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BUSINESS MANAGEMENT



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DR RURAMAYI TADU ELECTED
PRESIDENT OF BAPTEP!



BA ISAGO UNIVERSITY LAUNCHES PHD IN BUSINESS MANAGEMENT

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OF IMPACTFUL
DIFFERENCE



BA ISAGO
UNIVERSITY

EDITORIAL TEAM

Editor: Dr G. Ndebele **Contributors:** Dr G. Ndebele, Mrs U. Tshukudu, Mr K. Komanyane, Ms N. Khan, Mr M. Mogotsi, Ms D. Allotey, Ms P. M. Kgwarapi, Mr T. Bathai, Mrs T. Kamakama, Ms P. Juwa, Mr B. G. Moroke, Mrs O. Sebele, Ms K. Makati, Ms L. Moalusi, Mr T. Otimile, Mr B. Makwati

Design and Layout: Mr T. Motsebe



BA ISAGO UNIVERSITY LAUNCHES PHD IN BUSINESS MANAGEMENT

By Mohammed Mogotsi

BA ISAGO University marked a historic milestone with the official launch of its Doctor of Philosophy (PhD) in Business Management, a Programme that elevates the Institution into the ranks of research-driven universities shaping national and regional development. The event underscored BA ISAGO's commitment to producing high-level scholars who will contribute to Botswana's knowledge-based economy through advanced research, innovation and leadership.

In his remarks, the University's Founder and Managing Director (MD), Mr Odirile Gabasiane, highlighted that the launch represents years of purposeful growth and reaffirms the University's mission to create knowledge that drives national progress. He described the PhD as a natural next step in BA ISAGO's evolution and an important contribution to human capital development.

The Keynote speaker, the Acting CEO of the Botswana Qualifications Authority (BQA), Ag. CEO Ms Boitumelo Watlhaga, who officiated the launch, emphasised that the fully accredited programme comes at a critical time for the country. He noted that Botswana needs homegrown researchers capable of generating new insights, influencing policy and offering innovative solutions to national and regional challenges. He commended BA ISAGO for strengthening the country's intellectual capacity and positioning itself as a key player in advanced postgraduate education.

The launch also highlighted the University's growing focus on impactful research, industry collaboration and international partnerships that enhance the doctoral experience. The University reaffirmed its commitment to expanding programmes that support national development priorities and regional competitiveness.



INSTALLATION OF NEW CHANCELLOR

BA ISAGO Shareholders selected and appointed Dr Joseph Tsonope as the second Substantive Chancellor.

"I am extremely elated and wish to extend my profound gratitude to the Founders, Investors, Board and Senate of this agile Institution to have deemed me worthy of the

expertise, the gravitas of Chancellor and investiture, as it confers upon me dignity, solemnity, gravity, loftiness, grandeur, decorum, sobriety and sedateness of the mind" said Dr Tsonope in his acceptance speech at Inauguration as Chancellor.



DIGITAL DISRUPTION + CYBERLOAFING

By Gugulethu Ndebele – Director, Marketing and Communications

Lead the Digital Revolution, But Act Now to Manage Cyberloafing Before It Costs You!

In today's world, digital innovation is transforming the way we work, communicate and solve problems. From AI-enhanced productivity tools to seamless remote work solutions, we're living in an era where technological disruption is paving the way for unprecedented efficiency and creativity. But as with any revolution, new challenges arise - particularly in the form of cyberloafing, or time-wasting online activities, which can quietly undermine workplace productivity. In a world where digital innovation is redefining the workplace, leaders face a unique challenge: how to harness the productivity potential of digital tools while preventing cyberloafing from eating into valuable time and resources. With easy access to non-work-related online activities, the risk of productivity loss is real - and it's rising. It's up to leaders to strike a balance between fostering digital fluency and maintaining focus. Cyberloafing or cyberslacking is defined as engaging in non-work-related online activities during productive working hours (Kusumastuti and Saputra, 2024; Suseno and Saifudin, 2024). These activities can include loafing on various social media platforms during working hours.

The Upside of a Digitally Disrupted World

Digital tools streamline workflows and allow tasks to be completed faster than ever before. Automation tools handle repetitive work, freeing up employees for higher-value tasks that require creativity and problem-solving. This does not just boost productivity - it's helping businesses save time, cut costs and operate on a leaner, more effective level. Furthermore, digital disruption has enabled work to transcend the four walls of an office. Remote work tools, cloud collaboration and video conferencing have made it

possible for teams to stay connected regardless of location. This flexibility is attractive to employees, who value a better work-life balance and to companies, which benefit from a larger talent pool and improved employee satisfaction. In the digital age, data is gold. Access to real-time data analytics allows companies to make informed decisions quickly, identify patterns and respond to customer needs with agility. This data-driven approach enhances decision-making across departments and provides a competitive edge in an increasingly fast-paced market. Lastly, disruption sparks innovation. As digital transformation evolves, it gives rise to new business models, products and services. Companies that embrace change and integrate emerging technologies are positioning themselves for long-term success and employees who adapt are likely to find new opportunities to grow their skills and advance.

The Hidden Cost of Cyberloafing

But, while digital disruption provides the stated advantages, it has also opened the door to an often-overlooked problem in the workplace: cyberloafing. Cyberloafing presents the following challenges:

Productivity Losses - Whether it's scrolling through social media, online shopping, or reading news articles, cyberloafing diverts attention and slows down project timelines. Studies show that even a small amount of time lost to cyberloafing each day can lead to significant productivity declines.

Compromised Data Security - When employees engage in cyberloafing on work devices, they may inadvertently expose company systems to security risks. Visiting unauthorised sites or downloading non-secure files increases the chances of introducing malware into company networks, putting sensitive data at risk and potentially costing the organisation in terms of recovery and reputational damage.

Decreased Morale and Team Cohesion - Cyberloafing can create resentment among team members. Employees who stay focused may feel frustrated by colleagues who seem distracted or less committed, which can erode trust,

collaboration and team morale. Over time, this can create a less productive work culture where high-performing employees feel undervalued.

Lack of Personal Growth - When employees spend time on non-work-related sites instead of learning or upskilling, they miss out on opportunities to grow professionally. Cyberloafing habits may lead to career stagnation, as these employees are not fully engaging with available resources that could help them improve their skills and advance in their roles.

What causes Cyberloafing?

A study conducted by Kusumastuti and Saputra (2024:316) highlighted that the major cause of cyberloafing is a lack of motivation among employees, leading employees to resort to social media to “relieve stress.” Given the high cost of cyberloafing as detailed above, leaders ought to come up with mechanisms that promote employee engagement and creativity.

Striking a Balance for Success

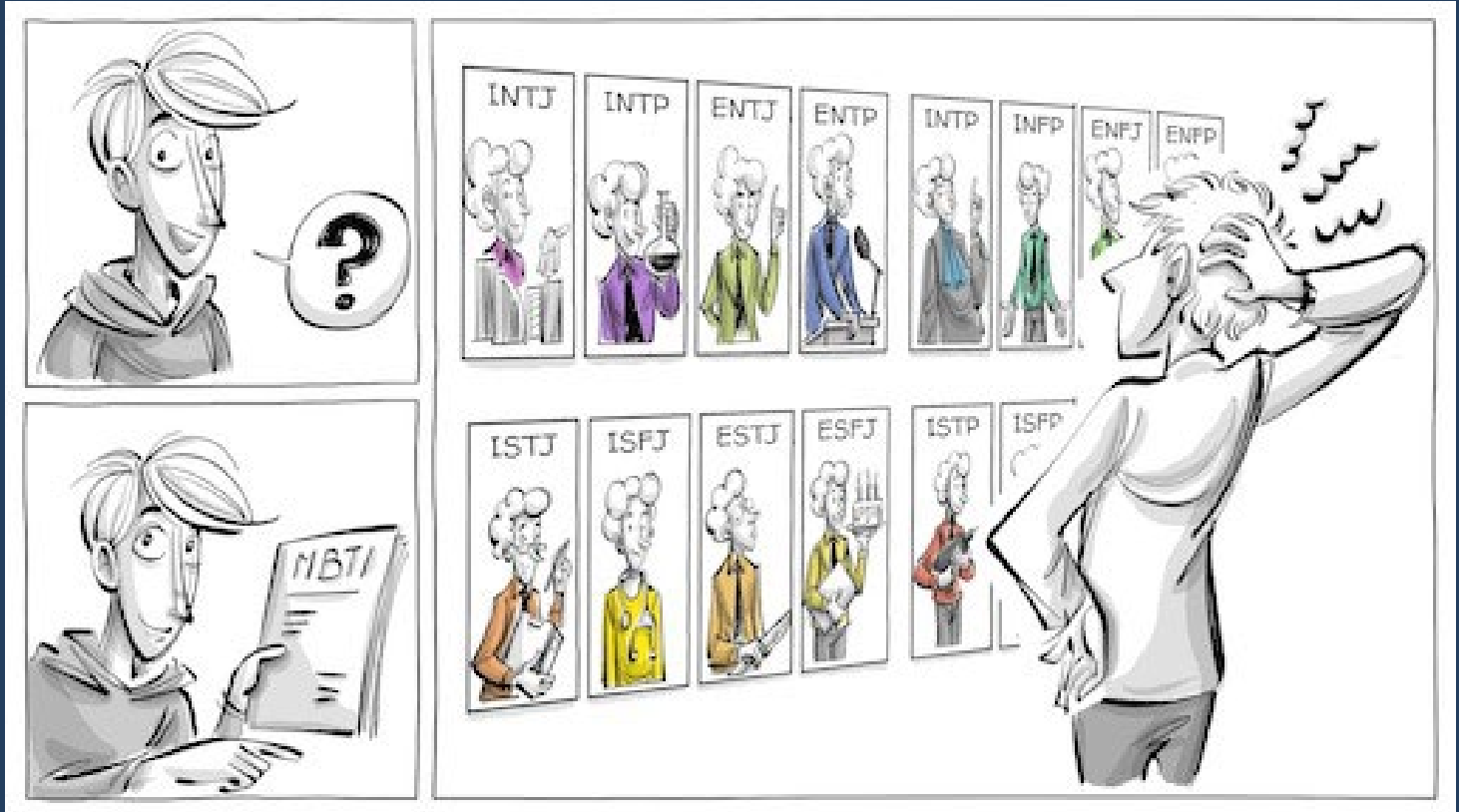
In a digitally disrupted world, the benefits of new technologies are undeniable. However, to maximise these advantages, organisations must address the challenge of cyberloafing by fostering a culture of accountability, implementing effective digital monitoring tools and encouraging employees to stay engaged and focused during work hours. By embracing the potential of digital tools while addressing the risks of cyberloafing, companies can build stronger, more productive, and innovative teams ready to thrive in the digital revolution.

Whilst cyberloafing has been reported as being counter-productive, other studies reveal that cyberloafing has a positive side of helping employees deal with the negative emotional effects of burnout, by taking a mental break (Ovwromoh and Oriji, 2024; Suseno and Saifudin, 2024). However, the challenge comes when cyberloafing takes up the bulk of working time. Thus, Leadership plays a critical role in managing cyberloafing in the workplace by setting clear expectations, promoting a culture of accountability and providing support for employee engagement.

