

January 2026.

Rotary 
Club of Kololo-Kampala

THE ROTARY CLUB OF KOLOLO-KAMPALA NEWSLETTER





COLOUR YOUR WORLD

OUR STRENGTH
IS HINGED ON
OUR DIVERSITY



WORLD DAY OF CULTURAL DIVERSITY

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About Our Club

The Rotary Club of Kololo-Kampala meets every Tuesday, 6-7 p.m at Hotel Africana, Wampewo Avenue, Kampala.

Visit our socials to keep up to date with our activities and events:

- www.rotarykololokampala.org
- [RotaryKololo](#)
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“Our
professions
are more
than
income
streams;
they are
platforms
for
impact.”

A Word From The Editor

DEAR READER,

If January had a personality, it would be that serious friend who wakes up early, sets resolutions, cleans their inbox, and says things like, **“This year, we must be intentional.”** Conveniently, Rotary agrees and that’s why January is Vocational Service Month. A perfect time to reflect on what we do for a living, why we do it, and how our daily work can quietly or loudly change the world.

If January had a personality, it would be that serious friend who wakes up early, sets resolutions, cleans their inbox, and says things like, “This year, we must be intentional.” Conveniently, Rotary agrees and that’s why January is Vocational Service Month. A perfect time to reflect on what we do for a living, why we do it, and how our daily work can quietly or loudly change the world.

Vocational Service Month reminds us that our professions are more than income streams; they are platforms for impact. Rotary challenges us to ask meaningful questions: Am I practising my profession ethically? Am I mentoring the next generation? Am I using my skills to open doors for others? These questions have a lasting effect on families, communities, and institutions.

And let’s be honest, being ethical and professional is not always glamorous. Sometimes it means refusing shortcuts, choosing fairness over convenience, or doing the right thing when no one is watching. Rotary does not promise that this is easy; it simply insists that it is necessary. The reward? Trust, credibility, and the quiet satisfaction of knowing your work stands for something.

One of the most beautiful things about Vocational Service is that it doesn’t always require a special budget line. You don’t always need a grant, a committee, or a site visit approval. It can begin with mentoring a young professional, offering pro bono services, sharing career guidance, opening networks, or simply being a role model of ethical practice in your workplace.

As we start the year, this month invites us to re-align our resolutions with purpose. Beyond personal goals and professional targets, Rotary nudges us to think bigger: **How can my daily work contribute to a better Uganda? A stronger community? A more ethical professional culture?** When we answer those questions intentionally, our impact multiplies.

The Rotary Club of Kololo-Kampala continues to demonstrate that service is not confined to projects alone, it is embedded in who we are and how we work. When Rotarians bring vocational excellence into community service, partnerships strengthen, trust grows, and sustainability becomes possible.

So, as January unfolds and the year stretches ahead, let us embrace Vocational Service not as an obligation, but as an opportunity. An opportunity to lead by example, to inspire through action, and to remind the world that professionalism and service are not separate paths, they are best travelled together.

Here’s to a year of meaningful work, ethical choices, shared wisdom, and service.

HAPPY VOCATIONAL SERVICE MONTH!





Message from the Rotary International President

In a garage outside Salinas, California, young people who are learning to restore classic cars are doing more than developing a skill — they are reclaiming their futures. This training program provides mentorship and, for some, a path away from gang involvement toward meaningful employment. Graduates leave with certifications, practical experience, and hope.

This is what Rotary's Vocational Service Month celebrates each January — the power of bringing together people with unique skills to do good in the world. It reminds us that integrity isn't just about our actions matching our words. Integrity is in everything we do.

The California automotive program has been such a success because it was built on integrity. Members of the Rotary Club of Carmel-by-the-Sea didn't assume they knew what the community needed. They listened. They learned there was a shortage of skilled mechanics as well as a large number of young people lacking job training. They recognized that technical skills alone wouldn't be enough, so they partnered with Rancho Cielo, a nonprofit offering counseling and support services alongside vocational training.

That is The Four-Way Test in action. Those four simple questions help us not judge others but guide us toward genuine, effective service.

Consider our commitment to ending polio. For nearly 40 years, we have promised the world's children we will eliminate this disease. Despite obstacles, we persist, and today we are closer to defeating the virus. Keeping this promise is the very definition of integrity.

The same integrity must drive our vocational service. With 1.2 billion young people in emerging economies reaching working age in the next decade and only 420 million jobs projected, we face a critical gap. Communities long excluded from economic opportunities need our support.

But support doesn't mean imposing our will. It means listening to local needs, building partnerships, and designing projects that communities can sustain themselves.

You have knowledge that can transform lives. Whatever your profession, your expertise combined with Rotary's values creates lasting change. The question isn't whether you have something to offer, it's how you'll use your skills to serve.

This January, I encourage you to ask how your club can address vocational needs in your community. What skills do your members have that could change someone's life? How can your networks open doors for young people? What partnerships can create sustainable jobs?

