

MUBS Entrepreneurship

Innovation and Incubation Centre

Quarterly Newsletter



WORLD'S LEADING ENTREPRENEURS:

Pg 6

Helps track the different entrepreneurial trends, styles, activities, lessons among others for one to fall back on and pick a leaf.

WHO IS AN ENTREPRENEUR?:

Pg 8

This is aimed at helping one discover who an entrepreneur is and what entails to embark on the journey.

WHY UGANDA IS INNOVATIVE BUT STILL POOR: Pg 13

This aimed at helping innovators understand where the problem that is dragging their innovations is and how to improve to be better.

MUBS Awakening Innovations



Prof. Waswa Balunywa receiving a package form Cirus Sumika the CEO of NAYA Stores during the Innovation Centre Award of participants in the Startup Garage.

On January 25, 2022 the MUBS Entrepreneurship, Innovation and Incubation Centre (MUBS EIIC) organized an Innovation Demo Day under the theme **"Think, Act & Start."** This was aimed at showcasing the different products innovated by students. The day was intended to unfold creative students' ideas and innovations that can improve society.

Groups such as Naya stores, Teheca, Campus Face, Faculty of Computing among many others showcased their products and services. The participating groups were coached by mentors at the MUBS EIIC to further develop their prototypes before pitching them to the judges and the best three were selected for the award.

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MUBS
Entrepreneurship,
Innovation and
Incubation Centre

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Etiquette Begins With Inclusion



“A disability doesn't have to be a social barrier. Good etiquette begins with inclusion, not exclusion.”

Robert M. Hensel

Editor's Note



A “side hustle” is the dream of majority employees. It helps improve one’s life. This is so because earning a salary alone is not sufficient enough in this current economy and rising trends in the economy.

During lock down as a result of the Corona virus pandemic, majority of Ugandans ran out of employment, and as well as out of business. This was so because companies and organizations were not in operation thus could not afford salaries for their employees. Those that were lucky to still earn an income or a salary during lock down, were still unable to sustain the life they had before. This birthed numerous entrepreneurs, entrepreneurial ideas as well as innovations.

Majority of Ugandans in employment were prompted to start “side hustles” to help them maintain their life styles, earn more, prepare for unseen circumstances as well as have a fall back plan in case they are out of employment. These hustles depend on one’s passion and they include, farming, poultry, fashion, general trade, consultancy among others.

So, if you have not yet thought of a “side hustle”, this is the time to do so when the world is still devising means to get back on the economic track after the pandemic.

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“...any man who is given a gift for life, it belongs to him and his heirs. It belongs to the one to whom it is given, and does not go back to the one who gave it in such a way that is subject to the rules of inheritance.”

(Sahih Muslim)

About MUBS



Makerere University Business School is the leading provider of Business and Management education, that facilitates professional development, promotes Entrepreneurship and Leadership in the region. The school was established in 1997 to centralize the development and standardization of business and management education in the country.

MUBS provides aspiring people young and old, with an opportunity to develop their talents and strength; overcome their fears and weakness through different academic and training programmes.

MUBS is the place to be.

Our Vision

The Benchmark for Business and Management Education, Research in the region

Our Mission

To enable the future of clients through creation and provision of knowledge.

Core Values

- A time conscious institution.
- An information responsive institution.
- A professionally responsive and ethical institution.
- An institution that promotes creativity and innovation.
- A team driven institution.

Overall Strategic Goal

Leadership in high quality programmes responsive to market needs.

Strategic Goals

- To provide knowledge and facilitate learning
- To conduct research, promote scholarship and publicize knowledge.
- To attract develop and retain staff.
- To provide an enabling atmosphere for students to learn.
- To ensure appropriate students' welfare.
- To encourage corporate social responsibility through outreach programmes.

About the MUBS

Entrepreneurship, Innovation and Incubation Centre

The MUBS Entrepreneurship Centre was established in 1998 as an outreach unit to link the school with the private, public and NGO sectors using different approaches.

This is an outreach Unit that promotes an entrepreneurial culture among individuals and Institutions in the country. Entrepreneurship is key to the growth of economies and is crucial for the long term survival of organizations. We offer skills and knowledge in Entrepreneurship to help improve productivity and competitiveness of businesses in Uganda.

Our Vision

A thriving culture of entrepreneurship in the country.

Our Mission

To foster entrepreneurship by nurturing innovations and startup.

The Centre Activities

• Incubation

The Centre conducts the monthly Innovation Hour every first Wednesday of the month between 7:30am-8:30am. During the hour, participants engage in creative thinking to identify unique solutions for problems in their communities.

• The 24hour Innopreneur Bootcamp

The Centre runs 24hr Bootcamps aimed at facilitating the generation of unique business ideas to provide solutions to problems. The winning teams are later supported under the incubation programme.

Trainings

• Tailor-made programmes

We offer tailor-made training for institutions in the public and private sector in entrepreneurship and business management. Corporates, practicing entrepreneurs, rising stars (start-ups), prospective entrepreneurs'/ business men & women among others are trained in different programmes.

• Graduates into Employment Programme (G.I.E.P)

The GIEP is a programme conducted for fresh graduates

in preparation for the job market. Human Resource Managers and Top Executives in different institutions train the fresh graduates on the programme.

• Youth Entrepreneurship Trainings

- Michael Frese Business Creation Programme.
- The Patrick Bitature Entrepreneurship Award.
- The Annual International Youth Conference.
- The Skills Development Programme (SKIDEP).

• Focus Areas

- Business Clinic
- Resource Centre
- Monthly Breakfast Meetings
- The Last Lecture
- The MUBS Women Forum



Prof. Waswa Balunywa hosted the Interns from TU Delft who doubled as mentors at his residence in Garuga-Entebbe.