In our next edition, we will address how organisational leadership can manage cyberloafing in the workplace.



DIFFERENT MYERS-BRIGGS PERSONALITY TYPES IN THE WORKSPACE



By Ms Nadia Khan

In today's diverse work environment, understanding individual personalities and their impact on Team dynamics is crucial for fostering a positive and productive workplace. One of the most widely recognised frameworks for exploring personality differences is the Myers-Briggs Type Indicator (MBTI). This model categorises personalities into 16 distinct types based on preferences in 4 dichotomies.

These are - Introversion (I) vs Extraversion (E), Sensing (S) vs Intuition (N), Thinking (T) vs Feeling (F) and Judging (J) vs Perceiving (P). By exploring these personality types, organisations can enhance team compatibility, improve communication and ultimately drive collective sustainability.

The Four Dichotomies Explained

1. Introversion (I) vs Extraversion (E)

Introverts often find their energy restored in solitude, enjoying quiet moments that allow for reflection and deep thought. They tend to engage in meaningful conversations that delve into topics of interest, favoring depth over breadth in their interactions. On the other hand, extroverts draw their vitality from being around others, thriving in lively social settings where collaboration and Teamwork are key. They are energised by engaging discussions and the dynamic exchange of ideas, relishing the vibrant atmosphere of group interactions.

2. Sensing (S) vs Intuition (N)

Sensing individuals tend to concentrate on tangible facts and specific details, often adopting a hands-on approach to problem-solving and learning. They thrive in environments where they can engage directly with their surroundings and appreciate the present moment. In contrast, intuitive types have a knack for seeing the bigger picture. They focus on overarching patterns and future possibilities, often seeking connections and underlying themes that suggest innovative solutions or new directions. Their perspective allows them to envision outcomes that extend beyond immediate observations, fostering creativity and long-term thinking.

3. Thinking (T) vs Feeling (F)

Individuals who identify as thinkers tend to place a high value on logic and objective analysis when making decisions. They approach problems systematically, focusing on facts and data to guide their choices. In contrast, those who are classified as feelers prioritise empathy and the emotional consequences of their decisions. They consider how their choices will impact the well-being of others, seeking to foster harmony and understanding in their interactions.

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4. Judging (J) vs Perceiving (P)

Individuals categorised as "Judging types" tend to thrive in environments that offer structure and clarity. They appreciate well-organised tasks and clear guidelines, which allow them to plan and execute their work methodically. In contrast, "Perceiving types" exhibit a more flexible and adaptable nature, embracing spontaneity and the possibility of change. They prefer to keep their options open and often approach tasks with a willingness to explore new pathways, valuing the journey over a fixed destination.

Workplace Compatibility and Team Dynamics

Understanding these personality types can significantly enhance workplace compatibility. When Team members are aware of each other's preferences, they can tailor their communication and collaboration strategies accordingly.

1. Communication Styles

Different personality types communicate in various ways. For instance, an extrovert might prefer brainstorming sessions and open discussions, while an introvert could excel in one-on-one conversations. By recognising these preferences, teams can create environments that respect and leverage these differences, ensuring everyone feels heard and valued.

2. Conflict Resolution

Conflicts are inevitable in any workplace, but they can be managed effectively when Team members understand each other's perspectives. A thinker may approach problems analytically,

while a feeler might focus on the emotional aspects. By merging these approaches, Teams can develop more comprehensive solutions that address both rational and emotional components.

3. Role Allocation

Understanding personality types can help in assigning roles that align with individual strengths. A sensing individual might excel in roles requiring attention to detail, while an intuitive type might thrive in strategic planning. This alignment not only boosts productivity but also increases job satisfaction.

4. Team Development

By employing personality assessments during Team formation or development, leaders can enhance Team synergy. Teams composed of diverse personality types can benefit from a range of perspectives, fostering creativity and innovation. For example, a balanced Team with a mix of thinkers and feelers can approach challenges with both logic and empathy, leading to well-rounded solutions.

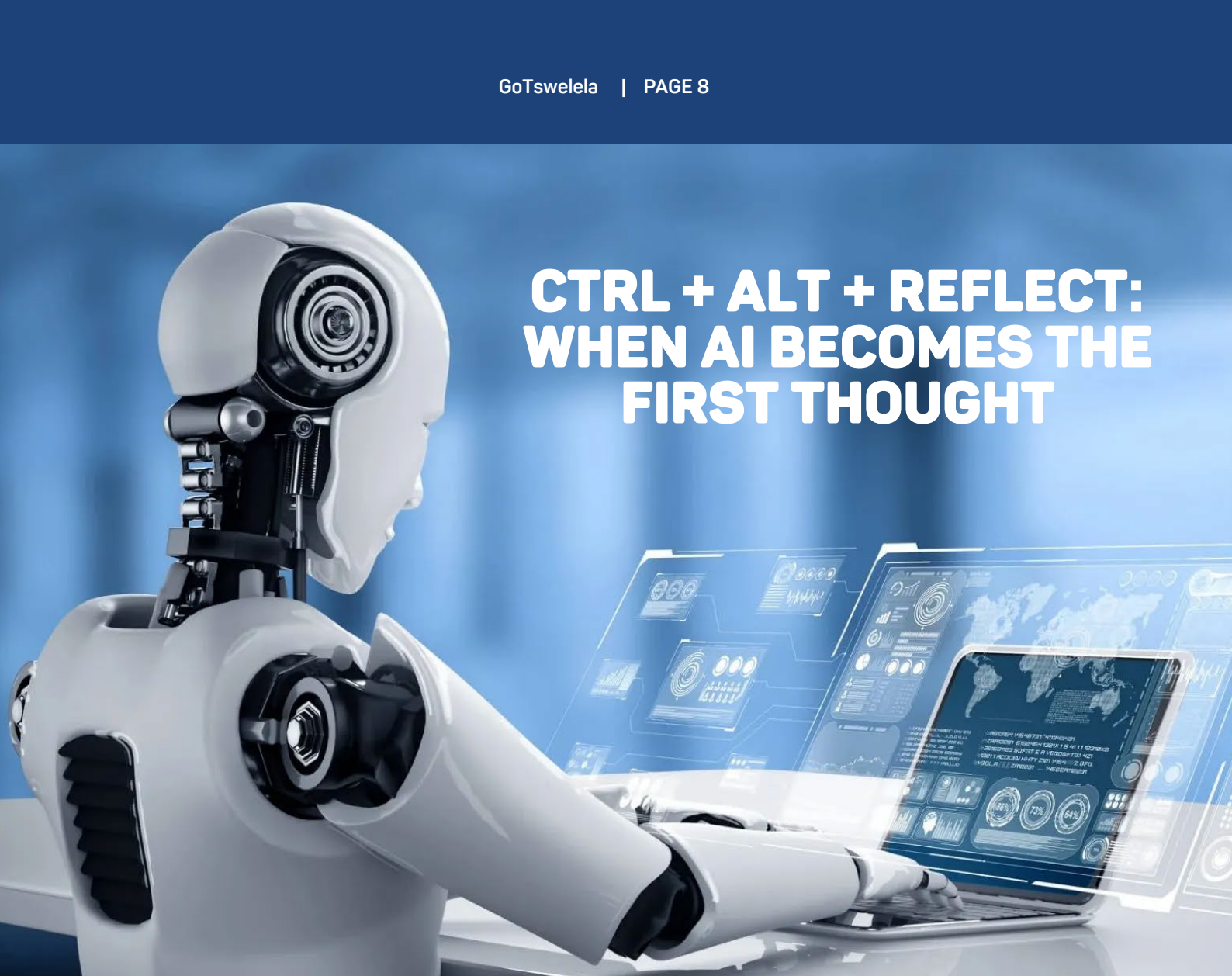
Practical Steps for Leaders

To effectively apply the Myers-Briggs framework in their Organisations, leaders can take several practical steps:

- **Encourage Self-Assessment:** Implement Myers-Briggs assessments to help employees identify their personality types. This fosters self-awareness and sets the stage for better communication.
- **Hold Workshops:** Facilitate training sessions that educate Teams on the different personality types and how they can work together harmoniously. This could include role-playing exercises based on different scenarios.
- **Create Inclusive Environments:** Develop an inclusive culture that values diverse perspectives. Encourage Team members to express their preferences and create spaces where all personality types can thrive.
- **Facilitate Pairing:** Promote partnerships and mentorships based on complementary personality types. For example, pairing a detail-oriented sensing individual with a visionary intuitive can lead to strong collaborative outcomes.

Conclusion

The Myers-Briggs Type Indicator offers a valuable lens through which Leaders can understand and enhance workplace compatibility. By recognising and embracing the diverse personality types within their teams, leaders can foster collaboration, communication, and creativity. Ultimately, organisations that leverage the strengths of every individual will not only improve their internal dynamics but also position themselves for greater success in an ever-evolving business landscape.



CTRL + ALT + REFLECT: WHEN AI BECOMES THE FIRST THOUGHT

By Mohamed Mogotsi

There was a time when our first (1st) instinct was to open a blank Word document and start typing. No prompts, no plugins, no “regenerate response” button. Just us, our ideas and maybe Mavis Beacon teaching us where to place our fingers.

Now, before we even write a caption or respond to an email, many of us turn to artificial intelligence (AI). It's fast, smart, polite and it makes everything look right. But has it started sounding wrong?

Quoting from Dr Gugulethu Ndebele, the Director, Admissions, Marketing and Communications (DAMC) during the AMC Perfect Pitch: “Now it's robots communicating with robots at Email ends.”

She is right; the rhythm, the tone, the suspiciously perfect grammar. Many of us have probably read something and thought: “This does not sound like Missy.”

We've all done it, typed a quick prompt into ChatGPT or Grammarly, hit copy, paste and send, without asking,

“Does this sound like me? The result? Messages that are clean, correct but completely robotic.

There's a growing trend of trusting AI so much that we forget to read what it wrote. We skip the proofreading, we miss things and we approve content that does not sound and feel like us. While AI can help us go faster, it cannot feel what we feel. It does not understand context, bearing in mind how we do things at BA ISAGO University, for instance. It will not know that “Yours faithfully” is too formal for our usual style, but “Regards” with a smiley might just be perfect.

Yes, AI is brilliant, but it does not walk our halls, attend Staff meetings or laugh during tea breaks. It is not the one who shows up when Students are confused or when parents need reassurance. That is us.

So, the next time you are tempted to copy, paste and send, pause and ask yourself:

“Does this sound like me?” While AI brings forth many advantages which can support our operations, it should be used to complement what we do, not to replace.

MENTAL HEALTH & WELLNESS MATTERS!!



BE THE CHANGE YOU WANT TO SEE!

By Ms Deborah Allotey

It has been said a million times over that the only thing constant in life is Change. So kindly ask yourself, just why exactly is it so difficult to embrace change? If change is inevitable, why do we not just allow it to encapsulate the exact change we want to see. Mahatma Gandhi stated that we should "Be the change we wish to see in the world" (slightly paraphrased).

Personal Motivation

This Worldwide beloved quote that we so love to reiterate is exactly my assignment on this Earth. There are numerous times that I have seen something that irks me a little bit and the reason is because I am equipped with the grace and capacity to change it. However, it is really sad that at times when one wants to embrace excellence, class, sophistication and elevation in words, thought and deed, they are crucified for it.

