

Invest In Women: Accelerate Progress And Inspire Inclusion



Anne Abeja
Chief Legal Officer

"If your actions create a legacy that inspires others to dream more, learn more, do more, and become more, then, you are an excellent leader"

- Dolly Parton.

Welcome to the sixth edition of the HR Catch-Up under the theme, **"Invest in women: Accelerate Progress, and Inspire Inclusion"** – The former was the 2024 International Women's Day theme, with the latter being the campaign theme.

Leadership is an earned state that one embodies through one's day-to-day intentional activities that effortlessly trickle down as inspiration to those around. With this, I implore you to accommodate and build your castles with other women through mentorship and inspiration. Because there is enough room for co-existence, achievement, celebration of and up-lifting of each other.

As women, it is our profound duty to lead and our sole purpose to understand our surroundings well enough to always speak from an informed point of view. **"Develop a passion for learning. If you do, you will never cease to grow."** Anthony J. D'Angelo.

I take this opportunity to emphasize how key it is to account for our daily activities because it forms the basis through which we are called to official leadership. Every task assigned is with trust and an opportunity to showcase our capabilities and therefore execute our tasks to reach the top.

I encourage every woman to own your space even if it means being your own cheerleader and uplifting yourself before others uplift you. You pose the power and the key to your happiness and future, never let anyone take that away from you. Learn a new skill, be self-reliant, practice self-love, purpose to learn from those who are more successful than you, and above all, be a blessing to all around you.

Work-life Balance



Lillian Nansamba Lukwago
Human Resource Business Partner

Over the years, I have come to realize that you live the first phase of your life sharpening your skills to attain your dream job and the second phase of your life perfecting the unstructured family skills learned both intentionally and unintentionally from your family to nurture the family you have created or are creating.

This often puts us in a dilemma of what should be more important and take most of our time is it work or family? I take this opportunity to reecho the fact that both your job and your personal life are key in attaining a synopsis of fulfillment. If you look at this topic from where I stand, without your job, you will have financial inconsistencies domestically because of the failure to meet your family and personal expectations. The same applies to your work life, the failure to manage your home or family creates inconsistencies in your productivity at work.

With all this said, work-life balance is key and achievable. I was raised in a family of seven children by both my mother and late father who always made it a point to get involved in our lives by showing up every visitation, and sports day, to get up to speed with what we were going through. This helped me experience work-life balance growing up and emphasizes how striking a balance is key not only for your wellness but also

for your children. Children, spouses, and family in general are a gift that needs time, intentional bonding engagements, and activities. After a long day's work, you might probably think that extra engagement with family, friends, or any social circle is unnecessary till you give it a try.

Calculators aside, I am married and blessed with an 18-year-old boy, a 14-year-old girl, and an eight-year-old boy yet show up for work by 7:30 am every day and execute all my tasks promptly to the satisfaction of my superiors. How? You might ask, I and my husband decided from the beginning that boarding school was not an option since a parent only has eighteen years of a child's life. Because of this, I ensure that I report to work early, schedule all my day's tasks, and maximize my time so that by 5:00 pm at most 6:00 pm, I am finalizing my day's tasks in preparation for my family.

Behind every successful woman, there is an intentional man, I wouldn't be doing justice if I took all the credit for my work-life balance. Knowing what is key as a couple and setting family targets alongside execution deadlines while holding each other accountable is key:

1. Always take the children to church.
2. Always have dinner with the children as a constant, if circumstances beyond our control at work arise, we make a thirty-minute catch-up call with the kids to find out about their day and let them know that we love them.
3. Always visit my mother at least once a week.
4. Bonding through storytelling or literature reading with the children every evening.
5. Make the house help as comfortable as possible. This is very key because being comfortable with the person you have left your children with gives you peace of mind at work.
6. Weekends are primarily family time.

This we call the triple-**A, B, M, W** like the Bank's Apple. Always remember that each child is unique therefore each approach should be tailored specifically to the child and every partner you interact with is equally unique, take the time to understand each other and go the extra mile to achieve harmony both at work and home.

