



ZIMBABWE
CEO'S NETWORK

ZIM CEO'S

NETWORK-LEADERSHIP
APPRECIATION AWARDS

Zim CEO's Network creates opportunities for members

ZIMBABWE INSTITUTE OF MANAGEMENT

EST 1957



Zimbabwe Institute of Management

AN AWARD OF
PROFESSIONAL DEVELOPMENT

WINNER

A disruptive and well managed entity practising good corporate governance

**The ZIM Board of Directors, President and Members join
the Zimbabwe Institute of Management in celebrating
the recent award for Excellence in Professional Development,
"A disruptive and well managed entity practising good
corporate governance"**

**This award was received on the 8th of April 2022 at the
ZIM CEO Network Awards dinner
which was held at Meikles Hotel in Harare.**



**CONGRATULATIONS
MAKOROKOTO
AMHLOPE**

ZIMBABWE CEO's Network is an exclusive CEO peer group organization that creates opportunities for learning and development through peer group meetings facilitated by experienced CEO Group Leaders, targeted one-to-one mentoring, a customised curriculum and focused learning events throughout the year.

We are truly committed to the success of our Members by maintaining a careful membership screening process, selecting only the very best Group Leaders, and cultivating outstanding Member commitment.

More importantly, we understand the challenges facing CEOs because we have faced them ourselves.

Our mission is to significantly improve the success and lives of CEOs and executives, their families, and their companies.

We achieve this through facilitated peer group learning, customised one-to-one mentoring and ongoing learning and networking events featuring world-class thought leaders.

The learning gained by CEOs from having an outstanding CEO as a Group Leader and Mentor is powerful.

Our Group Leader selection process is second to none.

Every Zimbabwe CEO's Network Group Leader and Mentor has been a successful CEO or business leader with bottom-line responsibility, and understands the unique challenges associated with leading and growing a company in today's rapidly changing business environment.

To become a Zimbabwe CEO's Network Group Leader or Mentor, they had to pass through a rigorous and comprehensive screening process to ensure that they had the right experience and ideal personality traits that would best serve our Members.

A key characteristic shared by each of our Group Leaders and Mentors is their desire to selflessly contribute to the growth and success of business leaders from both a personal and business perspective.

We maintain a disciplined approach to the training of Group Leaders and Mentors, with an emphasis on the values and culture of our organization and the needs of our membership.

The Zimbabwe CEO's Network process ensures that we have only top-quality Group Leaders and Mentors across our entire organisation.

**HAVE
YOUR SAY**



**TO comment on this report
send your email to
letters@dailynews.co.zw**

Hamilton Insurance's journey chronicling major highlights

A JOURNEY of a thousand miles begins with a single step. The same can be said of Hamilton Insurance from inception to date.

The first step into the insurance industry was not an easy one as there were already many established players in the market competing fiercely for the piece of cake that the company had to share with. It was like stepping into a crocodile infested river.

The company opened its doors to the public in 2011 which was a very difficult time to open a company as the economy had dollarized. The public's disposable income was low to be spared on luxuries including purchase of insurance.

Therefore, it was very difficult to build reserves for settling claims and other obligations the company was faced with.

However, through its resilience and dedication to push its product to the public, the company managed to overcome these challenges as the business grew.

In a bid to grow its pool of premiums, the company knocked on the doors of various insurance brokers for business support.

Most of the brokers were very skeptical of new insurance companies as some companies had closed shop because of various reasons. To safeguard their entities, the brokers requested for a long list of requirements to be met before they could engage Hamilton Insurance as a business partner.

The company overcame this obstacle by developing a vibrant agency network and a book of direct clients.

The unstable exchange rate negatively affected the company as the cost of running the business escalated on a daily basis.

The cost of claims (which is a major cost in any insurance company) kept increasing as vehicle repairers argued that they were sourcing foreign currency on the black market.

This cost was passed on to the company resulting in minor claims costing more than what was initially budgeted for.