Many a time, instead of embracing each other's strengths and learning a thing or two from it, we antagonise and fight against the very progress we need. So, to appease such opponents, one cowers in fear and intimidation and appears to shrink small so as not to rock the boat or draw any attention to oneself.

I am reminded of the time I was a first (1st) year Student at University, studying one (1) of my double Major Degrees. It was a class of over 100 Students. I was not in the mood to stand out, be it because of my ivory skin tone, thick Afro, voluptuousness, dimples or gregarious personality. I was determined to hide away in the vast crowd of other first (1st)

year Students from various Degree Programmes. Unfortunately for me, as I attempted to make my way at the back of the Class; the Lecturer looked at his register and unbeknownst to me loudly exclaimed in front of everyone; Ms Allotey kindly come seat in the front benches.

That day I felt like the Earth should have opened up and swallowed me whole. This was because of sheer embarrassment. All hundred and something Students in my Public Administration Class turned around and stared at me so as to see who this Ma Allotey was. I exclaimed internally and I just stood out of my chair, taking a long walk down the front of my Class. After that, the Lecturer then proceeded to ask questions and ensured I was picked to answer despite the fact that I did not raise my hand and various other Students did. After that day, I failed at trying to hide myself or play small.

Another incident was when I was in Form One at a prestigious Government Junior Secondary School. My ever so loving mum had done my hair in mapondo and decorated them in those cute, little, multi-coloured ribbons. It didn't help that I had a baby face and was just fresh out of Standard Seven, chubby and chunky. I remember the whole School admiring and chuckling in awe. I didn't know then just what exactly was so funny, but I guess I just brought so much joy from my multi coloured ribbons. I even got the attention of my then Headmaster, Mr Babiseng. I was not embarrassed because I love my mum tonnes and I did look really cute. Besides, I remember the Form Threes saw me as their little sister to protect from the School bullies. In fact, there was once a fight at School and the bigger Students in the older years ensured I was protected, so I guess it paid off in a way. From then onwards, Teachers were on my case and I was branded

From then onwards, Teachers were on my case and I was branded highly intelligent, along with being a massive chatter box. In fact, till today, they have my file and use it as an inspiration to other because I was a first-class Student.

The whole point of this lengthy path down memory lane is that no matter how much one tries to hide or play small, if you are predestined for greatness, no one thing or incident can take you out, if God doesn't permit it, especially when you are aligned with His will. One just has to be tenacious and courageous, fighting the good fight of faith in order to witness the anticipated change.

Ways to be the Change

Speak with Intention: My mother always told me, especially in marriage, that you must always say what you mean and mean what you say. Ensure that your words chosen and spoken reflect your values because words once spoken cannot be reversed.

Active non-judgemental Listener: It is of essence to listen to others attentively because you never know who may be helped and whose life might be saved through that.

Lead by example: Ensure that whatever you do in words, deeds or actions reflecting the kind of person you would like your children to emulate.

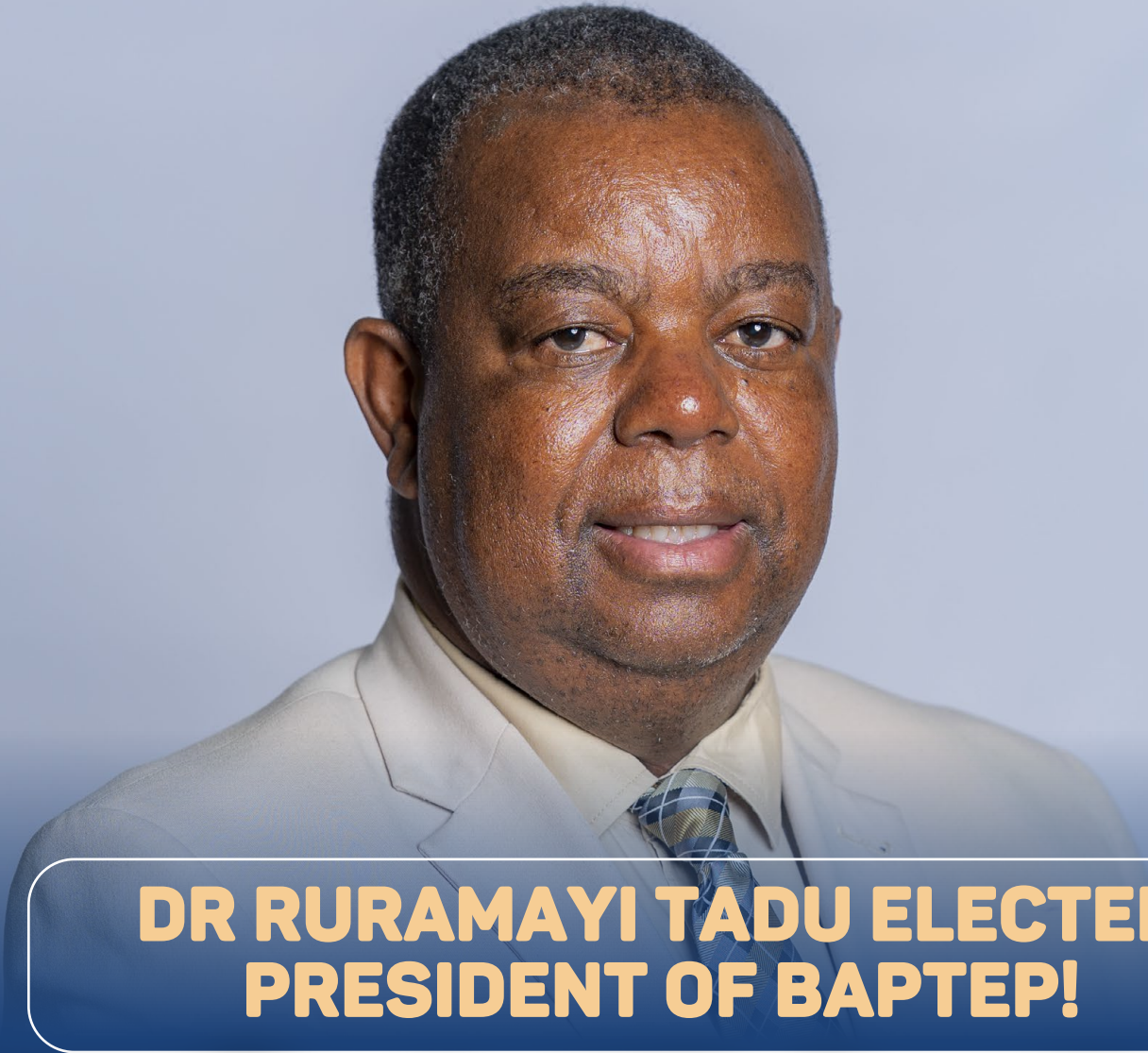
Change Antagonists

- Fear of the unknown: change disrupts their comfort and familiarity.
- Fear of loss of control and feelings of being left behind. Antagonists project this fear outwardly as criticism
- Insecurity and Comparison (your growth highlights what others aren't doing and their incompetencies. Instead of them being inspired, some may feel insecure and threatened. It is easier for them to tear others down than confront their own stagnation.
- Ego and Identity crisis: They views others as a threat to their sensitive ego.

Sometimes in order to reach one's destiny, others who lack understanding to the Mission and Vision may attempt to sabotage the assignment. However, it is important that we overlook those attempts of destiny annihilation and be magnanimous, focused and attentive to the Mission ahead. Let us not cower in fear but arise and truly be the change we want seen in the world; by touching one life at a time!

NB # Disclaimer: This newsletter column entails the author's mind and represents no one in particular but her thoughts and feelings. Her work is referenced from sources like google scholarly journal Articles etc.





DR RURAMAYI TADU ELECTED PRESIDENT OF BAPTEP!

BA ISAGO University proudly congratulates our esteemed President, Dr Ruramayi Tadu, on his recent appointment as President of the Botswana Association of Private Tertiary Education Providers (BAPTEP).

This prestigious appointment marks not only a significant personal milestone for Dr Tadu but also a historic achievement for BA ISAGO University. To have one of our own at the helm of BAPTEP is a powerful testament to the calibre of leadership we nurture and a proud moment for our entire Academic Community.

As President of BAPTEP, Dr Tadu takes on a pivotal role in steering the Private Tertiary Education Sector toward growth, sustainability and impact. His appointment comes at a critical juncture—when the Higher Education landscape is evolving and requires bold, transformative leadership to

address complex challenges and harness emerging opportunities.

Dr Tadu's leadership will no doubt amplify the voice of Private Education providers and champion the kind of collaboration and innovation necessary to shape the future of Education in Botswana and beyond.

We stand behind him in full support and remain committed to contributing meaningfully to the Sector's advancement.

Congratulations once again, Dr Tadu—this is leadership that inspires!

**#ProudlyBAISAGO #BAPTEPLEadership
#HigherEdExcellence #LeadingChange**



BA ISAGO UNIVERSITY LAUNCHES PIONEERING CENTRE FOR GENDER-BASED VIOLENCE PREVENTION AND EMPOWERMENT

By Mohammed Mogotsi

BA ISAGO University has officially launched the Centre for Gender-Based Violence Prevention and Empowerment (CGBVPE), the first dedicated Centre of its kind in Botswana's Higher Education Sector. The Centre underscores the University's commitment to addressing one of the Nation's most urgent social challenges: Gender-Based Violence (GBV).

The launch was officiated by the Minister of Youth and Gender Affairs, Honourable Lesego Chombo, who urged the Nation to adopt a more proactive stance in the fight against GBV. She emphasised that prevention must be prioritised, calling for collective responsibility to stop violence before it takes root. The Minister praised the University for taking the lead through the establishment of the Centre, noting that the initiative not only complements National Strategies but also sets a benchmark for Higher Education Institutions and other Stakeholders to emulate. She highlighted the Centre as a bold and timely demonstration of Leadership in tackling one of the Country's most urgent social issues.

The Centre is the brainchild of BA ISAGO's Co-Founder and Managing Director, Mr Odirile B Gabasiane, who emphasised the need for bold and innovative action.

"We decided to create something unique, a Centre that would focus specifically and comprehensively on GBV not as a side issue but as a core mission; a Centre that would bring together Research, Teaching, Advocacy and Community outreach under one roof."

Grounded in a comprehensive feasibility study, the Centre has been structured around a model described as a "three-legged pot", comprising Education and Training, Research and Community Outreach and Advocacy. Among its pioneering initiatives is the Master of Arts in Gender-Based Violence, the first specialised Postgraduate Programme in Botswana dedicated entirely to equipping Professionals with advanced knowledge and skills to address GBV.

Already, the CGBVPE has embarked on impactful initiatives, including a collaborative study with the Botswana Gender-Based Violence Prevention Centre (BGBVC) on risk and protective factors of GBV, supported by the Sexual Violence Research Initiative (SVRI). BA ISAGO has also partnered with Stakeholders to develop a National directory of GBV Organisations, designed to empower survivors and strengthen coordination among Service providers.

Looking ahead, BA ISAGO envisions transforming the Centre into a fully-fledged School of Gender and Human Rights, broadening its scope to include rehabilitation Programmes, grief and trauma counselling and international conferences that will drive Global dialogue on GBV.