A vote of appreciation

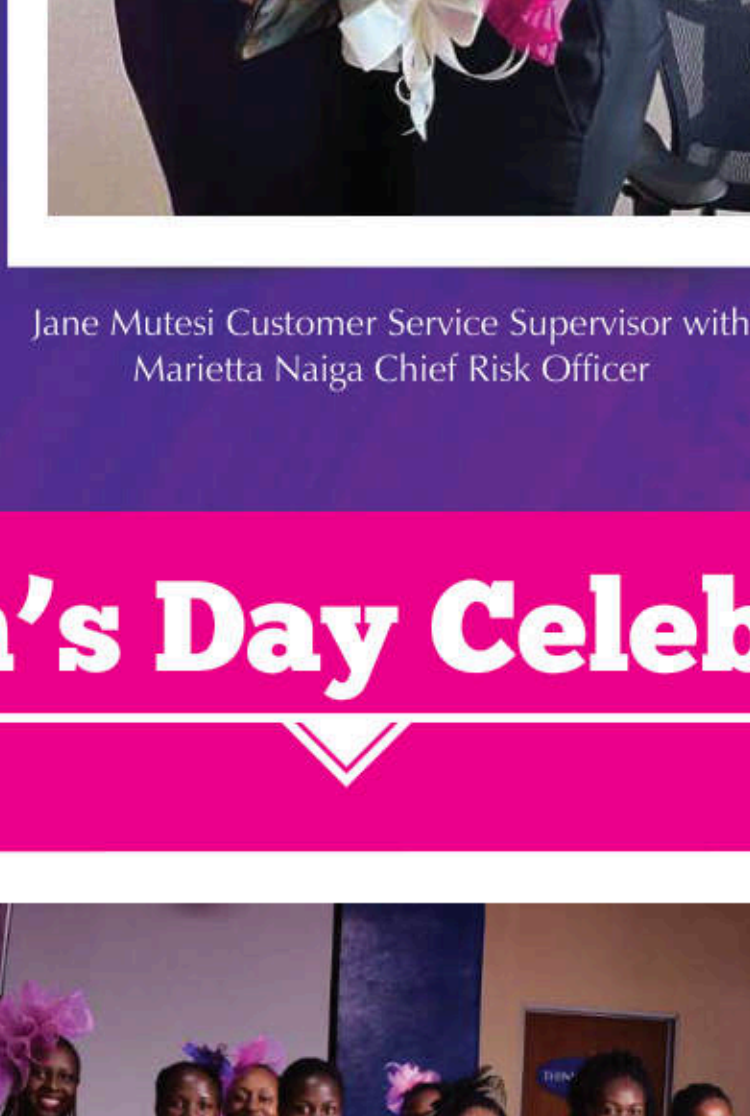
"Don't judge each day by the harvest you reap, but by the seeds you plant."

Robert Louis Stevenson.

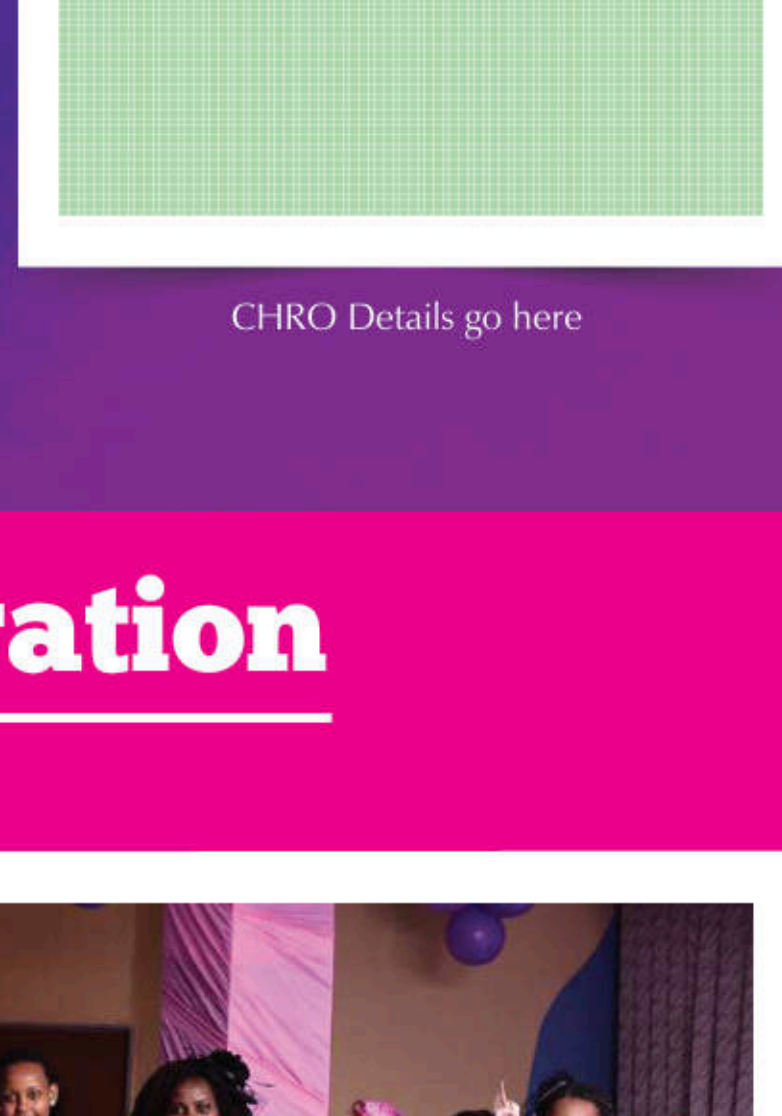
Most times all one needs to live through their day is appreciation and to be told that they are doing a good job. Thumbs up to Jane Mutesi, Customer Service Supervisor, and Gonzaga Kafuuma, Branch Manager Kollolo branch for going the extra mile to appreciate **Peace Ayebazibwe, Executive Director, Marietta Naiga, Chief Risk Officer, and Peace Lillian Piwang Chief Human Resource Officer.**



