership Institute, our mission is to cultivate a community of ethical leaders who will shape the future with their unwavering commitment to excellence and integrity. You have demonstrated that you possess the qualities and skills necessary to become successful ethical leaders, and we have no doubt that you will continue to inspire others through your leadership.

As you embark on the next phase of your journey, I encourage you to remain connected with the Fidelis Leadership Institute community. We are committed to supporting you as you continue to grow and develop as ethical leaders.

Once again, congratulations on your remarkable achievements, and we wish you all the best in your future endeavors



**Mrs. Pheona Wall**  
Founder, Fidelis Leadership Institute

## Message from Founder, FLI



# Summary of the modules

## **Personal Branding**

By Pheona N. Wall SC

Personal Branding can be defined in terms of your Consistency, Uniqueness, Competence, Multiplication, Conviction, Calling, and Courage.



## **Building a Personal Strategy to achieve your Mission**

By Linda Alinda-Ikanza

The Heart of Human excellence often begins to beat when you discover a pursuit that absorbs you, frees you, challenges you, or gives you a sense of meaning or joy



## **Public Speaking**

By Mr. Tony Otoa

If you cannot communicate about your product or services or yourself, you are leaving the average life which deserves better skills for example the 3P's inclusive of Preparation, Practice, and Performance.



## **Identifying Your Purpose**

By Ms. Beat Baingana Bisangwa.

The greatest tragedy in life is not death, but a life without purpose.



# Summary of the modules

## Goal Setting

By Mr. Sam Watasa

Individuals who set specific, difficult goals performed better than those who set general goals.



## Cultivating Financial Skills

By Mr. David Kaggwa

Having a financial plan increases your prospects of generating more income for a better future for you and your loved ones. Nobody wants to live from one paycheck to the next.



## Intentional Living

By Mr. Fred Gyaviira Kyaka

Intentional living is a lifestyle that encourages us to define our priorities, get clear on what we want from life and live each day in alignment with these priorities.



## Project Management

By Mrs. Linah Sebunya

Effective project management is critical to the success of any project, ensuring that it is completed on time, within budget, and to the required quality standards.



## Entrepreneurship

By Joshua Agonya Pirwot

This workshop is designed to show participants what makes a good entrepreneur, how to think entrepreneurially, and how to identify potential business opportunities. Topics of focus include deciding to become an entrepreneur, opportunity analysis, ideating, networking for growth. We will also cover entrepreneurial process, determinants of venture success in local and global contexts, and strategies for succeeding in the long run.



# Our Graduands







### **Tuheirwe Constance**

**Personality test:** Choleric and Sanguine

**Color test:** Red and Yellow

*Congrats!*

She is a Lawyer with almost a decade in the Legal field both as a private practitioner and a Public Officer charged with the duty to eliminate corruption. She is a budding creative who is imbued with her affection for poetry and for prose; a doting mother queening over her 4 cubs; a painting in progress; and as she blooms and blossoms, a sight to behold.



### **Brian Kambaho Karogo**

**Mission Statement:** I exist to lead men and young workers using my organizational and people skills to inspire system ethics and model disciplined and honest lifestyles.

**Color test:** Red and Yellow

He champions the culture transformation at Arcadia Advocates and leads the team charged with branding. He also heads the securities portfolio in the Banking Department.

*Congrats!*

Brian also renders advice to the Board of Acerat Limited in the general management of the company as well as ensuring legal compliance.

He devotes most of his time in supervision, mentorship and general leadership of the Associates.



### **Janet Murungi Kanyunyuzi**

**Personality test:** Sanguine and Phlegm

**Color test:** Red and Yellow

*Congrats!*

She currently works as an advocate in the litigation department of Shonubi, Musoke & Co. Advocates. Her main responsibilities are to draft documents and adjudicate matters in the courts.





*Congrats!*

### **Mariam Nakyawcha**

**Mission Statement:** Through my interpersonal skills, I want to help children grow into disciplined, happy and hardworking adults, so they are responsible and have self-control.