The launch reaffirms the University's mission to produce graduates who are not only Academically accomplished but also socially responsive. By embedding GBV prevention, empowerment and advocacy into its Academic and Community work, BA ISAGO has positioned itself as a critical ally in Botswana's collective fight against GBV.

BA ISAGO DIGITAL MARKETING STUDENTS GAIN REAL-WORLD INSIGHTS AT ABSA BOTSWANA



By Pauline Mana Kgwarapi

Last week, Ms Pauline Mana Kgwarapi, a Marketing Lecturer in the Faculty of Commerce, Department of Entrepreneurship, led Year 2 Digital Marketing students on an enriching educational visit to ABSA Bank Botswana in the Central Business District (CBD) of Gaborone.

The visit aimed to expose Students to real-world digital marketing practices within the financial services sector. It provided a valuable opportunity for Students to observe how a leading financial institution like ABSA leverages digital platforms to engage customers, promote its brand and remain competitive in a rapidly evolving digital landscape.

Welcoming the group, Mr Dennis Mambure, Head of Marketing and Corporate Affairs at ABSA Bank Botswana, expressed his delight in hosting the Students, stating: "We are delighted to host the future marketers and communicators from BA ISAGO, who are entering an exciting time in our industry, one where technology, creativity and customer insight are shaping the way brands connect with people," said Mr Mambure

Mr Mambure reflected on ABSA's marketing and communications journey, highlighting transformative role of digital innovation in modern customer engagement. He emphasised the importance of personalised online campaigns, data-driven insights, social media story telling and digital financial education in today's marketing landscape.

Ms Kenanao Phele, Brand & Communications Manager at ABSA, delivered an insightful presentation on the bank's digital marketing strategy. She provided students with a behind-the-scenes perspective on how ABSA develops and executes digital strategies that align with its brand purpose and customer experience.

To enhance the learning experience, representatives from ABSA's media agency shared their expertise in content creation, analytics, digital engagement, and brand management. Students gained a deeper understanding of the complexities involved in developing and sustaining impactful marketing campaigns.

The visit concluded with an interactive Q&A session, where students actively engaged with the professionals, posed thoughtful questions and gained valuable insights.

Ms Kgwarapi extended her heartfelt appreciation to the ABSA team for their warm hospitality and for providing a practical learning experience. She also commended the Students for their enthusiasm and professionalism throughout the visit.

The visit was a resounding success, actively bridging the gap between classroom theory and industry practice inspiring the next generation of marketing professionals to embrace innovation and excellence in their careers.

BA ISAGO UNIVERSITY LAUNCHES MAUN CAMPUS AND PREMIER CORPORATE TRAINING ROOM DURING HIGH-LEVEL INDUSTRY ENGAGEMENT



By Mr Mohammed Mogotsi

On 6 February, BA ISAGO University hosted a high-level and highly successful stakeholder engagement in Maun, marking both the official launch of the Maun Campus and the unveiling of its largest Corporate Training Room across all campuses. The event formed part of the Institution's 25th anniversary celebrations under the theme 25 Years of Impactful Difference.

Delivering the official welcome remarks, the University President, Dr Ruramayi Tadu, outlined the objectives of the engagement, positioning the Maun Campus as the Institutional home of Tourism and Hospitality programmes tailored to the region's economic strengths. She emphasised that the launch marked a strategic alignment between academic provision and Ngamiland's tourism-driven economy.

The engagement brought together Industry Captains, Tourism Leaders, a distinguished entourage of Shareholders and Senior Management as well as strategic partners in Ngamiland. It signalled not only celebration, but a deliberate strengthening of industry-aligned education in one of Botswana's most economically significant regions.

The Guest Speaker, Mrs Ruth T. Gabasiane described Maun as a strategic choice rather than a convenience, emphasising its role as the gateway to the Okavango Delta and a hub for tourism, conservation and enterprise. She highlighted the growth of the Institution from 50 students in Francistown to more than 70 long-term academic programmes and over 70 Short Learning Programmes, noting that the introduction of flexible short courses in Maun directly responds to real-time skills demands and lifelong learning needs.

The Founder and Managing Director (MD), Mr Odirile B. Gabasiane, emphatically and passionately called for a decisive shift from traditional teaching to industry-based learning. In a firm and forward-looking address, he reaffirmed the Institution's commitment to practical, market-responsive education, acknowledging government sponsorship support while underscoring its independent growth trajectory. He formally introduced the 25th anniversary theme, reinforcing a legacy of measurable national contribution.

Speaking from a regulatory perspective, Ms Lilly Rakorong, Chief Executive Officer (CEO) of the Hospitality and Tourism Association of Botswana, emphasised that sector success depends on education that cultivates passion, commitment and service excellence.

FRANCISTOWN HOSTS LANDMARK TOURISM PITSO AND CITY TOURISM LAUNCH

By Mrs Unaludo Tshukudu

From 22nd to 24th January 2026, Francistown emerged as a Centre of strategic engagement and national dialogue, hosting the Tourism Pitso and the City Tourism Launch. This landmark event sought to shape the future trajectory of Botswana's tourism sector through strengthened partnerships, innovative thinking and a shared commitment to sustainable and inclusive growth. The event was officially officiated by the Vice President of the Republic of Botswana, Honourable Ndaba Gaolathe, alongside the Minister of Environment and Tourism, Honourable Wynter Mmolotsi.

The Tourism Pitso convened a broad spectrum of stakeholders, including government leaders, private-sector representatives, community stakeholders and development partners. The platform enabled constructive engagement, the exchange of perspectives and the identification of practical interventions to strengthen Botswana's tourism ecosystem. A key focus of the discussions was the strategic role of cities, particularly Francistown, in advancing tourism development, as well as the importance of increased citizen participation to drive tourism-led economic growth.

Proceedings commenced with an engaging panel discussion that set the tone for an open and inclusive national dialogue. Participants shared insights on sectoral challenges and emerging opportunities, reinforcing the critical importance of collaboration, innovation and collective problem-solving in building a resilient tourism industry.

The timing of the Tourism Pitso was particularly significant, taking place against a backdrop of shifting global tourism trends, evolving community expectations and Botswana's broader economic transformation agenda. Discussions were therefore framed around adaptability, sustainability, and resilience as essential pillars for future growth.

In his keynote address, the Vice President underscored that the theme "Tourism as a Catalyst for Economic Transformation and Sustainable Growth through Partnerships" represents a firm



national commitment rather than a symbolic aspiration. He emphasised that tourism must function as a strategic driver of inclusive economic growth, employment creation, environmental stewardship and community empowerment. These priorities are strongly aligned with the Botswana Economic Transformation Programme (BETP) and National Development Plan 12 (NDP12).

The Vice President further highlighted ongoing reforms and strategic investments aimed at repositioning tourism as a central pillar of economic diversification. These include policy and legislative reviews, the development of tourism zones, infrastructure enhancement, and heritage preservation initiatives. He stressed the need to deepen citizen participation, strengthen public-private partnerships, reduce value leakages and ensure that tourism-generated benefits are retained within Botswana's economy to enhance sector competitiveness and long-term sustainability. His message was unequivocal: building a resilient, inclusive and ethically grounded tourism sector is fundamental to Botswana's future prosperity.

A central call to action emerging from the Pitso was the shared responsibility of government, industry, communities, and development partners to ensure that tourism delivers dignity, opportunity, and tangible benefits to communities living alongside tourism assets. In this context, tertiary institutions such as BA ISAGO were recognised as critical enablers through the development of industry-responsive programmes in Tourism and Hospitality, support for the City Tourism Revitalisation Initiative and the empowerment of local communities through skills development.

The event concluded on Saturday with a community-focused programme that included a morning Fun Run, followed by the Official City Tourism Launch and guided visits to Francistown's key tourism attractions, including the newly developed Wildlife Educational Park.

As Francistown continues to position itself at the forefront of this national initiative, Botswana's tourism sector stands at the threshold of a new chapter one defined by collaboration, innovation and a shared vision for sustainable development and inclusive economic transformation.

BUILDING COMMUNITIES: 25 YEARS OF IMPACTFUL DIFFERENCE, MOENG COLLEGE CAREER FAIR AND BOOTCAMP DONATION



By Mr Kabo Komanyane

As part of the celebrations marking 25 Years of Impactful Difference, BA ISAGO University Senior Management conducted a strategic visit to Moeng College on Monday to engage with the community and participate in the official launch of the Moeng College Academic Excellence Bootcamp, themed "Awakening the Sleeping Giant."

The University Founder and Managing Director (MD) Mr Odirile B. Gabasiane, who is also a proud alumnus of Moeng was invited to serve as the Guest Speaker. He was accompanied by the University President Dr Ruramayi Tadu, Director Admissions, Marketing and Communications Dr Gugulethu Ndebele, Campus Manager Francistown Dr Gillian Mmolotsa, Acting Manager Marketing and Communications Mr Kabo Komanyane, Senior Marketing and Communications Officer Ms Unaludo Tshukudu and the Assistant Campus Manager Francistown Trainee Ms Bakang Semadi.

BA ISAGO has consistently supported Moeng over the past three (3) years with an annual contribution of P10,000.00

towards the Bootcamp initiative. In previous years, the University has also supported the College's Prize Giving Ceremony through the donation of five (5) laptops and awarded the top-performing Student with a laptop.

This year, the University further strengthened its commitment by donating sixty (60) beds and mattresses for the girls' dormitory, as well as awarding a laptop to a Student who demonstrated exceptional passion and talent in drawing and artistic expression. At the event the Student gifted the Managing Director with a hand drawn pencil portrait.

In his address, the MD encouraged learners to embrace the opportunity with dedication and discipline, stating "As you begin this bootcamp, view it as a ladder to an avalanche of opportunities that can transform your life for the better. Take it seriously and integrate what you learn into your daily routines." The engagement reflects BA ISAGO's continued commitment to community upliftment, educational empowerment and nurturing excellence in alignment with its mission to make a meaningful and lasting impact.



FROM VISION TO REALITY: BA ISAGO UNIVERSITY SECURES MILLION-PULA GRANT TO POWER THE "SMART UNIVERSITY" OF THE FUTURE

By Mr Tshepo Bathai

In the rapidly evolving landscape of Higher Education, the race toward the Fourth Industrial Revolution (4IR) is no longer a choice, it is a necessity. For BA ISAGO University, that race just hit high gear. We are proud to announce that the University has been awarded a prestigious infrastructure grant under the AfricaConnect4 National Connectivity Component, facilitated by the Botswana Research and Education Network (BotsREN).

The successful acquisition of this grant, totalling €86,284.74 (approximately P1.3 million), is the result of a compelling and strategic proposal spearheaded by our Director of Information and Digital Technology, Mr Tshepo Bathai. This funding represents a watershed moment in our institutional journey, serving as the primary engine to drive BA ISAGO toward its goal of becoming a fully-fledged "Smart University."

This achievement is not merely a technical upgrade; it is a direct fulfillment of the University's Strategic Mandate. Specifically, the grant serves as a catalyst for Strategic Goal 4, which focuses on embracing the Fourth Industrial Revolution and Strategic Goal 9, our ambitious commitment to transforming the University into a technology-driven institution.