Peace Ayebazibwe, Executive Director, Jane Mutesi, Customer Service Supervisor, Gonzaga Kafuuma Branch Manager Kollolo.

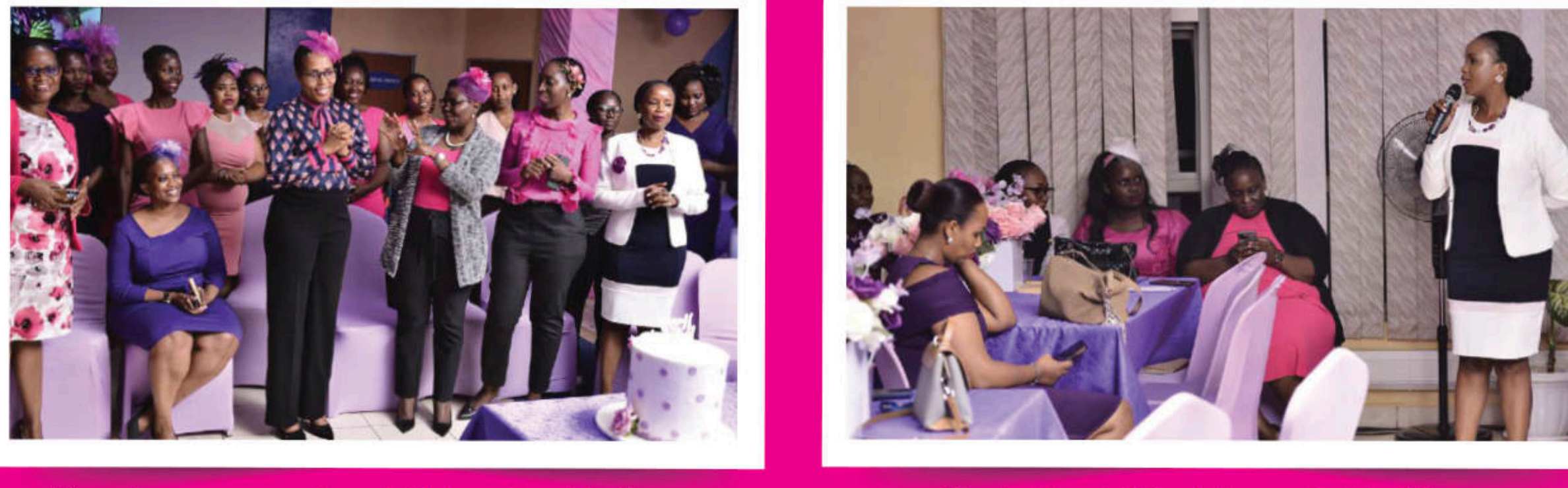


Jane Mutesi Customer Service Supervisor with Marietta Naiga Chief Risk Officer



CHRO Details go here

