



IUM
THE INTERNATIONAL
UNIVERSITY OF MANAGEMENT

—IUM—
ALUMNI
ASSOCIATION

IUM Alumni e-Focus



Prof. David Namwandi
Founder and Chair of Governing Council

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EDITORIAL DESK

Ms. Taleni Matheus
IUM Alumni Relations Events Officer

Dr. Frieda Shimbuli
Consultant & Director : IUM Alumni Relations

Prof. Kingo Mchombu
Advisor to the Founder & Governing Council

CONVOCATION REMARKS OCTOBER 2025

During the October 2025 convocation Prof David Namwandi indicated that IUM has made great progress in terms of student enrollment. During the May 2025 convocation IUM registered 36,500 successful graduates. During the October 2025 convocation it registered 37,395 graduates. He also expressed his appreciation to the university leadership, academic, administrative and support staff for making this possible.

Since its inception in 1994 despite challenges, Prof Namwandi emphasized that IUM has grown from strength to strength in terms of infrastructure and student numbers. He stated IUM is guided by its vision “to encourage and develop an African cadre of men and women who can operate at international standards in business and management”. He stated that its mission “to establish a higher seat of learning in Namibia and train innovative specialists for the public and private sectors for Namibia and other countries in the world, and to train dedicated knowledge workers who will provide leadership at national and international levels”.

Prof Namwandi stated that student centered training is crucial. Such training transforms IUM graduates in order to transform the world of work. Student centered training with a focus on the 21st century skills enable students to think out of the box. They become innovative and dynamic; programmes mounted that are for Namibia's development: establishes campuses where demand dictates for new schools;

medical and water institute and collaborate with key partners who can add value.

It is important to mention that Eenhana Campus is officially opened. Next in line is IUM Swakompund Research, Training and Conference Centre's inauguration, then Walvis Bay high-tech campus construction. Prof Namwandi indicated that IUM cannot disengage from its vision until the vision is accomplished. He also thanked the government and people of Namibia for the trust they have bestowed upon IUM.

His message to the graduands was that the doors are open to enter the world of work. He emphasized that graduands must remember to keep the image of the university at high regard and to uphold the image of IUM wherever they find themselves. His message to the new and continuing students is that they did well to register with IUM.

He stated that the education landscape has completely shifted. IUM expects its graduates to master and receive 21st century skills training upon completion of their studies. IUM further expects the graduands to be innovative, creative and critical thinkers. It also expects its graduands to have media and information literacy skills, life and career skills, leadership skills and social skills. Such skills are essential to succeed in today's world of work.

IUM ALUMNI BUILDING A PRIVATE MEDICAL CENTER IN OKALONGO



Dr. Ambrosius Iipinge | Class of 2024

IUM Alumni Association member is contributing to nation building. In this regard Dr. Ambrosius Iipinge, Class of 2024 is constructing a medical center in Okalongo in the north.

Okalongo is a remote, rural area located approximately 7 km from the Namibia-Angola Wakashamane border post. The region is characterized by long travel distances to the nearest health facilities, limited emergency and diagnostic services, and frequent cross-border population movement. These realities intensify health vulnerabilities, especially for mothers, children, the elderly, people living with chronic diseases including HIV, TB, and those experiencing acute trauma or obstetric emergencies.

Objectives of the Okalongo Private Medical Centre:

- Provide accessible, quality primary and emergency medical services to Okalongo and surrounding rural and cross-border populations.
- Reduce delays in care for emergencies and obstetric complications through on-site stabilization and efficient referral systems.
- Deliver continuous preventive services: immunizations, antenatal, post-natal care, screening and treatment for HIV, TB, malaria, and chronic disease management.
- Train and retain local health personnel and strengthen community health outreach.

- Establish sustainable operations that combine fee-for-service, sliding scale support, and partnerships and grants to ensure affordability for the poorest.

As a visionary leader and entrepreneur, Dr. Iipinge saw the need to address urgent gaps in access to medical care; to improve maternal newborn and child health; strengthen emergency and trauma responses; serve cross-border and mobile populations; promote preventive and public health services; to enhance economic and social development and; to complement public health infrastructure through public-private collaboration.