"We didn't just apply for equipment; we applied for a future," says Mr Bathai. "The 4th Industrial Revolution demands an infrastructure that is agile, intelligent, and borderless. With the support of BotsREN, our trusted Internet Service Provider, we are building a foundation where Artificial Intelligence, seamless connectivity, and digital innovation are part of the university's DNA."

The grant is meticulously allocated to overhaul the University's "digital nervous system." The approved components include:

- **Next-Generation Core Infrastructure:** The deployment of high-capacity CloudEngine Core Switches and high-speed SFP cabling. This ensures that the "lag" and connectivity bottlenecks of the past are eliminated, providing a high-speed highway for data and learning.
- **AI-Driven Network Management:** Perhaps most exciting is the acquisition of the Exinda Network Manager with an AI Add-on. This system uses Artificial Intelligence to automatically optimize network traffic, ensuring that critical academic resources and research tools always have priority bandwidth. At the heart of this digital transformation are the people: our Students, Staff and Stakeholders. The "Smart University Network" is designed with one ultimate metric in mind, customer satisfaction.

For our Students, this means a Campus where digital learning platforms are lightning-fast and where research is never hindered by a slow connection. For our academic and administrative Staff, it means more efficient workflows, AI-assisted tools that reduce manual tasks and a reliable environment for innovative teaching. For our stakeholders, it signals that BA ISAGO is a forward-thinking institution that produces graduates who are ready to lead in a tech-centric global economy. By securing this funding, BA ISAGO stands tall as a leader in Botswana's academic digital ecosystem. We are not just participants in the National Digital Economy Roadmap; we are active architects of it.

As we move into the procurement and implementation phase, the University extends its profound gratitude to Mr Bathai and the IDT Team for their technical leadership, and to the Executive Management for their unwavering support in making this "Smart University" vision a reality.

The future is here, it is digital and at BA ISAGO, it is now powered by the best-in-class technology.



REACHING THE HEART OF THE COMMUNITY: BA ISAGO UNIVERSITY STUDENTS DONATE TO KGOMODIATSHABA PRIMARY SCHOOL

By Mrs Tsitsi Kamakama

The journey to Kgomodiatshaba Primary School in the Kgatleng District is not a short one. Located about 240 kilometres from Gaborone, the trip is a reminder of how far some communities are from the busy life of the city. As the road stretches deeper into the countryside, the scenery slowly changes open land, quiet villages and at some points muddy roads that test both patience and determination. Yet, despite the long distance and the challenging terrain, the purpose of the visit made every kilometre worthwhile.

On 5th March 2026, a delegation from BA ISAGO University's Faculty of Built Environment, Arts and Science travelled to the school as part of a community outreach initiative. The team included Year (3) Students from the Bachelor of Arts in Landscape Architecture, Bachelor of Science in Quantity Surveying (QS), and Bachelor of Science in Safety, Health and Environmental Management programmes.

The Students were accompanied by their lecturer Ms Nakisani Chicho, together with Mr Oteng Lekoko (Head of Department: Landscape & QS) and Mr Scotch Ndlovu (Head of Department: Safety, Health and Environmental Management). They were also joined by Ms Tsitsi Kamakama the Social Performance Officer and Ms Nadia Khan the Sales and Marketing Officer, who represented the University in supporting the outreach initiative.

The purpose of the visit was simple but meaningful, to donate essential stationery items to the learners of Kgomodiatshaba Primary School. The donation included pencils, sharpeners, rubbers, scissors, wax crayons, two boxes of printing paper among other items, to assist the learners with their everyday academic needs.

Kgomodiatshaba Primary School is a small, one-stream school with fewer than 200 learners. Despite its size, the school carries a strong sense of pride and resilience. What immediately stood out to the visiting team was how clean and well-maintained the school grounds were, a clear sign of the care and dedication of both the staff and learners.

During the visit, it was also shared that approximately 80% of the learners receive support from social workers, an indication of the socio-economic challenges many families in the community face. This reality made the outreach initiative even more meaningful, as it reminded everyone present of the importance of partnerships and community support in ensuring that children have access to education and opportunities.

One of the highlights of the day was an educational presentation by Ms Bridget Sibanda, a Bachelor of Science in Safety, Health and Environmental Management Student. She engaged the learners on the topic "Reduce, Reuse and Recycle." The session quickly became interactive as the young learners

eagerly participated, answering questions and sharing their ideas about how to take care of the environment. The discussion sparked curiosity and excitement among the learners, demonstrating how powerful knowledge-sharing can be when delivered in a relatable and engaging way.

Ms Nakisani Chicho also addressed the learners, reinforcing the importance of environmental responsibility and encouraging them to become ambassadors of sustainable practices in their homes and communities.

Following the presentations, the BA ISAGO representatives were taken on a school tour. One of the most impressive highlights was a portable computer laboratory sponsored by BOCRA (Botswana Communications Regulatory Authority). The facility was well-equipped and stood as a powerful example of how strategic partnerships can bring technology and digital learning opportunities even to schools in remote areas. The day concluded with the official handing over of the donated stationery, after which the School Head, Mr Rapelana,

delivered a heartfelt vote of thanks. In his remarks, he shared the Setswana wisdom behind the expression "a hand that gives never lacks." He explained that acts of generosity, no matter how small they may seem, create a ripple effect of kindness and hope. By reaching out to support the learners, BA ISAGO had not only provided school supplies but had also strengthened the spirit of community and partnership. His words carried deep appreciation and reflected the gratitude of the entire school community.

And of course, staying true to the BA ISAGO tradition, the day concluded with the expected group photo. It has almost become a signature moment of every event nor activity. After all, what would a BA ISAGO event be without capturing the smiles of the people who made it special? It was the perfect way to seal a day of learning, generosity and community connection, a moment worth remembering.



BA ISAGO STRENGTHENS YOUTH EMPOWERMENT AND CLIMATE ACTION THROUGH STRATEGIC PARTNERSHIP

By Mr Mohammed Mogotsi

BA ISAGO University recently marked a significant milestone in its commitment to youth empowerment, sustainability and climate action through the signing of a Memorandum of Understanding (MoU) with the Green Africa Youth Organisation (GAYO). The engagement brought together Students, Faculty and youth leaders in a vibrant exchange of ideas centred on shaping a sustainable future.

Speaking at the gathering, Acting Vice President Academic Affairs and Research Dr Morvyn Nyakudya emphasised the critical role young people play in shaping tomorrow's leadership and development agenda. Highlighting the energy and potential of the youth, he encouraged Students to see themselves as future leaders, innovators and policymakers who will drive Botswana and Africa forward. He noted that while leadership comes with challenges, it is also deeply rewarding and offers opportunities to create lasting impact.

The MoU between BA ISAGO and GAYO is anchored on several key pillars including youth empowerment, sustainable development, community engagement, climate resilience and policy advocacy. These focus areas align with the University's broader mission of producing socially responsible graduates equipped to address contemporary global challenges.

Central to this partnership is the role of the Climate Change and Environmental Centre (CCEC), which will serve as a hub for Student-driven initiatives. Through this collaboration, Students will be actively engaged in seminars, public lectures and practical projects such as recycling and zero-waste initiatives. The University community has already begun demonstrating this commitment, with Students participating in environmentally responsible practices like plastic collection and recycling on campus.

Representatives from GAYO highlighted the organisation's work as a youth-led Pan-African NGO dedicated to environmental sustainability, climate change advocacy and youth policy

development. Established in 2014, GAYO operates across multiple regions and implements programmes such as the Youth Climate Council, Eco Clubs and Zero Waste initiatives aimed at empowering young people to take meaningful climate action.

A key highlight of the engagement was the presentation on the Youth Climate Council (YCC), which provides a platform for young people to actively participate in climate governance. Through the YCC, Students will have the opportunity to analyse national policies, develop policy briefs and contribute to shaping environmental and climate-related decisions at both local and international levels. This includes participation in global platforms such as the Conference of the Parties (COP), where youth voices are increasingly influencing climate discourse.

Students were encouraged to take an active role in these initiatives, recognizing that policy engagement is a powerful tool for driving long-term change. By contributing to policy discussions and collaborating with government and other stakeholders, young people can ensure their perspectives are reflected in national development priorities, particularly within the green economy.

Looking ahead, the partnership also opens doors for BA ISAGO to host the Local Conference of Youth (LCOY), a significant platform that brings together youngpeople to deliberate on climate issues and develop unified positions ahead of global climate conferences.

The collaboration between BA ISAGO and GAYO stands as a testament to the institution's dedication to nurturing empowered, environmentally conscious leaders who are ready to shape a sustainable future.





SUPPORTING EDUCATION THROUGH COMMUNITY OUTREACH: BA ISAGO UNIVERSITY LIBRARY PARTICIPATES IN A CAREER FAIR AND DONATES TO KGARI SECHELE SENIOR SECONDARY SCHOOL

By Ms Peloyame Juwa

Corporate Social Responsibility (CSR) initiatives play an important role in strengthening partnerships between educational institutions and the communities they serve. Through outreach programmes and donations, institutions of higher learning can support schools by providing resources that enhance teaching and learning. Such initiatives also encourage a culture of reading, academic excellence and community development among young learners.

As part of this commitment to community engagement, the Library team from Gaborone Campus visited Kgari Sechele Senior Secondary School on the 13th, March 2026. The school is located in Molepolole in the Kweneng District and serves as an important centre of learning for many young people in the area. The visit was part of the school's Career Fair programme and provided an opportunity for the University to contribute to the school community by donating learning materials.

The Library Staff attended the event together with the University's Marketing Team, who were present to engage with learners and provide information about academic programmes and career opportunities available at BA ISAGO University. The collaboration between the two departments ensured that Students not only received learning materials but also gained valuable insight into higher education pathways.

As part of the outreach initiative, the BA ISAGO Library donated books and pens to the school to support learners in their academic journey. Access to learning resources remains a key factor in improving academic performance and nurturing a culture of reading among students.

The official handing over of the donated materials was conducted by Mr Kabo White, library intern and Ms Peloyame Juwa, Assistant Librarian. During the handover, Ms Juwa addressed the learners and shared an encouraging message drawn from her own academic journey.

Introducing herself as a product of the Botswana General Certificate of Secondary Education (BGCSE) from a government school, she reminded learners that their current educational journey has the power to shape their future. She encouraged them to take good care of the library resources donated, emphasising that such materials should benefit not only them but also future learners who will use the same resources.

Quoting the words of Nelson Mandela, she reminded the learners that "Education is the most powerful weapon which you can use to change the world." Her message encouraged Students to stay focused on their studies and to recognise the value of education in transforming their lives and communities.

The visit provided an opportunity for learners to interact with the University representatives, ask questions about university life and gain insight into the role libraries play in supporting academic success through access to information resources and research support. The event ended on a joyful note with a group photo capturing a memorable moment of generosity, learning and community connection.

Through initiatives such as these, the BA ISAGO Library continues to extend its impact beyond the University walls by supporting schools and inspiring the next generation of scholars.