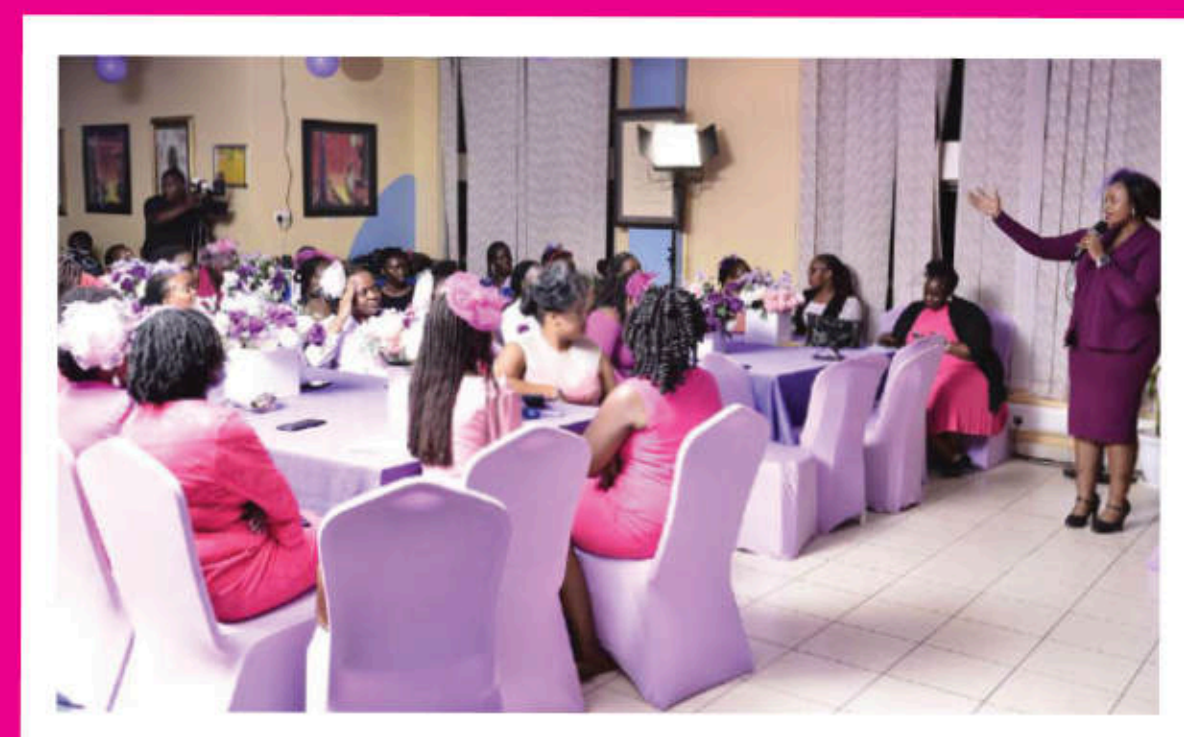
Women's Day Celebration



Group Photo



We are because you are. Happy birthday, cake celebration moments. Peace Ayebazibwe, Executive Director



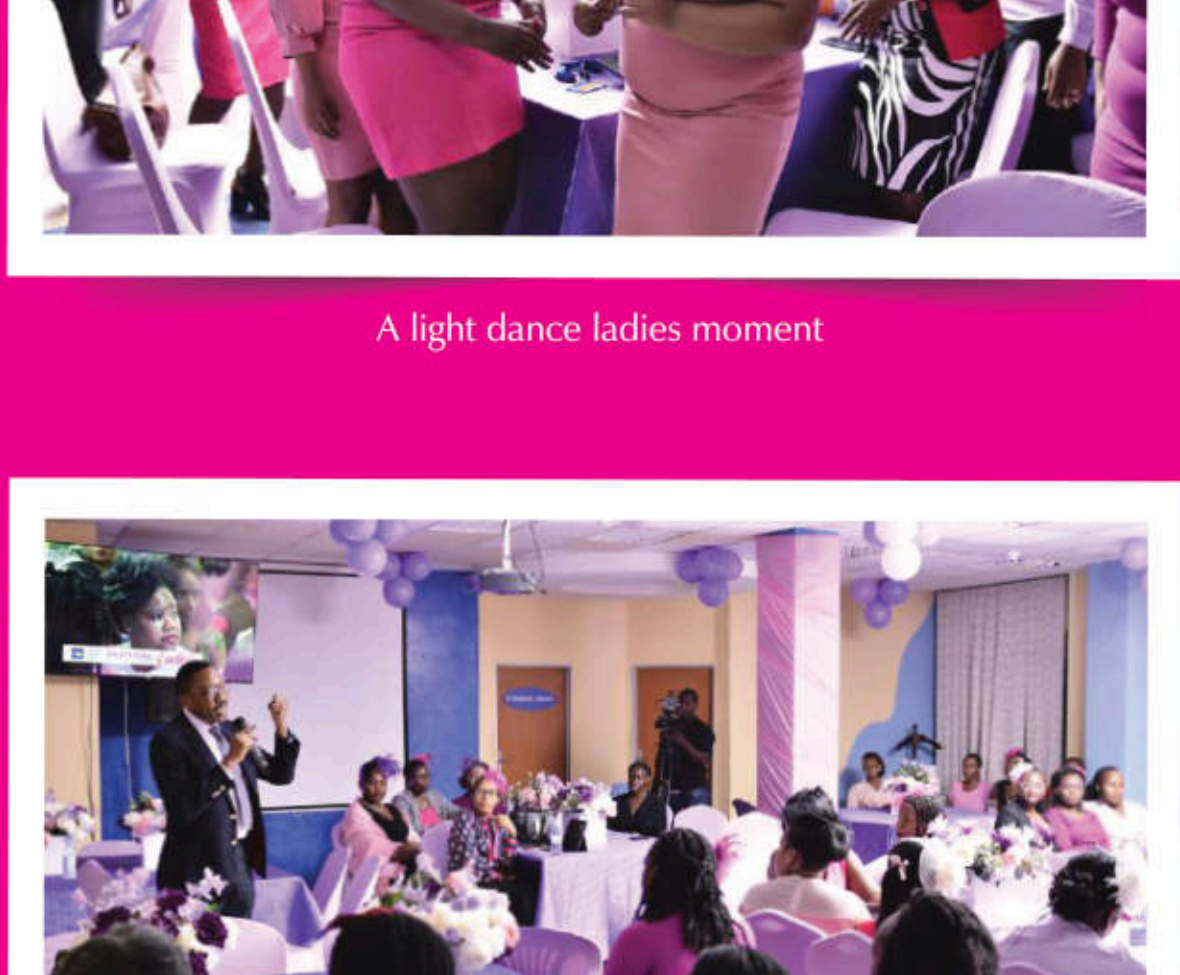
Dorothy Namutebi Ssozi, Manager Sustainability, sharing her journey.



