

VARSITY VIBES

student Life

MY JOURNEY TO UNIVERSITY
PERSEVERANCE AND
UNEXPECTED SUPPORT

Book Review

STITCHING MEMORIES

The World of Poetry

10 TRILLION A STUDENT'S
GUIDE

SOCIAL MEDIA VS
PROFESSIONALISM
IN EDUCATION



LET'S TALK

EXPLORING MENTAL HEALTH
WELLNESS AND RECIDIVISM
REDUCTION

Master Your Exams
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CYBER CORNER

SUSTAINABLE
DEVELOPMENT AND ITS
IMPORTANCE

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**CHECK OUT OUR
ACADEMIC PROGRAMMES**



EDITORIAL NOTE

MR. GERRY MUNYAMA

Director: Marketing, Communications and Stakeholder Engagement



AMPLIFYING STUDENT LIFE EXPERIENCES AND CHARTING A ROADMAP TO SUCCESS

The Varsity Vibes Magazine is a living journal of the real IUM University experiences of students pursuing their career goal of academic excellence. The magazine is a wonder creation of free-spirited content, celebrating the God-gifted endowment of multi-cultural university diversity. The volume of pages in this years edition tell the story of The International University of Management (IUM), in which student voices intermingle with cutting-edge thought leadership and that unmistakable energy of a student community engagement in unrelenting pursuit of success.

The Kaleidoscope of Perspectives

From the fiery verses of Kaatuhole Njune's Dance As Nobody's, where words pirouette like "fireflies in the night," to the unequivocal social commentary in "To the Boy at Campus@, this issue spares no bold truth. Poetry here collides with activism, as personal stories unravel as maps to resilience.

Technological Innovation and Sustainable development Issues

Sustainable development calls for an urgent balance between advancement and the preservation of nature. Cybersecurity is waged as a digital war which require urgent attention while the echoes of indigenous languages are slowly fading away in an ever-evolving techno-world. In addition, the ethics of intellectual property rights remain contentious. There is no pedantic theory involved here but just a proposed way forward.

The Human Element

Beyond theories, Varsity Vibes 2025 pulsates with humanity:

- Winning Over Adversities: Maano L. Josef's journey from a Nanny to an academic reminds us that "Success is born in the mind."
- Mental Health Advocacy: Abigail Chipare visits the prison; her expose merges classroom learning with the impacts on actual society.
- Cultural Reckoning: Expressing Namibian heritage, Helena Tomas calls us to "stitch memories" before they are unraveled.

Campus Life Transforming Chapters

With the gleaming new IUM Eenhana campus expanding horizons for IUM, this edition is a parallel of the growth: bold, energetic, unequivocally innovative. The increase in pass rates of the IUM Tutorial Center by 60% is not just a figure but credit is given for human perseverance that is re-defining limits. Allow your voracious curiosity to soar as you turn these pages. Let Nangolo Theresia's defiance agitation against period stigma disturb your peace while Ferdinand Katuuo's "3Ds of Success" (Determination, Discipline, Diligence) set you aflame.

This edition of Varsity Vibes engages the reader to discuss, annotate and scribble in their personal space. Varsity Vibes is a tapestry of life changing pages.

A NAMIBIAN UNIVERSITY DEDICATED TO ITS PEOPLE'S FUTURE

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“Graduated, Equipped,
Job-ready!”

IUM GRADUATES, OUR FLAGSHIP



21st IUM Winter Convocation Ceremonies 2025

CONGRATULATORY MESSAGE FROM THE DESK OF THE VICE CHANCELLOR TO THE 2025 GRADUANDS

On behalf of the University Management and all staff, let me take this opportunity to congratulate our graduands on reaching this very important milestone in their lives. The IUM family joins you to celebrate your hard work, dedication and the time invested in the pursuit of skills and knowledge through quality education provided by IUM.

Your great achievements are a testimony to the power of perseverance and recognition of the value of quality education in transforming people's lives.

In addition to congratulating you, dear graduands, let me also take this opportunity to advise you that as you embark on a new journey in your lives, you should remember that learning is a lifelong journey that may require you to learn new skills and adapt to changing environments. It is a

journey that may not be easy to navigate, as you may face a lot of challenges. Be ready to embrace them as you encounter them, and always look out for opportunities for your personal development and growth. Please always remember that each one of us is gifted with unique abilities and perspectives which can enable you to navigate your respective futures. I am confident that the period you spent at IUM was extremely rewarding and worthwhile, and that you have been equipped with adequate skills and knowledge that would enable you to successfully navigate in our rapidly changing, uncertain and complex world.



Furthermore, I wish to advise you that as you join society, be open minded and build relationships with other people around you. This will enable you to forge meaningful connections and relationships with different people who could be very important in shaping your personal and professional lives. At the same time, you should cherish the connections and relationships which you built while in your academic journey at IUM and at the same time be ready to establish new ones wherever you will be. You should always be confident and above all believe in yourselves and in your dreams and your ability to bring about positive changes which may have positive impact on the socio-economic livelihoods of your respective communities. IUM expects you to be powerful development change agents in your respective communities wherever you may be. Furthermore, always remember that IUM is very proud of your success, and thus we will eagerly expect to hear about your great achievements in your respective careers.

As your alma mater, IUM would always welcome you as important members of the alumni. Please join the IUM Alumni Association which will help you in the transition from your student life to your new journey in life. Joining the Alumni Association will enable you to foster networking with other alumni members thereby sharing experiences which will enrich your professional development and contribute to your growth.

Once again, congratulations! Take care as you celebrate your achievements, and please do not overdo it. May you remain blessed always as you strive to attain the best for yourselves and your families.



Thank you.



IUM TUTORIAL CENTRE



A JOURNEY OF GROWTH AND ACADEMIC EXCELLENCE

Established with the vision of providing quality education and academic support, the IUM Tutorial Centre embarked on its journey in 2022 when it officially applied for registration with the Ministry of Education, Arts, and Culture. In January 2023, the centre's application was approved, marking the birth of the IUM Tutorial Centre as a certified institution and an examination centre for the Namibia Senior Secondary Certificate Ordinary (NSSCO) curriculum.

The Inaugural Year: Laying the Foundation

In its first year as a registered tutorial and examination centre, the IUM Tutorial Centre admitted 275 learners, of whom 244 sat for the final NSSCO examinations in 2023. As a new institution, the centre faced the challenge of establishing a strong

academic foundation while striving to provide learners with quality education. The results of the 2023 examinations reflected the centre's initial challenges, with an overall pass rate (A–C symbols) of 18%. No learners achieved an A* grade, and no subject attained a 100% pass rate. Despite these challenges, the centre remained committed to its mission: to provide learners with customised and comprehensive learning experiences that foster academic excellence through innovative 21st-century teaching methodologies, a supportive environment, and a focus on personal growth.

**“Every Learner Deserves
a Second Chance...”**

A Transformative Year: The 2024 Academic Success Story

The IUM Tutorial Centre's dedication to academic improvement and its unwavering commitment to excellence led to remarkable progress in 2024. With a refined approach to teaching, improved academic strategies, and a focus on individual learner support, the centre registered 105 learners for the October/November 2024 NSSCO examinations. However, 25 learners did not attend the examinations and were marked as 'X'. Despite this, the centre witnessed a significant and commendable improvement in overall performance:

- **Pass Rate:** The centre's overall pass rate surged from 18% in 2023 to an impressive 60% in 2024, reflecting the success of its enhanced academic strategies.
- **Entrepreneurship Excellence:** Entrepreneurship achieved a remarkable 100% pass rate, a dramatic improvement from 0% in the previous year.
- **Top Performers:** A milestone achievement for the IUM Tutorial Centre, as two learners attained the prestigious A* symbol—a first in the centre's history.

Future Plans

As part of its five-year strategic plan, the IUM Tutorial Centre aims to establish tutorial centres at all IUM campuses. The IUM Coastal Tutorial Centre has already been inspected by the Directorate of Education, Arts, and Culture and is set to open its doors to the public in 2026. Similarly, the IUM Ongwediva Tutorial Centre is awaiting its final inspection and is also expected to commence operations in 2026.

Meanwhile, the application for the IUM Eenhana Tutorial Centre was submitted but was returned for revisions to address certain shortcomings. The application for the IUM Nkurenkuru Tutorial Centre is currently being finalised, further expanding the reach of quality education through IUM's growing network of tutorial centres.

A Commitment to Excellence and Innovation

The IUM Tutorial Centre remains steadfast in its commitment to delivering quality education by continuously improving its teaching methodologies, fostering a culture of excellence, and creating an environment conducive to academic success. As the centre moves forward, it aims to build on this momentum, striving for even greater achievements in the years to come.

With a focus on holistic learning and academic excellence, the IUM Tutorial Centre stands as a beacon of hope and opportunity for learners aspiring to achieve their educational goals. The remarkable transformation witnessed in just one year is a testament to the centre's dedication, resilience, and unwavering pursuit of success.

..two learners attained the prestigious A* symbol- a first in the centre's history.

BY MR. IMASIKU NTELAMO

Head: IUM Tutorial Centre



UNDERSTANDING EXAMINATION AT IUM



Can you believe that we are already approaching the 2025 midterm final examinations? As we prepare for this important academic period, it is essential to understand the different types of examinations at IUM.

TYPES OF EXAMINATIONS AT IUM



1. FINAL EXAMINATIONS

Final examinations take place at the end of each semester in June and November. To be eligible, students must achieve a minimum Continuous Assessment (CA) mark of at least 50% in each subject.

Final examinations take place at the end of each semester in June and November. To be eligible, students must achieve a minimum Continuous Assessment (CA) mark of at least 50% in each subject.



2. SUPPLEMENTARY EXAMINATIONS

Students qualify for a supplementary examination if they sit for the final exam and obtain a composite final mark between 40% and 49%. Additionally, they must have achieved a minimum examination mark (subminimum) of at least 36% in the respective module or subject.



3. LATE FINAL EXAMINATIONS

If a student qualifies for the final examination but is unable to attend due to humanitarian reasons, they will automatically be registered to take the examination at the first available opportunity after the main final exam.



4. SPECIAL EXAMINATIONS

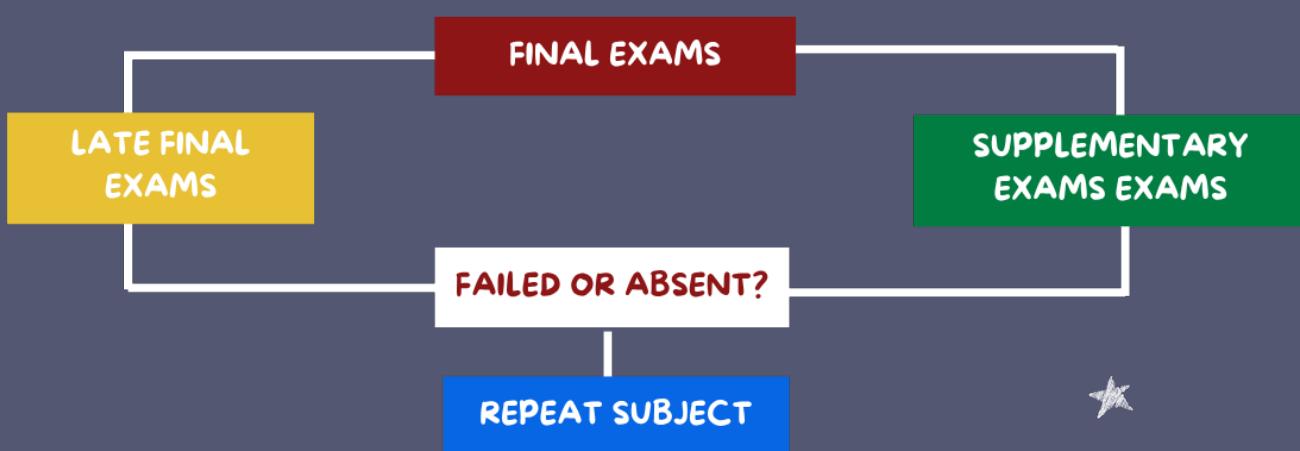
Special examinations are strictly for final-year students who have only one outstanding subject from any year of study before they can graduate.

