

ASSOC PROF. MARTIN MWANJE LWANGA

CURRICULUM VITAE

June, 2021

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CURRENT POSITION

Associate Professor, UCU School of Business, Uganda Christian University, Mukono

EDUCATION

1. Doctor of Business Leadership, University of South Africa (2016)
2. Master's in Business Administration, Maastricht School of Management, The Netherlands/ Esaami, Tanzania (2008)
3. Master's in Public Administration, University of Oklahoma, US (1994)
4. Post-graduate Diploma in Urban Governance, Institute of Housing Studies, Rotterdam, The Netherlands (2002)
5. Bachelor's Degree in Political Science and Sociology; Makerere University (1987).

ACADEMIC EXPERIENCE

1. Associate Professor, UCU Business School

Duties: a) Dean of UCU School of Business (2014-2021), responsible for recruitment of Faculty, development of programmes, manage School budget of UGX 200,000,000/= and leadership of 70 plus staff; b) Teach courses in General Management, Organizational Behavior and Strategic Management in MBA; b) Supervise research of undergraduate and post graduate students, c) source and manage grants, d) fulfill university committee assignments and serve on several university administrative committees (Finance Advisory, Graduate, Chair School/ Faculty Board, Senate, Research Ethics, Business Continuity)

2. Senior Consultant, Uganda Management Institute (February 2002- September 2013)

Duties: a) Head of Department of Management (2008-13), responsible for recruitment of Faculty, development of programmes, manage budget of UGX 50,000,000/= and leadership of 12 plus staff; b) Teach courses on Post Graduate Diplomas in Managerial Skills Improvement, Project Management and Strategic Management; c) Research and supervise Masters in Management Students, d) Represent Academic staff on Council, e) work/ direct grants, f) fulfill university committee assignments and serve on several committees (Finance Committee, Senate, Academic Management, Chair Department Board).

3. Lecturer, Management Makerere University 1996-98

Duties: a) Teach courses in Management, Project Management and Strategic Management; b) Research and supervise research of MA Studies

REFERRED PUBLICATIONS

1. Martin M. Lwanga (2020). **Entrepreneurship Through Generation: Facts and Reflection on Family Business in Uganda.** Kampala: Fountain Publishers
2. **Martin M. Lwanga , Drivers of Recentralization and Effect on Service Delivery,** Uganda Journal of Public Administration and Management, Vol 11, No 1, November, 2016
3. Rose B Namara, Sylvester Kugonza, Martin Lwanga (2012), “**Public Sector Performance Measurement: an evaluation of the Uganda National Local Government Performance Assessment in relation to service delivery.**” In Benon C Basheka, Gerald K Karyeija, Rose B Namara, Public Administration in Uganda: Theory & Practice, Lambert Academic Publishing
4. Martin M Lwanga, Adrian Byenebyabo (2010) **Corruption and Service Delivery: A case of Uganda’s Police Force,** Journal of Public Administration, Vol 45 No 4 pp 486. 2010
5. Martin M. Lwanga, **Analyzing performance of service through restructuring of state owned enterprises of Uganda** Journal of Public Administration, Vol 43, No 3.1, pp 181, 2009
6. Martin M. Lwanga, Richard Oput **Improving Uganda’s competitiveness: The case of reforming the Land sub- sector Commonwealth,** African Journal of Business & Law, Volume 2 No 1, pp 40, 2008

NON REFERRED PUBLICATIONS

1. Martin M. Lwanga (2013) **Things Fall Apart in Uganda: How to Build a Liberal modern developmental state.** Kampala: Everyone Publishers Ltd ISBN: 2500274135
2. Martin M. Lwanga (2013) **Everyone can Win Office Politics:** Kampala : Everyone Publishers Ltd ISBN: 9789970116041
3. Martin M. Lwanga(2011) **Everyone can have a successful Career:** Kampala: Everyone Publishers Ltd ISBN: 9789970900718
4. Martin M. Lwanga (2010) **Everyone can Become an Effective Manager.** Kampala: Everyone Publishers Ltd ISBN: 978-9970-900-70-1
5. Martin M. Lwanga (2010) **Everyone can Get a Job.** Kampala: Everyone Publishers Ltd ISBN: 978-9970-900-70-1
6. Martin M. Lwanga (2009) **Everyone Can Sell.** Kampala: Everyone Publishers Ltd; ISBN: 978-9970-116-04-1

PUBLICATIONS IN PROGRESS

1. Martin M. Lwanga (2021), “**The Leadership Code as tool for fighting corruption in Uganda**” in “**Accountable Governance and Ethical Practices in Africa’s Public Sector**” edited Kemi Ogumenyi, Isaih Adisa and Robert Hinsin
2. Martin M. Lwanga (2021), **Strategies to Mitigate the Effects of the Coronavirus pandemic in Uganda,** Uganda Christian University, Research Journal