One of the World Leading Entrepreneurs



Sir Richard Branson

He is a British billionaire, entrepreneur, and business magnate. He was born in 1950's he founded the Virgin Group, a company which today controls more than 400 companies in various fields. While young he was reported to have some medical



problems which made him break out of school. He started his first business at the age of 16 with a magazine called "Student" there after he went in to music with Virgin Records. In the 1980's he started

Virgin Atlantic airline which has competed with British airways. In 2004, he founded spaceflight corporation Virgin Galactic. He is believed to be one of the 100 most influence people in the world. He is also linked to over 400 different businesses globally.



One of Sir Richard Branson's space flights.

Virgin is one of the world's most irresistible brands and has expanded into many diverse sectors from travel to telecommunications, health to banking and music to leisure. Having started Virgin as a mail order record retailer in 1970. Richard founded Virgin Records.



What is Richard Branson's philosophy?

Sir Richard believes that his philosophy, "employees come first", is the reason behind his success. He respects his staff, taking the time to meet them in person and listen to them.

Learning from Richard Branson

- Do not do it if you do not enjoy it.
- You can not run a business without taking risks.
- Perfection is unattainable.
- Believe in your ideas and be the best.
- The best way to learn is by doing.
- Set yourself tough challenges and do not give up.



Who are the most successful entrepreneurs in the world?



Bill Gates. He is one of the most recognized names in the entrepreneurial world. He is a developer of software.



Jeff Bezos. He is an American entrepreneur, media proprietor, investor, computer engineer.



Warren Buffet. He is an American business magnate, investor, and philanthropist.



Amancio Ortega. He is a Spanish billionaire business man, the founder and former chairman of Inditex fashion group



Mark Zuckerberg. He is an American media magnate, internet entrepreneur, and philanthropist.



Carlos Slim. He is a serial entrepreneur, business magnate, investor and philanthropist.



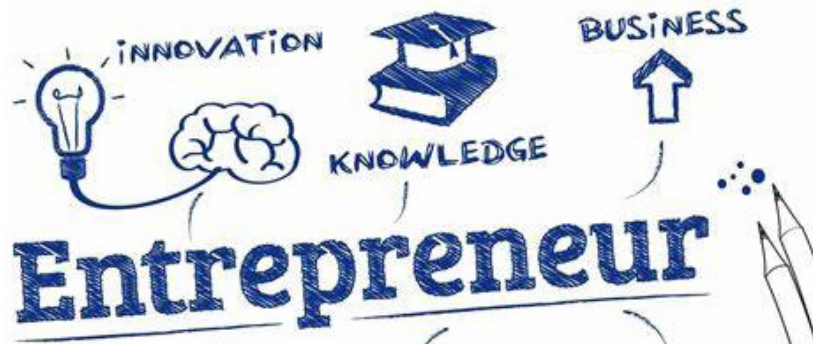
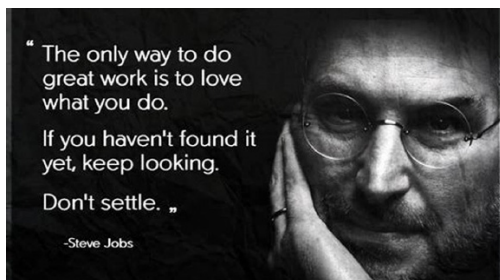
Elon Musk is a business magnate and investor. He is the founder, CEO, and Chief Engineer at SpaceX.



Michael Bloomberg. He is an American businessman, Politician, philanthropist and author.



Steve Jobs(R.I.P). He was an American entrepreneur, industrial designer, business magnate, media proprietor, and investor.



Who is an

There is no agreement on who an entrepreneur or entrepreneurship is or what it does. An entrepreneur looks for new ideas and innovative technologies (Baumol, 1968). Schumpeter (1934) says entrepreneurs carry out new

combinations. Kirzner (1919) sees an entrepreneur as one who perceives and seizes opportunity that others have not seen. Drucker (1985) calls him a person who seizes opportunity and exploits it as an opportunity.

Different Types of Entrepreneurs

- Administrative
- Opportunistic
- Acquisitive
- Incubative
- Individual
- Portfolio
- Private
- Public
- Cyber
- Commercial
- Habitual
- Imitative
- Large company
- Mass
- Novice
- Nascent
- Joint
- Acquisitive
- Cultural
- Environmental
- International
- Trading
- Small business
- Scalable Startup



Some of the Functions/Roles of Entrepreneurs

1. Determines objective
2. Development of the organization
3. Securing resources
4. Arranging Technology and Equipment
5. Development of new markets
6. Good relation between Public Authorities and Society
7. Management of Human Relations
8. Financial Management
9. Production Management



An Entrepreneur as A Leader

The entrepreneur is also a leader. Aspiring leaders in established organizations can learn from entrepreneurs' attitudes to risk and ambiguity. They are the opposite of what the institutional leader would do. Most entrepreneurs see ambiguity as opportunity. Where the rules of the game are unclear, the entrepreneur will create the rules of the game even if this means making them up. Charlie Dunstone (mobile telephones), Michael O'Leary (discount airlines) and Richard Branson (everything else) did not wait for the rules of their industries to be written before attacking them. They entered, created their own rules and won. It is easier to win a game when you write the rules for it. Aggressive behavior tends to be seen as negative and those who have written about it tend to associate it with short term good results but long-term dissatisfaction



by the followers. Leaders who are aggressive are the type who look more for results and do not have much concern for the people, they are said to be ask oriented. These two however are not the same in the competitive world, you either get the results or competition will have you for breakfast. Aggressive behavior may be geared toward competitiveness, so it is not necessarily negative. Nobody would wish to see his organization lose market share. They will therefor do what it takes to keep it. This involves being hard on employees so that they get results that they require. In a typical American

company, you either produce results or you are out. A typical statement is you are fired! In such circumstances the leader needs to be aggressive. Ordinary leaders who are aggressive tend to demand things to be done and do not care about the feeling of the

people who are performing the tasks. However, there is need to make a distinction between aggression and dictatorship. The dictator thinks he has answers to problems. Of course this works when the followers are much lower in status, training and knowledge. It also works where the dictator has peers who are not self-motivated and do not want to take initiative and wait for orders. Such followers complain about not being involved, not being consulted and yet they are their own.