She is a motivated and positive individual with great interpersonal skills. Her speciality is in accounting and is currently working with the Insurance Regulatory Authority of Uganda as an Internal Audit Officer.

**Testimony:**

I have loved the journey for this leadership course as it has boosted my confidence and taught me how to be intelligent while responding to rising challenges on an individual and organizational level.



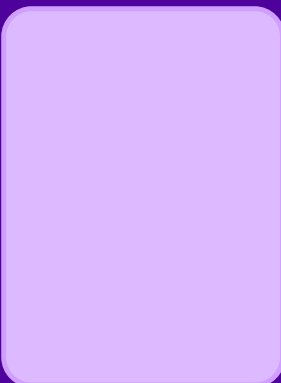
*Congrats!*

### **Lydia Tusiime**

**Mission Statement:** I exist to glorify God using my leadership capabilities to bring a positive transformation in the business sector.

**Personality test:** Melancholic temperament

She works with Insurance Regulatory Authority of Uganda as a Planning Officer. She has a Post Graduate Diploma in Project Planning and Management, a Bachelor's Degree in Development Economics and a Certificate of Proficiency in Insurance and she is currently pursuing a Diploma in Insurance course from the Insurance Training College of Uganda. She is passionate about, life, doing new things (stepping out of her comfort zone), reading and travel.



*Congrats!*

### **Dutki Esta**

**Mission Statement:**

I exist to ensure social justice for all people at the hands of decision makers



*Congrats!*

### **Samuel Nkaka**

**Mission Statement:** I am passionate about adventurous business understanding with young women and men to achieve financial freedom and to raise a generation of citizens that are respectful and have integrity.

**Personality test:**

He is an ENTP (E=Extraversion, N=Intuition, T=Thinking and P=Perceiving)He is an inspired innovator, motivated to find new solutions to intellectually challenging problems. He is curious and clever, and seeks to comprehend the people, systems, and principles that surround Him. Open-minded and unconventional, he wants to analyze, understand, and influence other people.

He is an IT technician by profession and business person by practice. He works with IngCorp Limited company exporting Fruits and Vegetables.



*Congrats!*

### **Joram Sebuliba**

**Mission Statement:** To inspire growth in others.

He is an advocate of the High Court of Uganda currently working with Bluebell Legal Advocates as a Senior Associate.



*Congrats!*

### **Lynn Komugisha**

**Mission Statement:** Passionate about empowering people become the best versions of themselves while making impactful life changing decisions.

**Personality test:** Choleric and Sanguine

She is a communicator, Award – Winning Multimedia Journalist, Events Management, Corporate MC, Communications and Marketing Manager at UIRI.



*Congrats!*

### **Nansereko Auldrine**

**Mission Statement:** To empower people to stand in their power, value and worth. Through motivating them to live a significant life that promotes a just, equal and peaceful world.

**Personality test:** Choleric and Phlegmatic

**Profile:** She is a highly focused, confident and dedicated Lawyer. She provides legal service in the areas of corporate finance, commercial legal matters, copyright law, sports law, government business and legislative reform. She was part of the team that presented recommendations and redrafts in regards to the Competition Bill to the Parliamentary Committee of Trade and Commerce alongside with the Private Sector Foundation in Uganda in 2023. A team leader in lines with the procurement field at the firm. Auldrine has a strong sense of values, passion for the truth and the thirst for justice. Auldrine holds a Bachelor of Laws degree from Islamic University in Uganda.

**Testimony:** As a result of the FAT fellowship, I can confidently say that I have grown in some aspects in my life. I have developed a stronger sense of faithfulness, not only to my own goals and objectives, but also to the people around me. I have become more aware of the needs and desires of others and have been able to adapt my leadership style to better serve them. Additionally, I have learned how to prioritize my time and resources to be more effective in my roles. The skills and knowledge I gained will undoubtedly help me to be a more effective and successful leader. I highly recommend this training to anyone who is looking to grow in their leadership skills.