Fun and games



First guest speaker emphasizing the power of prayer.



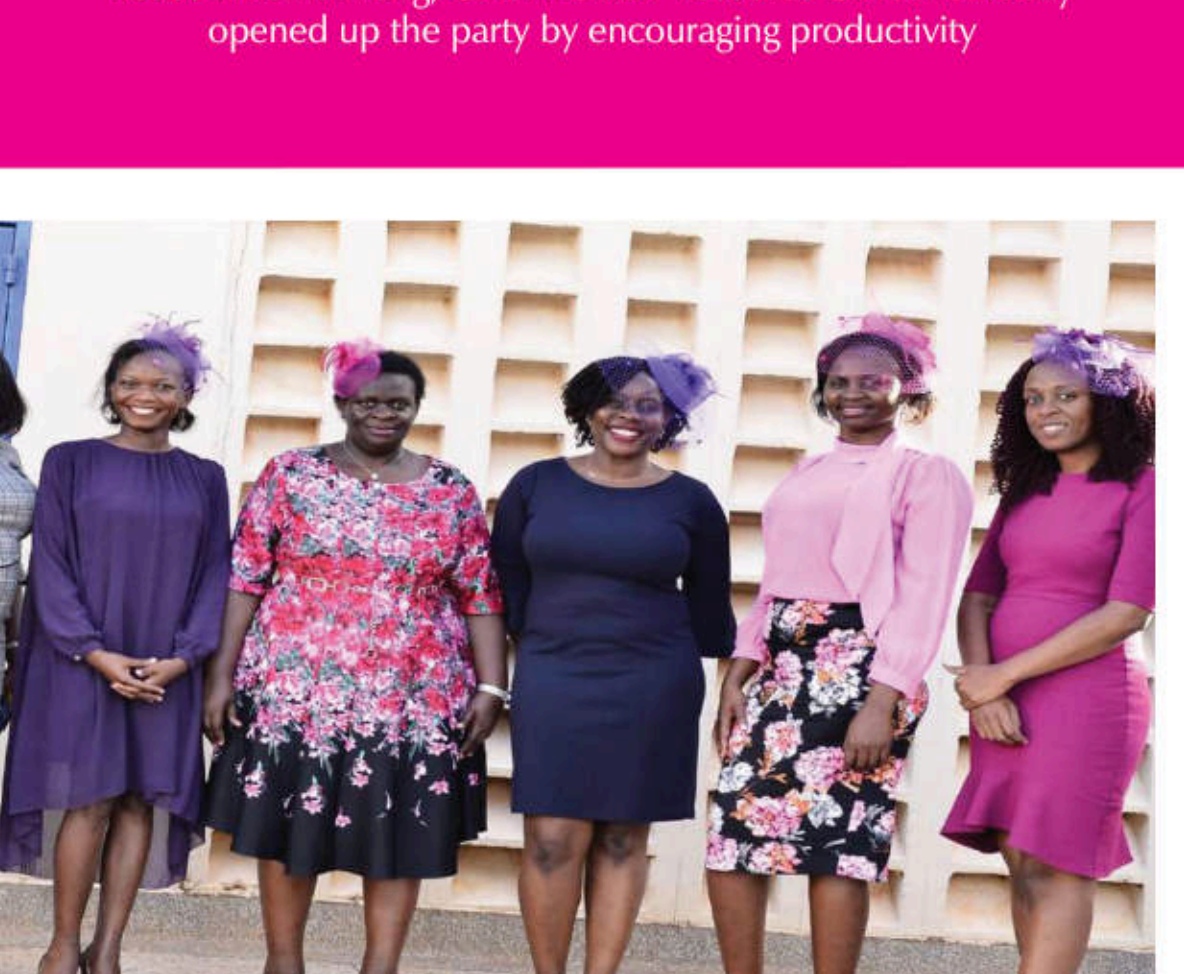
A light dance ladies moment



Peace Ayebazibwe, Executive Director encouraged all the women to be confident and be open to learning



Michael K. Mugabi, MD/Chief Executive Officer thanked all the women in leadership for a job well done and encouraged all the women present to position themselves for leadership.

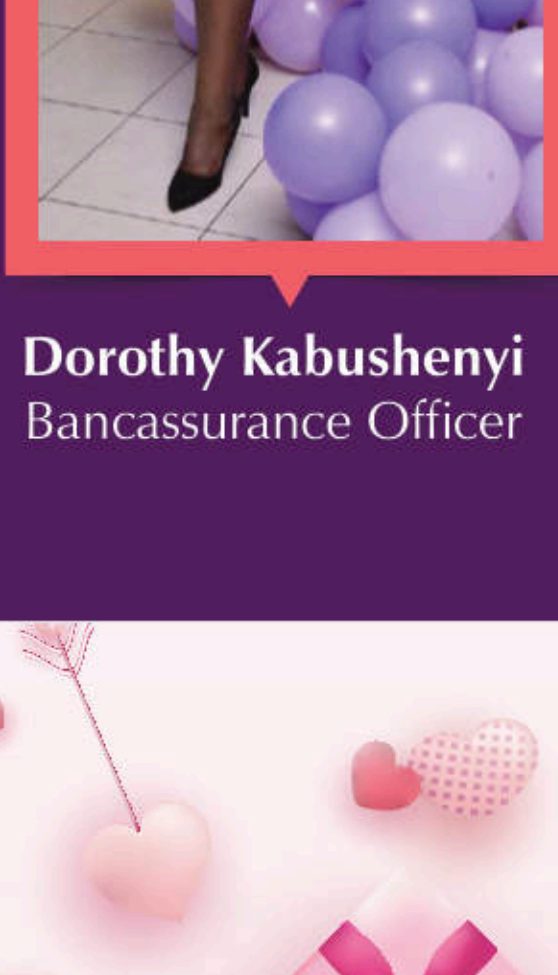