"First they ignore you, then they laugh at you, then they fight you, then you win."

Leadership is about making others better as a result of your presence and making sure that impact lasts in your absence.

Sheryl Sanberg



Why Small Businesses Fail To Grow

Small and medium-sized enterprises (SME) are businesses whose personnel and revenue numbers fall below certain limits.

SME businesses contribute more than 70% of our "Gross Domestic Product" (GDP) and taxes.

Without them we would be in trouble as an economy. Why is it then that the largest producer of jobs, taxes and GDP are the ones who find it hardest to grow?

Most SMEs collapse before their 5th birthday. Growing a business is not easy and businesses are not the same.

There are consistent reasons why businesses fail. If you are facing some of the challenges and really want to grow your SME business, consider these points as a priority.

Business owner error

One of the reasons why so many SME businesses fail to grow is that owner/founder needs to wear too many hats and be responsible for all aspects of the business operations. The owner/CEO tends to concentrate on the things they like to do rather than prioritize the critical drivers for the business. Regularly as the owner knows they are not an expert; some areas of business are simply left untouched until it is often too late.



Lack of growth strategies and infrastructure



Most owners and managers lack clarity of where their businesses are at and most importantly where they are going. They don't have clearly defined growth strategies, or clear business and revenue models. Without the right infrastructure in place, such as the right systems, procedures, processes, controls and overall quality in the business, it will stand still.



Lack of investment



Whether it is for new technology, larger office space, more employees or equipment, growing companies require investment to grow. Many owners don't know about how to go about finding investment for their business. It may require borrowing money, finding strategic investors or spending profits. Either way, unless you invest in your business your ability to grow will bind to a halt.



Why Small Businesses Fail

Hiring the wrong people



The right talent is paramount to the growth and success of any business. You cannot build a great company without great people. Hiring wrong people can be expensive and seriously impact the rate of growth of the business. "Saving money" by not hiring or outsourcing is another common mistake. This means the company is under-resourced and the talent you do have will leave as they cannot handle the pressure. Bring in the professionals to allow the business to grow.



Poor management skills



Inexperienced or unskilled leaders will find it difficult to retain the best talent. They will find it hard to truly motivate their team and bring the best out of them

Consistent targeted marketing

Many business owners don't really understand marketing and its importance to their business. They are not clear on their brand, brand values or their target audience making it difficult to engage the customer and laser-target marketing initiatives to speak to them directly.

Bad marketing means the business will struggle to build a consistent sales pipeline. Inconsistent sales means a strain on cash flow and this throws the ability to survive in doubt.

Doing the same thing expecting a different result. Whether you are talking about services or products the market is always changing, and products and services have to change with it. You have to consistently innovate, trying new things and ensure you don't fall into habits that will take you away from the current core drivers.



Say NO to Plastic Pollution

Save your Planet,
Dispose off Plastic Bags and Bottles
SAFELY



Prof. Waswa Balunywa.

What is Innovation

Innovation refers to an individual or organization creating new ideas, such as new products, workplace processes and upgrades to existing services or products.

It should not be confused with creation since this can be defined as the act of making, inventing, producing something. However, new innovations can be realized with creativity. People need to think outside the box in order to create incremental enhancements.

At this moment, we are positioned in a fast-paced environment where technology is advancing and globalization is increasing. This means that distances only get shorter, and as a result, competition is increasing, customer expectations are more demanding, and disruptions in the economy is more likely to occur.

For a business or an organization to realize competitive advantages, it



Prof. Waswa Balunywa and Dr. Daina Ntamu in the group photo during the MUBS EIC Demo Day on January 25, 2022.

should be able to adapt and innovate to the changing trends and new generations.

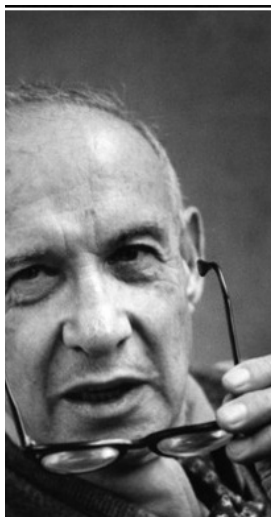
Innovations apply for management and organizations on all levels, sizes and in operating in all industries.

Innovations create bigger opportunities which are critical for economic growth, and success in a company or an organization.

Innovation helps in developing original concepts and is a driver of optimizing operations. Companies that innovate are able to set the organization in a different paradigm in order to identify new opportunities and best methods to solve current problems.

In order to realize innovation, leaders should be open-minded and collaborative. Feeling comfortable with uncertainty and manage changes are behavioral components to innovate. Innovative leaders are curious and are optimistic since they dare to take risks. No one knows where innovation will bring the organization or individual.

On the other hand, everyone is an innovator because the innovative ability is in all of us. Since we were born, we innovate by learning and by doing.



Innovation is the specific instrument of entrepreneurship. The act that endows resources with a new capacity to create wealth.

— Peter Drucker —

AZ QUOTES



Why Uganda Is Very Innovative But Still Poor

By Prof. Waswa Balunywa

"Entrepreneurship is supposed to create jobs, wealth and incomes. But why is Uganda highly Entrepreneurial, but very poor? This is because of the quality of ideas. This calls for more training and research to foster useful entrepreneurship," said Prof. Waswa Balunywa.