REFLECTIONS ON THE OVG CONFERENCE 2026: A VALUER'S AND ACADEMIC PERSPECTIVE

By Mr Bonang Gift Moroke

Participation in the 2-day OVG Conference 2026 in Pretoria, South Africa, extended beyond a conventional professional engagement. It was a moment to reflect on the evolving role of property valuation in a rapidly changing world. Hosted by the Office of the Valuer-General, the event brought together academics, policymakers and industry professionals under the theme:

“Property Valuations in a VUCA World: Agility, Integrity, and Innovation in a Changing Landscape.”

The conference combined keynote addresses, panel discussions and technical sessions to explore challenges in valuation, emerging policies and innovative practices. From the start, it was clear this was more than knowledge sharing; it was an interrogation of the profession's future.

A Powerful Opening: The Tree as a Metaphor for Real Estate

One of the most memorable moments came during the opening session, led by Master of Ceremonies Mr Tebogo Mekgoe, who used a tree analogy to explain the property market. He illustrated roots as the foundation, the trunk as the structure and branches and leaves as outcomes. This simple, vivid metaphor highlighted how real estate is shaped by deep socio-economic and historical factors, reminding us that strong foundations are key to sustainability growth.

Rethinking Valuation: Beyond Market Value

The OVG Conference 2026 challenged the traditional reliance on market value as the sole basis for decision-making. As Mr Thapelo Motsoeneng noted, “Market value tells us what a field is worth today; equitable valuation tells us what a nation owes

its tomorrow.” This highlights the need to consider broader social and developmental factors, especially in contexts like land reform.

He further emphasised that “Valuation is the bridge between a painful past and productive future; it must be built with the bricks of justice, not just the mortar of market rates.” This reframes valuation as not only technical, but also ethical as valuers are required to uphold fairness, transparency and accountability in shaping sustainable property systems.

Operating in a VUCA Environment

The conference consistently emphasised that valuation now operates within a VUCA environment characterized by volatility, uncertainty, complexity and ambiguity. In practical terms, this means markets are less predictable, policy frameworks are evolving and economic pressures are increasing. Traditional valuation approaches must be complemented with adaptive and forward-looking thinking.

Technology and the Evolving Role of the Valuer

Technology also featured prominently in the discussions. The use of digital tools, data systems and automated valuation models is transforming the profession. However, a key insight was that technology should support not replace the valuer. Particularly in developing markets such as Botswana, where data limitations and market variations exist, professional judgment remains crucial.

Bridging Academia and Practice

From an academic perspective, the conference highlighted the need to align education with industry realities better. As a professional affiliated with BA ISAGO University, this raised



fundamental considerations. There is a growing need for academic programmes to incorporate practical learning experiences, use real-world case studies and strengthen collaboration with industry. Students must be equipped not only with technical knowledge but also with the ability to adapt, think critically and uphold professional standards.

Learning to Let Go: A Personal Reflection

Another moment that stayed with me came from Mashilo Pitjeng, who accentuated that, “Never fall in love with your creation.” This insight speaks directly to the discipline required in professional practice. It is a reminder that valuers must remain open to critique, willing to reassess their assumptions and ready to learn from others. More importantly, it emphasises the need to evolve continuously; to move beyond comfort zones and adopt new approaches that enhance both competence and relevance.

Conclusion: A Shift in Perspective

Reflecting on the OVG Conference 2026, it is evident that the property valuation profession is undergoing a significant transformation. The discussions around equity, integrity, and adaptability highlighted that valuation is no longer confined to determining market value; it is about understanding broader responsibilities and long-term impact. The conference did not simply inform my understanding of valuation it reshaped it. It reinforced the importance of adaptability, ethical responsibility, and continuous learning in both professional practice and academic development.



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BA ISAGO SHINES ON THE CONTINENTAL STAGE

By Mrs One Sebele

We are proud to celebrate Ms Kelebogile Makati, Director of Curriculum Development & Quality Assurance, represented Botswana and BA ISAGO University at the prestigious AI-Powered Curriculum Development & Delivery Summit (Curriculum 5.0 Conference) in Johannesburg, South Africa, from the 25th to the 26th of March 2026.

This high-level summit was hosted by Nexus & Nexus, a leading consulting firm dedicated to delivering transformative solutions and high-impact conferences across Africa. The Summit brought together leading experts across Africa, to

explore how Artificial Intelligence is transforming education—from curriculum design to learner assessment.

At BA ISAGO, we are not just participating in the future of education—we are shaping it.

Ms Makati's contribution reflects our commitment to:

- Innovation in teaching and learning
- Quality-driven academic excellence
- Developing graduates ready for an AI-driven world



BA ISAGO STUDENT ACHIEVES MASTER DRIVE CERTIFICATION IN JOHANNESBURG

By Mrs One Sebele

BA ISAGO University proudly celebrates the achievement of one of its Students, Lefika Mokgware, who recently travelled to Johannesburg to participate in an intensive Master Drive training and assessment programme.

The purpose of the trip was to enhance driving proficiency, deepen knowledge of road safety and obtain a professional certification that contributes to both personal and career development. The programme, facilitated by MasterDrive, is widely recognised for its focus on advanced driving techniques and road safety awareness.

During the training, Lefika participated in structured sessions covering key areas such as defensive driving, hazard perception, vehicle handling and overall road awareness. The programme combined both theoretical instruction and practical application, providing a comprehensive learning experience.

In his demonstration of commitment and discipline, Lefika said that he fully engaged in all aspects of the course. The training required a high level of concentration and technical

understanding, challenging participants to apply advanced driving principles in real-world scenarios. Through dedication and consistent effort, Lefika successfully demonstrated the ability to navigate complex driving situations with confidence and control.

Upon completion of the programme, Lefika was awarded the Master Drive certification- an accomplishment that reflects a strong commitment to safety, responsibility and continuous self-improvement. This achievement not only enhances individual capability but also aligns with broader efforts to promote road safety and responsible driving practices.

BA ISAGO commends Lefika Mokgware for this outstanding accomplishment. The University remains dedicated to supporting Students in pursuing opportunities that enrich their skills, broaden their experiences and contribute to their holistic development.

FRANCISTOWN CAMPUS 'TOP OF THE GAME' SPORTS AWARDS

By Mrs Unaludo Tshukudu

Sport has a unique power to transform lives. For those who are truly passionate, it offers purpose, discipline, and opportunity. In Botswana, this truth is increasingly being embraced, as the government continues working tirelessly to develop sporting talent and create pathways for employment through sport. Against this inspiring national backdrop, BA ISAGO University rose to the occasion.

The University's Francistown Campus Students proudly made history by hosting its first-ever Sports Awards Ceremony to recognise talent, excellence and teamwork. The event honored outstanding athletes for their remarkable performances during last year's Botswana Tertiary Students Association (BOTESSA) competitions, recognising not just results, but the dedication and resilience behind them.

In total, 12 awards were presented, reflecting an exceptional season across multiple sporting codes. The highlights told a story of dominance, determination and rising talent:

- Softball Women stole the spotlight, finishing 1st place and clinching a gold medal, with Lesego Ditau earning Best Pitcher, a standout achievement.
- Softball Men showcased grit and consistency, securing 2nd place and a silver medal.
- Netball Women displayed resilience and teamwork and claimed 3rd place.

- Football Men finished 4th, with an impressive six players selected for Team Botswana trials under Confederation of University and College Sports Association (CUCSA).
- Women's Football also shone, with several players earning national call-ups.
- Karate athletes added to the glory, bringing home two silver medals after strong second-place finishes.

Beyond the medals, the ceremony was a great moment of recognition and pride for the Students. The Management of BA ISAGO University, who included the Dean of Student Welfare & Support Services (SWSSS) and the Sports Coordinator from Gaborone Campus applauded the athletes for their discipline, commitment and ability to represent the institution with honour. Coaches and volunteers were equally acknowledged for their unwavering support and mentorship, which continues to shape the success of the sports programme at the University.

This inaugural ceremony marks more than just an event; it also signals the growth of a thriving sporting culture within the University. It celebrates hard work, inspires ambition and reinforces the belief that sport can open doors to greater opportunities.

As the journey continues, Francistown Campus stands united in its pursuit of excellence on and off the field and by far the Campus is outstanding in sports among all the 3 Campuses.





'PITSO YA BOTLHOKWA' – BA ISAGO SPARKS HONEST CONVERSATIONS FOR YOUNG MEN

By Mr Mohammed Mogotsi

In today's fast-changing world, young men face challenges that extend beyond academic achievement. Issues such as mental health, financial literacy, navigating relationships and confronting societal pressures can make the journey to adulthood complex. BA ISAGO University recognised this reality and created a platform for reflection, dialogue and empowerment through its annual "Pitso Ya Botlhokwa" Men's Conference, Themed: **Unshaken - Standing Firm in a Changing World.**

The conference encouraged young men to engage with difficult but necessary conversations on topics including gender-based violence, mental health, financial awareness, substance abuse and personal accountability. By facilitating open discussions and shared learning, participants explored ways to respond to challenges thoughtfully, make informed decisions and strengthen their personal and social responsibility.

Through interactive discussions and reflective dialogue, BA ISAGO emphasised the importance of integrity, accountability and resilience as key qualities for navigating the pressures of modern life. The event highlighted that strength is not measured by silence or control, but by the courage to confront challenges, seek understanding and act ethically.



By hosting this transformative initiative, BA ISAGO reaffirmed its commitment to holistic student development, positioning itself as an institution where young leaders are guided to grow socially, ethically and intellectually. The Men's Conference underscored the University's role in shaping graduates who are prepared to contribute meaningfully and confidently to their communities.



INTRODUCING THE VICE PRESIDENT ACADEMIC AFFAIRS AND RESEARCH — PROFESSOR AKHABUE A. OKHAREEDIA

By Mr Mohammed Mogotsi

BA ISAGO University Executive Management is pleased to introduce Prof Akhabue A. Okharedia as the Vice President: Academic Affairs and Research (VPAAR), effective 1 April 2026. Prof Okharedia is a seasoned Academic and strategic leader with extensive experience in Higher Education, Research and Institutional Development. He holds eight (8) University Degrees, which include three (3) doctoral qualifications in Law, Business Administration and Industrial Sociology and Development Economics, reflecting a strong multidisciplinary foundation that supports his leadership in Academic Affairs and Research.

A key area of focus under his leadership is the strengthening of research productivity across the University. This includes building a strong research culture, supporting Academic Staff and Postgraduate Students and increasing the overall research output to position BA ISAGO as a recognised contributor to knowledge creation and national development.

In line with the University's growth strategy, emphasis has been placed on the need to establish a globally competitive Business School, aligned with international standards and accreditation. This will position BA ISAGO as a leading Institution in Business and Leadership education within the region and beyond. He is also leading efforts to roll out the Bachelor of Laws (LLB) Programme, which is expected to significantly increase the number of Legal Professionals in Botswana, the SADC region and across the Continent.

Prof Okharedia also supports the University's continued integration of Technology and Artificial Intelligence (AI) in Teaching and Learning, leveraging existing policies and systems to ensure Academic delivery remains innovative, relevant and responsive to global trends. In addition, emphasis is placed on Student success through initiatives which enhance employability by equipping Students with practical skills and industry exposure.

Guided by the principles of visionary and servant leadership, Prof Okharedia promotes a collaborative and performance-driven culture within Academic Affairs and Research, ensuring alignment with the University's vision, mission and strategic plan, as BA ISAGO continues to strengthen its Academic standing and Institutional impact.