Final Examinations vs. Late Final Examinations

Final examinations provide students with the opportunity to qualify for supplementary exams, offering a second chance to improve their results. However, late final examinations do not offer this second opportunity. Instead, they allow students to take the exam at a later stage if they are not ready during the main examination period, enabling better preparation and strategic exam scheduling.

By understanding these examination categories, students can better plan their studies and maximize their academic performance. Wishing all students success in their upcoming examinations!

EXAMINATION CYCLE



Final Examinations

VS.

Late Final Examinations

Final examinations provide students with the opportunity to qualify for supplementary exams, offering a second chance to improve their results. However, late final examinations do not offer this second opportunity. Instead, they allow students to take the exam at a later stage if they are not ready during the main examination period, enabling better preparation and strategic exam scheduling.

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Quick Examination Tips

#Pre-Exam Preparation (Long-Term)

- Stay calm and maintain a positive mindset.
- Familiarise yourself with the entire course outline well in advance.
- Break your study schedule into manageable sessions. Use a planner or calendar to allocate specific times for each subject or topic.
- Prioritise challenging topics and those carrying significant weight in the examination. Take notes on all key aspects.
- Study in advance to avoid last-minute pressure and unnecessary stress.
- Review and summarise your notes regularly.
- Prevent burnout by staying active, eating well, and keeping hydrated.
- Avoid excessive consumption of energy drinks or medication.
- Remember: Examinations assess the application of knowledge, not just memorisation.

Exam Day Strategy

- Stay calm and think positively.
- Get enough rest the night before your exam.
- Arrive early at the exam venue with all required materials (e.g. student card, financial clearance card, timetable, pens, calculator, etc.). Note that late arrivals beyond 30 minutes after the exam starts will not be permitted.
- Upon receiving your exam paper, write down your student number and carefully read the instructions, especially those on the front page.
- Skim through the entire exam paper before starting to plan your approach. Answer the questions you are most confident about first to maximise your time. Allocate time to each section based on marks or difficulty and stick to your schedule.
- Answer what is asked. Read questions carefully and ensure you fully understand them before responding. If it is an essay question, plan your answer before writing.
- Manage your time effectively. Do not spend too much time on a single question. If you are stuck, move on to the next and return to it later if time allows.
- Control exam anxiety. Stay composed, take deep breaths, and remain focused.

#After the Exam

- Stay calm and positive, regardless of how the exam went.
- Reflect on your performance—identify what went well and areas for improvement to enhance future preparation.
- Remember, exams are just one part of your academic journey. If things do not go as planned, do not be discouraged. There are always opportunities to learn and improve.

ENJOY THE REWARDS OF SUCCESS!

Wishing you the best of luck in your upcoming examinations.



BY MS. PETSEY NEISS

Director: ITS and Acting Director of Examinations Management

IUM Radio

Celebrates First Anniversary, Prepares to Go Nationwide

IUM Radio, the official station of the International University of Management (IUM), will mark its first anniversary on 3 October 2025, celebrating twelve months on air at 94.5 FM in Windhoek.

Launched on 3 October 2024, the station has rapidly evolved from a university-based project into a bold platform amplifying student voices, championing creativity, and connecting IUM with the wider Namibian public.

At its launch, IUM founder Hon. Prof. Dr. David Namwandi stated that "the business school and radio will foster an entrepreneurial spirit and advance economic growth." A year later, the station's progress mirrors that vision.

The next milestone is ambitious, IUM Radio will soon be available on FM frequencies across all regions where IUM has campuses. This means students, staff and communities nationwide will be able to tune in directly, not only online but through local airwaves.

"We are also thrilled to announce that a visual element will soon be added to the station so our viewers should stay tuned for something fresh," said Station Manager Sally Jason, who has led the station since its first broadcast.

Behind the scenes, Jason is supported by Shaan Semba (Radio and TV Programmer), Petrus Iphadi (Technical Production Officer), and Junior Kapofi (Administrator, Sales and Marketing Officer). On the airwaves, presenters Brenda Rufuma, Lloyd Sikeba and Kudumo Tobias have established themselves as the station's energetic voices.

With its first year complete, IUM Radio is stepping confidently into new territory. From FM expansion to visual broadcasting, the station is determined to keep surprising and engaging its audience, as they steer the conversation.

DON'T BE LEFT OUT

- 📻 Tune in. Turn up. Be heard.
- ⚡ Steering Conversations.

 IUM RADIO – 94.5 FM
 www.iumradio.com.na

 Fresh music • Real stories • Student energy • National impact

SPECIAL OFFER!



OPTIONS

01

7 days Advertising

7 Days Advertising on IUM
Radio for
N\$ 2500.00

02

14 Days Advertising

14 Days Advertising on
IUM Radio for
N\$ 5400.00

03

30 Days Advertising

30 Days Advertising on
IUM Radio for
N\$ 10 000.00

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CONTACT US!

SOCIAL MEDIA VS PROFESSIONALISM IN EDUCATION



The intersection of social media and the teaching profession has become an increasingly contentious issue in recent years. With the rise of platforms such as TikTok, where educators engage in viral trends, questions about the boundaries of professional conduct have come to the forefront. Part VII of the profession's code of conduct stresses the importance of professionalism, accountability, and responsibility in teaching, aiming to foster an environment that enhances effective teaching and learning. However, the growing number of viral videos featuring teachers in unconventional scenarios has led to concerns about whether educators are being sufficiently prepared by universities to uphold these standards.

“..The growing number of viral videos featuring teachers in unconventional scenarios has led to concerns about whether educators are being sufficiently prepared by universities to uphold these standards....”

A case in point is the expulsion of a student nurse for sharing a seemingly harmless video, titled "topa laat ons gaan", on social media. The incident sparked widespread debate and highlighted the discrepancies in the scrutiny applied to educators compared to other professions. While similar behaviours involving teachers, such as socialising with students in informal settings or participating in questionable online activities, seem to receive less attention, they nonetheless carry potential risks for teachers'

professional image and classroom dynamics. These actions blur the line between personal and professional conduct, raising concerns about how teacher behaviour is regulated and enforced.

Societal norms sometimes downplay the importance of teachers' behaviour outside the classroom. However, such actions can have significant repercussions on their credibility and effectiveness as educators. Teachers who engage in behaviours that seem to contradict the standards of professionalism may undermine their authority and impact the learning environment. There are increasing calls for stricter oversight and enforcement of professional conduct within the teaching profession, with educational authorities urged to take more proactive steps to ensure teachers maintain high standards.

To address these concerns, it is vital that clear guidelines for appropriate conduct, both online and offline, are established. Educational institutions, in collaboration with government bodies and professional associations, should work together to create a unified approach to maintaining ethical standards across the field. This collective effort can help preserve the integrity of the teaching profession in a digital age where the line between personal and professional lives can often become blurred.

Ultimately, striking a balance between engaging with social media and fulfilling professional responsibilities is essential. In doing so, educators can maintain their credibility, uphold the trust placed in them by students and parents, and continue to inspire in an environment that demands both academic and ethical excellence.

BY RJ RUZENDO

*Freelance Writer and a Teacher
by Profession*



Sustainable Development and Its Importance

Namibia is now just five years away from 2030, the target year for realising Vision 2030 and its Sustainable Development Goals (SDGs). To achieve a sustainable future, we must embrace a lifestyle that reflects responsible and forward-thinking leadership—more like a “honeybee” than a “locust.” This approach ensures that we can fulfill today’s needs while safeguarding the resources and opportunities necessary for future generations to thrive.

Environmental sustainability is particularly urgent in the face of climate change, which poses critical challenges to the survival of our communities and planet. Balancing the demands of population growth, development, and environmental preservation requires careful management, akin to Bismarck’s metaphorical juggling act.

The United Nations defines sustainable development as development that meets present needs without compromising the ability of future generations to meet theirs. The 17 Sustainable Development Goals (SDGs) offer transformative targets for our world, addressing pressing challenges across four foundational pillars: Human, Social, Economic, and Environmental. These pillars guide actions toward ending poverty and inequality, protecting the planet, and ensuring health, justice, and prosperity for all.

Goal 4, Quality Education, is of relevance to institutions of higher learning, challenging us to ensure equitable, inclusive education and to promote lifelong learning opportunities. In a fast-changing world marked by the VUCA (Volatile, Uncertain, Complex, Ambiguous) environment, our educational outcomes must equip graduates with skills relevant to national and global needs, while ensuring that no

one is left behind.

Equitable access to education and skill development fosters personal empowerment and contributes to sustainable development. As students, our roles in advancing the SDGs are vital, encompassing actions such as advocacy for inclusivity, peer support, skill development, and lifelong learning. By engaging in campus initiatives, offering feedback on facilities, participating in research, and staying informed, we contribute to a more equitable and sustainable educational environment for both present and future students.

In summary, the SDGs call upon all students, institutions, and individuals—to actively support sustainable practices that will shape a resilient future for generations to come.

“Equitable access to education and skill development fosters personal empowerment and contributes to sustainable development.”

BY MS. PETSY NEISS

Director: ITS and Acting Director of Examinations Management



NATION-BUILDING IS THE KEY INSTRUMENT TO ATTAIN NAMIBIA'S VISION 2030

The concept of "nation" has long been explored as a complex formation of political and social identity. Though varied in definitions, it often signifies a shared identity among people rooted in history, culture, and common goals. The Oxford English Dictionary describes a nation as a "configuration" built and redefined by its people, while the Collins English Dictionary highlights the shared traditions, myths, and legal rights that bind citizens together. In essence, a nation is an "imagined political community" connected by a shared sense of belonging.

Nation-building, as defined by the Oxford English Dictionary, involves developing the socio-political and economic framework of a country, uniting its citizens under a common identity. This process is essential for achieving political stability and social harmony, which are pillars of lasting national development. Each citizen plays a crucial role in this endeavour, fulfilling obligations such as paying taxes, voting, discouraging corruption, and upholding the rule of law. The Namibian Constitution reinforces these values by safeguarding human rights and ensuring equality across all demographics.

In Namibia, environmental stewardship is critical. Home to a vast array of indigenous flora and fauna, Namibia faces threats from climate change and illegal activities like poaching and deforestation. As responsible citizens, we must collectively act to protect our natural resources, fostering awareness and deterring harmful activities. By maintaining cleanliness and following environmental policies, Namibians can contribute to national integrity and ensure a healthy ecosystem for future generations.