Prof. Balunywa further explained that, the low quality of ideas can be attributed to inadequate exposure, lack information to build the knowledge necessary for building viable business ideas. He also stressed the need to educate the population, with emphasis in science to have sustainable entrepreneurial projects that will transform the lives of Ugandans and Africans. Furthermore, he said the fight against poverty should be focused on empowering young people to create businesses, encouraging students to continue being curious while pursuing their innovations.

Role of Youth Entrepreneurship

Peter (2004) in his book about Youth Entrepreneurship conceptualizes youth entrepreneurship as a course of moulding ideas into opportunities and then opportunities into practicable ventures using their management, planning, improving, mentoring and awareness building skills. Young entrepreneurs possess advance knowledge and social networks that help in the establishment of successful undertakings that decrease the level of unemployment thereby contributing to economic wellness and innovation.

Youth engagement has a potential to contribute to personal development of



young people, to improve their living and to address injustice in society.

Entrepreneurship is seen as fostering economic development through employment and wealth creation (OECD, 1998). Younger entrepreneurs by starting their creative independent ventures, not only create opportunities for themselves but also create for others looking to break out of the traditional working system.



It is important for young entrepreneurs to be adequately self-aware to know what they do not know.

— Mark Zuckerberg —

AZ QUOTES

'Think, Act & Start'



Prof. Waswa Balunywa

Continued on page 1

The Principal Makerere University Business School, Prof. Waswa Balunywa appreciated students for the great innovations but noted that there is need to develop more innovations and that MUBS should be the power house of all innovations in ICT and Entrepreneurship in the country.

He further called on the School to increase the number of innovations in entrepreneurship, to make positive impact in the society. Tasking the Faculty of Computing and Informatics to generate innovations pledging that the School is willing to support the community to improve businesses.

He challenged students to build more innovations by asking them to build an application to improve health services and workshops at MUBS. Citing from Steve Jobs, the Principal further challenged the students to stay hungry and stay foolish.



**Dr. Diana Ntamu.
Director MUBS EIIC**

Meanwhile Dr. Diana Director Entrepreneurship, Innovation and Incubation Center also thanked SICA management and the President Her Excellency Joy Tiko and her cabinet for the great work. According to the SICA President Joy Tiko, the challenge held on January 25, 2022 intended to unfold creative students' ideas and innovations that can improve society.



MUBS Entrepreneurship Online Engagements

The MUBS Entrepreneurship, Innovation and Incubation Centre used to have monthly breakfast meetings. The outbreak of COVID-19 led to people staying at home and a new innovation on how to engage people started. The centre started with online engagements that are called **"Become a Better Entrepreneur Series"** via Zoom every Thursday morning 6:30am ending at 8am. Between 6:30am the first ones who have logged on watch and listen to videos and audios about Entrepreneurship.

The Centre in conjunction with the Young Professional Managers Association (YPMA) conducts a Zoom engagement every Tuesdays evening which starts at 6:30pm ending at 8pm.

The Centre develops themes which form a basis of inviting speakers. The following pages bring some of the presentations of different speakers on the zoom engagements.



Dr. Gudula Naiga Basaza
Founder, Gudie Leisure Farm.

Topic:

"How I Built my Business as a Woman Entrepreneur"



Ms. Zaujja Ndifuna Matovu
Director Mbogo High School.

Topic

"The Journey of an Educationist"



Prof. Waswa Balunywa
Principal MUBS

Topic

"Unbanked Women: What and Why?"



Mr. Simon Nasasira
Sr. Sales Manager Sanlam,
Trainer- Agri-Business.

Topic

"Agro-Tourism: Back Yard Farming."



Mr. Geoffrey Waiswa Sajjabi
Head of Business National
Social Security Fund (NSSF)

Topic

"Social Security Conservation: The NSSF Act Amendment."



Mr. Gyavira Kyaka
Social Enterprise Lead East
Africa.

Topic

"Intentional Living in 2022"

Who is Hajjat Zaujja Ndifuna?



Hajjat Zaujja Ndifuna

I am a teacher by profession and passionate. I completed my first degree in 1992 and my second degree Mastering in Education Management and Planning from Makerere University. I worked in government service for only 3 (three) years in Kawempe Muslim Senior Secondary School from 1992 -1995. The then Head teacher quickly spotted me as a potential resource and recommended me as Headteacher to a new school that he and his colleagues were planning to open, so I was lucky to be part of Mbogo High School since its inception and registration as a company.

I served as Headteacher in 1995 to 2017. Currently, I am the Executive Secretary at Mbogo Schools Secretariat. These include;

1. Mbogo Mixed Secondary School Boarding
2. Mbogo College School (Mixed Day)
3. Mbogo Junior School (Mixed Day & Boarding)
4. Mbogo Vocational and Secondary School (Mixed Day & Boarding)



Mbogo Vocational and Secondary School



Mbogo High School (Girls)

My journey has not been free from challenges:

I started headship at a tender age. Mbogo High School was among the pioneer private schools.

- Financial Resource mobilization
- Human Resource
- Unhealthy competition
- Managing parents beyond school
- Surviving through the lockdown caused by Covid-19 pandemic
- Balancing career and Family
- Working with male counterparts has been
- Working with young teenagers/adolescents



Mbogo Mixed Secondary School Boarding

Lessons to women and school owners

- Self-esteem, belief and confidence.
- Determination, Resilience and passion.
- Have a purpose in life and focus.
- Learn to multitask.
- Financial literacy.
- Undertaking risks to overcome the fear factor.
- Creativity and Innovativeness to match the upcoming trends.
- Flexibility.
- Have a Positive self-branding.

THE POWER OF INTERPERSONAL SKILLS

'A must have for managers'



Prof. Muhammed Ngoma

"Young Professional Managers Association (YPMA) is not only an Association but rather a family which Networks with members and successful people. Managers get things to be done through others or with others.