3. Martin M. Lwanga (2021), **Who is My friend: Stories of Hope, Faith and Building the Nation**

GRANTS/ FUNDED RESEARCH

1. Research study in collaboration with Uganda Bankers Association on “Using Digital infrastructure to accelerate Financial Inclusion in rural Uganda” funded by Financial Sector Deepening; **GBP 5,000**
2. Developing a Short Course in Birding, Private Sector Foundation/ Skills Development Fund (World Bank); **UGX 238,031, 250**
3. Development of UCU Incubation Center, Hanze University Foundation; **Euro 14,600**
4. Development of new Academic curriculum on sustainable energies and green economy in Africa; **Euro 999,937.00**
5. The National Council of Higher Education (NCHE) study on “Public Sector Performance Measurement: an evaluation of the Uganda National Local Government Performance Assessment in relation to service delivery; **\$50,000**

CONFERENCE PRESENTATIONS

1. Martin M. Lwanga (2019). Usage of Social Media as New Stream in advertising by SMEs in Mukono Municipality. 3rd SME Conference, November 14^h 2016, Uganda Christian University
2. Martin M. Lwanga (2018). Use of ICT in SME: Case study of Mukono. 2nd SME Conference, March 15- 17th, 2018, Uganda Christian University
3. Martin M. Lwanga (2016). Family Business Succession: Towards a Comprehensive Model of Succession Planning. 1st SME Conference, November 29th 2016, Uganda Christian University
4. Martin M. Lwanga (2015). Drivers of Recentralization in Uganda; International Association of Schools and Institutes of Administration; Paris, France.
5. Martin M. Lwanga (2014). Participatory Governance and Improved Service Delivery in Uganda’s Urban Sector; International Association of Schools and Institutes of Administration; Port Elizabeth, South Africa
6. Martin M Lwanga (2012) Factors Driving Climate Change in the Lake Victoria Basin and the development of Coping Mechanism in International Association of Schools and Institutes of Administration; Bangkok, Thailand
7. Martin M Lwanga Sebastian Bigabwenkya (2010); Performance and sustainability of an Institute of Public Administration in a liberalized economy: Case of UMI in International Association of Schools and Institutes of Administration, Bali, Indonesia
8. Martin M Lwanga, Adrian Beinebyabo (2008). “Corruption and Service Delivery: The Case of Uganda’s Police Force” in International Association of Schools and Institutes of Administration, July 14-18, Kampala Uganda

PROFESSIONAL WORK EXPERIENCE

1. **Founder & Chief Executive Officer , 104.1 Power FM Radio, Kampala, Uganda (1998-2002)**

Duties: Started from scratch a now leading Kampala FM Radio station; recruited and managed 30+ staff count; purchased and set up machinery; recruited shareholders and raised capital and operational finance; worked with the Board; liaised with government agencies to meet regulatory requirements, networked with industry players; marketed the station, and all business aspects

2. Assistant Manager, Payless Shoes Inc, Chicago, IL, US (1994- 97)

Duties: Developed and implemented marketing and sales program for new product lines; Managed Inventory; led and modeled customer care relations; oversaw financial daily reporting, reconciliation and accountabilities

3. Teacher, Social Studies, Tulsa and Jenks Public School, Oklahoma, US (1990-94)

Duties: Taught Social Studies in both school districts, Graded exams, managed class discipline and motivated students with career guidance

4. Graduate Assistant, Oral Roberts University (1989-90)

Duties: Worked under Prof Eugene Sweringen, Dean of ORU Business School assisting with research, filing and follow up on student work while pursuing MBA degree programme

5. Editor, Sunrise Magazine, Kampala, Uganda (1987- 89)

Duties: Founded, collected stories, sourced adverts, published and marketed a national inspirational magazine in the post war 1987 period

CONSULTING EXPERIENCE

GOVERNANCE AND INSTITUTIONAL DEVELOPMENT CONSULTANCY ASSIGNMENTS				
No.	Consultancy Assignment	Position	Period	Client
1	Consultancy to conduct a midterm governance and anti-corruption assessment of the Intergovernmental Fiscal Transfer Program (UgIFTPPforR).	Governance Consultant	February 2020	The World Bank
2	Consultancy Services for Development of Uganda's National Urban Policy, Strategic Urban Development Plan, Urban indicators data base, Information Education and Communication Strategy	Lead Consultant	June 2014	Ministry of Housing, Land and Urban Development funded by World Bank
3	Consultancy services for carrying out an Organization wide review of the Structure, process and operations of URSB	Human Resource Planning Expert	2016	Uganda Registration Services Bureau (URSB) funded by Private Sector Foundation/ World Bank
4	Consultancy Services for the Development of Independent Development Fund (IDF) Strategic Plan 2012- 17; 2012	Lead Consultant	2012	Independent Development Fund (IDF) funded by Democratic Governance Facility
5	Developed Training Plan and Change Management Materials for KCCA Quality Improvement plan 2011	Lead Consultant	2011	KCCA funded by World bank