Peace Lillian Piwang, Chief Human Resource Officer officially opened up the party by encouraging productivity



Branch Managers and Manager shine moments

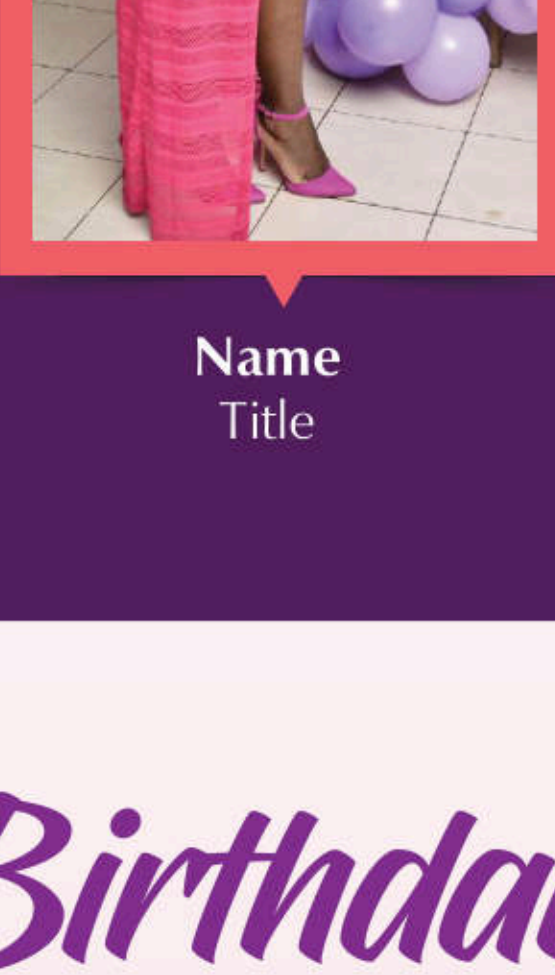
Under the colour theme pink or purple with fascinators, cheers to Joanitah Kawalya Katasi Human Resource Officer-Operations, Dorothy Kabushenyi-Bancassurance Officer, Ada Nawinja Shabaan-Executive Assistant, for showing up for the Women's Day Party in style.