The expected impact of the establishment of the Okalongo Private Medical Center is (a) shorter travel times and quicker access to lifesaving interventions, leading to reduced preventable deaths and complications, (b) fewer referrals for conditions that can be managed locally, easing pressure on distant hospitals, (c) improved maternal and child health indicators over time through consistent antenatal, delivery and postnatal care, (d) strengthened disease detection and response in a border region, contributing to broader public health security and local economic uplift through jobs, training and healthier, more productive communities.

The establishment of the Okalongo Private Medical Center will be a dream come true for this IUM Alumni Dr. Iipinge. His legacy, for the building and establishment of Okalongo Private Medical Centre, will be his biggest contribution to the development of Namibia of a health facility. He strongly believes that the medical center will address pressing medical need by bringing essential, quality health care within reach of a deeply underserved rural and border population.

Dr. Iipinge emphasized that Okalongo Private Medical Center will not only save lives and improve health outcomes, but also to build local capacity, strengthen cross-border public health, and contribute to sustainable social and economic development in the Okalongo area.



Dr. Ambrosius Iipinge standing at the construction site of the Okalongo Private Medical Center

CONGRATULATIONS: THE ALUMNI ASSOCIATION WISHES TO CONGRATULATE DR. AMBROSIUS IIPINGE, CLASS OF 2024 FOR TAKING A GIANT STEP FOR THE CONSTRUCTION OF THE OKALONGO PRIVATE MEDICAL CENTER.

IUM ALUMNI ACHIEVEMENTS



Dr. Victoria Hakandum | Class of 2025

DOCTOR OF PHILOSOPHY IN BUSINESS ADMINISTRATION

RESEARCH TITLE:

AN INTERVENTION FRAMEWORK TOWARDS ADDRESSING CHALLENGES FACED BY RURAL WOMEN ENTREPRENEURS IN OHANGWENA REGION, NAMIBIA

The study explored the challenges faced by rural women entrepreneurs and the relevant entrepreneurship skills needed. It also explored the possibility of entrepreneurial training for contributing to their empowerment. Even though the shortage of hard and soft entrepreneurial skills is considered the main challenge among rural women entrepreneurs, it can be surmounted. The study focused mainly on the Ohangwena region: Oshikango, Ondobe, Oshikunde, Eenhana, Okongo, and Omundaungilo constituencies. It adopted an interpretive paradigm that utilised a qualitative approach to explore the issues at the centre of the study. The study employed purposive sampling to select the sixty (60) rural women entrepreneurs in the selected constituencies and the five (5) coordinators at Eenhana Vocational Training Centre. Ten (10) rural women entrepreneurs participated in narrative interviews, while fifty (50) rural women entrepreneurs and the five (5) coordinators at Eenhana Vocational Training Centre participated in the focus group discussion. Interview data were utilised to provide details about women's empowerment and the entrepreneurship industry.

The study adopted the Interpretative Phenomenology Analysis to analyse both focus Group discussion and narrative interview questions. The findings of the study revealed that many rural women entrepreneurs encountered challenges that impeded the expansion or initiation of their businesses. Challenges included a lack of training and an inability to access finance. Other challenges included a lack of support from the government, cultural and social expectations, patriarchal and low levels of education, unfavourable policies and regulations, corruption and bureaucracy, high competition in the market, and a lack of knowledge of marketing strategies. The key findings were that rural women entrepreneurs had a low level of education, and they needed to be provided with training in the local language. The conclusions drawn from the study indicated the importance of entrepreneurship training in empowering rural female entrepreneurs. The study recommends that training be conducted in the language that rural women entrepreneurs understand. Furthermore, the study recommended that the Namibian government provide funding and equipment, and craft policies and regulations favourable to women entrepreneurs. The study used a qualitative method only, and as such, more findings could have been obtained if it had chosen to use both qualitative and quantitative methods. Moreover, the study only used rural women entrepreneurs. The study could have been enriched with data on urban women and male entrepreneurs.