6	Development of KCC's HIV/ AIDS Workplace Strategy. Funding from the World Bank	Principal Consultant	2011	KCCA funded by World Bank
7	Consultancy services for Development of Capacity Building Plan for the Diaspora Department of MOFA funding from United Development Programme (UNDP) 2010	Lead Consultant	2010	MOFA funded by United Development Programme (UNDP)
8	Consultancy Services for the Development of Inspectorate of Government (IG) Corporate and Development Strategic Plan (2009-2014)	Lead Consultant	2009	Inspectorate of Government Corporation funded by Department for International Development
9	Mid and End Term Evaluation of Cross – Cultural Partnership Against Torture in Uganda, Kenya, Ethiopia and Germany-	Lead Consultant	January, 2009	Africa Center for Treatment and Rehabilitation of Torture Victims (ACTV) funded by European Union
10	Consultancy Services for Assessment of the Capacity Building Inputs by Civil Society Capacity Building Programme	Lead Consultant	2008	Civil Society Capacity Building Programme funded by European Union
11	Training Needs Assessment of the Ministry of Lands, Housing and Urban development which has formed the basis of Capacity building program	Lead Consultant	2007	Ministry of Lands, Housing and Urban Development funded by World Bank

CONSULTANCY ASSIGNMENTS IN BASELINE AND EVALUATION STUDIES

1	Consultancy Services to conduct a Beneficiary survey for USAID/ Defeat TB Project in Kampala, Mukono and Wakiso	Monitoring & Evaluation Specialist	<u>January 2021</u>	University Research Co., LLC funded by United States Agency for International Development (USAID)
2	Consultancy services to conduct a study on the effectiveness of the community based employability skills training model in creating youth employment in Koboko.	Lead Consultant	<u>June 2020</u>	The Aga Khan Foundation (AKF) Uganda funded by European Union (EU) and The Aga Khan Development Network (AKDN)
3	Consultancy Services to Conduct a Mid-Line Evaluation – “ <i>East Africa Youth Inclusion</i> ” Program implemented in Uganda and Tanzania	Monitoring & Evaluation Specialist	<u>April 2019</u>	Heifer Project International (HPI) funded by MasterCard Foundation
4	Consultancy Services to Conduct an End-Line Evaluation – Peace Building And Inclusion for All in the Rwenzori Region (EIDHR 2015/365 – 252)	Monitoring & Evaluation Specialist	<u>October 2018</u>	ADD International Uganda funded by ADD International UK
5	Consultancy services to conduct an End	Monitoring	<u>November</u>	African Wildlife Foundation

	of Program Evaluation for African Wildlife Foundation – USAID/ Uganda Biodiversity Program	& Evaluation Specialist	<u>2017</u>	funded by United States Agency for International Development (USAID)
6	Consultancy to conduct a Baseline & Needs Assessment Study for the Functional Adult Literacy (FAL) Program	Lead Consultant	<u>2017</u>	The Aga Khan Foundation Uganda (AKFU)
7	End of Term Project Evaluation of MJAP HIV/AIDS programme.	Principal Consultant	<u>2017</u>	Makerere Joint Aids Programme (MJAP) funded by Center for Disease Control
8	End of Term Evaluation of the Governance, Leadership and Management Training (GLM) in Uganda-	Principal Consultant	April-October 2015	Ministry of Health (MOH) funded by Belgian Technical Cooperation
9	Mid Term Evaluation of Human Rights Project in Kenya and Uganda	Lead Consultant	June 2015	Africa Center for Treatment and Rehabilitation of Torture Victims funded by DGF
10	End of Project Evaluation For Nkozi Area Development Programme (ADP) in Uganda-	Principal Consultant	May, 2014	World Vision, Uganda funded by World Vision Australia
11	Mid Term Evaluation of the Strategic Programme Activities of ACTV Uganda	Lead Consultant	June 2015	Africa Center for Treatment and Rehabilitation of Torture Victims funded by DGF
12	Mid and End Term Evaluation of Cross – Cultural Partnership Against Torture in Uganda, Kenya, Ethiopia and Germany-	Lead Consultant	January, 2009	Africa Center for Treatment and Rehabilitation of Torture Victims, funded by European Union
13	End of Term Civil Society Capacity Building Programme (CSCB) in Uganda	Lead Consultant	May, 2008	Civil Society Capacity Building Programme
14	Mid and End of Term Uganda Gatsby Scholarship Evaluation Programme	Lead Consultant	October, 2008	Gatsby(U) Ltd funded by Ford Foundation
15	End Term Evaluation of the Nabagereka Development Fund (NDF) in Uganda	Lead Consultant	July 2007	Nabagereka Development Fund funded by Ford Foundation
16	Training in Monitoring and Evaluation for staff of Foundation for Human Rights (FHR) Uganda	Lead Consultant	April, 2007	Foundation for Human Rights
CAPACITY BUILDING CONSULTANCY ASSIGNMENTS				
1	Consultancy services to conduct a capacity building training in the areas of <i>Customer care, performance management, records management and financial budgeting for the Public sector.</i>	Lead Facilitator	December 2020	National Bureau for NGOs funded by Democratic Governance Facility (DGF)
2	Consultancy services to conduct an	Lead	August –	Strong Minds Uganda