Let integrity guide you. Let The Four-Way Test light your path. And let the young people in California and the multitudes worldwide who need job skills remind you why vocational service matters.

Let us celebrate putting our professional skills to work for humanity with integrity at the heart of everything we do.

Francesco Arezzo
President, Rotary International, 2025-26



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2026

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Message from the District Governor.



Vocational Service: The Heart of Rotary in Action

Vocational Service is one of the Five Avenues of Service in Rotary, and it reflects a simple but powerful idea: our professions are a pathway to serve society. For Rotarians, work is not only a means of livelihood but also an opportunity to uphold integrity, share expertise, and contribute meaningfully to the general community development.

Through Vocational Service, Rotarians practice the highest ethical standards in their professional lives. Rotary's Four-Way Test, asking whether actions are truthful, fair, beneficial, and conducive to goodwill, guides our decision-making across all occupations. By living these values, as Rotarians we build trust in our workplaces and set examples of professionalism that extend far beyond our Rotary meetings.

One of the most visible expressions of Vocational Service is the sharing of skills and knowledge. Rotarians in Uganda come from diverse fields such as medicine, education, engineering, business, law, agriculture, and the arts. Through vocational talks, mentoring programs, and career guidance sessions, we have helped students and young professionals make informed career choices and develop confidence. Many Rotary clubs have organized career days, especially for youth from underserved communities.

Through Vocational Service we play a vital role in community development. As Rotarians, we often use our professional expertise to address local needs; doctors support Rotary Family Health days and medical camps, engineers advise on water and sanitation projects, accountants provide financial literacy training, and entrepreneurs mentor small business owners. These initiatives do more than offer short-term assistance; they empower individuals with skills and knowledge that create lasting change.

In our Rotary clubs we frequently host discussions on corporate ethics, social responsibility, workplace practices, and sustainable business models. By encouraging fair practices and social accountability, we help build healthier economies and stronger communities. Through vocational service, members learn about each other's professions, creating opportunities for collaboration. This exchange of ideas often sparks innovative service projects and partnerships that blend professional expertise with humanitarian goals.

In today's rapidly changing world, emerging challenges such as unemployment, skills gaps, and technological disruption demand practical solutions. As Rotarians we are uniquely positioned to respond by aligning our professional capabilities with community needs. Programs focused on entrepreneurship, digital skills, and vocational training help prepare people, especially the youth, for meaningful employment and self-reliance.

“In our Rotary clubs we frequently host discussions on corporate social responsibility, workplace ethics, and sustainable business models. By encouraging fair practices and social accountability, we help build healthier economies and stronger communities.”

Ultimately, Vocational Service reminds us that service does not begin and end with projects. It is embedded in everyday work. By acting with integrity, sharing skills generously, and using professions as instruments to Unite for Good, Rotarians demonstrate that true service is a way of life. Through Vocational Service, we prove that when professionalism is combined with ethical standards and community service, they can create positive, sustainable change.

I encourage all Rotarians this month to recognize those individuals and organizations that demonstrate outstanding vocational integrity and service.

#RotaryEyamba

Geoffrey Martin Kitakule
Rotary District Governor, District 9213

DISCON 101 THEME NIGHTS



ROTARACT
Day

16TH APRIL 2026
THURSDAY NIGHT

DRESSCODE:
ELEGANT ISLAND CHIC

17TH APRIL 2026
FRIDAY

DRESSCODE:
MONOCHROME
BLACK

ROTARACT
Night

17TH APRIL 2026
FRIDAY NIGHT

DRESSCODE:
AFRO-MODERN
ELEGANCE

DG'S
Banquet

18TH APRIL 2026
SATURDAY NIGHT

DRESSCODE:
BLACK TIE



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Message from the President.

Dear Rotarians, Partners, and Friends,

As we begin a new calendar year, January presents us with an opportunity for reflection, renewal, and recommitment to the values that define Rotary. Appropriately, Rotary designates January as **Vocational Service Month**, a time to reaffirm the central role that professional excellence, ethical conduct, and service through one's vocation play in advancing our mission.

Vocational Service lies at the heart of Rotary's identity. It challenges us, as professionals and leaders, to view our careers not merely as means of personal advancement, but as avenues for service to society. It reminds us that Rotary's influence is not confined to Club meetings or community projects alone, but extends into our workplaces, industries, and spheres of professional influence.

At the Rotary Club of Kololo-Kampala, we are privileged to count among our membership individuals from diverse professions and disciplines. This diversity is one of our greatest strengths. Each Rotarian brings unique skills, experiences, and perspectives, which collectively enhance our capacity to serve. Whether in business, healthcare, engineering, education, finance, public service, or the creative industries, our members demonstrate that professional excellence and service are mutually reinforcing.

Vocational Service calls upon us to uphold the highest ethical standards in our professions. In an increasingly complex and competitive world, integrity, accountability, and fairness are more important than ever. Rotary's guiding principles, including the Four-Way Test, provide a timeless framework for ethical decision-making. They remind us that trust is built through consistent ethical practice, and that sustainable success, both personal and institutional is rooted in integrity.