However, the company employed various strategies to remain viable and profitable.

Through various efforts by the company's board of directors, management and staff, the company grew in strength and profitability making it a

force to reckon with in the local insurance market.

The company's long term strategy is to be the leading insurer of choice.

The company participated in various social responsibility programmes such as the ones noted among others: -

- Covid-19 relief by distributing food hampers to villagers in Rushinga, Binga and Mvurwi

- building of classroom blocks at Chitemamuswe primary school in centenary

- insurance awareness campaign held in Chinhoyi

Having developed and implemented various strategies, the company's outlook is promising.

The insuring public has gained confidence and trust in the Hamilton brand.

The company is gradually meeting both its short term and long term objectives.

Hamilton Insurance is a unique firm providing personalised insurance solutions on a personal, commercial and industrial level in Zimbabwe we are differentiated from other insurance companies by:

- our emphasis on service delivery of affordable, flexible, effective and efficient short term solutions to our clients including timeous settlement

of claims

- making use of modern technologies for outreach to our clients and optimal use of our IT system to enhance effective and efficient service delivery

- we are financially stable institution and continue to be innovative in our product offering

- we have a friendly staff that adds a personal touch to our service delivery these attributes among others will enable value addition to our clients

Q4
We feel honoured as a company that someone out

there has recognised the impact of Hamilton Insurance in transforming the insurance landscape in Zimbabwe.

We do not forget that through God's intervention everything is possible to those that believe in God.

Q5
Guided by our vision, we would like to be the leading short term insurer of choice in a few years to come as enshrined in our mission statement which states, to provide world class products at fair and competitive terms and to ensure long term value for all stakeholders

Q6

In the short term our stakeholders must expect from him improved service delivery, new product offering, growth in market share and value among other things

Q7

We would like to thank all our stakeholders for their efforts and trust in building Hamilton Insurance to be where it is at the moment.

This is just the beginning of exciting things to come as we continue to celebrate our 10th anniversary.

We would also like to thank the board of directors, management and staff for their efforts in building the brand.



The Board, Management and Staff of Hamilton Insurance, wish to congratulate Hamilton Insurance(The Company), Mrs Nousenga (General Manager top left) & Mrs Nyakudya (Head Finance right) on clinching the Zim CEO's Network Awards for the Insurance Company of the year, Outstanding woman in insurance & Outstanding finance respectively.

Institute of People Management Zimbabwe secretariat

SIXTY years ago, a little institute with a big heart was born in Harare out of five personnel officers. Last year, the Institute of People Management of Zimbabwe (IPMZ) celebrated 60 years of human capital development. The Institute has walked this journey with its stakeholders to build a diverse and harmonious human resources community. At the heart of IPMZ are its past leaders, volunteer members, industry, trade unions, and academic partners. Together, we re-imagined our common future, co-created opportunities, and built a strong and united people management Institute that has stood the test of time over generations. IPMZ is united by its shared common values that hold membership together, and give confidence and commitment to the future of HR practitioners home. Over the years, IPMZ grew to become the centre of reference in human resources influenced by: changing business and economic environment and strategy; increased diversity and globalisation in the workforce, customers, suppliers, and competitors; new technologies that have resulted in an accelerated pace and larger scale; a more complex communications environment, less



centralized, with more channels and disruption pandemics such as Covid-19

The existence and survival of IPMZ for the past 60 years demonstrates more about the strength of its business model, its vitality in terms of product or service innovation(s), and its culture.