Keywords: Entrepreneurship training, entrepreneurship skills, hard and soft skills, liberal feminism, rural women entrepreneurs, women empowerment, women entrepreneurship



Dr. Eliud Mandume Shiwayu | Class of 2025

DOCTOR OF PHILOSOPHY IN BUSINESS ADMINISTRATION

RESEARCH TITLE:

ASSESSING THE EFFECTIVENESS OF LOCAL ECONOMIC DEVELOPMENT INITIATIVES FOR TOWN COUNCILS IN NAMIBIA

The primary objective of this study was to assess stakeholders' perceptions of the effectiveness of Local Economic Development (LED) initiatives, specifically in the case of Helao Nafidi Town Council, to develop a framework for the effective functioning of LED initiatives for Town Councils as local governments (LGs) in Namibia. The effectiveness of LED initiatives represents an informative and integrated understanding, intervention strategies, capital fund, and a framework aimed at supporting the goals, which combine both environmental, economic, social, institutional, and political aspects by identifying their interlinkages in realising the sustainable development goals (SDGs) [i.e., SDG11 and SDG17] for the LGs.

The study employed MMR, a programmatic approach, and ST, which provides a framework for exploring the processes of effective stakeholder interventions in a management sense for LED initiatives. The remarkably high number (95%) of mixed methods results revealed that effective intervention strategies included assessment and environmental analysis, planning of resources and actions, implementation of actions, monitoring and evaluation of performance indicators, and capital funds towards LED initiatives. In contrast, the active involvement and partnership by stakeholders (internal & external) and capital fund were indicated to be positively driven in achieving inclusive and sustainable LED initiatives for LG/s.

The study's recommendations included establishing an LED broad stakeholder forum (LED-BSF), creating strategic plans for LG to outline LED projects, updating the LED White Paper (2011), providing a capital fund, and encouraging active contributions and partnerships by stakeholders on key intervention strategies and tools identified by the study to support the achievement of national development plans (NDPs), Namibia Vision 2030, and Harambee Prosperity Plan (HPP). The LED initiatives could be strengthened by promoting PPPs between the LGs and stakeholders to share ideas on LED projects and examine the comprehensive road traffic dataset, which is essential for improving socio-economic conditions, road safety, traffic management strategies, and planning future infrastructure projects across Namibia. Further studies can be conducted in the other town councils in Namibia using a standardized method to enhance and further develop the novel findings of LED.

Keywords: Assessing, Initiatives, Interventions, Local Economic Development, Local area, Local Community, and Stakeholders.

PLANNING FOR A SECURE FUTURE WHY PENSION FUNDS MATTER ?



Mr. Elias Samende
Old Mutual Finance Namibia: Administrator

Preparing for retirement is one of the most important financial decisions every professional must make. According to Mr Samende, a Masters Business Administration in Finance of IUM Graduate School of Business, as young professionals and graduates, it's easy to focus on short-term goals buying a car, traveling, or advancing your studies. But one crucial area often overlooked is retirement planning. Thinking ahead can make the difference between financial stress and financial freedom later in life. As IUM graduates advancing in their careers, understanding the tools available for financial security after active employment is crucial. Among these tools are pension funds, provident funds, and annuities each serving a unique purpose in building long-term financial resilience.

What Are Pension Funds, Provident Funds and Annuity ?

1. Pension fund refers to monies deducted usually by an employer from employees' salaries by means of a payroll deduction to provide for retirement income to employees upon retirement. There are two types of Pension fund:

1.1. Defined Benefit Plan: Offer a promise, a specific monthly benefit upon retirement which is calculated based on factors such as inflation, market performance, repo rate variability and other investment risks. In this plan the employer bears all the risks and ensures employees benefits are paid as promised.

1.2. Defined Contribution Plan: Involves contributions from both employer and employee contributed to the employee's individual account. The retirement benefit depends on the amount contributed and performance of the investments where the contributions were invested. This is the most common plan in Namibia.