Beyond ethical conduct, Vocational Service also emphasizes mentorship and the development of future leaders. As Rotarians, we are uniquely positioned to inspire, guide, and support young professionals and students as they navigate their career paths. By sharing our experiences, offering mentorship, and opening doors to opportunity, we contribute to the growth of a capable, values-driven workforce. In doing so, we help shape a future where professionalism and service go hand in hand.

Importantly, Vocational Service is not limited to individual actions. It strengthens Rotary's community impact by enhancing the quality and sustainability of our projects. When Rotarians apply their professional expertise to community initiatives, outcomes improve and partnerships deepen. Professional insight enables us to design solutions that are practical, efficient, and responsive to real needs. It also enhances accountability and ensures that our service efforts deliver lasting value to the communities we serve.

As President of the Rotary Club of Kololo-Kampala, I am continually inspired by the dedication with which our members integrate service into their professional lives. Your willingness to contribute time, skills, and resources reflects the true spirit of Rotary. It demonstrates that service above self is not a slogan, but a lived commitment.

As we embark on the year ahead, I encourage every member to reflect intentionally on how their vocation can further advance Rotary's ideals. This may take many forms, mentoring a young person, promoting ethical practices within your organization, supporting vocational training initiatives, or using your professional networks to strengthen Rotary projects. Each action, no matter how small, contributes to a broader culture of service and excellence.

January also serves as a reminder that Rotary leadership begins with personal example. When we embody professionalism, fairness, and compassion in our daily work, we enhance Rotary's reputation and influence. We become ambassadors of Rotary values, not only within our communities, but also within our professions.

As a Club, let us continue to foster a culture that values vocational excellence and ethical leadership. Let us support one another in our professional journeys and remain committed to using our skills for the greater good. By doing so, we strengthen our Club, our communities, and the Rotary movement as a whole.

I look forward to a year marked by purposeful service, strong partnerships, and meaningful impact. Together, let us make Vocational Service a defining feature of our Rotary year, not only in January, but throughout all that we do.

Thank you for your continued dedication and commitment to the Rotary Club of Kololo-Kampala.

James Africa Byekwaso
President, Rotary Club of Kololo-Kampala



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VOCATIONAL SERVICE * * *

USING OUR PROFESSIONS AND SKILLS TO SERVE HUMANITY.



At the time, these skills seemed supplementary. Yet years later, during one of the darkest periods of Uganda's economy, they became essential. When formal opportunities were limited, these practical skills enabled me to generate income, sustain myself, and modestly uplift my standard of living. More importantly, they gave me confidence and independence in the face of uncertainty.

That experience left me with an enduring conviction: **vocational skills are not optional – they are life-saving.**

Recently, I visited **Nyakabungo Girls Secondary School**. As I interacted with the students, I was dismayed to learn that they had limited opportunities for practical skills building alongside their academic studies. Sadly, this school is not alone. I could not help but think, *how I wish these girls could have a bit of what I had growing up.*

In a world increasingly shaped by economic shocks, unemployment, and inequality, equipping young people with vocational and life skills is no longer a luxury; it is a necessity. Academic excellence must be complemented by practical competencies that enable young people to adapt, earn, and thrive.

This is where Rotary's commitment to Vocational Service becomes deeply relevant. Whether through supporting school-based skills programs, mentoring students, or sharing professional expertise, Rotarians are uniquely positioned to bridge this gap. When we invest in vocational skills, we invest in dignity, self-reliance, and long-term community resilience.

Service Above Self.

January, Rotary's Month of Vocational Service, invites us to reflect on a profound question: *How do we use what we do – and what we know – to make the world better?*

Vocational Service is one of Rotary's most distinctive principles. It reminds us that service does not begin only when we leave our workplaces or join projects; it begins with the skills we acquire, the values we practice, and the integrity we uphold in our daily lives.

During my secondary school years at **Gayaza High School**, education extended far beyond academic achievement. Alongside classroom learning, we were equipped with practical vocational skills. I learnt how to bake, crochet, knit, cook, and tailor both men's and women's wear.

"VOCATIONAL SKILLS ARE NOT OPTIONAL – THEY ARE LIFE-SAVING."



By Rtn. Anne
Barabogoza
Gamurorwa

**Family of Rotary
Chair, Rotary Club
of Kololo-Kampala**

WHEN FELLOWSHIP MUST OUTLIVE US: REMEMBERING THE FAMILIES OF OUR DEPARTED ROTARIANS



On 20th January 2026, our Club had the honour of hosting the districts 9213 and 9214 Thanksgiving and Remembrance Day. As we paused to remember Rotarians who have passed on, I found myself carrying a deeply personal reflection — one shaped by the fact that the same day, Teddy Abainenanar was being laid to rest.