*Congrats!*

### **Kazibwe Wilberforce**

**Mission Statement:** Justly serve to make a difference leaving a positive impact to people.

Kazibwe Wilberforce, Real Estate, Corporate, Labour, Litigation and Dispute Resolution Legal Consultant at Bluebell Legal Advocates.

A member of Uganda Law Society and East African Law Society.



*Congrats!*

### **Kamoga Luke**

**Mission Statement:** My mission is to use law as a tool for social, cultural and economic transformation and empowerment of the traditionally marginalized groups of individuals in the strive for national development.

**Personality test:** Green

**Profile:** He is a lawyer by profession, and a leader in his respective capacities. He has great interest in tax, insolvency, intellectual property and land law practice. Besides law, He is a social and economic researcher and generally focuses on developing research for social, economic and cultural transformation

**Testimony:**

The fellowship has been filled with great learning experiences and knowledge acquisition, ranging from self-discovery to learning how to ensure financial independence. The merriment nature of the Saturday classes made the classes a must attend and an integral part of me. I am convinced that the knowledge and life skilled acquired from the course shall propel me to achieving most if not all my life goals. All I can say is that attending the course has been a real life changing, soul cleansing and a redemptive pleasure and opportunity. And as they shall, if I had another chance, I would attend all these cohorts as and when they are organized. I in the end thank The Fidelis Leadership Institute for this lifetime opportunity.



*Congrats!*

### **Among Theresa**

**Mission Statement:** I exist to use my gift of encouragement to empower young people to live intentional.

**Personality test:** Choleric and Sanguine

Theresa is a highly skilled and accomplished law firm Administrator with an extensive track record of success. Her exceptional organizational skills and meticulous attention to detail are widely recognized and admired by her peers and colleagues. As a natural leader with excellent communication and delegation skills, Theresa is well versed in managing a wide range of responsibilities and tasks.



*Congrats!*

### **Mark Muganga**

**Mission Statement:** I exist to create positive change for those around me through being the best version I can be of myself and channeling this positive energy to helping others thereby bringing positive change in their lives.

**Personality test:** Phlegmatic

**Color:** Blue

**Profile:** He is a lawyer with Nabasa & Co advocates working in the Commercial law Department and also a publicist officer with Fidelis Leadership Institute

It's been a thrilling journey that has revealed to me the parts of myself I am uncomfortable with and need to improve. For this I am hugely grateful for the opportunity to be trained by these superb professionals.



*Congrats!*

### **Sophia Bangirana**

**Mission Statement:** To use my gifts and talents to mentor young minds and create compassionate, empathetic and hard-working members of society.

**Personality test:** Entertainer (ESFP-A)

**Profile:** She is a passionate administrative professional and has experience working with teams from diverse cultures while supporting Boards and C-suite executives. Her areas of expertise include diplomacy, relationship management, communications, business analytics, project management, and most recently, risk management in insurance.

Currently, she is on assignment with the Insurance Regulatory Authority of Uganda as Executive Assistant to the CEO. Her formal training is in Business Administration, Insurance, Diplomacy and International Relations.

### **Testimony:**

I can now proudly say that I have been added to F.L.I's "Mass of Ethical Leaders".





*Congrats!*

## **Ganyanna Sheba Percy**

### **Mission Statement:**

I am passionate about using my creative skills to influence young women all over the world to be the best version of themselves in order to positively impact their communities and be the change their communities need to thrive ♥.

### **Personality test:**

**Sanguine**

### **Profile:**

She is an Advocate with vast experience in corporate and commercial practice, intellectual property law, technology media & telecommunication law, employment law and humanitarian law. Sheba has worked in the legal department of Airtel Uganda and as an Associate at KTA Advocates. She is also currently the head of Partnerships at the Young East African Aspiring Lawyers Network (YEAAL- Network) an organization dedicated to educating and supporting young lawyers, law graduates, and trainees from East Africa in building their careers in law.