	online/ E-Leadership and Supervisory Skills training for 22 Managers of Strong Minds Uganda. The training was conducted online and areas covered include; team building, effective leadership, effective delegation, effective supervisory skills, mentoring and coaching, management skills improvement, conflict management among others.	Facilitator	November 2020	(SMU)
3	Conducted a capacity building training for Board of Directors	Lead Facilitator	July 2020	Uganda Network of Young People Living with HIV/AIDS (UNYPA)
4	Conducted a Capacity Building training in Corporate Governance for the Board of Directors	Lead Facilitator	January 2020	Africa Center for Treatment and Rehabilitation of Torture Victims,
5	Conducted a capacity building training in the area of Team Building (indoor and outdoor team building) in Mbale District.	Lead Facilitator	October 2019	Equal Opportunities Commission (EOC)
6	Consultancy services to conduct a partnership review workshop/ meeting between two organizations implementing a project	Lead facilitator	February 2019	Send a Cow Uganda (SACU) & National Union of Women with Disabilities in Uganda (NUWODU)
7	Conducted a capacity building training in the area of Team Building (indoor and outdoor team building).	Lead facilitator	January 2019	Buwembo and Company Advocates (BCA)
8	Conducted a capacity building training in the area of Work Life Balance – Stress Management.	Lead Facilitator	January 2019	National Union of women with Disabilities in Uganda (NUWODU)
9	Consultancy services to conduct an annual Board Evaluation for the STF Board of Directors	Lead Consultant	December 2018	Straight Talk Foundation Uganda
10	Conducted a Governance workshop for the National Steering Committee	Lead Facilitator	October 2018	Sexual Reproductive Health and Rights (SRHR Alliance) Uganda
11	Conducted a capacity building training in the area of Team Building, Managerial Skills, and Leadership Development and Supervisory skills.	Lead Facilitator	March 2018	SENSE International Uganda
12	Capacity Building services for training of UNAD Board Members in Board Roles & functions, Conflict of Interest management, HR Planning, Managerial	Board Management Expert	December, 2017	Uganda National Association of the Deaf (UNAD)

	Skills, Resource Mobilization and			
13	Capacity Building services for Food Rights Alliance (FRA) Board members	Lead Facilitator	October 2017	Food Rights Alliance (FRA)
14	Capacity Building services for National Union of Women with Disabilities in Uganda (NUWODU) Board members, Management and its 14 DPOs	Lead Facilitator	September 2017	Send a Cow Uganda (SACU) funded by United States Agency for International Development/ USAID
15	Conducted a capacity building training in the area of Management, Leadership Development and Supervisory skills	Lead Facilitator	April 2017	SENSE International Uganda
16	Conducted a capacity building training in the area of Effective Public Relations and Customer Care Management	Lead Facilitator	April 2017	Allied health Professionals Council (AHPC)
17	Conducted a capacity building training in the area of Management, Leadership Development and Supervisory skills – <i>subcontracted by True North Consult Ltd</i>	Lead Facilitator	March 2017	RTI International – USAID
18	Conducted a Capacity Building Training in the areas Fundraising and Resource Mobilization.	Lead Facilitator	December 2016	World Wide Fund for Nature – UCO
19	Conducted a Capacity Building Training in the areas of Project Planning and Management, Resource Mobilization and Monitoring and Evaluation.	Lead Facilitator	November 2015	World Wide Fund for Nature – Kasese Field Office (WWF-KFO)
20	Conducted a Capacity Building Training in the areas of Financial Management, Report Writing, Resource Mobilization and Project Planning and Management.	Lead Facilitator	November 2015	World Wide Fund for Nature – Uganda Country Office (WWF-UCO).
21	Conducted a Leadership Training for the Human Rights Associations Leaders in the areas of Leadership and team building.	Lead Facilitator	September 2015	Foundation for Human Rights Initiative (FHRI)
22	Developed a Curriculum Manual for Leadership and Management Skills	Lead Facilitator	August 2015	Law Development Center
23	Conducted an Advocacy Training for - Energy and Climate Programme. The modules covered included; strategic communication, building networks and coalitions, monitoring impact of advocacy.	Lead Facilitator	May 2015	World Wide Fund for Nature – Uganda Country Office (WWF-UCO)
24	Conducted a Customer Care Trainings	Lead	April –	AIDS Healthcare