Teddy was the wife of our dear member Rtn. Yerokamu Abainenanar, who passed on two years ago. To many of us, Teddy was not simply a spouse standing quietly on the margins of Rotary life. She was a pillar of strength, a gracious host, and an active presence in our home fellowship. Together, Teddy and Yerokamu opened their home to the club, creating moments of warmth, laughter, and belonging that many of us still remember fondly.

As I sat among family, friends, and familiar Rotary faces at Teddy's, I was struck by a quiet but unsettling realisation: we had gathered with deep affection and respect — yet, for many of us, this was the first meaningful reconnection since Yerokamu's burial.

At the time of Rtn. Yerokamu's sickness and passing, our Club stood firmly with the family. We showed up. We supported. We honoured his life. And then, as often happens, **BOOM**. Silence. Life moved on.

Yet again, during the Remembrance and thanksgiving on this day, I was struck by an uncomfortable truth: while we are good at honouring our members at funerals and memorials, we are less intentional about remembering the families who continue to carry their legacy long after the final prayers are said.



The question is: What happens to the families of our Rotarians after the funeral tents are folded and the condolences end?

Many spouses are the silent partners of Rotary service — opening their homes, supporting Club activities, and making personal sacrifices that enable Rotarians to serve. Their contribution does not end with burial; it is woven into the fabric of our Club's history and fellowship.

This reflection is not about blame, but about **choice**. What if remembrance became more intentional? What if the names, stories, and values of those we have lost — and the families who stood with them — continued to live among us as a source of inspiration?

When we remember intentionally, we affirm that Rotary is not only about projects completed, but about lives shared and relationships sustained. If fellowship truly defines us, then it must outlive us.

**"IF FELLOWSHIP TRULY DEFINES US,
THEN IT MUST OUTLIVE US."**



By Rtn. Anne
Barabogoza
Gamurorwa

**PHF +5, Rotary Club
of Kololo-Kampala**



PICTORIAL



A black and white photograph of three men in professional attire. The man on the left is wearing a light-colored suit and is gesturing with his hands while speaking. The man in the middle is wearing a dark suit and glasses, listening attentively. The man on the right is wearing a dark shirt and glasses, smiling and holding a small object. The background is a blurred cityscape.

January is Vocational Service Month

Did you know?

Vocational Service is one of Rotary's five Areas of Focus and highlights the importance of using professional skills and experience to improve lives and strengthen communities.

Rehabilitation Of Children With Hearing Impairment

Candidate: Eddie Mukaaya

Home Institution: Hear His Voice Uganda

Internship Placement: 1 December – 19 December 2025

Total Duration: 120 Clinical Hours

Supervisor: Erwin Baas, PhD (Clinical Physicist in Audiology; Team Lead)

DEPARTMENTS DEPLOYED IN:

1. Clinical Centre for Audiology and Language Development Disorders (TOS)- Eindhoven
2. Audiform Earmold Laboratory – Doetinchem
3. Beter Horen Audicien – Veghel

1. INTRODUCTION

This report presents a summary of a three-week clinical training in audiology undertaken at The Royal Kentalis in the Netherlands from 1–19 December 2025, supported through the sponsorship and partnership arrangements with **Rotary International and the Rotary Club of Kololo Kampala**. The placement aimed to strengthen practical clinical skills, expose the candidate to best-practice of hearing healthcare models, and build capacity that can be translated into improved audiology services in Uganda.

The training focused on hands-on clinical exposure in diagnostic and rehabilitative audiology, pediatric hearing assessment, hearing technology, and earmold fabrication, delivered within a highly collaborative, multidisciplinary care environment.

2. LEARNING OBJECTIVES

The internship aimed to achieve the following learning outcomes:

- Understand patient workflow, clinical intake, documentation, and case management.
- Develop competence in basic and advanced audiological assessments.
- Gain practical exposure to pediatric audiology procedures and protocols.
- Learn hearing-aid fitting, verification, troubleshooting, and fine-tuning.
- Participate in patient counselling and multidisciplinary clinical decision-making.
- Acquire skills in earmold production using both traditional and digital techniques.

3. ACTIVITIES AND COMPETENCIES

DEVELOPED

3.1 Diagnostic Audiology

During the placement, I learned and applied standardized audiological testing protocols, including pure-tone audiometry using the modified Hughson–Westlake method (10 dB down for no response and 5 dB up for response) across frequencies from 250 Hz to 8 kHz. Additional competencies included:



- Pure Tone Audiometry and Speech Audiometry with appropriate masking.
- Tympanometry and Otoacoustic Emissions (OAE).
- Real Ear Measurements (REM) for hearing-aid verification.
- Tinnitus assessment audiometry and counselling.

3.2 Pediatric Audiology

I gained hands-on exposure and supervised experience in pediatric assessment techniques, including:

- Play Audiometry and Visual Reinforcement Audiometry (VRA).
- Auditory Brainstem Response (ABR).
- Auditory Steady-State Response (ASSR).
- Use of developmental and speech screening questionnaires.



