



# IUM

THE INTERNATIONAL  
UNIVERSITY OF MANAGEMENT

## IUM Alumni e-Focus



*Prof. David Namwandi*  
*IUM Founder and Chairperson of the Governing Council*

### KEYNOTE ADDRESS AT THE OFFICIAL OPENING OF IUM ACADEMIC YEAR 2024

In his keynote address during the official opening of the academic year on 7 March 2024, under the theme ***“The Year of Diligence and Concerted Efforts Towards Achieving our Set Goals”***, the Founder highlighted that IUM’s concerted efforts is to transform its graduates in order for them (graduates) to transform the world. He emphasized that the world needs transformation technologically, socially and academically sound professionals. Since the establishment of IUM in 1994, it has achieved its set goals towards transforming and graduating 34,000 IUM alumni who make an impact in their respective career paths in their respective societies.

***Prof. David Namwandi’s philosophy***  
***“To Create a Nation of Great Thinkers and Achievers”.***

The Founder welcomed the new students and informed them that IUM is dedicated to its people’s future. It is a university which mold young people’s talent, igniting mind sets in terms of problem solving skills, decision-making, analytic reasoning, creativity, innovation, coming up with new ideas, communication and emotional intelligence.

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### EDITORIAL DESK

**Ms. Taleni Matheus**  
IUM Alumni Relations Events Officer

**Dr. Frieda Shimbuli**  
Consultant: IUM Alumni Relations

**Prof. Kingo Mchombu**  
Advisor to the Founder & Governing Council

IUM is relatively a young institution of higher learning which just turned 30 years old in 2024. The 30-year experience was “not a walk in the park”. It was a period of challenges, trials and tribulations. IUM has a remarkable resilience. IUM managed to successfully adapt to stressors generated by the environment. However, IUM maintained its psychological balance of well-being and continue to reach its educational goals. Certainly, IUM has grown in leaps and bounds for future generations to come.

The Founder re-assured the stakeholders that IUM is guided by a strong vision, mission, values and strategic direction which has remained the focus and future direction of IUM consistent since its inception. He further emphasized that all lecturer and professors should follow the vision, mission, values and strategic goals since these are the building blocks of IUM in realizing future developments. In addition, he reflected on professionals to be selfless and people centered this include student centeredness. Also, student-centered learning process should be realized and teaching professionals should put students at the center of the learning process to ascertain knowledge.

In terms of infrastructure development, the Founder applauded the progress made by IUM. At Swakopmund, the construction of the Research, Training and Conference is underway. This facility will offer opportunities for the youth, researchers and trainers alike. At Eenhana, a brand new state of the art campus construction is also underway. The Founder mentioned that the plans for the Okahao town and expansion of the Ongwediva northern campus are at an advanced stage. At Dorado Park Main Campus, within a short period of time, the IUM radio station will be realized. This radio station will have the task of telling the story of IUM and to providing relevant information on education in general but also giving entertainment content as well as news. Students, lecturers and professors will have ample opportunity to air their views, conduct debates and share their expertise with the public.

The Founder addressed the lecturers, returning students and new students. The Founder made it very clear "We promise not to back slide but to deliver and deliver. However, please do your part. We declared zero tolerance on laxity, indiscipline, plagiarism and all sorts of dishonesty. Be as original as you were when you came and leave here as your original, authentic

self. The University's name and reputation shall only be enhanced once you adhere to all rules and regulations of the University. If others did it, why can't you? Of course you can! It is my prayer that you meet us halfway as that is the only sure way for us to achieve what we set ourselves to achieve".

For IUM as an institution of higher learning which has university status, research and innovation, teaching and learning and community engagement continue to be our core business. In the same vain, the Founder call upon the administrative and academic staff to provide excellent service delivery in line with this year's theme.

As it is customary at IUM academic official opening, the Founder requested the students to take IUM pledge.