2. A Provident Fund: Is another form of retirement savings, similar to a pension fund but typically paid out as a lump sum upon retirement, resignation, disability, or death. Understanding the differences between pension and provident funds helps individuals make better informed decisions about their financial future.

3. An Annuity: Is a contract with an insurance company where you invest a lump sum or make regular payments in exchange for a steady income later in life. It's a great way to ensure consistent income even after you stop working.

Why Should we Start Planning Early for Retirement?

Preparing for retirement is crucial and this conversation should happen in each Namibian household. The earlier you start saving, the more time your money has to grow through compound interest. Good retirement planning aims for a Salary Replacement Ratio (SRR) which is to the first pension one receives in retirement as a percentage of their last salary as an employee. For example, if your final salary is N\$10,000 and your SRR is 40%, your monthly pension would be N\$4,000. Financial experts recommend to aim for at least 75% SRR, you can achieve this by increasing your voluntary pension contributions or investing in retirement annuities.

Too often, many first-generation Namibians retire without sufficient savings and depend on their children for support because of poor retirement planning and budgeting. If the second generation does not plan and budget for retirement as well, they will pass on the burden to the next generation to take care of them. To break this cycle, we must take personal responsibility for planning and investing early.

Tips for Smart Retirement Financial Planning

- **Start Early:** Even if you are just starting your career, contribute to a pension or retirement annuity. Small, consistent savings grow over time.
- **Budget Wisely:** Allocate at least 10-15% of your monthly income toward long-term savings.
- **Take Advantage of Employer Benefits:** If your company offers pension contributions, make sure you are enrolled and join the group pension fund.
- **Make Voluntary Contributions:** Top up your pension or annuity whenever you receive bonuses or salary increases.
- **Avoid Early Withdrawals:** It is tempting to cash out when changing jobs, but doing so can reduce your future retirement income drastically. Avoid doing partial withdraw when changing job as this have high tax rate.
- **Track your Contributions:** Review your pension statements regularly to understand how your money is growing. Ask your HR department or fund administrator for clarity.
- **Understand your Salary Replacement Ratio (SRR):** Aim for a retirement income that equals at least 75% of your final salary. If your fund projects less, consider voluntary top-ups or opening a personal annuity.
- **Seek Financial Advice:** Talk to a certified financial planner to tailor a plan that suits your income and goals.

1ST IUM ALUMNI MEETING 2025



1st IUM Alumni Meeting Held in Windhoek at DRN Square on Wednesday, 8 October 2025

IUM alumni meetings are a gathering of former students to re-connect, network and strengthen relations with their alma mater. The meeting is a good platform of networking for professional development. Such meetings bring one up to speed with the current status quo of the alumni office.

The IUM Alumni had its 1st meeting on Wednesday, 8 October 2025 at the IUM-GSB Class room. About 33 in total attended (onsite 21; online 12) the meeting. The purpose of the meeting was to familiarize alumni with the alumni office and to discuss the role of alumni towards their alma mater.

The alumni meeting discussed the following:

- What are the responsibilities of an alumni?
- Alumni membership classification and fee payment structure
- Date of payment of alumni fees

- Alumni application
- Alumni membership benefits
- Alumni e-Focus (Newsletter)
- Fundraising
- Alumni portal
- Alumni volunteers

The “Alumni e-Focus” was also discussed. Alumni were requested to make frequent contribution about stories of achievements and current affair issues. The alumni were also informed about the “Annual Alumni Report” 2025.

Alumni meetings foster a sense of community. It is a platform to share post-graduate experiences. The meeting is a platform to engagement alumni to assist in the fundraising activities when called upon.



IUM ALUMNI CHRISTMAS FOOD DRIVE 2025



Prof David Namwandi Founder and Chair of Council handing over some donations of food parcels to Hon. John Moonde from the Khomas Regional Council

The purpose of the IUM Alumni Christmas Food Drive was to collect essential items of non-perishable food from IUM alumni and friends of IUM. The food items collected were handed to the Khomas Regional Council for the John Pandeni Constituency towards the less fortunate to brighten up their Christmas spirit and to make the season cheerful for them. The intent was to experience a joyful Christmas season.