3.3 Hearing Technology and Rehabilitation

The placement provided extensive exposure to hearing technology and rehabilitation practices, including:

Rehabilitation Of Children With Hearing Impairment

- Hearing-aid fitting, programming, and fine-tuning.
- Knowledge of receiver and device types: RITE/RIC, IIC, CIC, and BTE.
- Programming and fine-tuning of bone-anchored hearing devices (BAHA and Ponto).



3.4 Earmold Fabrication

I developed competencies in earmold production through both conventional and digital workflows:

- Taking ear impressions safely and accurately.
- Fabrication of plaster earmolds.
- Scanning, digital design, and 3D printing of earmolds.



4. KEY CLINICAL HIGHLIGHTS

Notable learning experiences during the internship included:

- Conducting ABR/ASSR testing on a 5-week-old infant.
- Participating in the assessment and management of a patient with Ménière's disease.
- Involvement in tinnitus evaluation and counselling.
- Exposure to audiological assessment of an autistic patient.
- Practical application of pure-tone and speech audiometry and REM.
- Observation of effective multidisciplinary collaboration across audiology, speech-language therapy, and rehabilitation teams.
- Hands-on experience in earmold manufacturing.

5. CONCLUSION

This clinical internship at The Royal Kentalis provided valuable exposure to advanced, patient-centred audiology services across diagnostic assessment, pediatric audiology, hearing technology, and earmold fabrication. The skills and insights gained will directly contribute to strengthening hearing healthcare service delivery, training, and mentorship within Uganda, particularly through the work of Hear His Voice Uganda.

The experience reinforced the importance of multidisciplinary collaboration, evidence-based practice, and investment in human capacity as key drivers of sustainable hearing healthcare systems.

ACKNOWLEDGEMENT

I sincerely acknowledge and appreciate the generous support of the **Rotary Club of Kololo-Kampala**, whose sponsorship made this clinical placement possible. This opportunity has contributed meaningfully to professional capacity building and will have a lasting impact on the quality of hearing healthcare services delivered to children and adults in Uganda.

I also extend my appreciation to **Hear His Voice Uganda** for institutional support, and to **The Royal Kentalis team**—particularly my supervisor, **Dr. Erwin Baas** and the logistical coordinator **Mr. Fred Marinus** for their guidance, mentorship, and commitment to excellence in audiology practice.



Report By Eddie Mukwanya



January is Vocational Service Month

Did you know?

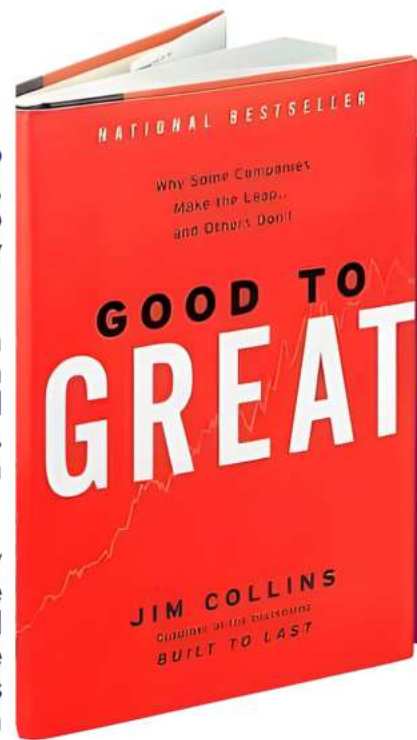
Rotary encourages every member to use their profession as a tool for service, showing that meaningful impact can begin right in our workplaces.

Good to Great by Jim Collins

Most business books promise transformation. Few actually explain it. **Good to Great** by Jim Collins belongs to the rare category of books that does not shout, hype, or sell quick fixes, instead, it calmly asks a powerful question: Why do some companies make the leap from being merely good to becoming truly great... and why do so many others never do?

Published after five years of rigorous research, **Good to Great** is not built on opinions or trends, but on disciplined analysis. Collins and his research team studied thousands of companies and identified a small group that achieved sustained excellence over time, outperforming the market by a wide margin. What makes the book especially compelling is that its conclusions often challenge conventional business wisdom.

One of the most memorable ideas in the book is **Level 5 Leadership**. Contrary to the popular image of the charismatic, high-profile CEO, Collins finds that the leaders who took companies from good to great were often quiet, modest, and deeply determined. These leaders combined personal humility with fierce professional will. They were more interested in building enduring institutions than in building personal reputations. It is an uncomfortable insight, especially in a world that celebrates loud leadership, and that is precisely why it resonates.



“Greatness is a choice — built through consistent decisions, ethical leadership, and disciplined execution.”

Another powerful concept is **“First Who, Then What.”** Collins argues that great companies focus first on getting the right people on the bus, the wrong people off, and the right people in the right seats, *before* deciding where to drive the bus. Strategy matters, but people matter more. This idea reframes leadership from being about vision alone to being about discipline in talent and culture.