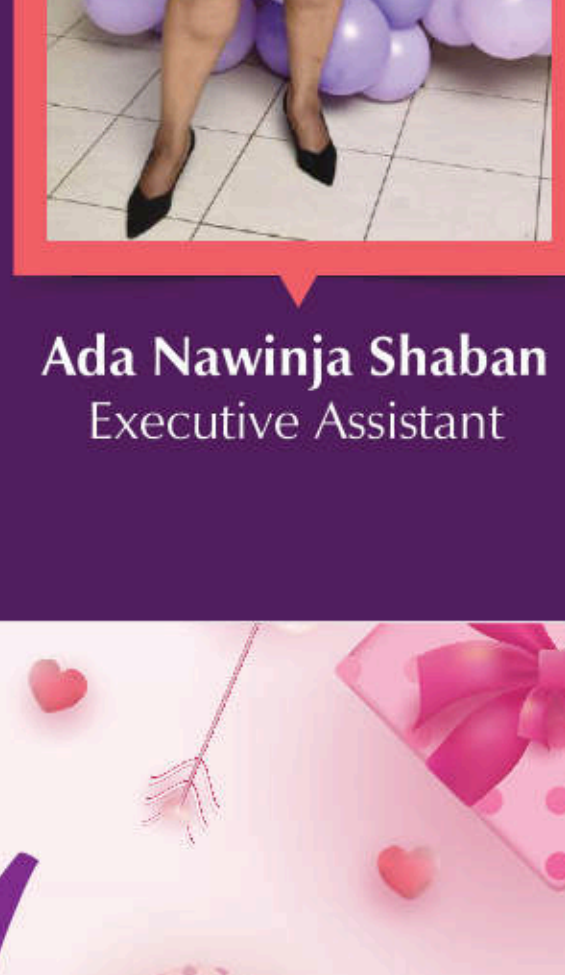
Dorothy Kabushenyi
Bancassurance Officer



