



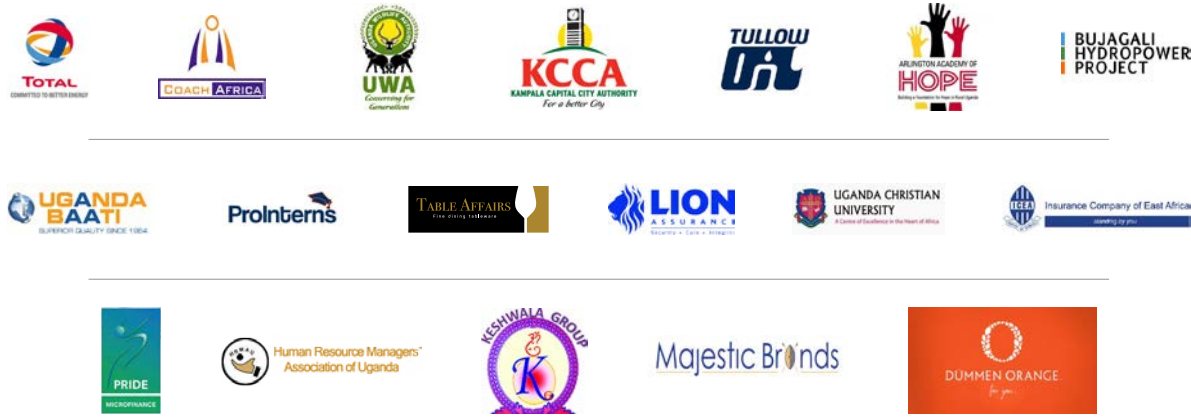
IWC

Anchored

Institute of Work Culture and Ethics



OUR CLIENTS



WHY PARTNER WITH IWCE

- We are currently the authority in attitude change and character development interventions for WCE.
- We have evidence-based programs that have been tried and tested in Uganda.
- We are in it for the long-haul.
- Many other options have not worked – why not try something new?!

VISION

Optimal value for money to stakeholders.

MISSION

We nurture leaders and facilitate leadership in work culture and ethics.

VALUES – L.E.A.D

Learning • Ethics
Apt attitudes • Delivering results



OUR INSPIRATIONS

- Uganda's past legacy of excellence and hospitality.
- A large number of creative (record-holding) youths.
- The outcry from employers regarding low productivity of the working population.
- The national crisis with deteriorating work ethics.



MAINSTREAMING WCE IN ORGANIZATIONS

The program strengthens organizations' abilities to nurture and sustain ethical work practices.

Core Target Group:

- Public sector
- Private sector
- Development sector

Areas of Focus:

- Systems, policies, and procedures to support WCE.
- Equipping leaders (Board, top and middle mgt.) to support WCE.
- Change management.

Process:

- Diagnostic study

(status of WCE)

- Organization & people devt. recommendations
- I-Day governance retreat - WCE
- Launch of WCE program (orgn. & pple devt.)
- Implementation and M&E.

Performance Indicators:

- Establishment of systems as recommended.
- Performance against the WCE standards
- Value addition in quality and quantity of results.

Duration: 3 to 12 months depending on size, complexity and situation of the institution



WCE FOR BOARDS AND TOP LEADERSHIP

The program facilitates leaders to set direction and inspire themselves and others to embrace WCE.

Core Target Group:

- Board members
- Top management

Areas of Focus:

- Top leadership buy-in.
- Articulating, positioning and direction for WCE.
- Equipping top leaders to actively support WCE.

Content:

- Review of mandate, roles and responsibilities (WCE)
- WCE in relation to strategic intentions.

- Building a case for change (Individual and Organization)
- Articulating: What, Why and WCE goals.
- Assignment of resources for the WCE program.

Performance Indicators:

- Clarity of WCE related vision and policies
- Visibility of top leadership's support
- Availability of resources for WCE program.

Duration: I-Day Workshop and thereafter WCE a standard board agenda item for 1yr.



WCE FOR MANAGEMENT

The program facilitates managers' buy-in; equips them to effectively implement the WCE policies & procedures; and supports them to implement the WCE Program recommendations.

Core Target Group:

- Middle management
- Heads of units

Areas of Focus:

- Understanding of the case for change, WCE policies and program.
- Equipping management to implement the WCE program.
- Change management skills and competences

Content:

- The case for change.
- Review of policies and

approval of Program.

- Setting WCE goals.
- Developing change and strategic plan for WCE across the organization.
- Review and approval of M&E and reward system.
- Strategic influencing skills & emotional intelligence.

Performance Indicators:

- Degree of alignment of intentions across the structure.
- Level of implementation of Organization WCE Program.

Duration: 2-Day Workshop and thereafter 1-hr progress review every month



WCE TEAM RETREATS

The program sensitizes staff about the 'what', 'why', and 'how' of WCE Program; engineers buy-in at team and individual levels; and builds excitement around the implementation of WCE activities.

Core Target Group:

- All staff within their working units or departments.
- Managers open the sessions.

Areas of Focus:

- Building a sense of urgency.
- Customizing implications to team and individuals.
- Attitude change, reframing mental models.
- Clarifying way forward with WCE Program.

Content:

- Overview of customized

- case for change, key WCE policies, program, M&E and reward system.
- Interpreting WCE at team level; W.I.I.F.M?
- Team goals and plan of action.

- Emotional intelligence
- Team building activities across the 2 days.

Performance Indicators:

- Staff perceptions and attitudes towards WCE
- Level of implementation of team WCE plan of action.

Duration: 2-Day Workshop and thereafter 30-min. progress review every week



SPECIAL PROGRAMS

1. MILLENNIALS:
Harnessing potential
and creativity

2. GAME CHANGER:
A weekend away to revitalize

**3. 3 WEEK WCE GLOBAL
CITIZENSHIP BOOT
CAMP**



Dr. Norah Njuba Bwaya
Founder and Board
Chairperson



Sam(son) Bwaya
Executive Director



**Dr. Sylvia
Nanyonga-Tamusuza**
Director



Parity Twinomujuni
Director



Hannah N. Owot
Consultant



Rhona Nantege
Consultant



**Richard
Sebastian Ssebaggala**
Consultant

OUR TEAM



OUR APPROACH



Anchored

Institute of Work Culture and Ethics

Plot 7-9, Hillview Apartments, Clement Hill Road

P. O. Box 12747, Kampala, Uganda

Tel: (+256) 414 373 549

Mob: (+256) 772 481 190 / 752 262 335

Email info@iworkculture.com

Web: www.iworkculture.com

