

INSPIRE CONFERENCE 2020: AFRICA BEYOND THE HORIZON

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Submitted by Okedi Edgar Jasper.

Background and Aims of the report.

1. What is the future of jobs and competences required in Africa?
– **George Bamugereire** with more than 20 years of interviewing talents on different panels. He is also the deputy IGG of the Republic of Uganda.
2. What is the role of the young generation?
– **Stephen Akintayo**. The Moses sought after business and entrepreneurial coach in Africa. He is also a digital marketing guru.

Proceedings

– **Mr. Paul Wafula**. Chairman and one of the key pioneers of the **Inspire Synergy**. A career banker with now over 20 years of experience. Regional Director Risk and Policy, Legal Africa and Middle East (AME). He is also passionate about the Gospel of Jesus Christ and about raising a generation of effective leaders in the market place who will transform the continent of Africa.

- Inspire is an annual thought leadership and motivational conference whose aim is to equip today's dynamic and aspiring professionals to change the continent of Africa through innovation, inspirational leadership and upholding excellent work ethics
- This conference has existed for the past 16 years and through the years, it has attracted over 2000 professionals that cut across the various Corporate business entities; both private and public institutions within the country and across Africa.
- This was a brain child of a team of dynamic and enlightened professionals with the zeal to uphold excellent work ethics
- The conference is designed for professions of Business people and individuals that would like to influence change in the market place.
- **Inspire 2020** is not another inspire nor is it another conference nor a post-Covid insight webinar.
- **Inspire 2020**, is a rallying call to Africa; Africans in the Diaspora and Africans on shore to come together and we take hold of our own destiny.
- We need to heed the call to become the change that we want to see, for nobody is going to hand it over to us on a silver platter.
- It is time for us to rebuild the African dream: AFRICA BEYOND THE HORIZON. An Africa that is booming and blossoming filled with opportunities for all.
- There is hope for Africa, there is hope for our youth and there is hope for our children and there is hope for the generations to come, to see the day that our fathers dreamed of. Like King David.

- The Bible says in Corinthians 22 that our fathers fought for our independence, they shed blood and they made great wars in order to reclaim our territory-the existing boundaries that we have for Africa.
- If you remember the Biblical story of David, he had shed too much blood and because of that the Lord God did not allow him to build the Tabernacle. It feels the same about our fathers, they fought and shed blood. And they have not the opportunity to give us that freedom that we desired.
- In 2nd Chronicles, God told David that He would give him a son and his son would be one to build the Tabernacle. His son would be a man of rest; to give him rest from all his enemies around, for he would give him peace and quietness in his days.
- We are the generation that is living in that peace.
- We should realize that the kind of wars that we have are not like those for independence anymore. That season ended.
- Solomon interestingly was like us today, he was young. And Africa is the youngest population today.
- The bible says Solomon was young and because Solomon was young and inexperienced , God gave him the chance to ask for what He would do for him. Solomon because he was young, asked God for wisdom and understanding.
- Because Solomon asked for knowledge, God gave him long life and wealth.
- Africa today is the youngest nation, the mean age being 19 years. This is not coincidence.
- It is time for the Solomon generation and Africa is going to be transformed not by fighting but by knowledge, wisdom and understanding.
- This is the knowledge age and we need to ask God to give us wisdom and understanding that will enable us to create that change that Africa so desires
- The Solomon generation needs wisdom and understanding of how things work. Which only God can give.
- Our desire in **Inspire 2020** as a rallying call is to get the hearts of the fathers to the children and the hearts of the children to their fathers. And like David instructed Solomon before he bowed out.
- That is why the collection of Speakers that we have this year is for a range of ages: We have got the fathers, the mid-age and the younger upcoming rising stars. We all have to pull our weight.
- The topics we shall be handling will cover the youth and the women specifically.
- Because for a long time we have thought that it is the leaders and men that we need yet it needs everyone to pull their weight. And so we want to specifically discuss the role of the youth and the role of the women.
- We need both the young and the old to demonstrate this message and to pass on the wisdom that Africa so badly needs to become the Solomon of our day, so that the nations of the world will come and see and testify that “Behold, the people who walked in darkness have seen a great light. Those who dwelt in a land of a shadow of death, upon them light has shined.
- This is **INSPIRE 2020**.

The future of jobs and competences required in Africa by George Bamugereire.