Joanitah Kawalya Katasi
Human Resource Officer-Operations



Name
Title



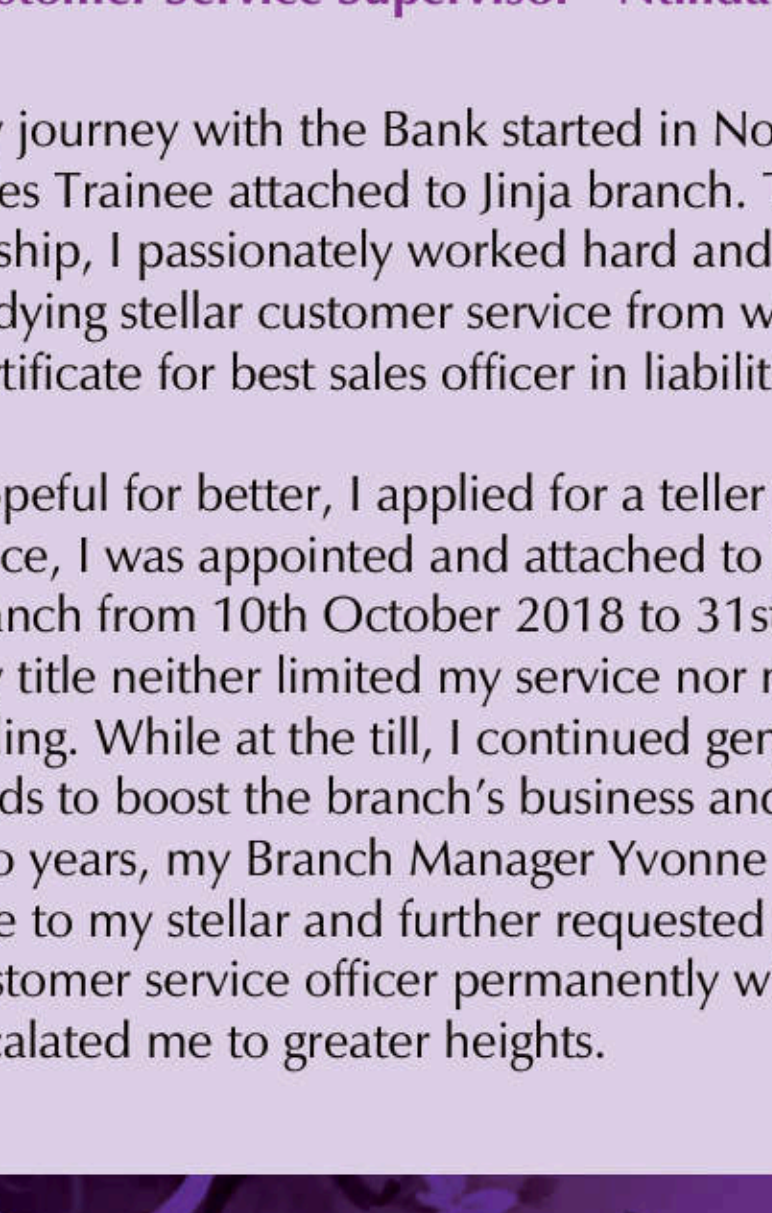
Ada Nawinja Shaban
Executive Assistant

Happy Birthday to all our March Babies!

Simplisious Bukenya
Fiona Babigamba
Winnie Rose Nambozo
Michael Mugabi
Peace Kabunga Ayebazibwe
Alex Nakibuuka
Phionah Olivia Namala
Evelyn Ayano
Stella Naikazi
Dorothy Namutebi
Anthony Kisule
Jude Mukasa

Albert Matovu
Audrey Akampurira
Titus Frederick Bakate
Dorina Achola
Fortunate Tino Polla
Tracy Doreen Kipwola
Isaac Wanyama
Nisha Wanyama
Jacob Ogwang
Christopher Seebugenyi
Joyce Nasira
Ethel Kemigisa

Staff Reveal



Diana Saimo Waako
Customer Service Supervisor - Ntinda

My journey with the Bank started in Nov 2016 as a Sales Trainee attached to Jinja branch. Thanks to mentorship, I passionately worked hard and smart while embodying stellar customer service from which I earned a certificate for best sales officer in liabilities up country.

Hopeful for better, I applied for a teller job by God's grace, I was appointed and attached to Namuwongo branch from 10th October 2018 to 31st March 2024. My title neither limited my service nor my passion for selling. While at the till, I continued generating sales leads to boost the branch's business and income. After two years, my Branch Manager Yvonne hand-picked me due to my stellar and further requested me to work as a customer service officer permanently which opportunity escalated me to greater heights.

I am a diligent, reliable, and passionate individual who always seeks to sharpen my skills through learning and unlearning on a personal and professional level. Because of this I have been recognized and appreciated by customers and the Bank.

I extend my appreciation to Ivan Kituka, Perpetua Buluru, Lillian Nansamba, Andrew Kasambeko, Esther Muzaale, Martin Mugume, Yvonne Bonabana, Balungi Damalie, and Irene Kobusingye who tirelessly mentored, guided, motivated, and believed in me. You have been a key pillar in my journey to customer service supervisor and because of you I was motivated and empowered to open a piggy bank business and other small businesses that have enabled me to become a force to reckon with.

I toast to the Dream Bank for giving me a pool of opportunities to steadily grow and strive in my career. I pledge to always go the extra mile and actively play my part in ensuring Housing Finance Bank achieves the 1st position- ranking in the region.

I encourage you to stay persistent, focused, determined, and patient. The key tips I use that enable me to embody stellar customer service are the 3Ps:

1. **Passion** - This can only be achieved by loving what you do. As long as you still need the job and are working, develop love for your job. It will enable you to work and sleep better.
2. **Positive attitude** - Have a positive attitude towards serving.
3. **Proactive** - Always think outside the box, serve with a smile, and ensure to make all customers feel valued and find workable solutions for customers to have a great experience. This assures customers that they are banking with the right Bank.

Quote of the Month

"Each time a woman stands up for herself, without knowing it possibly, without claiming it, she stands up for all women." - Maya Angelou.