This action was to provide non-perishable food in the form of mealie meal, macaroni, rice, canned beans, canned fish, flour, cooking oil, coffee, tea and sugar in the form of a food parcel. In addition, the IUM Alumni Christmas Food Drive helps to elevate food insecurity, promote community outreach engagement with our communities.

OBJECTIVES OF THE IUM ALUMNI CHRISTMAS FOOD DRIVE:

(a) Social Responsibility: By donating Christmas essentials, the IUM Alumni makes a social impact by donating non-perishables to our communities to cheer-up their Christmas spirit.

(b) The IUM Alumni Value and Supports Generosity Giving: Alumni supporting through generosity promotes the relationship between the Alumni and the community. Generosity also promotes happiness for the Alumni and the community. Generosity is a healthy gesture of providing help to our community.

(c) Spreading Joy and Hope: The Alumni Christmas Drive spread moments of Christmas hope and happiness for people who find themselves in difficult circumstance. This act of kindness of Alumni brings goodwill, happy moments and community connections.

(d) Provides a Sense of Purpose: Alumni participation in the Christmas Food Drive provides a sense of satisfaction for donating to a worthy cause. This kind of acts provides Alumni with fulfillment and purpose and aligned their values with a deep rooted culture of generosity.

(e) Supports a Cause: The IUM Alumni Christmas Food Drive provides the Alumni with a platform to support a cause they truly care about. It gives them a sense of satisfaction knowing they contributed some donations to make a difference in someone live.

(f) Boost Happiness: Studies indicated that giving to communities and charities have a positive impact on the “giver”. Also, it has a positive impact on the “giver’s” happiness and self-worth.

In essence, the IUM Alumni Christmas Food Drive is an embodiment of the Christmas season of kindness, love and care. It also aimed at making sure that out communities has an unforgettable Christmas season.

APPRECIATION!!

IUM ALUMNI CHRISTMAS FOOD DRIVE 2025

The Office of the IUM Alumni Relations would like to express its appreciation about the interest showed during the IUM Alumni Christmas Food Drive 2025. The Christmas food drive will make an impact on the lives of our people where there is food insecurity.

Once Again a big Thank You.



CHOPPIES NAMIBIA STRATEGIC PARTNERSHIP WITH HIGHER LEARNING INSTITUTIONS



Prof. Osmund Mwandemele IUM Vice Chancellor and Dr. Frieda Shimbuli Director of Alumni Relations, signing the MOU agreement, while Ms. Lucia Nandjembo IUM Legal Officer is looking on

Choppies Namibia launched a new graduate programme and strategic initiative with several higher learning institutions including the International University of Management (IUM). The strategic partnership aims to foster talent, innovation and community

development. The launch took place at the AM Weinberg Estate conference venue on 18th November 2025.

The highlights of the event included the following:

- Announcement of the new Choppies Graduate Programme, focusing on youth empowerment and employment
- Signing of Memoranda of Understanding (MoUs) with the following tertiary learning institutions, including
 - International University of Management (IUM)
 - Triumphant College
- The new Choppies Graduate Programme underscores the dedication to advancing education, fostering regional partnerships and promoting sustainable development.

The MoU, under clause 2.1.3, emphasised Choppies Graduate Programme, as follow:

“Recruits fresh graduates from various disciplines to undergo a one-year retail-focused training programme that includes on-the-job training to prepare them for the workplace. At the end of the programme, assessments are conducted with the aim of considering high achievers for permanent employment.”

It was stressed during the launch that support and collaboration are key in this partnership. In essence, the success of this initiative is a collaborative effort from both Choppies and its valued stakeholders.



