

# MENTORSHIP

## EXPERIENCE



## LIFE CHANGING EXPERIENCE !

My name is Obote Emmanuel Nyanga, am a lawyer (Advocate), I would like to thank LASPNET Management and the Chief Executive Officer for the opportunity afforded to me as an individual and Grassroots Legal Alerts Center (GLAC) as an institution for the opportunity to come and learn institutional management practices from it.

Grassroots Legal Alerts Center (GLAC) is a civil society organization currently based in Mukono and currently all members are undergoing trainings at different institutions and for my case am stationed at LASPNET for a one-year Apprenticeship program.

I started work at the organization in early April 2022, till to date. While here, I have learnt quite a number of things that would be beneficial to me as an individual and GLAC as an institution. The lessons learnt are numerous for the short while I have been here and they include;

- The leadership style used by the Chief Executive Officer (Dr. Sylvia Namubiru Mukasa) for example the decision-making processes such as staff appointments and recruitments, document approvals, funds approval, use of team work while planning and conducting activities.
- Management structures in place and how they operate.
- Communication media / methods of work at the LASPNET secretariat are very unique.
- The Importance of using the media to disseminate and popularize information through social media, radios, TV's
- Engaging with different stakeholders for example district officials such as the LCV, RDCs, community watch members, probation officers among others.
- Branding is a vital trait that is held in high regard by LASPNET, this we have to adopt
- Under Documentation, the managers at LASPNET have supported me to learn and appreciate how to compile different sets of documents such as program and financial documents.



During my short stay here, I have interfaced with almost all offices in the different departments and through this I have interacted with different heads of departments to better understand how they organise and coordinate the different projects. For example under the European Union Project, I have worked closely with the Project coordinator (Ms. Maria Kaddu) and other support staff to understand how to coordinate activities, interface with the different stakeholders among others.

- Under the Monitoring and Evaluation, with support from Mr. Byaruhanga Rica, I have learnt to how set up M&E systems, drafting project work-plans, creating databases and activity log-sheets for the different projects.
- Director of Programs office, with support of Mr. Badru Walusansa I have learnt key aspects to capture in proposal writing, donor report writing, and always seek guidance and follow protocol in-terms of activity implementation and directing activities at the secretariat.
- Under the LASPNET main call centre, I have greatly improved on my customer care experience. Through the constant communication with call clients, how to manage clients expectations, data capture, data mining and how to compile spreadsheets on a monthly basis. Through the call centre i have as well learnt to how the Situation room operates and how the mobile legal aid clinics can be operationalised.

- Under the Finance and Administration department, I have come to learn how a financial system operates, procedures to follow while compiling financial reports and the audit process.
- On a further note, under the Finance and Administration department, accountability and timely reporting is key in how the organisation runs her finances. I greatly take away this experince to improve my Organisation.

in a nutshell, I also take this opportunity to thank the Chief Executive Officer for providing me with this platform to speak with the entire LASPNET staff thank you for affording me such an opportunity to learn incredible components in Organisational and project management. This experience i have acquired will always be accorded to the entire LASPNET team which has greatly supported me during my stay.

Being a Centre of Excellence in the different aspects of activity implementation have realy created great impact in my career development and growth.

**OBOTE EMMANUEL NYANGA**

LAWYER

APRIL 2022 – AUGUST 2022