#### **IUM NEW STUDENT PLEDGE**

*"I pledge myself to work as an individual and as a member of a team, to the limit of my God given capacity.*

*I will work for superior achievement; I reject the idea of failure. I will study to be a creator of work and wealth. So help me God."*

### ***"The Year of Diligence and Concerted Efforts Towards Achieving our Set Goals"***



*IUM Students' Representative Council at the Official Opening of the Academic Year, on 7th March 2024, Main Campus Dorado Park Windhoek*

**IUM NKURENKURU CAMPUS THE HEARTBEAT OF KAVANGO WEST**



**MS. Victoria Hakandume**  
*Acting Director: IUM Nkurenkuru Campus*

**INNOVATION AND EXCELLENCE IS AT THE HEART OF EDUCATION**

The Nkurenkuru Campus represents a pivotal force in the educational landscape of the Kavango West Region. Since its establishment in 2015, the campus has transcended its humble origins to emerge as a beacon of learning, innovation and community engagement. Also, the student body has grown from 80 in 2015 to an impressive 2,236 in 2024. The campus stands as a testament to our dedication to providing accessible, quality education.

The Nkurenkuru Campus of the International University of Management (IUM) has taken center stage in taking education to the heartbeat of Kavango West. It offers various qualifications approved by the qualifications Namibia Qualifications Authority (NQA) from certificate level to degree qualifications.

Driven by a commitment to developing quality human capital, IUM Nkurenkuru Campus nurtures a culture of innovation, creativity, and entrepreneurship. Its educational philosophy not only equips students with knowledge but also empowers them to become catalysts for change in addressing global and regional challenges.

**BEYOND ACADEMIA: CULTIVATING A VIBRANT CAMPUS LIFE**

At IUM Nkurenkuru campus, education extends beyond the classroom. We believe in the holistic development of our students, offering a range of extracurricular activities, including sports, cultural festivals, and music competitions. These initiatives foster a sense of community and teamwork, while also allowing students to explore their passions and talents.

**PHILOSOPHY AND PROGRAMMES: EMPOWERING FUTURE LEADERS**

The Nkurenkuru campus of IUM stands as a symbol of growth, innovation, and a deep-rooted commitment to social responsibility. It is a place where students not only receive world class education but developed their career paths to become responsible leaders of Namibian. The teaching methodologies are as diverse as our programs, with full-time, part-time, and blended options available, all supported by the advanced IUM-Moodle Learning Management System (LMS). This flexibility ensures that every student can find a path that suits their individual learning style and life circumstances.

**COMMUNITY ENGAGEMENT: A COMMITMENT TO SOCIAL RESPONSIBILITY**

Our campus is deeply intertwined with the local community, leading and participating in initiatives aimed at societal betterment. From environmental clean-up campaigns to awareness drives on teenage pregnancy and contributions to regional development meetings, our students and staff are actively involved in making a tangible difference. Our dedication to social responsibility also extends to supporting disadvantaged community members through donations and empowerment programmes.



*Ms. Victoria Hakandume, Acting Director: Nkurenkuru Campus with her staff members*

## THE 32ND ANNUAL CONFERENCE OF THE SOUTHERN AFRICAN ASSOCIATION FOR RESEARCH IN MATHEMATICS, SCIENCE AND TECHNOLOGY EDUCATION

The 32nd Annual Conference of the Southern African Association for Research in Mathematics, Science and Technology Education (SAARMSTE) took place at the International University of Management (IUM), Dorado Park main campus in Windhoek on the 16th to 18th of January 2024, under the theme "Rethinking Relevant Research in Mathematics, Science and Technology Education for the 4th Industrial

Revolution". The conference was a collaboration of universities from across the globe. It consisted of plenary sessions, paper sessions and symposiums in Mathematics, Science and Technology Education. The conference was informative, educative and thought provoking. It provided a better understanding of STEM studies in research.