# A word from the Students Representatives

Hello Ladies and Gentlemen.

My name is Lydia Norma Tusiime. It is a privilege and an honor to write this article on behalf of the first cohort of the FAT (Faithful, Available and Teachable) fellows for the year 2023. Our journey together started on 14th January 2023 with the FAT leadership fellowship launch where Mrs. Pheona Nabasa Wall, the founder of FLI (Fidelis Leadership Institute) informed us that the purpose of the fellowship program was to create a critical mass of ethical leaders ready to impact change in the country and Africa at large.

The fellowship was a 16 week blended learning program with both physical and virtual classes for about 3 hours every other Saturday morning from 21st January 2023 to 6th May 2023. We had a team of Trainers with vast knowledge, skills, experience, and expertise who took us through interesting topics. These were: Beat Baingana Bisangwa who took us through Module 1 - Identifying your purpose; Pheona Wall who took us through Module 2 - Building your personal brand; Linda Alinda Ikanza who took us through Module 3 - Building your personal strategy to achieve your Mission; Gyaviira Fred Kyaka who took us through Module 4 - Living out your values in the work place; David Kaggwa who took us through Module 5 - Cultivating great financial habits; Sam Watasa who took us through us through Module 6 - Cultivating essential life skills; Tony Otoa who took us through Module 7 - Public speaking; Lina Sebunya who took us through Module 8: Project Management; and, Joshua Agonya Pi'rwot who took us through Module 9 - Entrepreneurship.

I believe every fellow has a testimony of what has changed in their lives or what will change in their lives going forward. I loved the experience at FLI because it was a self-discovery journey for me, it was very eye opening; I was prompted to think deeply and/or reflect about my life. Questions such as, "Who I am and why am I here?". I think this is one of the most difficult questions to ask or answer. This is because we usually do not have the time to do so or have the opportunities for somebody to speak to us about these things so we just move with the flow but I have learnt to be intentional about everything I put my mind and heart to. The Trainers were very authentic. At first, I thought that the trainings would be like the ordinary classroom but I was impressed. The discussions were very interactive. They consisted of real life stories that made it easy for anyone to relate to and they were practical in nature. Do you remember the public speaking class?



I also learnt that people could wear many hats. when the Trainers' profiles were read to us at the beginning of every class, one question kept lingering in my mind, "How do they manage to do all these things and still keep it together?". The Trainers made it look so simple. I guess it is a skill and anyone willing can learn. This made me realize that every good thing comes at a price and we need to be willing to pay that price in order to get that good thing.

As I conclude, I would like to take this opportunity to say thank you to Pheona Nabasa Wall, the FLI team, the Trainers and all those who worked tirelessly behind the scenes to make this fellowship program a success. I would also like to thank all the FAT fellows for being patient and diligent in attending the weekend classes. I know you could have chosen to be elsewhere but you chose to invest in yourselves and by doing so you have invested wisely. Lastly, I would also like to say thank you to my employer Insurance Regulatory Authority of Uganda for sponsoring me to attend the fellowship program.

I believe and know that as we step out today, we are transformed people who shall abide by the values of FLI, which are; Faithful, Available and Teachable (FAT) in the market place; wherever God has called us to serve and we will also be the change that we want to see in this world.

Thank you and God Bless You All.

**LYDIA NORMA TUSIIME**

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The Fidelis Leadership Institute has a unique leadership training that brings together seasoned leaders sharing from their live and wells of great experiences. I liked mostly that they were practical in their lessons.

It was more than evident that leadership is a path less trodden, but these facilitators entrenched us in a solid foundation and principles guaranteeing a better future. From understanding one's purpose to creative thinking and applying self to stay relevant in the times, this has been a refresher course and wake up call for me in particular.

The set up is executive and intimate, not to mention that it attracted a cohort of brilliant minds and strategic thinkers.

**KAMBAHO BRIAN**



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