Perhaps the most intellectually satisfying framework in the book is the **Hedgehog Concept**. Collins borrows the metaphor from Isaiah Berlin’s essay: “The fox knows many things, but the hedgehog knows one big thing.” Great companies, he argues, simplify their strategy around the intersection of three questions:

- What can we be the best in the world at?
- What drives our economic engine?
- What are we deeply passionate about?

This concept forces honesty. It rejects ego-driven expansion and challenges organizations to focus relentlessly on what they can do exceptionally well, and just as importantly, what they should stop doing.

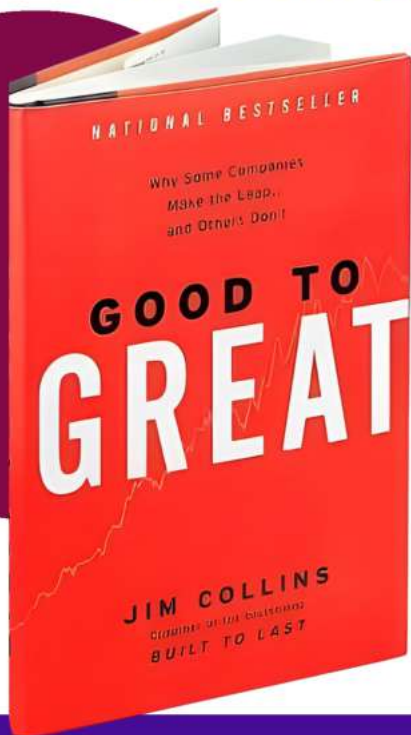
Good to Great also emphasizes the role of discipline, disciplined people, disciplined thought, and disciplined action. Greatness, Collins shows, is not the result of dramatic turnarounds or revolutionary moments, but of steady, consistent progress over time. The book’s famous Flywheel metaphor illustrates this beautifully: transformation happens through cumulative effort, not sudden breakthroughs. There is no magic moment, only momentum.

Equally refreshing is what the book does not glorify. Collins debunks the idea that technology alone drives greatness, that mergers create excellence, or that radical change is always necessary. Instead, technology is treated as an accelerator, not a creator, of greatness. The message is sobering, but empowering: excellence is built, not acquired.

What makes Good to Great especially relevant beyond corporate boardrooms is its broader applicability. The principles in the book translate well to nonprofits, public institutions, community organizations, and even personal leadership. For leaders in service-oriented organizations, the emphasis on values, people, discipline, and long-term impact feels particularly relevant.



Good to Great by Jim Collins



That said, the book is not without its limitations. Some companies highlighted as “great” later struggled or declined, reminding readers that no formula guarantees perpetual success. Collins himself acknowledges this, reinforcing the idea that Good to Great is not a rulebook, but a framework for thinking.

In the end, Good to Great is a book about responsibility. It quietly insists that greatness is a choice, a result of consistent decisions, ethical leadership, and disciplined execution. It does not promise shortcuts. It offers something better: clarity.

For anyone serious about leadership, organizational growth, or meaningful impact, Good to Great is not just a book to read once. It is a book to return to, especially when the temptation to settle for “good enough” becomes strong.



By Sharone Kirabo Nakimera
Simba Buddy Group

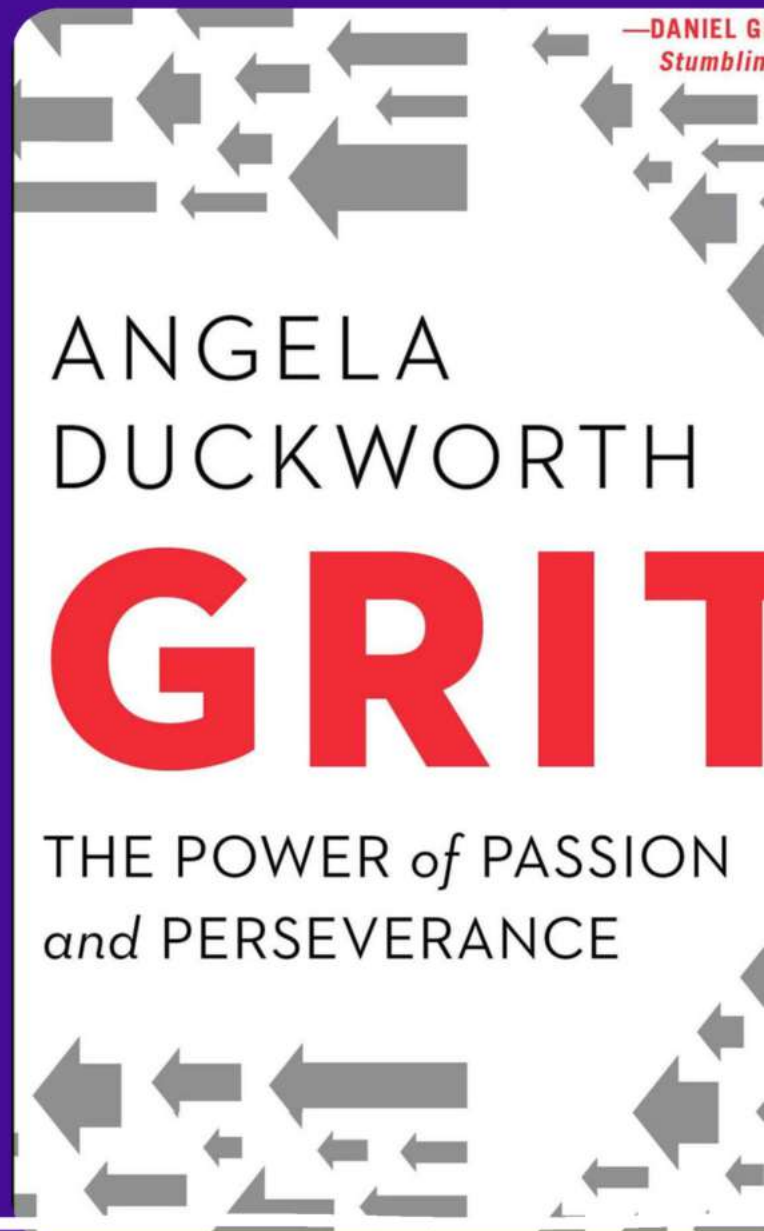
10 Lessons from the Power of Passion and Perseverance from Angella Duckworth