At the SAARMSTE conference from left to right is Dr. Tuulsi Molar, President of SAARMSTE, Honorable Nathalia !Goagoses, Deputy Minister of Higher Education, Technology, and Innovation, Hon. Dr. Netumbo Nandi-Ndaitwa, Deputy Prime Minister and Minister of International Relations, Prof. David Namwandi, IUM Founder and Chair of the Governing Council and Hon. Anna Nghipondoka, Ministers of Education Arts and Culture



*Dr. Tuulsi Morar, SAARMSTE President*

"I am pleased to welcome you to the 32nd Conference of the Southern African Association for Research in Mathematics, Science and Technology Education in Windhoek, Namibia, The Land of the Brave. It is the very first time in the history of SAARMSTE conferences that we have so many institutions collaborating with the host.

To the host, The International University of Management (IUM), we wish to express our sincere gratitude and appreciation for organising and planning the conference together with collaborators University of Namibia (UNAM), Namibia University of Science and Technology (NUST), Ministry of Higher Education, Technology and Innovation, Ministry of Education, Arts and Culture and National Commission on Research Science and Technology (NCRST)".



*Hon. Netumbo Nandi-Ndaitwah, Vice-President of Namibia*

"The 4th industrial revolution demands a workforce that is not only proficient in Science, Technology, Engineering and Mathematics (STEM) subjects but also capable of adapting to rapid changes and technological innovations. Our research efforts must focus on developing new academic methods, integrating technology into our curricula and addressing the disparities in access to STEM education.

We need to focus with deep understanding of our communities, historically and traditionally in order to address the real problems to achieve the intended goals in our developmental agenda. In order to thrive in the 4th industrial revolution, we must rethink and revolutionise our approach to mathematics, science, and technology education".

## ONE OF THE SAARMSTE CONFERENCE 2024



Ms. Victoria Nepembe

Ms. Victoria Nepembe is a final year Ph.D. student at Rhodes University in South Africa. She was one of the presenters at the 32nd SAARMSTE Conference held in Namibia on 16-18 January 2024. The conference was held at the International University of Management (IUM) in Windhoek. Her presentation focused on her dissertation.

**ABSTRACT**

#### Evolution of Instructors' TPACK Vocational Training Centres: A Multi-Case Study

In contemporary society and vocational classrooms, technology is widely utilized, and the belief in its transformative potential in vocational education is steadily growing. The integration of technology in vocational education, particularly in developing nations like Namibia, places a significant responsibility on instructors to continually develop and enhance their technological competencies.

This aligns with existing literature suggesting that effective integration of technology into vocational education environments is essential for achieving desired educational outcomes. Consequently, instructors need to cultivate and possess Technological Pedagogical Content Knowledge (TPACK) to effectively utilize technology in teaching and learning processes.

To incentivize technology integration among instructors, the Namibian Ministry of Education introduced various initiatives such as the national ICT in education policy in 2005, as well as programs like the International Computer Driving License (ICDL), Education and Training Sector Improvement Program (ETSIP), and Tech/NA! ICT Implementation Plan. Furthermore, numerous workshops have been conducted to support instructors in upgrading their technological skills and knowledge. This study aimed to explore how instructors develop their proficiency in teaching with technology, to promote a deeper integration of technology into vocational education. Employing a qualitative multi-case research design rooted in the interpretive paradigm, the study drew upon the TPACK framework and Self-directed learning theory.

Six cases from different vocational centers in Namibia were purposefully selected as participants. Data collection methods included questionnaires, semi-structured interviews, focus group discussions, and observation. Thematic analysis, supported by

Nvivo software, was utilized to identify patterns, codes, and themes within the dataset.

The study findings confirmed the common assumption that there is a limited understanding of TPACK among educators. However, it also revealed that despite this limited understanding, vocational teachers/instructors are autonomously integrating technology into their teaching practices, often without formal guidelines, and are cognizant of the knowledge they develop through this process.