From left to right Mrs. Wilka Leonard (Choppies HR Manager), Mr. Molatedi Kgogla (Choppies Group Manager), Prof. Geoffrey Kiangi (Founder & Rector of Triumphant College), Prof. Dr. Osmund Mwandemele (IUM Vice Chancellor), Dr. Frieda Shimbuli (Director Alumni Relation) and Mr. Deon Bauermeister (Choppies Namibia Country Manager) at the MoU Signing Ceremony

IUM SUMMER CONVOCATION HIGHLIGHTS 2025



PROMINENT IUM ALUMNI



Ms. Selma Awino
Bachelor's Degree (Honours)
Class of 2025



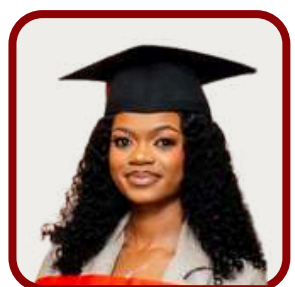
Ms. Rejoice Katjiuo
Bachelor's Degree (Honours)
Class of 2025



Mr. David Hambia
Bachelor's Degree (Honours)
Class of 2025



Ms. Susieh Wise Shatumbu
Bachelor's Degree (Honours)
Class of 2025



Ms. Priskilla Johannes
Bachelor's Degree (Honours)
Class of 2025



Ms. Martha Shiwandhu
Bachelor's Degree (Honours)
Class of 2025



Mrs. Hilma Amadhila
Bachelor's Degree (Honours)
Class of 2025



Ms. Justina Nakaande
Bachelor's Degree (Honours)
Class of 2025



Dr. Victoria Hakandum
PhD Degree
Class of 2025



Mr. Sakaria Wilherm
Bachelor's Degree (Honours)
Class of 2025



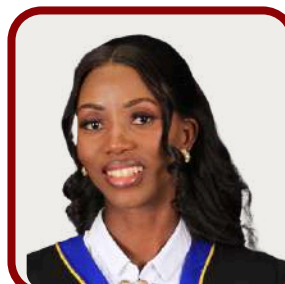
Ms. : Elizabeth Shaambeni
Bachelor's Degree (Honours)
Class of 2025



Mr. Wileinge Ndjefelinu
Bachelor's Degree (Honours)
Class of 2025



Ms. Jessica Garases
Bachelor's Degree (Honours)
Class of 2025



Ms. Mariah Pawa Nkumbo
Bachelor's Degree (Honours)
Class of 2025



Ms. Frieda Indileni Nakafingo
Bachelor's Degree (Honours)
Class of 2025



Mr. Haininga Josua
Bachelor's Degree (Honours)
Class of 2025

PROMINENT IUM ALUMNI



Mr. Nambundunga Eliaser
Bachelor's Degree (Honours)
Class of 2025



Ms. Shilongo Eunike
Bachelor's Degree (Honours)
Class of 2025



Ms. Elizabeth NT Ntinda
Bachelor's Degree (Honours)
Class of 2025



Ms. Fiina Nanhapo
Bachelor's Degree (Honours)
Class of 2025



Mr. Lee Neshila
Master's Degree
Class of 2025



Mr. Hans Jairus
Bachelor's Degree (Honours)
Class of 2025



Ms. Evelina Pilatus
Bachelor's Degree (Honours)
Class of 2025



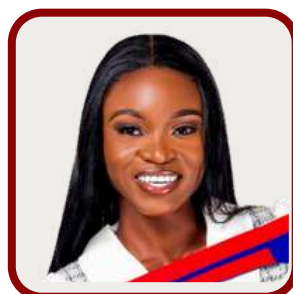
Ms. Priskilla Johannes
Bachelor's Degree (Honours)
Class of 2025



Ms. Dortha Sheya
Bachelor's Degree (Honours)
Class of 2025



Ms. Aina Thika
Bachelor's Degree (Honours)
Class of 2025



Ms. Vernesah Siyaya
Bachelor's Degree (Honours)
Class of 2025



Ms. Josua Eben Ngowina
Bachelor's Degree (Honours)
Class of 2025



Mr. Seblon Pendukeni Embul
Bachelor's Degree (Honours)
Class of 2025



Mr. Paulus T. Shinana
Bachelor's Degree (Honours)
Class of 2025



Ms. Justine Andreas
Master's Degree
Class of 2025



Ms. Loide Shituula
Bachelor's Degree (Honours)
Class of 2024