Social unity is another vital element of nation-building, as it promotes stability and economic growth. Persistent inequality, unemployment, and social exclusion hinder progress and can foster discontent. Namibia has a high unemployment rate, particularly among youth, which exacerbates poverty and inequality. Addressing these issues requires government-led initiatives to promote skills training, job creation, and equitable access to opportunities.

Education is a cornerstone of nation-building. Accessible, high-quality education fosters an informed



and engaged citizenry, equipping individuals with the skills and values needed to contribute to national development. A curriculum that reflects Namibia's aspirations and encourages critical thinking is essential to nurturing future leaders and promoting social cohesion. Education not only benefits the individual but also strengthens the nation, contributing to the vision of a prosperous and united Namibia.

Ultimately, nation-building is a shared responsibility. By dedicating ourselves to ethical behaviour, environmental stewardship, social unity, and the pursuit of knowledge, we each contribute to a brighter future for Namibia. Let us strive together, embodying the spirit of nation-building in every facet of life, to realise Vision 2030 and build a legacy of unity, prosperity, and resilience.



BY DR. FERDINAND
NGHIFIKEPUNYE
KAMATI

University Lecturer

The Impact of Technology on the Degeneration of Oshiwambo as a Native Language



The rapid advancement of technology has dramatically transformed numerous aspects of human life, particularly in communication, education, and entertainment. Among the many changes this has ushered in, the influence of technology on languages, particularly indigenous ones, is a notable concern.

This article examines the impact of technology on the degeneration of Oshiwambo, a native language spoken by the Ovambo people of Namibia. Specifically, it explores how digital communication platforms, the rise of English in various sectors, and the consumption of digital content in English contribute to the gradual decline of Oshiwambo.

One of the most significant factors in the erosion of Oshiwambo as a primary language of communication is the widespread adoption of English as the national language of education, commerce, and government in Namibia. As the official language of instruction in schools and the dominant medium of communication in business and government, English has become the default language for young people, particularly in urban areas. This shift has led to a preference for English over Oshiwambo, with younger generations more likely to speak English than their native tongue, resulting in a gradual loss of fluency and proficiency in Oshiwambo.

The rise of digital communication platforms, such as social media and instant messaging apps, has

exacerbated this trend. These platforms are primarily designed in English, which encourages users, particularly the younger generation, to communicate in English rather than in their native languages. As digital communication becomes more central to daily life, it further entrenches the dominance of English, making it the language of choice for many young people. This reliance on English for online interactions, in turn, has contributed to the decline of Oshiwambo, as fewer opportunities are provided for its use in modern, technology-driven communication.

Additionally, the prevalence of digital content in English, including movies, music, television shows, and news, has significantly influenced language use. As individuals, particularly the youth, spend more time consuming digital media, they are increasingly exposed to English. This exposure further reinforces English as the language of prestige, modernity, and global connectivity, overshadowing native languages like Oshiwambo. The consumption of English-language media has become so widespread that it has become the primary mode of

entertainment, education, and even socialisation, making it harder for the younger generation to engage with their cultural heritage through the medium of their native language.

In conclusion, the impact of technology on the degeneration of Oshiwambo as a native language is undeniable. The dominance of English in education, government, business, and digital media, combined with the growing reliance on technology for communication, has led to a shift away from the use of Oshiwambo. While the advancements in technology have brought numerous benefits, they have also posed challenges to the preservation of indigenous languages. To counter this decline, measures must be put in place to promote the use of Oshiwambo in digital spaces, integrate it into the educational curriculum, and foster cultural initiatives that celebrate the language. Only by addressing these challenges can we hope to preserve the linguistic and cultural heritage of the Ovambo people for future generations.

BY PETRUS KADHIKWA

Library Admin-IUM Ongwediva Campus



THE PRICE OF GREATNESS

Unleashing Your Potential: The Path to True Greatness

In life, every one of us holds a unique blend of abilities and opportunities. These, combined with a constructive mindset, can shape our future in extraordinary ways. For anyone standing at a crossroads, whether you're tempted to quit or ready to reach new heights, remember that nothing influences our destiny more profoundly than our mentality. By embracing a mindset that believes in possibilities and success, we unlock doors to a brighter future.

When we cultivate the mindset of a champion, we gain the resilience needed to achieve greatness. Success is born in the mind; it's the result of our commitment to positive thinking and envisioning a brighter future.

The Power of Thought

Our thoughts shape our reality. They can either propel us forward into greatness or hinder us from reaching our full potential.

When positive, aspirational thoughts dominate our minds, they lead us towards excellence. Conversely, negative or limiting beliefs can hold us back, reinforcing fear and failure. Therefore, changing our outlook on life is crucial for transforming the way we live.

Persistence Over Perfection

Success is not merely a dream realised; it is a goal achieved through persistent action. True greatness is never attained by accident; it requires intentional effort and consistency. Each of us has

been created with distinctive talents meant to add value to the world. Persistent individuals see opportunities where others see roadblocks; they find strength where others give up. Persistence and endurance make the difference between aspiration and accomplishment. A single person with unwavering commitment will achieve more than a thousand individuals driven only by fleeting interest. And remember, success doesn't

require vast resources; it demands a steadfast determination to make the best of what we already possess.

The Key Elements to Success: The 3Ds

In the pursuit of success, three key elements—Determination, Discipline, and Diligence—are essential. Embracing these “3Ds” builds the foundation needed to reach one's fullest potential.

1. Determination

Many people dream of success, but only a few have the determination to follow through. The journey to greatness is often demanding, and it requires resilience and courage to face life's inevitable challenges. Determined individuals remain steadfast, even in the face of obstacles. Champions are made not just by their dreams, but by the disciplined action they take each day to turn those dreams into reality.

2. Discipline

Discipline is the hallmark of every successful individual. It involves having a clear mission and being dedicated to one's goals, regardless of challenges along the way. Without discipline, potential remains untapped. True distinction is born of discipline, focus, and consistent effort in pursuit of a vision.

3. Diligence

Diligence means investing one's

energy, time, and resources in a task wholeheartedly. Hard work, combined with purposeful focus, yields remarkable achievements. It's not enough to simply be busy; what matters is being productively engaged and channeling our energy towards meaningful pursuits. The hard work we put in determines the heights we reach, and diligence ensures that we make the most of each opportunity.

Becoming Unstoppable

As you continue your journey, keep in mind that the choice between quitting and persevering is a daily decision. Success requires persistence, a willingness to stay on the course, and an unwavering belief in one's potential. Greatness is attainable, but it demands dedication, discipline, and an unshakeable belief in possibilities.

To those who feel uncertain or discouraged, they know that the path to success is not an easy one, but it is a path worth travelling. With the right mindset, the discipline to grow, and the diligence to work hard, you will unlock the greatness within you. Your potential is waiting to be unleashed—so take the step and let your journey to greatness begin.

**“..Persistent individuals
see opportunities where others see roadblocks;
they find strength where others give up..”**

**BY MR. FERDINAND
KATUUO**

*Lecturer: Faculty of Strategic
Management & Business
Administration*



The Importance of Intellectual Property Rights (IPR) Awareness in Tertiary Institutions

Intellectual property (IP) refers to creations of the human mind, such as inventions, artistic works, designs, names, and symbols. It plays a critical role in protecting unique ideas and fostering innovation. As technology continues to advance, awareness of Intellectual Property Rights (IPR) is becoming increasingly vital. The education sector, particularly universities, stands to gain significantly from the protection of intellectual property, making IPR awareness an essential component within tertiary institutions.

Universities are hubs of knowledge, innovation, and discovery, where students and staff alike contribute to the advancement of ideas. These institutions not only create and preserve knowledge but also play an instrumental role in transferring this knowledge to the broader public. The World Intellectual Property Organization (WIPO) refers to universities as 'factories of the knowledge economy, highlighting their position as major producers and consumers of intellectual property.

Intellectual property rights impact various sectors and are essential for protecting the creations of a diverse range of professionals, from researchers and designers to musicians and craftspeople. WIPO, as a specialised agency of the United Nations, promotes global education and development in IP through initiatives such as the WIPO Worldwide Academy, which offers training and regulatory guidance on IPR.

Despite the increasing significance of intellectual property, many students and even some staff members in universities remain unaware of its importance. Research has shown that there is a

general lack of IP knowledge, which underscores the need for universities to implement comprehensive IPR education programs. This should not only involve students but also extend to staff members in academia and administration, ensuring that all individuals within the university are equipped to protect and respect intellectual property.

Educational institutions must identify the roles of IP within various disciplines and establish policies that encourage IP

awareness. By incorporating IPR into the curriculum and university culture, institutions can mitigate the risks of IP infringement and promote respect for intellectual property that extends beyond the academic setting.

For students who are unfamiliar with IP, the concepts can seem overwhelming. Universities should adopt clear strategies for disseminating IP knowledge, including workshops, lectures, and online resources. It is crucial to ensure that students



By: Lucia P.I.N Nandjembo,
Group Director:Corporate and Legal Affairs

understand the various types of intellectual property, how to secure their rights and the consequences of IP infringement.

Raising awareness of IP requires a multi-faceted approach, including the use of university websites, social media platforms, and conferences. Collaboration between government bodies, private sector organisations, and universities can further amplify efforts to educate students and staff on the importance of IPR.

Moreover, fostering an environment that encourages the protection of intellectual property can reduce the costs associated with enforcing IPR laws. When students and staff understand the

value of IP and how to protect it, universities can minimise instances of infringement and promote a culture of respect for intellectual property.

In conclusion, intellectual property rights are integral to the growth of both individuals and institutions. Universities should take a proactive role in raising awareness of IPR, ensuring that students and staff alike are well informed about their rights and responsibilities. As students prepare to enter the professional world, they must leave university with a solid understanding of intellectual property and the tools needed to protect their creations. By prioritising IPR education, universities can contribute to a society that values and respects innovation and creativity.

THE CORE CONCEPTS OF INTELLECTUAL PROPERTY RIGHTS



“By prioritising IPR education, universities can contribute to a society that values and respects innovation and creativity.”



The Creative Mindset: Unlocking Your Full Potential



In today's fast-paced world, where change is constant, creativity has never been more essential. Often associated with the arts, creativity extends far beyond that—it influences how we approach challenges, navigate relationships, and solve problems in everyday life. A creative mindset enables individuals to think beyond traditional methods, embrace new perspectives, and turn setbacks into opportunities for growth.

The Power of a Creative Mindset

Creativity is a dynamic skill that enhances resilience and adaptability. It allows individuals to pivot, reframe problems, and take bold action in uncertain situations. People with creative mindsets don't just react to challenges; they actively seek them out, using adversity as a catalyst for reinvention. Whether in academics, business, or personal pursuits, embracing creativity fosters a mindset of continuous learning and self-improvement.

Unlocking Your Full Potential Through Creativity

A creative mindset is a gateway to innovation and efficiency. Developing fluency in your craft, whether in business, science, or the arts—enhances both productivity and problem-solving capabilities. In a competitive environment, success is not just about working harder but also about working smarter. Creativity fuels progress by inspiring individuals to push boundaries, explore unconventional solutions, and transform obstacles into opportunities.

Creativity Beyond the Arts

A common misconception is that creativity is limited to artistic fields. Creativity is fundamental to every profession, from business and science to technology and education. It enhances problem-solving, encourages fresh perspectives, and drives innovation. In the workplace, creative thinkers develop new strategies, improve efficiency, and generate novel solutions, leading to higher engagement, satisfaction, and long-term success.