GRIT TRUMPS TALENT: Talent is a starting point, but it is your passion and perseverance that will see you through the challenges and propel you towards success. Effort counts twice as much as talent on the road to achievement.

DELIBERATE PRACTICE IS KEY: Mastering a skill requires focused effort and a willingness to seek out constructive criticism. Regularly pushing yourself outside your comfort zone is essential for growth.

EMBRACE A GROWTH MIND SET: Believe that your abilities and intelligence can improve with dedication and hard work. This mind set fuels the motivation to keep going even when things get tough.

FIND YOUR PASSION: Having a deep interest in what you do fuels your perseverance. When you are passionate about a goal, you are more likely to stick with it through the setbacks.



LEARN FROM FAILURE: Failure is inevitable, but gritty people view it as a learning opportunity. They analyse their mistakes and use them to improve their approach.

DEVELOP A ROUTINE: Structure and consistency are essential for building grit. Having a set routine helps you stay focused and make progress on your goals.

THE POWER OF POSITIVE EMOTIONS: A positive outlook can help you to bounce back from setbacks and maintain motivation over the long term.

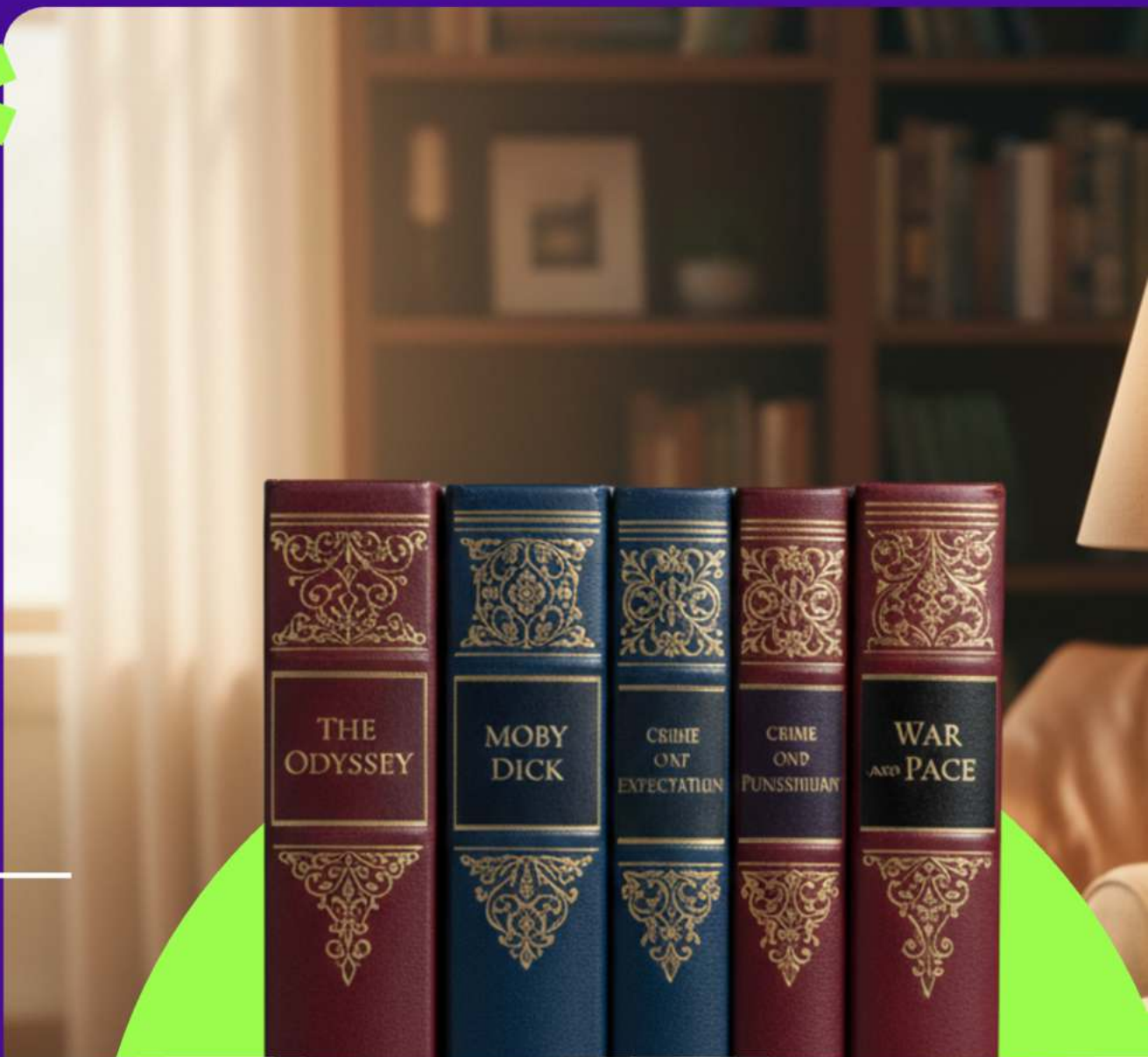
SET LONG TERM GOALS: Grit is about having a long-term vision and the unwavering commitment to see it through. Setting clear goals keeps you focused and motivated.