	for staff in Kampala, Masaka, Lukaya, Tororo and Soroti	Facilitator	May 2015	Foundation – Uganda Cares
25	Conducted Training in Performance Management and Developing Appraisal Systems	Lead Facilitator	May 2015	Central Broadcasting Services (CBS)
26	Conducted Training in Management and Monitoring and Evaluation.	Lead Facilitator	December 2014	World Wide Fund for Nature – Uganda Country Office (WWF-UCO)
27	Conducted training in Performance Management for Local Rights Programme (LRP) Coordinators.	Lead Facilitator	November 2014	Action Aid Uganda (AAU)
28	Conducted a two days training in team building for the Pathology department staff of Mulago Hospital and Makerere University.	Lead Facilitator	May 2014	Pathology department of Mulago Hospital
29	Led a two days training in Management Skills Improvement.	Lead Facilitator	April 2014	Multi-Konsults Ltd.
30	Carried out half day workshop in Sales Management	Lead Facilitator	Jan 2014	FINCA Uganda Ltd (MDI)
31	Carried out a two day workshop in Management Skills Improvement	Associate Consultant	2013	Altus Consult.
32	Conducted a one day workshop on Effective Communication and Customer Care for	Lead Facilitator	2013	Profiles International Uganda
33	CME conducted a Leadership and Financial Management workshop	Lead Facilitator	2013	Forum for Democratic Change
34	Conducted a Corporate Governance Workshop for. 2013	Lead Facilitator	2013	Agency for Integrated Rural Development – AFIRD
35	Conducted a three day Performance Management and Customer Care Workshop	Lead Facilitator	2012	Heifer International
36	Conducted a Project Planning and Management Capacity Building Workshop	Lead Facilitator	2012	PLAN Chapter Uganda
37	Conducted a one week Resource Mobilization Workshop	Lead Facilitator	2011	Scripture Union
38	Trained over 21 staff members of Buganda Land Board in Management Skills Improvement Workshop	Lead Facilitator	2010	Buganda Land Board
39	Conducted a Leadership development workshop for Foundation for Human Rights Initiative (FHRI)	Lead Facilitator	2009	Foundation for Human Rights Initiative (FHRI)
ORGANISATION DEVELOPMENT AND HUMAN RESOURCE ASSIGNMENTS				
1	Consultancy services for the development of HR manual and related	Lead Consultant	<u>October 2020</u>	Reproductive Health Uganda (RHU)

	policies, financial manual and related policies, ICT manual and policies and Programme manual.			
2	Consultancy services to align the NPA Strategic Plan and Organogram	Lead Consultant	<u>January 2019</u>	National Population Council (NPC)
3	Consultancy services to review and update the ACTV Finance Manual and Human Resource Manual, develop the Program Manual, Risk Management Policy, Security Policy and Communication and Advocacy Policy.	Lead Consultant	<u>April 2018</u>	African Centre for Treatment and Rehabilitation of Torture Victims (ACTV)
4	Consultancy services to conduct an Organizational Capacity Assessment for SACCOs and MFIs.	Project Manager	<u>March 2018</u>	Habitat for Humanity Uganda (HFHU) funded by Democratic Governance Facility (DGF)
5	Consultancy Services to Conduct a Comprehensive Job Analysis and Evaluation, Development of Job Descriptions, Conduct a Salary Survey and Complete the Middle and Operational Level Organogram for MSU and MSIU	Lead Consultant	<u>January 2018</u>	Marie Stopes Uganda (MSU) and Marie Stopes International Uganda (MSIU)
6	Consultancy Services to Revise the National Drug Authority Job Descriptions as per 16 th March, 2017 Organogram.	Principal Consultant	2017	Uganda National Drug Authority (NDA)
7	Consultancy Services to conduct an Organizational Assessment for RHU	Lead Consultant	2017	Reproductive Health Uganda (RHU)
8	Consultancy Services to review the proposed NDA Organogram and formulation of Job Descriptions.	Principal Consultant	2016	Uganda National Drug Authority (NDA)
9	Consultancy services for carrying out an Organization wide review of the Structure, process and operations of URSB	Human Resource Planning Expert	2016	Uganda Registration Services Bureau (URSB)
10	Executive Recruitment of Operations Manager for Kampala Imaging Center, Uganda's leading provider of Radiotherapy	Lead Consultant	June, 2016	Kampala Imaging Center
11	Development of a Human Resource Manual and Job Description of Kampala Imaging Center, one of Uganda's leading provider of Radiotherapy	Lead Consultant	May 2016	Kampala Imaging Center
12	Developed a Comprehensive Human	Lead	Novemb	Community Health