BY MS. RACHEL MUHUIURE

Former IUM Radio Administrator

Creativity and Resilience

Creativity is a key driver of resilience. When faced with challenges, creative individuals reframe problems, adapt strategies, and explore new solutions. Resilience is not just about enduring difficulties—it's about thriving in the face of adversity. By leveraging creativity, individuals transform setbacks into steppingstones for growth, using innovation as both a problem-solving tool and a mechanism for personal reflection.

Developing Creativity as a Skill

Creativity is not an inborn trait—it is a skill that can be cultivated. Anyone can enhance their creative thinking through curiosity, exploration, and a willingness to take risks. Exposure to new experiences and collaboration with diverse perspectives stimulate creative potential. Encouraging open-ended brainstorming, maintaining a journal, and engaging in creative hobbies all help nurture the creative process.

Creativity and Problem-Solving

Effective problem-solving blends analytical reasoning with imaginative exploration. Cognitive psychologists distinguish between **convergent thinking**, which focuses on logical solutions, and **divergent thinking**, which encourages brainstorming and multiple possibilities. True creativity balances both, allowing individuals to assess challenges from various angles and arrive at innovative solutions.

Embracing a Creative Future

In an ever-changing world, creativity is not a luxury but a necessity. It equips individuals with the tools to solve problems, adapt to change, and navigate complex challenges. By fostering a mindset of flexibility, curiosity, and innovation, we unlock new opportunities for personal and professional success. Creativity is the foundation for resilience, growth, and future progress—embrace it and shape the world around you.



EMBRACING THE FLAME

A Tale of Inspiration and Growth at IUM

In the heart of the bustling city, nestled among towering buildings and lively streets, lies a sanctuary of learning and empowerment – The International University of Management (IUM). Amidst the vibrant campus, alive with the energy of youthful ambition, a tapestry of dreams is being woven, each thread representing an individual story of transformation and promise.

As the sun rises over the campus, casting a golden glow across the quads and corridors, an undeniable sense of possibility fills the air. Students from every corner of the globe converge at IUM, bringing with them a rich diversity of cultures, experiences, and aspirations. In this melting pot of different perspectives, a common purpose unites them: the pursuit of knowledge and the quest for personal and professional growth.

At IUM, the classrooms are far from being mere chambers of instruction; they serve as incubators of inspiration, where curiosity sparks discovery, and collaboration fosters innovation. Professors, much like guiding stars, illuminate the path forward, nurturing not just intellect but character. Learning at IUM transcends textbooks and exams; it evolves into a journey of self-discovery and empowerment, one that equips students to navigate the world with confidence and vision.

In the symphony of voices echoing throughout the lecture halls, one can hear the powerful resonance of dreams taking flight. Discussions hum with energy, debates crackle with passion, and ideas soar on the wings of imagination. Here, young minds are not merely educated; they are ignited. Their potential is fanned into brilliant flames that will light the way for the future. However, the journey of education is not without its challenges. The path to enlightenment is often fraught with obstacles, self-doubt, and setbacks. Yet, it is in overcoming these trials that the true strength of IUM students shines. Failure is not the end, but merely a comma – a brief pause before the next attempt, the next leap forward.

At IUM, perseverance is championed, and resilience is cultivated, ensuring that every challenge is seen as an opportunity for growth. Beyond the lecture rooms, the campus hums with life and vitality. From the sports fields, where athleticism and camaraderie come together, to the libraries, where silence speaks the wisdom of generations, every corner of IUM offers a chance for exploration and development. Here, the student experience is not just about academic success, but about nurturing the body, mind, and soul – a holistic approach to growth.

As days turn into weeks and weeks into years, the students of IUM undergo a remarkable metamorphosis. They shed the cocoon of uncertainty, emerging as confident, empowered individuals, ready to take on the world. Armed with knowledge, strengthened by experience, and fueled by inspiration, they stand poised at the threshold of greatness. To the youth of IUM, I offer this: Embrace this journey with open hearts and open minds. Let the flame of inspiration that burns within you illuminate your path, guide your choices, and fuel your ambitions. You are not merely students – you are beacons of hope, catalysts of change, and architects of a brighter tomorrow. As you tread the hallowed halls of IUM, seize every opportunity, embrace every challenge, and cherish every moment. For in this crucible of learning and growth, you are not only shaping your destiny; you are shaping the world. Let your voices be heard, your dreams take flight, and your actions inspire generations to come.

In the grand tapestry of life, each thread you weave at IUM contributes to the beauty of the whole. So, let your stories be ones of courage, passion, and resilience. Let your legacy be one of inspiration, empowerment, and transformation. As you embark on this grand adventure called education, know that the world awaits your brilliance, your creativity, and your boundless potential. At IUM, the flame of knowledge burns ever bright, and in its glow, the youth find not just education, but the true essence of life itself.

BY -MARKUS T.
DANIEL

IUM Student



10 Trillion A Student's Guide



By Meriam Udjombala
IUM Student

You might wonder why this guide is called **10 TRILLION**, and not something simple like 101, 2, or 3. Well, if you've read enough guides already, this name feels fitting – get it? This is a guide written by a student, for students. Don't worry, there's no lecture here about drugs or alcohol; this is more about real advice for navigating student life. Here are a few principles that may resonate with some – especially those who know where they're headed.

Rule #1: University is a Whole New World

University is a place of discovery. You'll learn a lot about yourself – some things are fun and interesting, and others may be a bit disappointing. Don't feel pressured to dress to impress; instead, dress to express. Your appearance matters, and first impressions are powerful. Aim for a style that's decent yet fashionable – one that's true to who you are. Society often judges at first glance, so present yourself confidently.

Rule #2: Don't Be Anyone's Benchwarmer

In university, avoid becoming someone's benchwarmer. This happens for various reasons, but don't let yourself fall into the role of someone who is merely there for convenience. Value yourself and surround yourself with people who respect and appreciate you. You deserve friends and partners who see you as more than a puppet they can control. Remember, you can do more.

Rule #3: Know When to Say "Enough" to the Party Life

Yes, let's talk about the groove. It's easy to get lost in the thrill of a night out, but remember that tomorrow exists, as does social media – which spreads embarrassing pictures like wildfire. So, while it's fun to let loose, remember to drink responsibly. This goes for everyone, whether you're a party-loving woman or a man who knows how to have a good time. Enjoy, but stay mindful.

Rule #4: Be Cautious with Trust

You may feel betrayed that I'm bringing up trust after promising not to mention certain topics, but here's the truth: don't trust too easily. Trust is a powerful thing, but it can backfire. Not everyone has your best interests at heart, and it's easier than ever for people to put on a show. It's not about being naïve; it's about being cautious and knowing that not all friends will celebrate your success genuinely.

Rule #5: Never Forget Where You Came From

A wise person once said, "Don't ever forget where you came from." Let your past – no matter how embarrassing, difficult, or challenging – fuel your ambition. Remember, your journey doesn't end with a diploma, degree, or certificate; it's just the beginning. Keep sight of your goals and let your history drive you forward, not steer you off course. That's it! I hope these rules inspire you, guide you, or at the very least, make you think.

MY JOURNEY TO UNIVERSITY: PERSEVERANCE AND UNEXPECTED SUPPORT



By Maano L. Josef

2nd Year IUM Electronics Engineering Student

Embarking on the journey to higher education can be a daunting challenge, particularly when confronted with financial constraints and personal setbacks. My story is one of perseverance, resilience, and the transformative power of unexpected support—an experience that has reshaped my path in ways I never could have imagined.

The road to university was far from straightforward. With no family history of higher education, the odds were stacked against me from the start. After completing high school, I faced three years of setbacks followed by a gap year in which I worked as a nanny. The job was humbling though it provided me with not only the means to save for my education but also a daily reminder of the dreams I was determined to achieve. While my peers went off to school, I stayed behind, working hard to make my future a reality, often feeling as though my goals were just out of reach.

The financial strain was undeniable. Every month presented new challenges, and the cycle of obstacles seemed relentless. Yet, I refused to lose hope. Each hurdle was a lesson, each setback a disguised step forward. It was my unyielding determination that kept me moving forward, even when the light at the end of the tunnel seemed dim.

It was during these struggles that I found an unexpected ally. My aunt, who, though not a blood relative, is the wife of my uncle—witnessed my tireless efforts and the sacrifices I made. Moving by my perseverance, she stepped in to provide the financial and emotional support I so desperately needed. Her support was the turning point, allowing me to finally enroll in university and pursue my dreams.

Now, as I sit in university, it often feels surreal to have accomplished what once seemed like an unattainable dream. The journey has taught me that success does not always come easily, but it is possible with perseverance and the willingness to embrace the help of those who offer it—sometimes from the most unexpected of sources.

My experience is a reminder that enduring hardship and remaining steadfast in the face of adversity can ultimately lead to success. In moments of difficulty, we may find strength in both our resilience and the kindness of others. Let my journey stand as proof that with determination and the right support, even the most challenging situations can be turned into opportunities for growth and achievement.

The Municipal Bus

Beep! Beep! Beep! My alarm rang at 5 a.m. on a dreary Monday, signaling the start of a day packed with assignments, tests, and a six-hour practical. Despite feeling like skipping, it is all after a wild night, the alarm clock — a gift I'd once resented — became my saving grace. I'd spent my cab money on drinks the night before, leaving me with just twenty dollars. Reluctantly, I took the municipal bus, which charges eight dollars per passenger for a city ride.

At the bus stop, the scene was chaotic as people scrambled to board the "ekunde" — a local nickname for the municipal bus. Despite my reluctance to push through the crowd, I made my way inside, only to find no seats. Among the passengers was a well-dressed minister, notorious for his immature behaviour. He had his son push through the crowd to claim a seat, a scene that disgusted me, given the ongoing corruption and inequality in the country.

As the bus swayed through the crowded streets, my stomach growled with hunger, a regretful reminder of skipping breakfast. Nearby, a woman traded hot dogs for a Coke — an example of the small-scale businesses that thrive even on public transport. The bus was packed, and I couldn't help but notice the discomfort of fellow passengers, including an elderly woman and a heavily pregnant lady struggling to find space. Two young girls, seated and chatting away, completely ignored their plight.

The noise on the bus was deafening, from gossiping passengers to those complaining about the heat. Amid it all, I couldn't help but reflect on a wise old man's words from my village: the world suffers not only from those who harm but also from those who do nothing to stop it.

As the bus navigated sharp turns and sped toward the city, I thought about the daily struggles of the people around me, including the politicians who seemed to ignore the hardships of the common man. The ride, though uncomfortable, reminded me of the harsh realities of life, but also of the small acts of kindness that balance things out — like when the two girls, after leaving the bus, experienced a little karmic retribution.

As I reached my stop, I felt a small satisfaction, knowing that sometimes, life has a way of teaching its lessons.

BY JOHANNES P.
PAAVO

IT Professional



A Journey Through the Nuances of Modern Life

A Collection of Stories by Priscilla Mpareke

Priscilla Mpareke's upcoming work is a captivating exploration of the diverse experiences that shape modern life. Through four distinct narratives, Mpareke delves into themes of financial responsibility, career fulfillment, lifestyle choices, and the transformative power of literature. Each story offers unique insights into the human condition, leaving readers with much to reflect upon long after they have turned the final page.