**SAARMSTE**Southern African Association for Research in  
Mathematics, Science and Technology Education

## SAARMSTE 2025 CONFERENCE ANNOUNCEMENT

# 33RD CONFERENCE OF THE SOUTHERN AFRICAN ASSOCIATION FOR RESEARCH IN MATHEMATICS, SCIENCE AND TECHNOLOGY EDUCATION

TO BE HOSTED BY:  
NORTH-WEST UNIVERSITY AND  
SAARMSTE NORTH WEST  
CHAPTER, SOUTH AFRICA

FOR MORE INFORMATION CONTACT :  
[WWW.SAARMSTE.ORG/CONFERENCE](http://WWW.SAARMSTE.ORG/CONFERENCE)

MY LEADERSHIP JOURNEY

BY

LLOYD SIKEBA



Lloyd Sikeba, IUM Alumni, Class of 2021

My leadership journey has been a rewarding experience. As a TEDx speaker, writer, facilitator/MC, keynote speaker, effective coach, men/boy child advocate and mentor, debate coach, human rights and international relations advocate, mental health advocate and producer, my journey in leadership has been multifaceted and deeply rewarding. It has been a journey fueled by my passion, purpose for serving communities, youth, and elders, driven by a desire to find solutions to both complex and simple problems.

My involvement in debate, sports, public speaking and leadership programmes from a young age laid the foundation of what I am today. I obtained my honors Degree in Finance Management. Currently I am working towards my Master's degree in International Relations, Diplomacy and Management. In addition, I became a certified effective coach through Toastmasters International. Over the years, I have developed and participated in a variety of leadership training programmes aimed at

empowering individuals and organizations. From leadership development programmes to team-building, character management to mental health and emotional intelligence training, my goal has always been to equip people with the skills, knowledge, creativity, wisdom, and principles needed for success and to transform their environment into positive places to grow.

Throughout my journey, I have learned invaluable lessons that have shaped my approach to leadership. Key among these are empathy, effective communication, approachability, unwavering ethics, the ability to inspire others, a positive outlook and putting God first. I have discovered that effective leadership is not just about managing tasks but about genuinely caring for others, leading by example, and fostering a culture of collaboration and respect.

In today's ever-changing landscape, emerging trends and challenges in leadership development require adaptability, sound decision-making, and proactive strategies. My commitment to continuous learning and staying abreast of these trends positions me as a catalyst for positive change and organizational success.

In conclusion, my journey in leadership has been driven by a love for serving others and a dedication to continuous growth and development. As I continue to empower individuals and organizations through leadership training, I remain committed to fostering a culture of excellence, compassion, and inclusivity in all that I do.



Mr. Lloyd Sikeba facilitating IUM SRC leadership training workshop in Windhoek at Palm Hotel 2024

PROFESSIONAL ACHIEVEMENTS

- Youth Representative Speaker for the Human Rights Indaba organized by the South African High Commission in Namibia (2023)
- TEDx Speaker at the University of Namibia (2022)
- Member of the Higher-Education Inter-Agency Technical Committee on Acquisition of Online Devices, Software and Distribution (2020-2021)

LEADERSHIP ROLES

- Healing Vocals Choir - Chairperson (2023)
- Talks of Reality (TOR) Namibia Country Director (2021)
- Former IUM SRC President (2019-2020)
- Former IUM SRC of Information and Publicity (2018-2019)

ACKNOWLEDGEMENT OF SPONSORS



The Office of the IUM Alumni Relations, would like to reach out and express on behalf of the David Namwandi Trust (DNT) Annual Half Marathon 2024, its immense gratitude for the generous sponsorship from Coca-Cola Beverages Namibia. The DNT appreciates the sponsorship and values the partnership.

Ms. Rauna Namupolo  
Coca-Cola Youth Market Activator/Commercial Administrator



The Office of the IUM Relations, on behalf of the David Namwandi Trust (DNT) Annual Half Marathon 2024, is very grateful to the Retirement Investments and Savings for Everyone (RISE) Easy Retire, from South Africa for its significant donation towards the DNT Annual Half Marathon 2024. Your support means a lot to the DNT Annual Half Marathon 2024. Your donation is testament to a great partnership.