	Resource Manual for Community Health Alliance Uganda (CHAU)	Consultant	er 2014.	Alliance Uganda (CHAU)
13	Carried out Executive Recruitment and Selection for Uganda Water and Sanitation NGO Network	Lead Consultant	2013	Uganda Water and Sanitation NGO Network
14	Developed Job Description and Performance Appraisal Tool for National Planning Authority (NPA), 2012	Lead Consultant	2012	National Planning Authority (NPA)
15	Consultancy Services for Development of Human Resource Manual, Job evaluation, salary survey and Organisational Structure Review	Lead Consultant	2013	Joint Medical Stores
16	Training Needs Assessment of the Ministry of Lands, Housing and Urban development which has formed the basis of Capacity building program	Lead Consultant	2007	Ministry of Lands, Housing and Urban Development funded by World Bank
17	Salary Survey for African Centre for Treatment & Rehabilitation of Torture Victims	Lead Consultant		ACTV
18	Developed Training Plan and Change Management Materials for KCCA Quality Improvement plan 2011	Lead Consultant	2011	KCCA
19	Development of KCC's HIV/ AIDS Workplace Strategy. Funding from the World Bank	Principal Consultant	2011	KCC
20	Organizational re-structuring, Job Evaluation and Salary Survey for Pride Micro Finance 2011	Principal Consultant	2011	Pride Micro Finance
21	Consultancy Services for a functional Analysis, Organizational re-structuring and Job Grading for Uganda Bureau of Statistics 2011	Principal Consultant	2011	Uganda Bureau of Statistics
22	Carried out a Human Resource Training workshop for Habitat for Humanity 2010	Lead Consultant	2010	Habitat for Humanity
23	Consultancy services for Development of Capacity Building Plan for the Diaspora Department of MOFA funding from United Development Programme (UNDP) 2010	Lead Consultant	2010	MOFA
CONSULTANCY ASSIGNMENTS IN STRATEGIC & BUSINESS PLANNING				
1	Consultancy Services to Develop the Ophthalmology Department of Makerere University and Mulago Hospital Strategic Plan (2020-2025)	Lead Consultant	January 2020	Ophthalmology Department of Makerere University and Mulago Hospital

2	Consultancy services to Develop a Resource Mobilization Strategy for WWF-UCO	Lead Consultant	June 2017	World Wide Fund for Nature – Uganda Country Office (WWF-UCO)
3	Consultancy Services to Develop the ACTV 2016-2020 Strategic Plan and review of the 2011-2015 Strategic Plan	Lead Consultant	November, 2015	ACTV
4	Consultancy Services for the Development of Cheshire Services Uganda Country Strategic Plan 2015-20; October 2015.	Lead Consultant	October 2015	Cheshire Services Uganda
5	Consultancy Services for Development of Kampala Imaging Center Strategic Plan 2016-2020	Lead Consultant	May 2015	Kampala Imaging Centre
6	Consultancy Services for Development of Namagunga Primary Boarding School Strategic Plan (NPBS) 2016- 20	Lead Consultant	June, 2015	Namagunga Primary Boarding School
7	Consultancy Services for Development of Community Health Uganda Strategic Plan 2014-19 and Resource Mobilisation Strategy;	Lead Consultant	December 2014	Community Health Alliance Uganda
8	Consultancy Services for Development of Uganda's National Urban Policy, Strategic Urban Development Plan, Urban indicators data base, Information Education and Communication Strategy	Lead Consultant	June 2014	Ministry of Housing, Land and Urban Development
9	Consultancy Services for Development of the Strategic and Investment Plans for Arua and Fort Portal Regional Referral Hospitals; November, 2013	Lead Consultant	December 2014	Ministry of Health
10	Consultancy Services for the Development of Independent Development Fund (IDF) Strategic Plan 2012- 17; 2012	Lead Consultant	2012	Independent Development Fund
11	Consultancy Services for the Development of Association of Private Sector Development Companies in Uganda (APSDCU) 2009-11;	Lead Consultant	November 2008	Association of Private Sector Development Companies in Uganda
12	Consultancy Services for the Development of Inspectorate of Government (IG) Corporate and Development Strategic Plan (2009-2014)	Lead Consultant	2009	Inspectorate of Government Corporation
13	Consultancy Services for the Development of Kitua Cha Katiba 2011-16; November 2011	Lead Consultant	November 2011	Kitua Cha Katiba