Chasing Solvency

In Chasing Solvency, Mpareke introduces Ndapewa Nangombe, a young professional in Windhoek, who faces the growing complexities of personal finance. Despite her disciplined approach to budgeting, Ndapewa is drawn into the world of investment by her exuberant friend, Petrina, who promises instant wealth through a promising start-up. Torn between the allure of quick financial freedom and the values of financial stability, Ndapewa's journey of self-reflection culminates in a powerful lesson from her grandmother, reminding her that true wealth is not in the numbers on a bank statement, but in life experiences and character. This story explores the tension between societal pressures and personal values, and the courage required to remain true to oneself in a world that often prioritises material success.

The Calling

In The Calling, Mpareke presents the story of Ndjamba, a young man who seems to have it all—a prestigious job in an accounting firm in Windhoek. Yet, as he

returns to his roots in northern Namibia, he finds himself grappling with a deeper longing that his corporate career fails to satisfy. Inspired by his grandmother, a respected Simbanda (traditional healer), Ndjamba discovers his true calling, one that connects him to his heritage and the wisdom of his ancestors. The story is a poignant reminder of the importance of aligning one's work with personal values and the fulfilling nature of following a path that calls from the heart. Ndjamba's courageous decision to leave the corporate world and pursue his ancestral duties is a testament to the power of passion and the pursuit of purpose over comfort and material security.

Unscripted Bliss

Unscripted Bliss follows the journey of Selma Shikongo, a successful artist living in Swakopmund, who finds herself disillusioned with the predictable and consumer-driven nature of her life. On a whim, she decides to leave behind the comfort of her home and embark on a solo adventure across Namibia, seeking a deeper connection with herself.

and the world around her. Along the way, she encounters various communities living in harmony with nature, such as a Himba tribe in the Kunene region and an off-the-grid eco-community. In these encounters, Selma rediscovers the beauty of living authentically, embracing simplicity, and redefining success. This story is a celebration of living outside societal expectations and finding joy in the unplanned, the spontaneous, and the deeply personal.

Bound by Pages

In *Bound by Pages*, the transformative power of literature takes center stage. Emilia Kandjimi, a librarian in Rundu, finds solace in the written word following the death of her husband, Titus, who had shared her love for stories and Namibian folktales. As Emilia immerses herself in books, she connects with a young reader named Karina, sparking a profound sense of purpose. Through the exchange of stories and the sharing of ideas, Emilia discovers

that her role as a librarian is not merely to maintain a collection of books, but to serve as a custodian of stories that shape the community. This narrative illustrates how literature has the power to heal, inspire, and unite, offering readers a window into human experience while fostering empathy and understanding.

Through these rich and thought-provoking stories, Priscilla Mpareke invites readers to reflect on the complexities of modern life. Each tale offers valuable lessons on the importance of self-reflection, the courage to follow one's true calling, and the power of authentic living. Mpareke's eloquent writing and engaging storytelling, provide a refreshing perspective on the universal struggles and triumphs that define the human experience. Her work serves as both a mirror and a guide, offering readers the chance to explore their paths toward fulfillment, purpose, and self-discovery.

**BY PRISCILLA
MPAREKE**

Teacher and Student: Masters in English at Great Zimbabwe



Celebrating Culture: A Tapestry of Identity, Unity and Understanding

Culture is the dynamic, intricate fabric that interweaves the beliefs, practices, and expressions of diverse communities. In Namibia, a land rich with cultural variety, we see a nation unified by its shared respect for these differences. Step into any lecture hall here, and you'll likely find a crowd of over 200 students, each bringing their unique cultural background to the table, yet all creating a harmonious, conducive learning environment for one another. This, as Jawaharlal Nehru once observed, shows that "culture is the widening of the mind and not of the spirit." Culture enriches us, shapes our identities, influences our daily lives, and fosters a sense of belonging and continuity across generations.

Culture serves as a bridge that connects our history to our present, enriching our experiences, fostering understanding, and helping us sort through our differences. By celebrating our varied cultures, we develop personal and shared identities, grounded in traditions, customs, languages, beliefs, morals, and art. Through these, individuals connect with their heritage, gaining a deeper sense of who they are within the broader world. Take, for example, the Oshiwambo culture in Namibia. Here, beliefs and norms are handed down from generation to generation, instilling values such as respect for elders, community conduct, and moral principles in younger generations. These cultural foundations shape behaviours, social norms, and values, helping to define everyone's role within society.

The celebration of different cultures promotes mutual respect and understanding, uplifting societies by embracing diverse perspectives and innovations. Art, music, dance, and literature all allow people to express their creativity and emotions. For instance, Ovaherero and Damara/Nama communities honour their heritage by dancing to traditional songs at cultural events. The Ovahimba people, one of the most recognisably distinct cultural groups in Namibia, wear their traditional attire with pride. A recent example is a law graduate from the University of Namibia who wore her Ovahimba attire at her graduation, proudly reflecting her identity from a marginalised community. These vibrant expressions not only preserve cultural histories but also contribute to the ongoing development of cultural heritage.

Cultural practices and celebrations foster stronger community bonds by reinforcing a shared identity. Festivals, rituals, and collective activities promote social interaction, unity, and support among community members. In Namibia, the annual Cultural Heritage Week in September honours and remembers our cultural forebears. In the Oshiwambo culture, for instance, the traditional practice of *Olufuko*, a rite of passage preparing girls for womanhood and marriage, is still performed, reflecting values of respect and responsibility. Likewise, cultural festivals at universities allow students to explore various traditions through food, drink, and activities. And on Independence Day, Namibians proudly dress in cultural attire, celebrating both freedom and heritage.

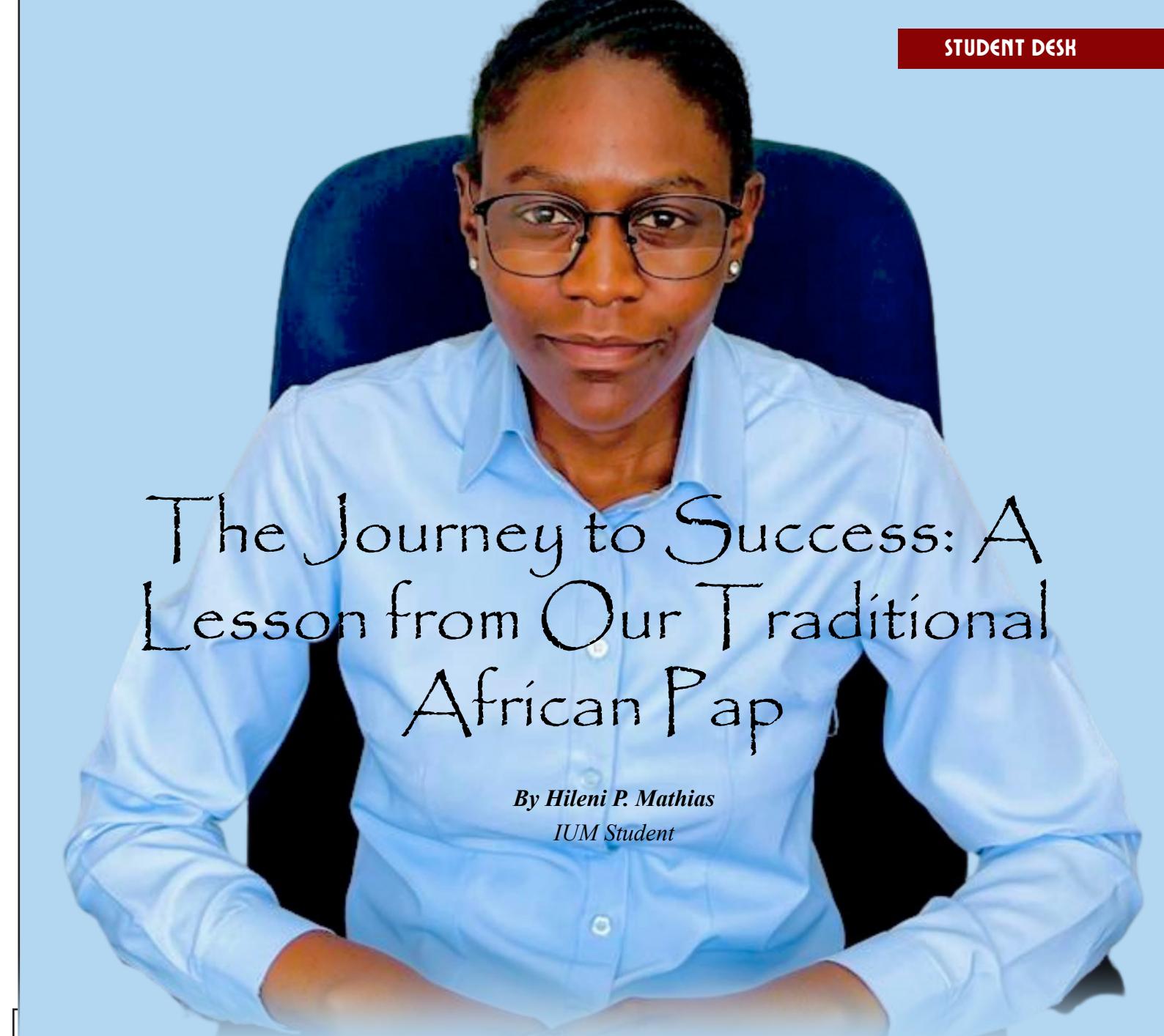
Ellen Goodman eloquently put it, "Traditions are the guideposts driven deep in our subconscious minds. The most powerful ones are those we can't even describe, aren't even aware of." As societies progress, culture adapts, preserving legacies while embracing change. This balance between tradition and modernity ensures culture remains both relevant and influential. Mahatma Gandhi once said, "A nation's culture resides in the hearts and the soul of its people." Indeed, it is within us, shaping our outlooks and guiding our connections with the world.

In essence, culture is a fundamental aspect of human life, a framework that connects us to our past, guides our present, and shapes our future. It binds us to our ancestry and one another, celebrating the diversity that makes us uniquely human. As Albert Camus wisely remarked, "Without culture, and the relative freedom it implies, society, even when perfect, is but a jungle. This is why any authentic creation is a gift to the future."



BY HELENA N. TOMAS

IUM Student: Bachelor of Education Honours



The Journey to Success: A Lesson from Our Traditional African Pap

By Hileni P. Mathias

IUM Student

Success is much like cooking our traditional African pap, that thick, satisfying porridge that is both a staple and a source of comfort. Stirring pap over the fire takes patience, and it can be challenging. As the porridge thickens, it sometimes splatters, and if we're not cautious, we might end up with burns on our hands, arms, or faces. Yet, despite the discomfort, we persevere, adding flour and stirring continuously to prevent lumps, ensuring that our porridge has the right texture and flavour.