Professor Okharedia holds the following qualifications:

- PhD Business Administration - University of Witwatersrand, South Africa
- PhD in Industrial Sociology and Development Economics - University of Vienna, Austria
- Doctor of Laws Degree (LLD) - University of South Africa
- Master of Business Administration (MBA) - University of North-West, South Africa
- Master of Law Degree (LLM) - University of Natal, South Africa
- M.Sc. Degree in Industrial Sociology - University of Ibadan, Nigeria
- B.Sc. (Hons), Sociology - University of Ibadan, Nigeria
- Bachelor of Laws Degree (LLB) - University of Zululand, South Africa

BA ISAGO UNIVERSITY PARTICIPATES IN QUALITY ASSURANCE WORKSHOP IN GERMANY



By Ms Kelebogile Makati and Mrs Unaludo Tshukudu

BA ISAGO University continues to strengthen its commitment to academic excellence through active participation in global quality assurance initiatives. In April 2026, the Director: Curriculum Development and Quality Assurance, (CDQA), Ms Kelebogile Makati, participated in the TrainIQA SADC-QA Workshop II, held in Potsdam, Germany from 13–17 April 2026, under the theme “From Evidence to Action.”

The workshop formed part of an ongoing regional programme aimed at enhancing internal quality assurance systems within higher education institutions across the SADC region. The 5-day training programme focused on equipping participants with practical tools to transition quality assurance from compliance-driven processes to evidence-based institutional transformation.

Participants engaged in interactive sessions on student feedback mechanisms, data analysis for quality assurance practitioners and effective reporting of quality outcomes. These sessions provided valuable insights into strengthening internal systems and promoting a culture of continuous improvement.

The workshop also emphasised peer learning and collaboration, with participants working in groups to analyse Institutional practices, share experiences and develop actionable quality improvement plans. Discussions on regional trends and challenges in quality assurance

within SADC provided a platform to reflect on shared priorities and opportunities for strengthening higher education systems across the region.

The knowledge and skills gained from the workshop will contribute to ongoing efforts at BA ISAGO to enhance quality assurance processes, improve Student engagement and drive Institutional effectiveness. By participating in platforms such as the TrainIQA programme, BA ISAGO reaffirms its commitment to aligning with international best practices while addressing regional higher education needs.

Beyond the workshop activities, participants also had an opportunity to experience the social and cultural environment of Potsdam, a beautiful and historic city known for its rich culture, efficient infrastructure and welcoming atmosphere. The experience provided valuable exposure to everyday life in Germany, particularly the strong culture of walking and the use of sustainable transport systems.

Participants observed the efficiency and convenience of the public transport network, including trains, trams and buses, which make movement within and between cities seamless. The widespread use of bicycles as a mode of transport also highlighted Germany’s commitment to environmental sustainability and healthy living.

In addition, participants enjoyed experiencing the local cuisine and culture, including Germany’s renowned bread varieties and vibrant social spaces, which added a memorable cultural dimension to the workshop experience.

PROJECT UPSCALE EQUIPS STUDENTS WITH PRACTICAL CAREER SKILLS



By Mr Mohammed Mogotsi

Student Welfare and Support Services (SWSS), through Project UPSCALE, recently hosted a career development session aimed at strengthening graduate employability in today's competitive job market. The session focused on practical tools that help Students position themselves effectively beyond academic qualifications.

A key highlight was the importance of creating an ATS-friendly CV. Students were guided on how to structure clear, simple and professional CVs that can pass digital screening systems commonly used by employers. Emphasis was placed on using relevant keywords, proper formatting and tailoring applications to specific job roles.

The session also explored the value of LinkedIn as a professional platform. Participants were encouraged to build strong profiles that reflect their Academic background, skills and experiences, while also showcasing projects, leadership roles and volunteer work. The message was clear: employability is not only about qualifications, but also about visibility and personal branding.

In addition, students gained insights into interview preparation and professional communication. Discussions covered how to handle challenging interview situations, build confidence and present oneself effectively through both verbal and non-verbal communication.

The session concluded with a strong message on continuous growth, encouraging students to embrace internships, networking and learning opportunities as stepping stones into the job market. Project UPSCALE continues to play a vital role in equipping graduates with the skills, mindset and confidence needed to succeed in the modern workplace.



YOUTH TAKE CENTRE IN BOTSWANA'S CLIMATE CHANGE ACTION DIALOGUE



By Mr Mahommed Mogotsi

Botswana continues to experience the growing effects of climate change that include severe water scarcity and biodiversity loss. These challenges require inclusive, whole-of-society solutions that actively involve all sectors of the community. The Nationally Determined Contributions (NDCs) and the Botswana Climate Change Policy (2021) both emphasise the importance of youth participation and innovation in climate action, although many of these conversations have largely remained centralised in Gaborone.

To broaden youth involvement across the country, young people from different regions of Botswana recently gathered in Francistown and Maun for the Nationally Determined Contributions (NDC) 3.0 Youth Engagement Forums hosted at BA ISAGO University Campuses. Held under the theme, "Youth as Architects of the National Climate Agenda: Localising Botswana's NDC 3.0," the forums highlighted the critical role young people play in shaping Botswana's climate-resilient future.

The forums were organised by the Youth Climate Council (YCC) Botswana, hosted by Green Africa Youth Organization (GAYO), in partnership with the Ministry of Environment and Tourism through the Department of Meteorological Services, the United Nations Development Programme (UNDP) Botswana and BA ISAGO University.

More than 230 young people attended the two forums, with approximately 110 participants at Francistown on 5 May 2026 and over 120 participants at Maun on 7 May 2026.

The events brought together students, traditional leaders, local government representatives, civil society organisations, and climate experts.

Participants engaged in discussions on Botswana's climate challenges and how communities can contribute to climate action. There were breakaway sessions that focused on key themes such as circular economy and green jobs, climate adaptation and resilience, as well as climate policy implementation.

One of the major outcomes of the forums was the development of a Youth Climate Action Statement containing recommendations that will contribute to Botswana's third generation Nationally Determined Contributions (NDC 3.0) process.

Speakers throughout the engagements emphasised that climate policies become more effective when they include the voices and lived experiences of young people. The forums demonstrated innovative ideas and practical solutions that youth can bring when given the opportunity to participate meaningfully. They also promoted inclusivity by providing sign language interpretation services and live-streaming proceedings to allow wider national participation.

This Outreach Programme successfully brought climate discussions closer to young people in different regions, empowering them to actively contribute to Botswana's climate agenda. Through collaboration with government, development partners and academia, the forums strengthened youth participation, built climate knowledge and demonstrated that young people across Botswana are ready to drive a sustainable and climate-resilient future.



Participants at the Women, Peace and Security (WPS) capacity-building workshop convened by the SADC Secretariat and the Government of Botswana through the Ministry of Youth and Gender Affairs.

CENTRE FOR GBV PREVENTION AND EMPOWERMENT ADVANCES BOTSWANA'S WOMEN, PEACE AND SECURITY AGENDA

By Ms Lorato Moalusi

Brief Introduction to the Centre

The BA ISAGO University Centre for Gender-Based Violence Prevention and Empowerment is a strategic institutional platform established to advance education, research, advocacy, community outreach, empowerment and capacity building in the prevention and response to gender-based violence. The Centre seeks to strengthen informed dialogue, promote safer communities, support evidence-based interventions and contribute meaningfully to national efforts aimed at protecting dignity, equality and human security.

In line with this mandate, the Centre participated in a four-day capacity-building workshop on the Women, Peace and Security Agenda and the development of Botswana's first National Action Plan on United Nations Security Council Resolution 1325. The workshop was convened by the SADC Secretariat in collaboration with the Government of Botswana through the Ministry of Youth and Gender Affairs.

Workshop Focus and Key Reflections

The workshop brought together government ministries, security and justice institutions, civil society organisations, faith-based and community leaders, academia, media representatives, development partners and regional technical experts. Discussions focused on strengthening Botswana's

national capacity to implement the WPS Agenda, with particular attention to prevention, protection, participation, relief and recovery, resource mobilisation, monitoring and evaluation, and coordinated national reporting.

Participants examined global, continental and regional frameworks, including UNSCR 1325, the African Union Continental Results Framework, the SADC Protocol on Gender and Development and the SADC Regional Strategy on Women, Peace and Security. The engagement also created space to reflect on Botswana's progress, identify gaps, and consider how the National Action Plan can respond to practical realities such as gender-based violence, women's leadership, institutional responsiveness, access to justice, community safety and emerging digital threats.

Why This Matters for BA ISAGO University

BA ISAGO's participation affirmed the important role of academia in advancing the WPS Agenda. Through the Centre, the University is well placed to contribute research, public education, community engagement, policy dialogue, curriculum-linked learning, monitoring support and capacity-building initiatives. The Centre will continue to position the University as an active partner in national efforts to prevent gender-based violence, strengthen survivor-centered responses and promote inclusive peace and development.

"The Centre remains committed to education, research, community outreach, advocacy and empowerment as tools for building safer and more inclusive communities."



Workshop engagements supported focused dialogue on gender, security and institutional collaboration.

KEY TAKEAWAYS

- Botswana is working towards its first WPS National Action Plan.
- WPS is relevant beyond armed conflict and includes everyday human security issues such as GBV and climate change.
- GBV prevention is central to peace, safety and development.
- Academia has a strong role in research, policy dialogue and community education.
- The Centre can help connect national commitments to student and community realities.



BA ISAGO UNIVERSITY SUPPORTS NATIONAL YOUTH EMPOWERMENT THROUGH THE BYWC PROGRAMME

By Ms Unaludo Tshukudu and Mr Mohammed Mogotsi

The month of June marks a significant milestone for BA ISAGO University as it proudly participated in the Launch of the Botswana Youth, Women, and Citizens (BYWC) Programme, an initiative implemented in collaboration with the Presidential Youth Empowerment Campaign (PYEC). The Programme represents a strategic partnership between government and industry stakeholders aimed at creating a structured and sustainable pathway for Botswana's youth, women, and citizens to access opportunities within the country's emerging Oil and Gas sector.

The BYWC Programme was officially Launched by the Minister of Youth and Gender Affairs, Honourable Lesego Chombo on the 1st June 2026, who delivered the keynote address. She emphasised the importance of empowering youth and women to participate meaningfully in strategic industries, describing the initiative as "a national mission" aimed at creating opportunities and driving economic transformation.

Welcoming guests to the Launch, BA ISAGO's Managing Director, Mr Odirile Gabasiane, highlighted the University's 25-year commitment to human capital development and industry-responsive education. He described the Programme as an example of "what becomes possible when leadership, entrepreneurship, education and development come together around a shared purpose."

As Botswana continues to diversify its economy and strengthen participation in the energy industry, the BYWC

Programme was developed to serve as a vital platform for skills development, industry exposure and workforce readiness.

A key component of this initiative is a free, intensive 10-day Masterclass facilitated by BA ISAGO and hosted at the University of Botswana. The Training was specifically designed to equip participants with industry-relevant knowledge and practical insights, enabling them to move beyond simply understanding the sector to actively pursuing career and business opportunities within it.