The **'HARD THING RULE'** Duckworth suggests encouraging children (and yourself) to pursue challenging goals that require sustained effort. This teaches perseverance and builds grit.

SURROUND YOURSELF WITH GRITTY PEOPLE: The people that you spend time with can influence your own behaviour. Being around those who are dedicated and hardworking can rub off on you and boost your own grit.



By Isaac Kiberu



Moments That Mattered – January in Pictures



Moments That Mattered – January in Pictures



Moments That Mattered – January in Pictures



A Practical Approach To Mitigating Conflict.

"An eye for an eye only ends up making the whole world blind" and "the quality of our lives depends not on whether we have conflicts or not but on how we respond to them". In a bid to expand Rotary membership, enthusiasm often outweighs intentionality. Driven by excitement, we recruit members out of curiosity and expectation rather than competence! and demonstrated alignment with Rotary's values of service, fellowship and integrity. This partly is attributed to lack of enough time to vet the members' behaviour, lifestyle and other virtues that make up the mental construct of that individual which then compounds this challenge!

So, due to lack of sufficient structured mentorship, assumptions of; alignment, purpose, integrity and competence replace due diligence leading to gaps in responsibility, accountability and shared purpose which is often displayed during; project implementation, clash among team members and during resource allocation.

Way forward;

1. Be slow to recruit and quick to fire
2. Prioritize quality over quantity
3. Offer enough mentorship before recruiting
4. Ensure continued mentorship upon recruiting a member.
5. Design a 6-month mentorship curriculum
6. Assign mentors based on compatibility, not just seniority.
7. Organize occasional leadership training sessions.
8. Encourage inclusive leadership.
9. Rotate project leadership roles to distribute power.
10. Conduct anonymous quarterly feedback surveys.
11. Emphasize inculcation of empathy and tolerance amongst team members.
12. Deliberately build systems and structures that foster accountability for example occasional audits among others.
13. Encourage equity-based frameworks in addressing conflict in the course of daily club operations
14. Incorporate emotional intelligence training programs aimed at minimizing "victims of untamed emotional reactions"
15. Ensuring structured mentorship series by selectively chosen facilitators and prepared curricular.

Please note that Rotary's strength lies in its diversity of talent, but this can spark envy if misunderstood. So, in a bid to address envy resulting from diversity of talent and capacity, members ought to accept the fact that; "you are not the only one God called to serve humanity, therefore it's important that you -

- make peace with diversity of talent, ability or capacity deemed as competition, struggle for power and recognition caused by insecurities in one's abilities. To avoid this unnecessary drama, members are advised to stay away from comparison as far as power struggle is concerned for it robs you of peace!

Needless to say, members will always give the "bare minimum" of their loyalty if they don't feel a sense of genuine interest/care in regard to their wellbeing and welfare despite their leaders' alignment to the organization's core values and objectives.

Therefore, going an extra mile into the members' personal lives can not be underrated! For it creates "a perceived genuine connection and bond" beyond duty and objectives of the organization. This then translates to increased loyalty which then guarantees stupendous productivity and performance! It also creates a great leverage in addressing possible conflicts that may emerge because both parties are receptive to adaptation rather than otherwise!

Important to note is that you must become a person of great value yourself before attracting loyalty from people of value! This is possible through clarity of vision, and track record/experience by the implementing board. By doing this, we are able to mitigate conflict!



By Kazoora Seth



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THE ROTARY CLUB OF
KOLOLO-KAMPALA
NEWSLETTER

This newsletter is a monthly publication by the Rotary Club of Kololo-Kampala.