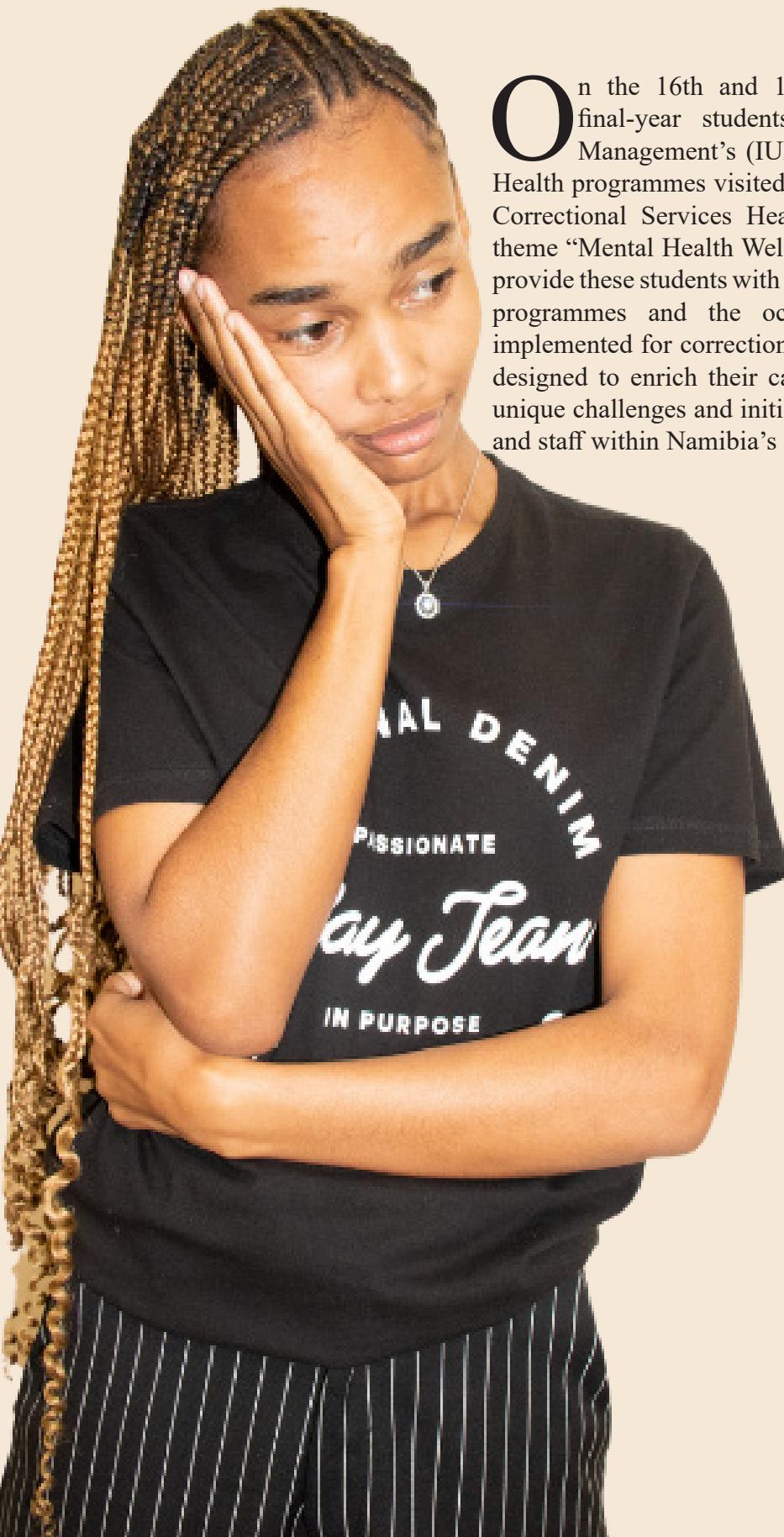
Similarly, the journey to success is laden with obstacles and trials. Despite these hardships, it's essential to press on, even when the path seems impossible. Every challenge is temporary, though it may feel unending in the moment. Don't let difficulties dishearten you; they are but tests of your commitment to your goals.

In life, hardships are often unavoidable, but they do not have to define us permanently. We are not victims of our struggles unless we choose to be. Even in the darkest times, we have choices, though they may not be immediately apparent. You may have to search deeper or push harder to find your way, and that persistence is why giving up should never be an option.

Life is like a complex puzzle, where sometimes the pieces don't seem to fit. You may question if you're on the right path, but moving forward is crucial, even if progress is slow or uncertain. And if you find that the path isn't leading where you hoped, it's up to you to adapt, change your approach, or even start anew. One day, you'll look back on your journey and proudly share your story: "It was tough, but I made it. And you can too."

Exploring Mental Health Wellness and Recidivism Reduction

IUM Students' Visit to Windhoek Central Prison and Namibia Correctional Services Head Office



On the 16th and 17th of September 2024, a group of 66 final-year students from the International University of Management's (IUM) Health and Wellness and Occupational Health programmes visited Windhoek Central Prison and the Namibia Correctional Services Head Office. The visit, organised under the theme "Mental Health Wellness and Recidivism Reduction," aimed to provide these students with hands-on exposure to offender rehabilitation programmes and the occupational health and safety measures implemented for correctional officers. This immersive experience was designed to enrich their career preparation by shedding light on the unique challenges and initiatives dedicated to supporting both inmates and staff within Namibia's correctional system.

During the visit, students observed several projects and initiatives that play a fundamental role in the rehabilitation process of offenders. These programmes are critical in addressing the mental health needs of inmates and creating pathways for their reintegration into society post-incarceration. The correctional facilities offer comprehensive rehabilitation services, including skill-development workshops and counselling, which provide inmates with the tools to reflect on their past actions and prepare for a more productive future. The students were able to witness how these programmes are structured, with inmates actively participating in activities that foster their emotional and psychological well-being. They toured both male and female units, gaining a broad perspective on how the prison system meets gender-specific needs and tailors its programmes accordingly.

In addition to gaining insights into offender rehabilitation, the students also studied the occupational health and safety measures in place for correctional officers. Students learned about the various practices employed to protect the officers' mental and physical health, including stress management programmes



Working within a correctional facility presents unique physical and psychological challenges, and these officers must be supported to maintain their health and well-being.

and ergonomic adjustments to workspaces. This component of the visit underscored the importance of health and wellness for both inmates and those responsible for their care, highlighting the crucial role of support systems within high-stress environments.

The visit also provided a tour of the correctional facility's workshops, showcasing the range of trades and skills in which inmates receive training during their sentences. These workshops span multiple disciplines, offering offenders the chance to acquire valuable skills that may increase their employability upon release, a significant factor in reducing recidivism. The students expressed admiration for the scope and variety of these training opportunities, recognising how they contribute to the overarching

goal of rehabilitation.

In essence, the visit to Windhoek Central Correctional Facility offered IUM students a unique opportunity to witness the real-world application of health and wellness principles within a correctional setting. It enabled them to appreciate the intricate relationship between mental health, rehabilitation, and recidivism reduction. Observing the dual focus on the rehabilitation of offenders and the well-being of officers will undoubtedly shape the students' future careers in health and wellness, equipping them with the knowledge and motivation to contribute to similar initiatives within Namibian institutions and beyond.

**BY DR. ABIGAIL M.
CHIPARE**

IUM Lecturer



LONGEVITY SECRETS

In today's fast-paced world, the demands of daily routines often push our health to the background. Between commuting to work, managing household responsibilities, and meeting various obligations, many of us rarely pause to focus on our well-being. However, dedicating time to our health can have profound effects on our physical, mental, and social lives, leading to a longer and more fulfilling journey. This article delves into the secrets of longevity that can help pave the way for a healthier, longer life.

Physical Well-being: Nutrition, Exercise, and Sleep

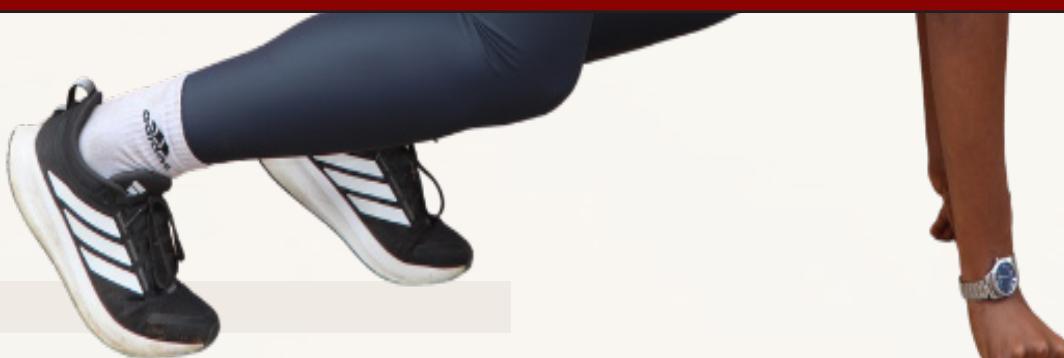
A key pillar of good health is proper nutrition, which provides the foundation for physical well-being. Nutrition fuels the body, helps prevent diseases, and ensures that we have the energy to navigate life. A balanced diet should include fruits like apples, bananas, and oranges; vegetables such as cabbage, carrots, and cucumber; and foods rich in proteins and other essential nutrients. Good nutrition supports

cognitive function and prevents chronic conditions, including diabetes and heart disease, by boosting the body's immune system and ensuring it functions optimally.

Nelson Mandela famously stated, "Exercise is the key not only to physical health but to peace of mind." Regular physical activity, such as walking, jogging, or cycling, strengthens muscles, bones, and the heart. During exercise, the body releases endorphins, which improve mood and reduce stress. A fit body also means an active immune system, better equipped to fight off diseases and infections.

In addition to exercise, getting enough rest is vital for overall health. Thomas Dekker once said, "Sleep is the golden chain that ties health and our bodies together." Sleep is essential for the brain, as it processes daily events, consolidates memories, and promotes cognitive function. Adequate rest also improves concentration, emotional stability, and physical well-being.

“The greatest wealth is health,” said Virgil.



Mental Wellness: Managing Stress and Enhancing Well-being

Mental health is just as crucial as physical health, yet it often takes a backseat in the face of life's challenges. As Noam Shpancer aptly put it, "Mental health is not a destination, but a process." Stress, anxiety, and mental health disorders are increasingly prevalent in today's world, but they can be managed through practices like mindfulness, meditation, and engaging in hobbies that bring joy. Activities such as reading or watching films allow the mind to unwind, offering a temporary escape from daily worries and fostering mental relaxation. Indeed, reading has been described as medicine for the mind.

Social Connections: Building Stronger Relationships

Brené Brown beautifully encapsulated the importance of social connections: "Connection is the energy that is created between people when they feel seen, heard, and valued." Social interactions play a significant role in health, as they help reduce the risk of anxiety, depression, and loneliness. Engaging with people from diverse backgrounds and lifestyles can also provide insights into healthier living, offering inspiration and wisdom to adopt healthier habits. By nurturing social ties and fostering open communication, we strengthen our support systems, which in turn boosts self-confidence and enhances overall well-being.

The Importance of Routine Health Check-ups

Regular medical check-ups and screenings are vital for detecting potential health issues early on. These assessments not only allow for the early identification of conditions but also improve the chances of effective treatment. Healthcare professionals can offer guidance on maintaining a healthy lifestyle and provide tailored advice for living a long, healthy life.

"Exercise is the key not only to physical health but to peace of mind."
Nelson Mandela

Conclusion

In conclusion, achieving longevity through health-focused practices requires a balanced approach to life. A nutrient-rich diet forms the foundation for optimal physical health, while regular exercise promotes cardiovascular and muscular strength and improves mental health. Adequate sleep ensures the body and brain recover, and mental wellness practices, such as mindfulness, manage stress effectively. Strong social connections offer emotional support and reduce feelings of loneliness, contributing to a happier and more fulfilling life.