Mr. Deresh Lawangee  
Executive Director for RISE Easy Retire, South Africa

A N N O U N C E M E N T



# DAVID NAMWANDI TRUST ANNUAL HALF MARATHON 2024 2ND EDITION

**21KM: University & College Students : All 14 Regions**

**10KM: High School Learners (Age 15-19) : All 14 Regions**

**DATE: SATURDAY, 08 JUNE 2024**

**VENUE: WINDHOEK**

**ROUTE: IUM MAIN CAMPUS DORADO PARK  
FROM IUM MAIN CAMPUS DORADO PARK, TOWARDS DAAN VILJOEN GAME RESERVE**

**TIME: COLLECTION OF BIBS START AT 6AM**



### REGISTRATION FEES

University & College Students:	N\$10.00
High School Learners:	FREE

**DUE DATE FOR REGISTRATION OF PARTICIPATION: FRIDAY, 24 MAY 2024**

**TRANSPORT AND ACCOMMODATION FOR ALL PARTICIPANTS WILL BE AT OWN COST**

### WINNING PRIZES

#### UNIVERSITY & COLLEGE STUDENTS (MALE & FEMALE)

1ST PRIZE N\$5,000.00 | 2ND N\$2,500.00 | 3RD N\$1,500.00

#### HIGH SCHOOL LEARNERS (MALE & FEMALE)

1ST PRIZE N\$5,000.00 | 2ND N\$2,500.00 | 3RD N\$1,500.00

### MARATHON STARTING & ENDING POINTS:

**THE MAIN ENTRANCE OF IUM, AT DORADO PARK MAIN CAMPUS, ONTO HENDRIK WITBOOI DRIVE TO SAM NUJOMA DRIVE HEADING IN A WESTERN DIRECTION TOWARDS DAAN VILJOEN GAME RESERVE AND BACK**



**Register at [www.ium.edu.na](http://www.ium.edu.na) for participation**

**Enquiries: Ms. Taleni Matheus 081 452 4420 | [t.matheus@ium.edu.na](mailto:t.matheus@ium.edu.na)**



**PROMINENT IUM ALUMNI**



**Ms. Saima Maria Shande**  
Master's Degree  
Class of 2023



**Mr. Andrew Nghidinwa**  
Postgraduate Diploma  
Class of 2023



**Ms. Josephina Shahonya**  
Bachelor's Degree (Honours)  
Class of 2022



**Mr. Prince Chamene**  
Bachelor's Degree (Honours)  
Class of 2022



**Mr. Julius Iikela**  
Master's Degree  
Class of 2022



**Ms. Helvi Shimpanda**  
Diploma  
Class of 2022



**Mr. Shikalepo Israel**  
Master's Degree  
Class of 2021



**Ms. Ndatoolomba Kambonde**  
Bachelor's Degree  
Class of 2020



**Ms. Magdalena Kandjumbwa**  
Bachelor's Degree (Honours)  
Class of 2020

PROMINENT IUM ALUMNI



**Mr. Tangeni Nghidipohamba**  
Master's Degree  
Class of 2019



**Ms. Miina Vaeta**  
Bachelor's Degree (Honours)  
Class of 2018



**Ms. Martha Armas**  
Bachelor's Degree (Honours)  
Class of 2017



**Ms. Ailli Willbard**  
Bachelor's Degree (Honours)  
Class of 2016



**Ms. Sheehama Eveline**  
Bachelor's Degree (Honours)  
Class of 2015



**Ms. Ndaumbwa Indileni**  
Bachelor's Degree (Honours)  
Class of 2015



**Mr. Shipopyeni Alweendo**  
Bachelor's Degree (Honours)  
Class of 2015



**Ms. Kanandjembo Monica**  
Postgraduate Diploma  
Class of 2014



**Mr. Magalhaes Edivaldo Jorge de Sousa**  
Bachelor's Degree (Honours)  
Class of 2014