- The topic is important to the young stars and the future of Africa
- It dawned on me that I was not eligible for promotion in the company that I and many others had worked for, for a long time because of lacking skills to solve further problems.
- Many young people today as well would not be ready for such a promotion because very few have mastered the secret of solving problems for an organization, because of tacit knowledge those few are the only ones that can easily move from one organization to another.
- If we want to change Africa, it has to start from a change of mindset
- Africa can rise and shine again and you can be part of it.
- Change is the only constant in life. Change before you are changed
- Africa today, is the youngest population.
- Africa is going to be transformed by knowledge, wisdom and understanding which only God can give.
- There are two types of knowledge.
- Explicit knowledge (5%) and Tacit knowledge (95%)
- Explicit knowledge entails data, information, records and files things that we learn off the job and in schools.
- The danger in this is that we are not preparing our children early enough for what is out there. We are offering them only 5%.
- Tacit knowledge on the other hand entails intuitive knowledge & know-how which is rooted in context, thinking, competence, commitment, deed.
- Tacit knowledge, makes one know what to say ,when to say and how to say it
- Tacit knowledge is hard to communicate unlike explicit knowledge. It resides deep in the mind of the practitioner.
- Tacit knowledge is the best source of long term competitive advantage and innovation.
- Tacit knowledge is passed on through socialization, mentoring etc . And it is not handled well by ICT.
- Know that jobs are created for a purpose.
- Sustenance in the work place depends on the value you bring.
- Showing up to work without prayer is like going to war without a weapon.
- Life opportunities will not wait for you.
- There are thousands waiting for the same opportunities as you.
- So if the lord opens the door better be prepared to take it.
- Ability to execute multiple tasks at the same time is key.
- We all need to train
- Our children need to learn these things while they are younger.
- The most effective training takes place out of your comfort zone.
- If you have tacit knowledge you should be able to tell that this organization doesn't pay the right price.
- Address your gaps so early.

- Train your children for the job market.
- Train them to overcome habits right now that will become a trouble in the future
- Have a skill that will make it difficult to fire you.
- We live on a continent which has a lot of opportunity, a lot of skill.
- Where there is a problem it is an opportunity for you to thrive
- The world is looking for somebody who knows how to solve problems. Our education system does not provide for that kind of tacit knowledge
- Africa is a continent of promise. There are lots of problems.
- Problems present opportunities.
- Jobs are created to solve problems.
- Bringing value on a continuous basis is what an organization needs from its employees.
- Value-able people possess a skill that the organization needs so badly.
- The need is for us to bring a skill that creates a solution to the problems that the organization badly needs to solve.
- There is only a small aptitude of people who have the skill to solve problems.
- The path to knowledge is you must move from where you are to another place, just like God always called men in the bible like Joseph from their early environments to distant lands and places.
- In other words, if you are too comfortable in your organization, it is time for you to move onto the next organization.
- If you are stagnating in your position there, it's probably because the people employing you do not think you have the skills to move forward in terms of promotion.
- Identify your gifts and use them. It could be a character or skill. It could even be the ability to laugh and smile.
- Avoid destructive behaviors by confronting them early enough before they eventually cost you.
- You need to develop a network but be careful.
- Networks have interests.
- Get into networks but do not get into networks that take your soul.
- Let us look to the Lord for appointments and promotions in order to prevent serving networks that ask us to pay a price for connections in a way that eventually instead takes a toll on us.
- Automation is now happening a lot.
- Automation comes from innovation. Innovation is the tacit knowledge that helps to solve problems.
- However even after innovation brings automation, there still remains the problem of marketing.
- Question-How do we use tacit knowledge acquired from abroad to improve our native country?
- The challenge in Africa is too many people chasing after too few jobs.
- Training is to expedite.
- Lessons that you learn from one organization will help you in another organization.
- Use all means to acquire tacit knowledge.

Conclusion

- We do not know what the future of jobs and competencies in Africa is but we must develop tacit knowledge and undergo mentorship and training.
- We must identify our gifts and develop them.

What is the role of the young generation? by Stephen Akintayo.

Proceedings.

- There is a big problem of Greed and selfishness in Africa.
- The issue is an average millionaire in Africa never shares their secrets on how they got rich.
- Look out for people like orphans that cannot help themselves, desire to be rich to reach these people.
- You need a role model; you need a mentor who has similar stories like yours.
- We must prioritize mentorship and coaching in Africa if we are to grow.
- You have what it takes to fix Africa.
- The problem of Nigeria is not physical laziness but mental laziness
- Mental slavery is bigger than physical slavery.
- We need to learn how to build businesses and how to transfer those businesses from one generation to another.
- We need to learn to prioritize human resources more than physical resources
- In the future Blackness will be synonymous to life and wealth.
- If you lead well, you will live well.
- The reason why God gives you money is so that you can help those who cannot help themselves.
- You cannot be poor and be effective.
- You cannot be poor and have a good self esteem.
- You have to fulfill your potential and become somebody important.
- You have to become great and reach your destiny before you are to help someone else.
- Africans need to prioritize assets instead of liabilities.
- It is not just formal education that we need.
- We need to learn how to build businesses, how to own them and how to transfer them from one generation to another.
- We need to learn how to own assets, how to buy land, how to own the land and how to transfer the land from one generation to another.
- How comes despite the fact that now black South Africans becoming the presidents of their nation, the wealth is still in the hands of white south Africa?
- You can free a man physically but his mind may still be in slavery.
- Mental slavery is bigger and stronger than physical slavery.
- Nelson Mandela was physically asleep in prison, but mentally he was a free man and this is what needs to be understood by Africa.

Conclusion

- Provision of Jobs and employment opportunities are ways youth can properly and conscientiously channel their energy and talent towards national building.