During the years, IPMZ achieved the following;

- grew its membership beyond HR practitioners
- build a strong heritage and a lasting brand well recognized in Zimbabwe and beyond
- Continuous



IPMZ Secretariat receiving a professional development award, in recognition of being a well rounded professional organization of good repute





Understand the link between Work, Health and Wellbeing



GUEST: Dr SM Chirisa

06 MAY 2022

VENUE: Zimbali Gardens, Greendale

DRESS CODE: Formal/ Evening Wear with a Touch of Green

TIME: 6:00pm

Member Z\$42,000

Non-Member Z\$51,000

Table of 10 Z\$400,000







information@ipmz.co.zw

08677198069

www.ipmz.co.zw

develop and review its diploma curricula to align with industry and market developing trends

- Maintain and improve the ISO 9001:2015 Quality Management System

For survival in a disrupted environment and beyond, engagement with stakeholders such as institutions of higher learning will be at the centre of IPMZ strategy

as we forge ahead to implement the "Education 5.0 policy" in closing the skills gap in the country.

The Institute also strives to provide HR tools such as templates, policies and research reports, and other tools that help to keep the membership in the know on compliance with specific HR bundles.

— Issued by IPMZ Secretariat

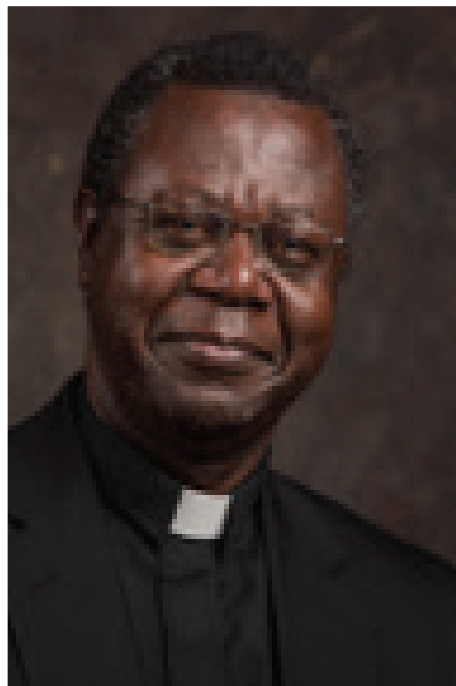


ARRUPE JESUIT UNIVERSITY

The Motto of our University is "Ever to Love and to Serve". It is a call that challenges us never to tire of doing good. Arrupe is committed to providing contextualized and relevant education, being prophetic and responding to the needs of our times. Our programs are always to be reviewed, teaching and learning processes enhanced so that undertaking an education task does not become burdensome both to the lecturers and the learners.

Arrupe also operates in an environment of cura personalis, that is care for the person where each individual is taken at his or her own pace while at the same time, not allowing any student to lag behind their program. Even with COVID 19, Arrupe never lost academic time. It is therefore a back and forth process that eliminates missteps and enhanced personal progress. In this whole undertaking, we value accountability, innovation and community service. Each individual is expected to realize their own potential, each time trying to do better. Come and join us so that we march together.

Fr. Joseph Oduor Afulo, SJ, Ph.D.
Vice Chancellor



Arrupe Jesuit University offers the following:

Degree Programmes

- BSc Honours in ICT
- BComm Honours in Accounting and Management (Evening and Weekend Classes)
- BEd Honours in Inclusive Education
- BA Honours in Transformational Leadership (Evening Classes)
- BA Honours in Philosophy
- Master of Arts in Philosophy
- MPhil in Philosophy
- PhD in Philosophy

Executive Certificate - Short Courses (Weekends)

- Palliative Care
- Monitoring and Evaluation
- Disaster Management and Trauma Counselling
- Child Protection
- Project Management
- Corporate Governance
- Cybersecurity and Forensics
- English Language Studies
- Portuguese Language Studies
- Diploma in Ignatian Spirituality

For further information visit our website: www.aju.ac.zw or contact admissions@aju.ac.zw.
Telephone: 0242745411/0242745903

APPLICANTS ARE INVITED TO APPLY FOR THE FOLLOWING UNDERGRADUATE AND POSTGRADUATE DEGREE PROGRAMMES ON OFFER FOR AUGUST 2022 INTAKE

Arrupe Jesuit University (AJU) is a fully accredited university with a strong and deliberate regional, continental and global outlook and links. AJU forms part of network of over 250 Jesuit Universities around the globe offering solid education and holistic human formation.