The Programme attracted nationwide participation, with 1,000 trainees selected from all 61 constituencies across Botswana. This broad representation reflected the Programme's commitment to inclusivity and equitable access to opportunities, ensuring that young people, women and citizens from every part of the country can benefit from emerging prospects in the energy sector. The participants are expected to graduate on the 27th June 2026.

BA ISAGO is honoured to contribute its academic expertise and commitment to human capital development in support of this transformative initiative. The University remains dedicated to empowering communities through education, innovation and strategic partnerships that drive national development.

The success of the BYWC Programme was made possible through the collaboration and support of several strategic partners, including the Government of Botswana, the PYEC, Seth Resources Petroleum, eMangweni Business Solutions, BA ISAGO University, the University of Botswana, Tactical Emergency Rescue, Botswana Energy Regulatory Authority (BERA) and Weekend Post. Together, these partners built a Programme designed to deliver meaningful industry impact and create lasting opportunities for Botswana's future workforce.

Through initiatives such as the BYWC Programme, BA ISAGO continues to play a pivotal role in advancing skills development, economic participation and empowerment for the next generation of leaders and professionals in Botswana.





BA ISAGO UNIVERSITY STUDENT-ATHLETES REPRESENTS BOTSWANA AT THE 22ND CUCSA GAMES

By Mr Tiroyaone Otimile

From the 28th of June to 5th of July 2026, Botswana proudly hosted the 22nd Confederation of University and College Sports Associations (CUCSA) Games in Gaborone, welcoming the region's finest student-athletes for a week of high-level sporting competitions, cultural exchange, and regional unity.

BA ISAGO University was proudly represented by thirteen (13) Student-athletes drawn from its three Campuses within the country. Participants comprised of eight (8) Students from the Gaborone Campus, four (4) from the Francistown Campus and one (1) from the Maun Campus. The Students earned selection to Team Botswana and competed in netball, football, volleyball and basketball against top university athletes from eight Southern African countries.

In preparation for the games, the Student-athletes joined the Team Botswana training camp from 21st to 28th of June 2026, before relocating to the official Athletes' Village at the University of Botswana. Throughout the tournament, competitions were hosted at several venues, including the Royal Aria Convention Centre, the University of Botswana Indoor Sports Centre, the Botswana Football Association (BFA) Lekidi Grounds and the Botswana Netball Association (BONA) Courts.

Beyond the sports competitions, Students enjoyed a memorable international experience by participating in key events such as the Opening Ceremony, Cultural Day and the Closing Ceremony, all of which brought together athletes, university leaders, government officials and other distinguished guests from across the Southern African region.

At the end of the games, Team Botswana secured an impressive third place overall finish, behind South Africa, who claimed the overall championship and Zimbabwe, who finished second, among the eight participating Southern African nations. The participation of BA ISAGO Students at this prestigious regional event reflects the University's continued commitment to providing a holistic Student experience that extends beyond the classroom. By excelling on the international sporting stage while pursuing their academic goals, these Student-athletes have embodied the University's mission of embracing a positive Student experience and developing well-rounded graduates. The University also takes pride in the contribution made by members of Staff who represented BA ISAGO in leadership and technical roles. Mr Legume Chakalisa, Lecturer in the Department of Quantity Surveying, served as a Team Botswana Coach. Mr Tiroyaone Otimile, Sports Officer at BA ISAGO, served as the Marketing and Public Relations Executive for BOTESSA and the 22nd CUCSA Games Local Organising Committee, playing a key role in the branding, communications, media relations and promotion of the Games and Mrs Unaludo Tshukudu, BA ISAGO Manager, Marketing and Communications, who supported the media team in the facilitation of the events' promotions plan.

BA ISAGO congratulates all its representatives for their dedication, discipline and exemplary sportsmanship, which have elevated both the University's reputation and Botswana's standing on the regional stage. BA ISAGO Students at the 22nd CUCSA Games.

Netball

- Charity Motlhadiša
- Goitseone Gaetshwane

Men's Football

- Lefika J. Lebekwe
- Kago C. Raletsubutsubu
- Kabelo Lekgoba
- Leatile M. Mositwane
- Kagelo Khumo

Women's Football

- Hope Moruakgomo
- Gorata Olekanye

Women's Volleyball

- Shirley Garatwe
- Maduo Hengari

Men's Basketball

- Kealeboga F. Raphoto
- Dingane Motswadira

The CUCSA games paved way for qualification for competitions at FASU games which are the African University Games, late September in Egypt, Cairo. Local and international exposure continues to be the direction for BA ISAGO sports community.





BA ISAGO UNIVERSITY'S MEN'S MENTAL HEALTH SEMINAR

By Mr Bafenyi Makwati

BA ISAGO University, through its Human Resources Department, marked Men's Mental Health Month with its annual Men's Gathering, held on the 30th of June 2026, at the BA ISAGO Convention Centre. The seminar brought together sixty-eight (68) male Staff members, with fifty (50) attending in person and eighteen (18) participating virtually, to explore practical approaches to improving men's mental health and overall well-being.

Recognising that mental health extends beyond emotional wellness, the programme adopted a holistic approach by examining four interconnected pillars of well-being: physical wellness and hygiene, social awareness and gender-based violence (GBV), financial wellness and mindset change. Each session highlighted how these aspects influence mental health and provided practical strategies that participants can apply in their personal and professional lives.

Physical Wellness: The Foundation of Mental Well-being
Physical health and mental health are closely connected. Healthy daily habits not only improve physical functioning but also enhance confidence, self-esteem and emotional resilience.

The Guest speaker Dr Molaodi, a dental practitioner, explained that maintaining good oral hygiene is an important aspect of overall wellness. He advised participants to floss regularly and use a soft-bristled toothbrush, noting that brushing too aggressively can damage the gums. More importantly, he emphasised that personal hygiene is an act of self-respect that contributes to a positive self-image and improved mental well-being.

The session also highlighted the harmful effects of smoking and excessive alcohol consumption on both oral and general health. Participants were encouraged to adopt healthier lifestyles by engaging in regular physical activity. The University's Staff Fitness Club extended an invitation for more employees to participate in organised wellness activities at the Mabaleng Sporting Complex, reinforcing the importance of exercise in managing stress and improving mental health.

As part of the University's commitment to employee wellness, Dr Molaodi also offered complimentary dental cleaning services to staff members through Middle Star Dental, covered by medical aid.

Social Awareness: Understanding and Preventing Gender-Based Violence

Mental well-being is also influenced by the quality of relationships and the social environments in which people live and work.

Representatives from the BA ISAGO Centre for Gender-Based Violence Prevention and Empowerment led an educational discussion on Gender-Based Violence (GBV), exploring its different forms, underlying causes and impact on individuals, families and communities.

The presenters emphasised that recognising GBV is the first step towards preventing it. They encouraged men to become positive role models and allies by promoting respect, accountability and healthy communication within their families, workplaces and communities.

Importantly, the session created a safe environment where participants openly discussed some of the challenges men experience and reflected on factors they believe contribute to GBV. The dialogue reinforced that seeking professional support should not be viewed as a sign of weakness. Counselling and therapy were presented as valuable tools for improving emotional regulation, resolving conflict and strengthening interpersonal relationships.

Financial Wellness: Managing Money to Reduce Stress

Financial uncertainty remains one of the leading contributors to stress and anxiety. Recognising this connection, the seminar explored practical approaches to financial wellness.

Building on lessons introduced during the previous year's programme by the Dean of Student Welfare and Support Services, Mrs Makgonatsothe, participants revisited the Three-Circle Financial Priorities Model, which encourages individuals to organise their financial responsibilities by prioritising:

- Circle One: Self
- Circle Two: Immediate family and close relationships
- Circle Three: Workplace and broader obligations

This concept was reinforced through the philosophy, "My money has objectives," encouraging participants to assign a clear purpose to every pula they earn and spend. Intentional financial planning enables individuals to reduce unnecessary financial pressure while ensuring that their own needs are not overlooked.

Further insights were provided by Ms Mabedi Morake, Country Manager at Top Lend Financing, who discussed the relationship between financial management and mental health. Her presentation covered practical topics including budgeting, responsible borrowing, debt management, saving and informed financial decision-making.

She encouraged participants to establish healthy financial habits by aligning their spending with personal goals rather than external pressures. Developing financial discipline, she explained, contributes not only to economic stability but also to improved emotional well-being and peace of mind.

Mindset Change: Transforming Thoughts to Transform Lives

A central theme throughout the seminar was the influence of mindset on mental health.

Business Management Lecturer Mr Moemedi Topo challenged participants to recognise the power of their internal dialogue, reminding them that "the most important conversation is the one that takes place in your mind."

His presentation explored how thoughts shape attitudes, behaviours and personal outcomes. Participants were encouraged to challenge negative self-talk, embrace continuous learning and cultivate a growth mindset that promotes resilience, confidence and emotional well-being.

Mr Topo also highlighted the importance of presenting oneself intentionally. Professional appearance, positive conduct and consistent daily habits, he explained, reinforce confidence and encourage individuals to become the people they aspire to be. His message reinforced that meaningful personal transformation begins with changing one's thinking. Learning Through Engagement

To maintain energy and encourage active participation, Student Counsellor Ms Mpho Apadile, facilitated an interactive exercise titled "Do as I Say, Not as I Do." The activity combined concentration, listening and humour, reminding participants of the importance of mindfulness and remaining mentally present in everyday situations.

The seminar concluded with a collaborative reflection exercise in which participants formed sentences expressing the emotions, lessons and experiences they were taking away from the programme. This activity reinforced the value of open dialogue, peer support and continued personal growth.

Building a Culture of Men's Mental Wellness

Closing the event, Mr Bobo Keikotlhaile, Acting Vice President for Business Development and Corporate Services, encouraged participants to continue applying the knowledge gained throughout the seminar and to prioritise their mental health beyond Men's Mental Health Month.

The gathering concluded with a networking lunch, providing participants with an opportunity to continue conversations, strengthen professional relationships and reflect on the day's learning.

Conclusion

The seminar reinforced an important message: Mental Health is not addressed through a single intervention, but through consistent attention to the many factors that shape overall well-being. Physical health, positive relationships, financial stability and a healthy mindset are interconnected pillars that enable individuals to lead productive, resilient and fulfilling lives.

By creating spaces for open discussion and practical learning, BA ISAGO continues to foster a workplace culture that supports employee wellness, encourages help-seeking behaviours and promotes the understanding that caring for one's mental health is essential for both personal and professional success.

 *online newsletter*

Tswelela *Reloaded*

HEAD OFFICE / GABORONE CAMPUS

11 Koi Street, Peolwane, Gaborone
Private Bag BR 94, Gaborone
T (+267) 395 7744
F (+267) 395 7709
thisweek@baisago.ac.bw

FRANCISTOWN CAMPUS

Haskins Building, Plot 1602/3, Off Sam Nujoma Road,
Light Industrial Site, Francistown
Private Bag F238, Francistown
T (+267) 241 8780
F (+267) 241 8778
francistown.campus@baisago.ac.bw

MAUN CAMPUS

Plot 394, Mabudutsana Ward,
Corner of Moremi 3 Road and Mogalakwe Road, Maun
Private Bag 362, Maun
T (+267) 686 7021
F (+267) 686 7021
maun.campus@baisago.ac.bw