When these factors are combined, they create a comprehensive strategy for living a long, healthy, and meaningful life. By prioritising our health, we not only extend our years but also enrich the quality of our lives.



BY HELENA N. TOMAS

IUM Student: Bachelor of Education Honours

Pursuing a Master's Degree

A PATH TO PERSONAL AND PROFESSIONAL GROWTH

In today's ever-evolving world, furthering one's education is more crucial than ever. Pursuing a master's degree represents a significant step in expanding one's knowledge and upgrading academic qualifications. This level of study, classified as Level 9 on the National Qualifications Framework, is a highly respected qualification in Namibia, provided it is accredited by the National Qualifications Authority (NQA).

A master's degree offers many advantages, but its value depends largely on individual circumstances and aspirations. To embark on this academic journey, one must first hold a bachelor's or Honors Degree in any field of study. The availability of relevant courses varies between institutions, and prospective students should carefully consider their options before committing them.

One of the most compelling reasons to pursue a master's degree is the potential for higher earning power and better job prospects. Many employers now require advanced qualifications for higher-level positions. However, the financial implications cannot be overlooked. Student loans can create long-term financial burdens, impacting personal financial stability and delaying milestones such as becoming an established researcher, educator, or scholar. It is essential to weigh the potential costs against the long-term benefits before deciding to pursue a master's degree.

Furthermore, an individual's socio-economic background plays a role in their educational success. Research has shown that individuals from higher socioeconomic backgrounds often have better access to educational resources, which can lead to improved academic outcomes. This gap has become more pronounced in modern societies, making social class an important factor in academic achievement and career success.

A master's degree typically takes one to two years to complete, depending on the institution and programme. The process culminates in a final examination and a research project, where students must compose a dissertation on a topic approved by their academic supervisor. This research is critical to the students' success and requires dedication and perseverance.

In conclusion, the decision to pursue a master's degree should not be made lightly. It is essential to carefully evaluate personal career objectives, financial circumstances, and the potential return on investment. With the right planning and commitment, a master's degree can be a valuable tool for personal and professional advancement, offering both intellectual growth and enhanced career opportunities.

BY PINDUKENI S. SINDIMBA

IUM Student



Unveiling the Beauty of Careers: Inspiring the Youth to Discover Their Passion and Potential

In today's fast-paced world, the pursuit of a fulfilling career can often seem daunting. Yet, the true beauty of careers lies not only in the destination but in the journey of discovering and pursuing one's passions. For the youth standing at the crossroads of their future, understanding this can be a powerful motivator.

The concept of a career should be viewed as more than just a job—it is a lifelong journey of exploration and growth. Each career path is unique, offering valuable experiences that contribute to personal and professional development. For many young people, the idea of a career might be associated with financial stability and job security, but it also encompasses the opportunity for creativity, impact, and self-fulfillment.

One of the most beautiful aspects of choosing a career is the chance to discover and immerse oneself in a passion. Passion fuels motivation and can transform work from a mere obligation into a source of joy and purpose. Encouraging young people to explore their interests—whether through internships, hobbies, or volunteer work—helps them uncover what truly excites and drives them.

Careers offer a platform for continuous learning and growth. Every profession presents opportunities to develop new skills, overcome challenges, and achieve milestones. This dynamic environment not only keeps the work experience engaging but also fosters personal development. By embracing a career's learning curve, individuals can build

resilience and adaptability—qualities that are essential in a rapidly changing world.

Another compelling aspect of a career is its potential to create a meaningful impact. Many careers provide avenues to contribute positively to society, whether through innovation or leadership. Understanding that their work can influence others and bring about change can inspire young people to choose paths that align with their values and aspirations.

The beauty of a career also lies in achieving a balance between professional ambitions and personal well-being. Young people need to recognise that success is not solely defined by job titles or salaries, but also by a fulfilling and balanced life. Pursuing a career that allows for personal time, hobbies, and relationships can lead to greater overall happiness and satisfaction.

Ultimately, the beauty of careers is found in the endless possibilities they offer. Each career path is a canvas upon which individuals can paint their unique story. By exploring different fields, staying open to new experiences, and following their passions, young people can craft careers that are

not only successful but also deeply rewarding.

Inspiring the youth to see the beauty in careers means encouraging them to dream big, remain curious, and pursue their passions with vigour. The journey of finding and building a career can be one of the most fulfilling adventures, offering endless opportunities for growth, impact, and joy. As they embark on this journey, young people need to remember that their career reflects their values, dreams, and aspirations, making it a beautiful and transformative part of their lives.

Wishing you all the best in your career journey.



BY ANATOLIA
NDEYAPUNE ISRAEL
IUM Graduate

BRIGHT NIGHT



The sun glides swiftly down the horizon,
Fading, surrendering its golden glow.
It sets to gather strength for the morrow,
As darkness sweeps across the universe,
Clouds drift apart, unveiling the night—
A stage for stars and the moon's soft light.

A grand constellation, a celestial dance,
The moon smiles, its glow serene.
The heavens blush with vibrant hues,
Stars twinkle with ancient pride and grace.
Though faint compared to the sun's fiery gaze,
Their humble light ignites awe and wonder.

Birds nestle in their leafy havens,
Bats flit through shadowed skies.
Homes become sanctuaries of warmth and rest,
And the world surrenders to tranquil silence.

The hum of life fades into whispers,
As the profound stillness of night takes hold.

A gentle breeze stirs the rocky plains,
Awakening creatures of the dark.
In the shadows, life stirs anew—
Echoes of owls, the rustle of unseen wings,
A nocturnal symphony fills the air.
While some dream, others wander,
Burdened by the weight of unspoken sorrows.

Yet as dawn tiptoes toward the horizon,
The night bows gracefully today.
Owls retreat, their vigil complete,
Hummingbirds greet the sun with song.
Stars dissolve into the endless blue,
And the sun ascends—radiant and bold.
The bright night fades; a new day unfolds.

By Thandekile S Dube
IUM Student

My mind stirs with inspiration,
Drawn into a whirlwind of poetry.

I sense the spark, the thrill,
Words flow from my pen like fireflies in the night.

I am uplifted, carried by a boundless spirit—
Reaching, searching for peace,
For the path to healing and success.
Strength fills me, resilient and unyielding,
Even in the face of difficulty.

The Bible says, "Bread is earned by the sweat of one's
brow."

If it's not the chicken, it's the feathers.
When exhaustion sets in,
And stress begins to press,
Blood rushes and heartbeats quicken.
But tears shall not fall,
For I find solace in ambition and faith.

By God's grace, I walk alongside doctors,
Sharing wisdom in places of healing.
Now I dance with joy, love lifting my spirit.
Life shines brightly, my home aglow,
A beacon against life's many trials.

I have faced countless temptations,
But I refuse to surrender—
That is the nature of this world.
And here I stand, victorious.

Dance Like Nobody



BY KAATUHOLE NJUNE
IUM Student

To the Boy at Campus

What is so disgusting about a shedding uterus?

See, this is not a choice I made,

To be drained of blood,

Nor did I sign up for battles with cramps.

You look at me as if I am cursed,
Because of the stain on my pants.

But I didn't choose that colour,

Red is just a little brighter.

That's not even the problem,
For this cycle, I must partake,
To prove I am clean – it's no piece of cake.

But even though this phase,

I see the disgust on your face,

As if I am the one to blame.

I didn't choose menstruation,
Or to bleed; it wasn't my decision.

This repetition, this cycle,
So am I supposed to feel ashamed?

That I made it again,

After every time you try to pour

Semen in me, it's all in vain?

This blood is a sign of victory,
To the girl who lost her virginity,

After months of worry,

With the sign of blood, all fear has vanished.

This blood is a sign of responsibility,

That someone abstained,

Or simply used protection,

Yet I still feel guilty.

When I unconsciously paint red,

I can't even stand,

What if I've flooded the whole place?

The reason I can't concentrate in class,
Is it because you're pushing juice into my glass,
Feeding me with lies like a snake in the grass,
But don't you know, every healthy girl bleeds?
It's nature,

If only you could embrace this virtue.

The reason I didn't fight back,
At your ugly stares, your hurtful words,
Is because my womb is a battlefield.

I had to wrestle with cramps
Before I could silence you.

I must deal with the back pain,
The pimples,
My back aches, a bag of cramps,
Anxiety, in case I might stain,
And paint red.

I love how you showcase your illiteracy,
We live in the 21st century,
Yet it feels like the '90s.
We haven't accepted life for what it is.

You should know better,
That is the egg is unfertilised, it bleeds,
But you're no wiser than our ancient parents,
Who never took biology lessons.

Until she harvests menopause,
She continues to bleed.

Your aunt, your mother, your sister, your
girlfriend,
And that is a sign of purity.



BY NANGOLO
THERESIA

IUM Student

ONAMBAMBI NAMIBIA TRANSPORT (O.N.T)

WINDHOEK, ONDANGWA, OSHAKATI & OUTAPI



ONDANGWA
N\$320

DEPARTURE FROM WINDHOEK:

Soweto market

Contact: Teopolina 061-242708/0813320053

DEPARTURE FROM ONDANGWA:

Kapana Services Shopping centre

Contact: Anna 0811413164

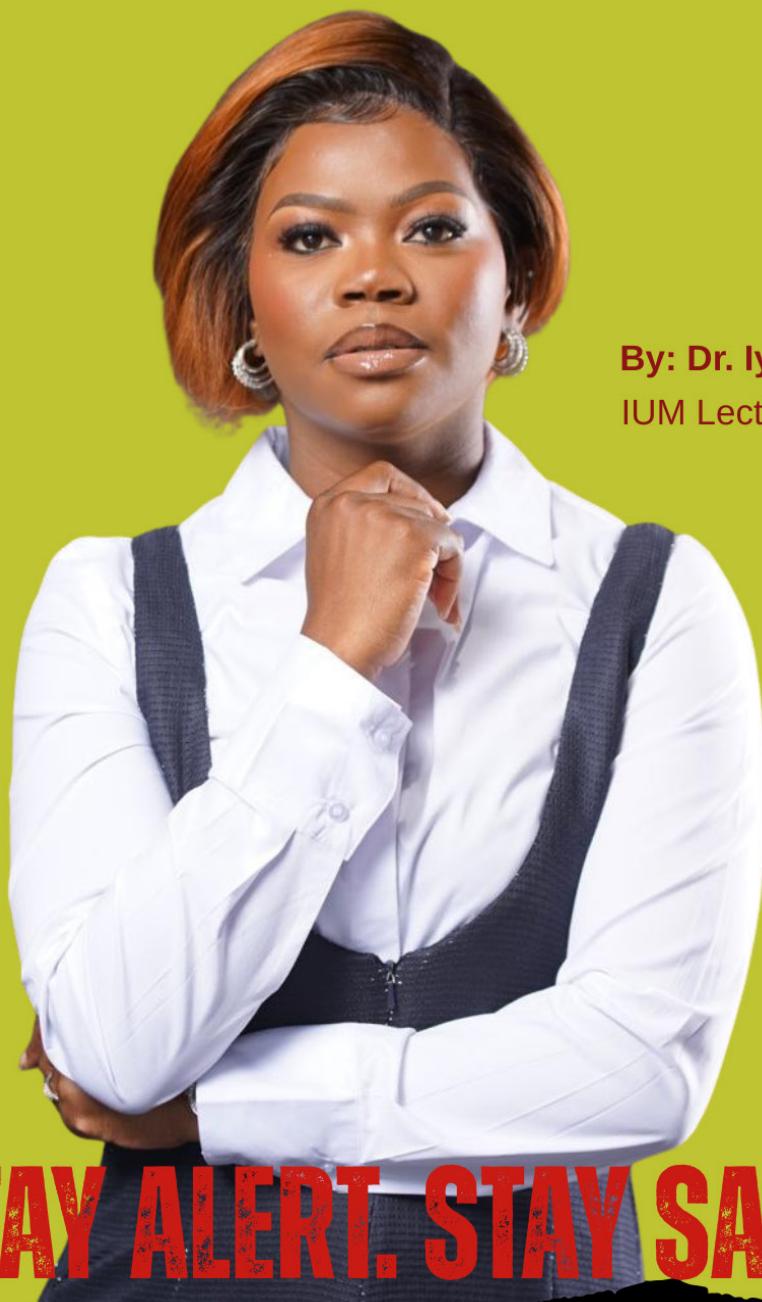
OSHAKATI
N\$320

STUDENT PRICE:
ANY ROUTE IS REDUCED WITH N\$20.00

OUTAPI
N\$350

THE BUS LEAVES WINDHOEK DAILY !