- Executive Certificates are given on completion of short course(s).
- We provide accommodation to students on first come first serve basis.

PROGRAMMES	ENTRY REQUIREMENTS
Bachelor of Science Honours in Information & Communication Technology (ICT) 4 years Online or On-site (Blended) Conventional and Parallel (Evening & Weekend) Classes	- At least two 'A' level passes OR - At least a Diploma in ICT from a recognised institution.
Bachelor of Arts Honours in Philosophy 3 years Online or On-site	- At least two 'A' level passes in any Arts or Humanities. OR - A Diploma in Philosophy, Education or Theology from recognised institution.
Bachelor of Commerce Honours in Accounting and Management (Accredited with ACCA) 4 years Online or On-site	- At least two 'A' level passes OR - A Business related diploma or an Accountancy diploma e.g. CIS, ACCA or HND from a recognized institute.
Bachelor of Education Honours in Inclusive Education (Pre-Service 4 years Online or On-site lessons) (In-Service 2 years Online or Vacation Block Release)	PRE-SERVICE - At least two 'A' level passes in any Arts or Humanities. IN-SERVICE - A Diploma in Education or Philosophy or Theology from recognised institution.
Bachelor of Arts Honours in Transformational Leadership 4 years Online lessons Two Weeks -Block Release	- At least two 'A' level passes in Arts or Humanities subjects. SPECIAL ENTRY - For students who have completed a Certificate or a Diploma in Training for Transformation with The Grail Centre Trust in South Africa or elsewhere. OR - Women and men who have been trainers, with at least 2 – 3 years of experience with grassroots groups. - People who work directly with grassroots groups. - People capable of understanding their national economy, and who demonstrate the ability to see beyond their local community and to study global trends. - People who will commit themselves to their organisations and to this programme for a minimum of three years.
Diploma in Ignatian Spirituality 2 years online and part-time	At least 5 Levels; Or - Seven to ten-years working experience in relevant field.
Master of Arts in Philosophy 18 Months full time or 2 years part-time	- A minimum of Upper Second division honours degree in Philosophy; OR - Any other relevant qualification from a recognised institution.
MPhil/PhD in Philosophy 3 years. Can be delivered mainly through face-to-face lectures on campus and online or By Research work.	- A minimum of a Masters Degree.

CISCO Certification courses

- CCNA- Routing and Switching Certification
- CCNA-Security Certification

Huawei Certification courses

- Cloud Services
- Big Data
- Cloud Computing

ICT short Courses

- Cyber Security and Forensics
- Digital Literacy and Online Teaching
- Basic Computers
- Programming in Java
- Programming in Python
- Object Oriented Programming
- Big Data and Artificial Intelligence

Entry Requirement:
At Least 5 'O' Levels, including Mathematics and English.

Languages

- English as a Second language
- English for Business
- French Language
- Sign Language
- Portuguese Language
- Shona for foreigners

Executive Short Courses

- Research Design, Monitoring and Evaluation
- Project management
- Corporate Governance
- Peace Studies and Conflict Management
- Child Protection Studies
- Guidance and Counselling (Online and Block Release)
- Disaster Management and Trauma Counseling
- Palliative Care

HOW TO APPLY

Online application forms can be obtained from the University Admissions upon payment of a non-refundable application fee of USD20 or local currency equivalents. Alternatively, can be downloaded from the AJU website: www.aju.ac.zw and submitted with proof of payment of the application fee. The application should then be submitted together with certified copies of national ID card, birth certificate and educational certificates. Completed application forms may be emailed to admissions@aju.ac.zw

For further enquiries please contact the Admissions Office on the following telephone numbers: 263-242-745411 or WhatsApp 071 895 9249 OR visit the offices at 16 Link Road, Mt Pleasant, Harare, Zimbabwe.

The deadline for the submission of application forms is 30 June 2022.