But as a Manager you create harmony by getting the work done by the members and this can be done through group maintenance. All this requires interpersonal skills," said Prof. Muhammed Ngoma,

This was during the weekly Management Lessons organised by the (YPMA) in Conjunction with the MUBS Entrepreneurship, Innovation and Incubation Centre (EIIC) on Tuesday February 1, 2022.

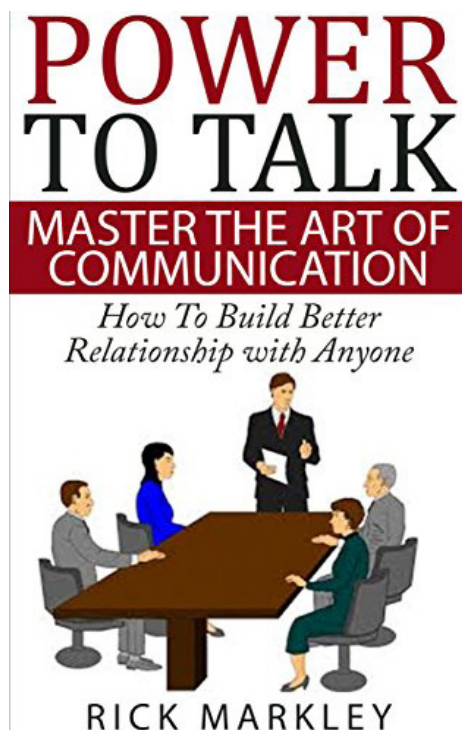
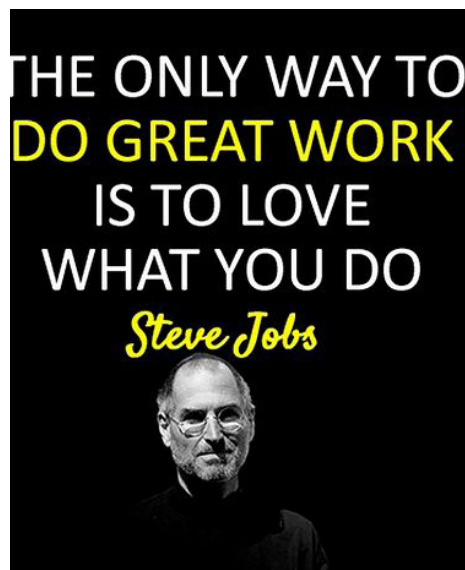
Prof. Ngoma defined interpersonal skills as the ability to communicate or interact well with others. He encouraged participants

to avoid interpersonal repulsiveness, where people run away from others. He argued participants to be aware of their personalities and behavior.

He said some personalities are linked to interpersonal skills while others to interpersonal repulsiveness. "As you strive to get tasks done as managers you should also care about the people you work with."

He took participants through the different interpersonal skills which included, verbal communication, the ability to communicate the words with a correct manner, non-verbal communication, this consists of facial expressions, body language and hand gestures, listening skills, negotiation, problem-solving and decision-making among others.

He further explained the importance of interpersonal



skills, he said good interpersonal skills motivates employees, it increases moral and team work amongst the employees especially if the manager frequently interacts with the employees to show that he/she cares.

Prof. Ngoma tipped participants on how to improve their interpersonal skills. He mentioned that one should be empathic, understand peoples feeling, have humility, be humble, have a positive attitude, listen comprehensively and actively among others.



Running a side Hustle: Experience of working women

A side Hustle job is an occupation that brings in extra money beyond one's regular job and main source of income:

Benefits of side Hustles

- Provides multiple streams of income.
- Serves as a creative outlet.
- Helps grow ones network.
- Enables one to be his/her own boss.

**"THERE IS NO
DOWNSIDE TO A
SIDE HUSTLE.
THERE ARE ONLY
BENEFITS TO
BUILDING MORE
THAN ONE SOURCE
OF INCOME. A SIDE
HUSTLE
IS THE NEW
JOB SECURITY."
- FORBES.**



Ms. Jacqueline Namaganda
Human Resource Director

I joined MUBS in 2001 up to date and started with a salary of 500,000 Shillings and when taxed I would remain with 350,000 Shillings which I had to spend on my basic needs. After my probation of six months, I renewed my contract and I was approached by a friend who talked to me about a piece of land which was being sold at 2million.

I then asked my self where am to get the 2 million because

the salary was not enough at all. I decided to get a loan from the bank by then I was in Barclays bank and failed because my salary was not enough, so I was not given a loan. I immediately decided to think of something extra to give me extra money to start on something.

I was advised by my husband to get some little money and start with farming, which I did. I started with piggery.

I had to sell off the pigs because the market was down by then . I started poultry keeping with my mother. As per now my side hustle is in agriculture. So that is how I started as a side hustler. But to deal with all this I had to weak up very early in the morning. You need to create good relationship with the bosses and be open to them.



**Seek Autonomy in
doing things and
this is how you will
become more creative
in what your doing**

Prof. Mwanza Salim

Experience of working women



Ms. Sumaia Namuyingo
Assistant Editor, Publication Unit

My career journey started in 2008 when I was still a student. I have always desired to be unique, this prompted me to seek for tailoring classes from the lady who was tailoring my clothes. Later on, when I joined MUBS I decided to make costumes for my fellow dancers since I was also a dancer under Latin Flavor Uganda for years, I have been tailoring and making designs as well. Later on during lockdown, I embarked on the baking journey. My mother gave me an oven and I took training under the Homebakers group. Since creativity keeps me busy, I do both baking and tailoring as well as some other creative arts to keep my brains busy as well as earn.