STRATEGIES FOR EFFECTIVE CYBERSECURITY POLICY IMPLEMENTATION IN ORGANISATIONS



By: Dr. Iyaloo N. Waiganjo
IUM Lecturer

STAY ALERT. STAY SAFE.

DON'T BE THE NEXT VICTIM

THINK BEFORE YOU ACT

- ✓ Designate a Responsible Executive
- ✓ Secure Commitment from Top Leadership
- ✓ Integrate Continuous Communication
- ✓ Allocate Resources Efficiently Despite Budget Constraints
- ✓ Provide Regular Training and Awareness Programs
- ✓ Conduct Regular Audits and Assessments

In the modern age, where the internet plays a central role in day-to-day operations, organizations face an unprecedented vulnerability to cybercrime and cyberattacks. As businesses embrace the benefits of digital transformation to keep up with rapid technological advancements, they also expose themselves to a wider range of cyber threats. Cybercriminals have become increasingly sophisticated, leveraging technologies like Artificial Intelligence (AI) to devise more targeted and effective strategies. As we progress into 2023, the need for robust cybersecurity countermeasures has never been more critical.

In this context, implementing effective cybersecurity policies within an organisation is paramount. These policies serve as the foundation for securing digital assets and mitigating risks, offering guidance on acceptable use, access controls, incident response, and encryption protocols. A comprehensive cybersecurity policy provides a clear framework for employees to follow, ensuring adherence to security protocols and supporting compliance with global cybersecurity standards.

However, for these policies to be successful, they must be adopted and rigorously followed across all levels of the organisation, from top management to entry-level staff. Below are some essential strategies to ensure successful implementation and compliance with cybersecurity policies:

1. Designate a Responsible Executive

Appointing a dedicated executive responsible for overseeing information security is crucial. This individual will be accountable for the execution of cybersecurity initiatives and will provide leadership and clear direction in the implementation of security measures. Their role ensures that cybersecurity remains a top priority within the organization.

2. Secure Commitment from Top Leadership

Effective cybersecurity policy implementation relies heavily on the commitment of top management. When senior leaders prioritise cybersecurity, they set the tone for the entire organisation, promoting a culture of security awareness and compliance. Strong support from leadership also facilitates the allocation of necessary resources to strengthen cybersecurity defences.

3. Integrate Continuous Communication

Cybersecurity protocols should be embedded into the organisation's digital systems, offering continuous reminders and updates to employees. This ensures that employees remain aware of security measures and are regularly informed of any changes or emerging threats. Regular communication fosters a cybersecurity-conscious culture, improving adherence to security practices.

4. Allocate Resources Efficiently Despite Budget Constraints

Many organisations face budget constraints, but cybersecurity should remain a priority. Resources should be allocated strategically to areas that provide the greatest return on investment, such as implementing technical controls, investing in staff training, and raising awareness. Even with limited funds, organisations can make a significant impact by focusing on critical cybersecurity initiatives.

5. Provide Regular Training and Awareness Programs

Continuous training is vital in developing a strong cybersecurity culture within an organisation. Practical assessments, simulations, and awareness programs ensure employees remain vigilant and well-prepared to identify and respond to potential threats. Regular training also reinforces the importance of following cybersecurity protocols and staying up to date with emerging risks.

6. Conduct Regular Audits and Assessments

Cybersecurity is a constantly evolving field, and regular audits are necessary to evaluate the effectiveness of policies and identify areas for improvement. Conducting periodic assessments helps organisations keep their cybersecurity measures current, addressing new threats and adopting policies as required. Feedback from audits can drive the continuous improvement of cybersecurity practices.

By implementing these strategies, organisations can cultivate a robust cybersecurity culture that significantly reduces the risk of cyber threats. If your organisation has yet to establish cybersecurity policies, don't worry, stay tuned to my next article, where we will discuss the essential steps for formulating and finalising a cybersecurity policy document ready for implementation within your organisation.

Cybersecurity is not just an IT concern; it is a shared responsibility that should permeate every level of an organisation. With the right policies, resources, and commitment, organisations can protect their digital assets and maintain a safe and secure environment for all stakeholders.

Cybersecurity is a constantly evolving field, and regular audits are necessary to evaluate the effectiveness of policies and identify areas for improvement.

STITCHING MEMORIES

Your journey is uniquely yours, and it is worth every effort to see it through." This sentiment lies at the heart of *Stitching Memories*, a captivating book by Dr Lukas Homateni Julius. With elegance and candour, Dr Julius takes readers on an evocative journey through his life, sharing the personal events that shaped him into the resilient and inspiring individual he is today.

Rooted in the rich traditions of a family-oriented homestead in Omaalala Village, Dr Julius's story begins with the warmth and values of his upbringing. His childhood, coloured by friendships and the daily struggles faced in pursuit of an education, reveals a powerful message of hope. Each chapter illustrates how, despite challenges and limited resources, he remained steadfast in his goals. Through these formative experiences, Dr Julius's story becomes a testament to resilience, determination, and faith.

Stitching Memories is a reminder that one's background does not define one's destiny. Instead, it is strength, optimism, and will persevere that carve a path forward. Dr Julius's narrative is filled with moments

that encourage readers to believe that, regardless of their origins or circumstances, they can achieve the seemingly impossible.

This book is more than an autobiography; it is an uplifting guide filled with life lessons that inspire personal growth. Each chapter imparts something valuable, whether a piece of wisdom, a humorous anecdote, or an encouraging insight. Dr Julius's story resonates with anyone in search of inspiration, reminding readers that their journey is unique and deserves to be pursued wholeheartedly.

I would highly recommend *Stitching Memories* to anyone who finds themselves in need of encouragement, whether at the start of their journey or during it. It's a book that will speak to those striving towards their dreams, those reflecting on their life's path, and anyone who simply appreciates heartfelt storytelling. With every page, Dr Julius's story will make you laugh, reflect, and believe in the beauty of resilience and hope.

“Your journey is uniquely yours, and it is worth every effort to see it through.”

BY JOAS PETRINA
IUM Student



Read A Book

A Call to Embrace the Joy of Reading

Anthony Adeyanju's *Read A Book* is an engaging and thought-provoking piece that challenges readers to embrace the habit of reading. The author presents an insightful discussion on the common excuses people make for not reading and counters them with practical solutions and compelling arguments. Written in a conversational and humorous tone, the book effectively conveys its message while maintaining a light and enjoyable reading experience.

Adeyanju begins by addressing the widely accepted notion that reading is a valuable habit but questions why many people still fail to commit to it. He identifies the most frequent excuses—lack of time, uncertainty about what to read, and perceived boredom—and debunks them with wit and logic. His approach is refreshingly direct, making it easy for readers to relate to his perspective.

One of the book's strongest points is its emphasis on the benefits of reading. Adeyanju humorously states that the smartest person among a group of five friends is usually the one who reads the most—a claim he admits is not backed by statistics but serves as a clever hook. He argues that reading, whether fiction or non-fiction, enhances intellectual capacity, provides enjoyment, and delivers a unique sense of satisfaction. His anecdotes and recommendations make a compelling case for embracing literature.

The author offers practical advice on integrating reading into daily life. He suggests reading while waiting in queues, before bedtime, or even during unconventional moments like sitting on the toilet. Additionally, he acknowledges the growing popularity of audiobooks while expressing his personal preference for traditional print, reinforcing the idea that different formats cater to different readers.

For those struggling with book selection, Adeyanju shares his top five non-fiction recommendations, including *The Obstacle*

is the Way and *Ego is the Enemy* by Ryan Holiday, *Atomic Habits* by James Clear, *The Wealth Money Can't Buy* by Robin Sharma, and *Stoicism and the Art of Happiness* by Donald Robertson. These choices reflect his appreciation for personal development and philosophical wisdom, providing valuable guidance for readers seeking meaningful content.

The book also touches on the affordability of books, suggesting that quality knowledge is worth the investment. Adeyanju recounts his observation of a bookstore stall during an entrepreneurship event, humorously noting its lack of visitors compared to other attractions, which subtly highlights society's declining engagement with reading.

In conclusion, *Read A Book* is a compelling and humorous read that effectively encourages people to develop a reading habit. Adeyanju's relatable style, combined with his insightful tips and book recommendations, makes this book an excellent motivational piece for both aspiring and seasoned readers. Whether you are looking for inspiration to start reading or seeking validation for your love of books, this work is well worth your time.



BY DR. ANTHONY
ADEYANJU

IUM Lecturer

OATHAKING CEREMONY



2025 NURSING & MIDWIFERY
GRADUATES

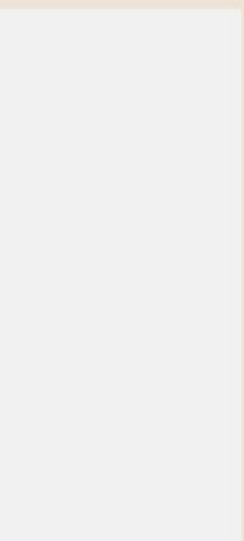
2025 MR & MISS IUM

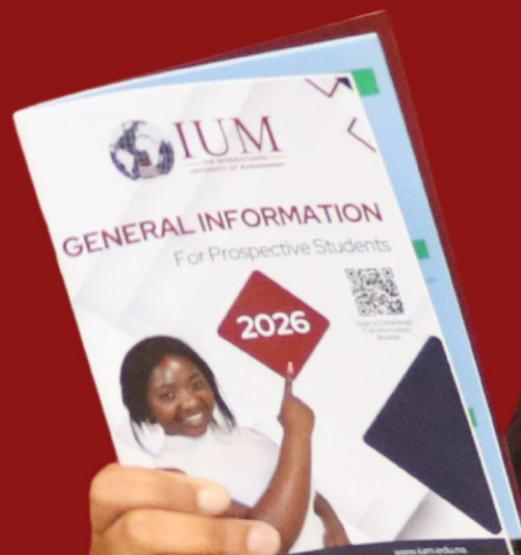




2025 IUM CULTURAL FESTIVAL







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