14	Consultancy Services for the Development of Uganda Small Medium Enterprise (SME) Forum Strategic Plan 2007-11;	Lead Consultant	January 2007	Small Medium Enterprise
15	Consultancy Services for the Development of Uganda Women Writers Association Strategic Plan 2007-11;	Lead Consultant	June 2007	Uganda Women Writers Association

EDITORIAL/ REVIEW POSITIONS

Editor, Journal of Economics and Management

PROFESSIONAL TRAINING

1. "Building Institutional Capacity for Training Leadership and Management of Ugandan Universities," June 2011- December 2012, Kampala, Uganda
2. "Enhancing Governance of the Human Development Sectors in Eastern and Southern Africa," World Bank Institute, August 5-7 2009, Nairobi Kenya
3. "Conflict Analysis and Early Response Training of Trainers, United Nations Development Programme," May- June 2004; Kampala, Uganda
4. Pilot Workshop on Local Government Leadership for Eastern and Southern Africa Sub Region, May- June, 2003, Mombasa, Kenya
5. Strengthening of Urban Management (East Africa) and Effective Urban Management for Service Delivery, May 5- 9th 2003, Kampala Uganda
6. 5th intergovernmental Fiscal Relations and Local Public Finance for Poverty Reduction, World Bank Institute; 7- April, 2003; Kampala, Uganda
7. "Improving Policy and Law Making in Uganda" Center for Business Studies, US; November 2012
8. "Developing and Sustaining Conflict Management Systems," United Nations Department of Economic and Social Affairs, US; April 2002
9. Pedagogy Training, Uganda Management Institute, 2011
10. "Training of Trainers" Department for International Development, May, 1998
11. "Integrating Gender into the Project Cycle" Makerere University, May- June 1996

HONOURS AND AWARDS

Teaching the Practice of Management, 2006/7; Human Resource Managers Association

COMMUNITY RESPONSIBILITIES

1. Member, Board of Directors, Viva Academy, Jinja (2018-to date)
2. Member, Crosso International Advisory Board (2018- to date)
3. Member, Board of Directors, Habitat for Humanity (Uganda) 2002-2016

4. Member, Board of Directors, Uganda Human Resource Managers Association (2005-10)
5. Member, Governing Council, Uganda Management Institute (2007-2011)
6. Member, Rotary Club (Kampala West) 2002- to date

MEMBERSHIP OF PROFESSIONAL BODIES

Uganda Human Resource Managers Association
Uganda Association for Monitoring and Evaluation

TEACHING AND LECTURING COURSES			
INSTITUTION	COURSES	PROGRAMME	Average class
Uganda Christian University (UCU)	General Management	MBA	50
	Strategic Management	MBA	50
Uganda Management Institute (UMI)	Managerial Skills Improvement Project Management	PGDM/ PGDHRM/ PGPAM	100
Makerere University	MBA	Strategic Management	50
	MA	Gender in Management	50
	BBA	Management	200

RESEARCH SUPERVISION			
SN	NAME	INDEX/ YEAR	RESEARCH TOPIC
UCU MASTER OF BUSINESS ADMINISTRATION (MBA)			
1.	Nakityo Medinah	2020	<i>Mobile Money Services and Growth of Small Medium Enterprise in Mukono Municipality</i>
2	Apoto Florence	S16M15/027	<i>Performance Contracting and Employee Performance: A Case Study of Kaabong District Local Government.</i>
3	Ndani Brian	EJ17M15/006	<i>Factors Influencing Strategy Implementation in an Organization: A Case Study of Nile Fiberboard Ltd.</i>
4	Namanya Innocent	S16M15/012	<i>The Influence of Brand Elements on Consumer Purchase Decisions: A Case Study of Nile Breweries Ltd.</i>
UMI MASTERS IN MANAGEMENT/ MBA STUDENTS			
5	Doreen Adong	2013	<i>The role of Leadership Styles on Employee Performance in Internet Service Business in Uganda: study of INFOCOM.”</i>
6	Mary Lumu	2013	<i>Impact of Supply Chain Management on Organizational Performance: Case Study of Pearl Engineering Company Limited.”</i>
7	Namayanja Agnes	2012	<i>Analysis of Factors Influencing the performance of Pension Schemes: A Case of Uganda’s Public Service</i>