I wake up very early in the morning so that I can manage and balance my time because by 8am I have to be at MUBS for work. When it comes to breaking the bias as a lady my great work has been out and seen by people as a result of consulting from others who are better than me. I also involve my self in groups and associations in line with my works to learn, improve and get connections.



Ms. Mariam Nankya
IT Personnel, Human Resource Directorate

I started working with MUBS in 2013 as an Assistant Administrator. I used my first leave in 2014 to start designing clothes after I had gone to town to buy some beautiful dresses and they were too expensive.

I used my salary to buy a sewing machine and started making clothes from home, my family and friends were the first customers I had and they could provide network for me.

To perform all this, you must add in extra time, so I decided to divide my time for the other work and the one I have in MUBS. By now I am in the film industry where I joined by chance. It all started as I was tested to design costumes for more than 10 actors and this was a one-time job.

I had to sit down and plan, I decided to contact my team to help me. How did I do it along time my job? I used my spare time to work on the costumes and as I speak, I have 6 team members and a manager who over sees the work when am not around. With side hustling, you have to understand the time commitment factor, be honest with yourself, if it is something you really want then go for it.

MAKERERE UNIVERSITY BUSINES SCHOOL
Entrepreneurship Innovation & Incubation Centre

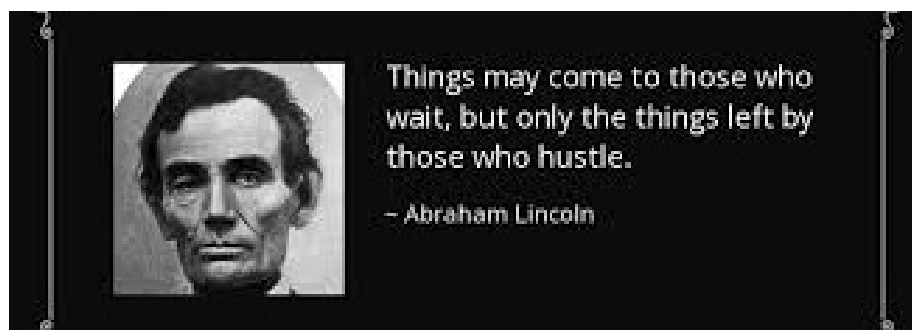
RUNNING A SIDE HUSTLE:
Experiences of Working Women
MARCH 24, 2022 | 07:00 AM EAT

Become a Better Entrepreneur Series

PANELISTS

 Ms. Jackie Namaganda Aq. Dir. HR MUBS	 Ms. Sumaia Namuyingo Asst. News Editor, PU	 Ms. Mariam Nankya Administrative Assistant HRD
 SPEAKER Dr. Dikano Mbatia Director, MUBS EIC	 HOST Dr. Edith Basolirewa Senior Lecturer FEBA	

MEETING LOGINS MEETING ID: 999 9846 3939 CODE: 036024



MUBS Top Management Team



Prof. Waswa Balunywa
Principal MUBS



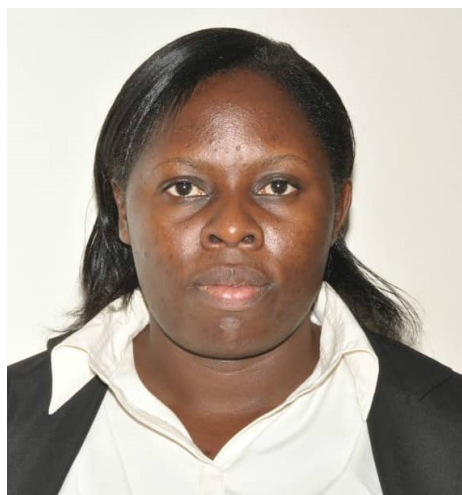
Prof. Moses Muhwezi
Deputy Principal MUBS



Mr. Francis Yosa
School Secretary



Ms. Eldred Kyomuhangi-Manyindo
School Registrar



Ms. Jacqueline Namaganda
Human Resource Director



Ms. Juliet Kateega
Dean of Students



Mr. Micheal Ruhigwa
School Bursar



Ms. Florence Lunkuse
School Librarian



Ms. Evace Nyakoojo
MUBS Campus Coordinator

Deans of Faculty



Prof. Muhammad Ngoma
Dean, Faculty of Graduate
Studies and Research



Prof. Musa Moya
Dean, Faculty of Computing
and Informatics



Prof. Joseph Ntayi
Dean Faculty Economics Energy
& Management Science



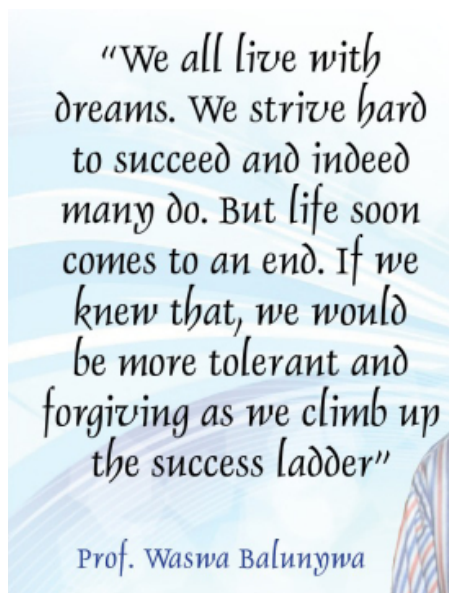
Assoc. Prof. Rogers Mwesigwa
Deputy Dean, Faculty of
Entrepreneurship and Business
Administration



Dr. Isaac Nkote
Dean, Faculty of Commerce



Dr. Geoffrey Kituyi Mayoka
Dean, Faculty of Vocational
and Distance Education



Dr. Annet Nabatanzi Muyimba
Dean, Faculty of Management
and Public Policy



Dr. Timothy Esemu
Dean Faculty of
Marketing & Hospitality
Management

MUBS Regional Campuses

MBALE CAMPUS

Located at Plot 46 Sebei Avenue

Phone: + 256 454 437 705

+256 702 117 485

+256 772 442 492

directormbalecampus@mubs.
ac.ug



Mr. Ayub Kutosi
Director



JINJA CAMPUS

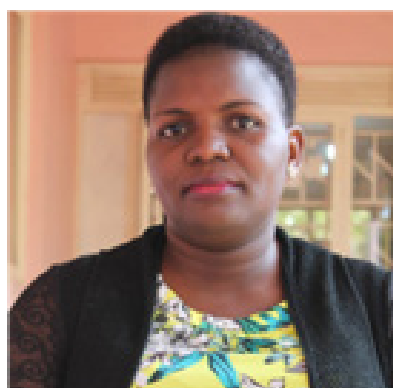
Located at Plot 46 Sebei Avenue

Phone: + 256 454 437 705

+256 702 117 485

+256 772 442 492

directormbalecampus@mubs.
ac.ug



Dr. Veronica Mukyaala
Director



MBARARA CAMPUS

Located at Plot 46 Sebei Avenue

Phone: + 256 454 437 705

+256 702 117 485

+256 772 442 492

directormbalecampus@mubs.
ac.ug



Mr. Pontius Byarugaba
Director



ARUA CAMPUS

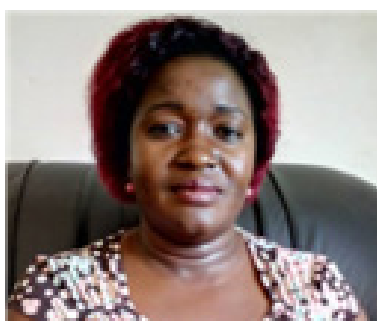
Located at Plot 46 Sebei Avenue

Phone: + 256 454 437 705

+256 702 117 485

+256 772 442 492

directormbalecampus@mubs.
ac.ug



Ms. Gladies Angundaru
Director



Other Outreach & Research Centres

MUBS Leadership Centre



Ms. Regis Namuddu
Director

The MUBS Leadership Centre is an outreach centre of MUBS that supports to develop leaders with best leadership and governance practices. The centre conducts research on leadership and governance, organizes and conducts trainings, seminars and conferences and mentors young people on leadership skills and management.

The Leadership Centre is located at MUBS Annex, Faraday Road Bugolobi,

**Phone: +256414220818, Email: Leadershipcentre@mubs.ac.ug,
website: www.leadership.mubs.ac.ug.**

Activities of the Centre

- Creating a data base of world leaders
- Conducting quarterly seminars
- Conducting research
- Annual International Leadership Conference
- Short term training programmes

MUBS Career and Skills Development Centre



Ms. Maureen Tweyongyere
Director

The MUBS Career & Skills Development Centre was established in 2004 to offer Career Support Services to MUBS Prospective students, continuing students, staff and the external community. The Centre enables students envision their Career through Career awareness programmes.

This is an outreach Unit that exposes students to a wide range of available and future professions, it equips students with employability skills and enable them to know the career prospects of MUBS programmes.

The Centre also has a guest lecture scheme that features high profile individuals from different professions in the business world. This is intended to enable students take an informed decision on the area of specialization.

Phone: +256 701101269/+256701055970

Website: www.career.mubs.ac.ug

Email: career@mubs.ac.ug

MUBS E-Learning Centre



Ms. Shakirah Nagujja
Manager

The e-Learning Centre started as a project in 2013 and was formalized as a Centre in 2016. The intention was to provide effective integration of appropriate technologies and services to strengthen and enhance the teaching and learning missions of the school, on campus, between campuses and online.

For any information please

Contact us on

Phone: +256-41223314 E-mail: elearning@mubs.ac.ug

MUBS Disability Resource and Learning Centre



Ms. Gorreti Byomire
Director

The Disability Resource and Learning Centre (DRLC) is a MUBS outreach Centre that provides Leadership for creating a proactive culture of disability awareness, facilitating the removal of barriers and creation of an accessible and inclusive environment for students and staff with disabilities. This improves on the implementation of the UN Convention on the Rights of Persons with Disabilities (UNCRPD) and the Sustainable Development Goals (SDGs). The DRLC also offers consultation and research on a broad range of disability issues, employability and entrepreneurship among others and is a one stop point for disability information in Uganda.

For any information, please contact us on;

Phone: +256 782349359

Email: drlc@mubs.ac.ug

Information and Communication Technology (ICT) Centre



Mr. Charles Olupot
Director

The ICT Centre is an outreach Unit consisting of a consortium of local and international consultants, trainers, researchers, practioners and Academicians collaborating to promote ICT as a solution to individual and institutional development challenges in Uganda and the region. A full profile of the MUBS ICT Centre Services can be found at

<http://ictcentre.mubs.ac.ug>.

Activities of the Centre

- ICT training and capacity building for organisations.
- ICT Research and Development
- ICT Outreach to schools, refugees and rural communities.
- ICT Innovation and Incubation.
- Short term training programmes.

Pictorial



Dr. Diana Nandagire Ntamu, Hon. Godfrey Luyombya , Mr. George Sserugunda (Mr. Jurncture) receiving a package from Naya stores, one of MUBS' Innovative Start-ups.



Group Photo during the MUBS' innovative start-ups.



Business mentors from TU Delft at the MUBS EIIC this was in January 2022

Pictorial

MUBS Women Forum Awards Outstanding Performance On International Women's Day 2022



Dr. Diana Nandagire Ntamu, Director Entrepreneurship, Innovation and Incubation Centre receiving the award from Hon. Beatrice Anywar.



Dr. Hamidah Babirye Nsereko, receiving the award from Hon. Beatrice Anywar.