RESEARCH SUPERVISION			
SN	NAME	INDEX/ YEAR	RESEARCH TOPIC
			<i>Pension Scheme.</i>
8	Lutaaya Joseph	2012	<i>Factors affecting Effective Project Quality Management in Beverage Manufacturing Industries in Uganda: A Case of Crown Beverages Limited.</i>
9	Kyetume David	2011	<i>Teamwork and Service Delivery in Local Governments of Uganda: A case of Masindi Town Council, Masindi District.</i>
10	Kyohairwe Margaret	2010	<i>Organizational Factors and employee retention in parastatal organizations: A case of National Forest Authority.</i>
11	Nakiyembe Jenipher	2010	<i>Stakeholder Management and Service Delivery in Kitgum District.</i>
12	Ikemere Deogratius	2009	<i>“Performance of Public Corporations: A case of Medical Stores.”</i>
13	Adrian Beinebyabo	2007	<i>Corruption and Service Delivery: The Case of Uganda’s Police Force.</i>
14	Kajungu Rehema	2007	<i>Challenges of Planning and Implementation of District Health Plans in a Decentralized System: A case of Wakiso District.</i>
UCU BACHELOR OF BUSINESS ADMINISTRATION UNDERGRADUATE STUDENTS			
15.	Twinamasiko Jackline	2020	<i>Tax Compliance and Domestic Revenue Collection in Uganda: A case Study of Uganda Revenue Authority, Mukono</i>
16.	Nakagwa Sandra	2017	<i>Tax Contribution of Market Research Towards Organization’s Sales performance: A case Study of Movit Production.</i>
17.	Nakato Rachael	2017	<i>The Effect of E- Procurement Practices on Effective Procurement in Organizations: Case Study of Umeme</i>
18.	Etipette Peter	2017	<i>The Effects of Advertisement on Sales Volume of an Organization: Case Study of Africel Telcom, Bugiri Branch</i>
19.	Amviko Gloria	2017	<i>The Impact of Internal Audit on the Financial Performance of Business Entities: Case Study of Financial Audit Department, Uganda Revenue Authority, Nakawa Main Branch</i>

RESEARCH SUPERVISION			
SN	NAME	INDEX/ YEAR	RESEARCH TOPIC
20.	Wafula Charles	2017	<i>The Impact of Group Lending on Performance of loans in Financial Institutions: Case Study of Pride Micro Finance Uganda Limited, Mukono</i>
21	Irene Ntono	2017	<i>The Effect of Interest rates in the growth of SMES: Case study of Kame Vally Market Central Division</i>
22	Kyofuna Hannah	S15B05/316	<i>The Role of Inventory Management Practices and the Performance of a Firm: A Case Study of Kinyara Sugar Ltd Masindi District.</i>
23	Magole Faith	S15B05/472	<i>The Influence of Digital Advertising on Sales of a Product: A Case Study of Crown Beverage Ltd. Kawempe Division.</i>
24	Kusuro Sandra	S15B05/333	<i>Effect of Credit Policy on the Performance of Microfinance in Uganda: A Case Study of Pride Microfinance Mukono.</i>
25	Mahirwe Jenipher	S15B05/432	<i>The Factors Influencing Financial Performance of Saving and Credit Cooperative Societies: A Case Study of Uganda National Police Exodus.</i>
26	Lazea Ivy	S15B05/366	<i>The Role of Marketing Strategies in the Development of Small and Medium Enterprises: A Case Study of SME's in Central Division Kampala.</i>
27	Kwiririza Teddy	S15B05/334	<i>The Relationship Between Quality, Price and Consumer Demand for Consumable Products in Mukono (Kiko) Market.</i>
28	Isiko Gerald	AS12B05/279	<i>Dropout of microfinance institution clients: case study of Bugiri-Naluwerere Town Council.</i>
29	Awio Jasper Area	BS12B05/063	<i>Loans and Small Scale Business In Major Urban Centers of Uganda: case Study of Lira Municipality – Lira District.</i>
30	Kamukama Gloria	BS12B05/321	<i>Effect pf Corporate Governance on Organizational Performance in Uganda: A case study of National Social Security Fund in Kampala District.</i>
31	Ainamaani Mark	BS12B05/017	<i>An Assessment of the Role of Records Keeping on the Growth of Small and Medium Enterprises (SMEs).</i>
32	Arthur Karamagi	AS12B05/322	<i>The role of Professional Accounting in the Financial Performance of an Organization: A case Study of Western Uganda Cotton Co. Ltd. Kasese District.</i>

REFERENCES

1. Dr John Senyonyi, Former Vice Chancellor, Uganda Christian University
2. Dr John Kiyaga Nsubuga, Former Direct General Uganda Management Institute
3. Dr John Kagume, Deputy Executive Director, National Council for Higher Education