Ms. Eve Ngabirano receiving the award from Hon. Beatrice Anywar and Prof. Waswa Balunywa.



Group Photo during the International Women's Day celebration on March 8, 2022.



Assoc. Prof. Sheila Namagembe receiving the award from Hon. Beatrice Anywar.

MUBS Entrepreneurship, Innovation and Incubation Centre Staff



Dr. Diana Ntamu.
Director



Ms. Sarah Kyejjusa
Deputy Director



Ms. Remmy Kirunda
Namutangula
Manager Innovations



Ms. Janida Nakaziba
Research Assistant



Bonny Kagaba
Research Assistant



Julie Joy Apio
Research Assistant



Mr. Joshua Karuhanga
IT



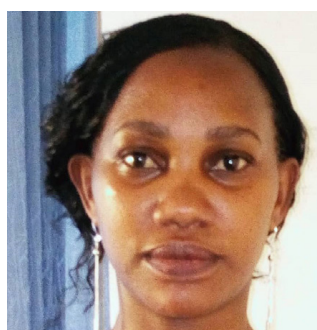
Mr. Mustafa Mutaka
Admin. Assistant



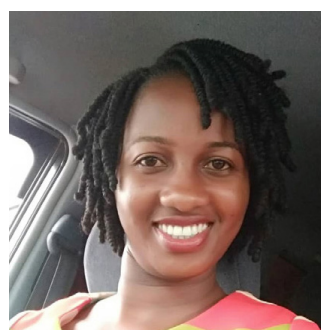
Ms. Florence Acen
Admin. Assistant



Ms. Agatha
Nakakembo
Account Manager



Ms. Habibah Nabisubi
Igumba
Account Manager



Ms. Sarah Mirembe
Lukakamwa
Account Manager



Mr. Patrick Taban
Accounts Manager



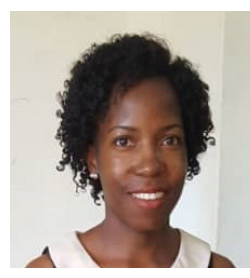
Ms. Babura
Musowanime
Account Manager



Ms. Aaliyah
Lubega
Account Manager



Mr. Bryan Kedi
Ojobi
Account Manager



Ms. Norah
Kisakye Namubiru
Intern



MAKERERE UNIVERSITY BUSINESS SCHOOL

MUBS FACULTIES AND OUTREACH CENTRES

FACULTY OF GRADUATE STUDIES AND RESEARCH

- ❑ Doctor of philosophy Degree
- ❑ Doctor of Business Administration
- ❑ Master of Human Resource Management
- ❑ Master of Business Administration (Evening)
- ❑ Master of Business Administration (Modular)
- ❑ Master of Science in Accounting and Finance
- ❑ Master of Science in Marketing
- ❑ Master of Science in Procurement and Supply Chain Management
- ❑ Master of Science in Banking and Investment Management
- ❑ Master of Arts in Economic Policy Management
- ❑ Master of Science in Leadership and Governance
- ❑ Master of Science in Entrepreneurship
- ❑ Master of Hospitality and Tourism Management
- ❑ Master of International Business
- ❑ Master of Business Psychology
- ❑ Postgraduate Diploma in Business Administration
- ❑ Postgraduate Diploma in Business Education

FACULTY OF COMMERCE

- ❑ Bachelor of Commerce
- ❑ Bachelor of Real Estates Business Management
- ❑ Bachelor of Science in Finance
- ❑ Bachelor of Science in Accounting

FACULTY OF MANAGEMENT

- ❑ Bachelor of Human Resource Management
- ❑ Bachelor of Leadership and Governance

FACULTY OF COMPUTING AND INFORMATICS

- ❑ Bachelor of Business Computing
- ❑ Bachelor of Office and Information Management

FACULTY OF MARKETING AND HOSPITALITY MANAGEMENT

- ❑ Bachelor of Leisure and Hospitality Management
- ❑ Bachelor of International Business
- ❑ Bachelor of Catering and Hotel Management
- ❑ Bachelor of Science in Marketing
- ❑ Bachelor of Travel and Tourism Management

FACULTY OF ECONOMICS, ENERGY AND MANAGEMENT SCIENCE

- ❑ Bachelor of Procurement and Supply Chain Management
- ❑ Bachelor of Business Statistics
- ❑ Bachelor of Transport and Logistics Management
- ❑ Bachelor of Arts in Economics

FACULTY OF ENTREPRENEURSHIP AND BUSINESS ADMINISTRATION

- ❑ Bachelor of Entrepreneurship and Small Business Management
- ❑ Bachelor of Business Administration

FACULTY OF VACATION AND DISTANCE EDUCATION (FVDE)

- ❑ Diploma in Business Administration
- ❑ Diploma in Hotel and Restaurant Business Management
- ❑ Diploma in Entrepreneurship and Small Business Management
- ❑ Diploma in Computer Science
- ❑ Diploma in Accounting and Finance
- ❑ National Certificate in Business Administration (UBTEB)
- ❑ Higher Education Certificate in Business Studies

MUBS OUTREACH CENTRES

eLearning Centre

Email: elearning@mubs.ac.ug

Entrepreneurship Centre

Email: entrepreneurshipcentre@mubs.ac.ug

Leadership Centre

Email: leadershipcentre@mubs.ac.ug

Career Guidance Centre

Email: career@mubs.ac.ug

ICT Centre

Email: ictcentre@mubs.ac.ug

Executive Education Programmes

Email: eepps@mubs.ac.ug

A place to be ...

Plot 21A, Old Portbell Road, P.O. Box 1337, K'ia, Uganda, Telephone: +256 414 338 40/338 120
Email: info@mubs.ac.ug | Website: www.mubs.ac.ug