HR CATCH UP

JAN - FEB 2024

Housing Finance Bank

The Ideal Banker

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Head MCB

Welcome to the fifth edition of the HR Newsletter under the theme **The Ideal Banker**. It is very easy for the current Banker to lose track of their personal financial goals and aspirations while chasing Bank set targets and deadlines because the banking space does no justice to setting what we deem important like owning a car, the official appearance expectation, and where we live. The fear of how other partners see us has made us live on the financial edge because of spending to please the public we serve.

Food for thought, **"Do not tell me what you value, show me your budget, and I will tell you what you value"** *Joe Biden*

With emphasis on the above, you can only gain financial focus when you surround yourself with people who respect your budget. Your true partners accept and appreciate you for who you are not what they expect of you. The more you surround yourself with the wrong people, the more you will be forced to spend a hard-earned salary on wants not needs.

Therefore, track your expenses the same way you track social media posts. Benjamin Franklin once said **"Be aware of little expenses. A small leak will sink a great ship".** What matters is your family and the future of your family. A random comment about how you reach work, the car you drive, or where you live does not take care of your future. Therefore, clearly define your financial goals, always have an emergency fund, always have a budget, and find better ways to deal with stress other than spending.

The ideal financial status heavily depends on your financial discipline.

The Financial Race

If you lost your primary source of income(salary) today, would you be able to maintain the lifestyle you have been accustomed to? Will you be able to service your financial obligations including your borrowings? If your answer is no, then you are ''broke''.

When this conversation happens loudly and is heard by someone who is not in formal employment, they will pose for a moment and whisper in their hearts, ''you are formally employed and get a monthly salary, how then can you say you are broke?''.
Here are some questions you need to address regarding your finances.

1. What are your fears/worries?
Fear is a self-destructive emotion if you decide to conceal your fears with the hope of 'things working out eventually' instead of addressing them. Living in denial of money fears can only escalate your emotions from bad to worse.

Sometimes we worry so much about not having enough for our daily survival, not having enough to meet the basic needs of our families, not having enough to measure up to the lifestyles of our friends, not having enough to live to the status we want to achieve not being able to afford the lifestyle one has become accustomed to, becoming financially dependent on others and so much more.

Acknowledging you have a problem is the best approach to overcoming your money fears therefore face them either individually or with assistance from a counselor. Your detailed plan to conquer your money fears will give you confidence and the courage to deal with the uncertainty of life.

2. What dominates your spending?
Identify what consumes your money, it could be your professional look (clothes, shoes, and accessories), gadgets, outings, women, men, children, etc.

Most times you spend and become 'broke' on payday while sometimes we spend your salary in 'mabanja' to pay off dates despite having a secure source of income. This puts us in a state of amnesia where you cannot quantify the value achieved from your salary. Your money worries then set in as to how you are going to make it to the next payday.

The best approach to quantifying your expenditure is to track your expenses periodically and intentionally identify the personal financial behaviors you need to address. Here are some quick tips on how to track your expenses.

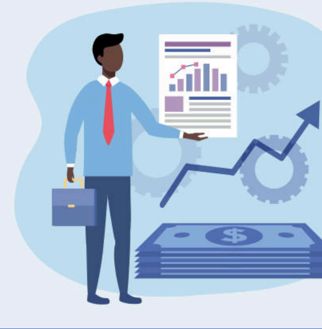
1. Write down everything you spent from your previous income to demystify your expenditure and identify the expenses to eliminate.
2. Review your Bank statements for the last one to access your financial discipline.
3. Separate your wants and needs from your findings to limit your wants and prioritize your needs.

Learn to spend with intention by allocating your resources to cover your basic needs and plan for the lifestyle you want and can sustainably afford. Do not let money control you because what you need is much more important than what you want.

Happy smart spending!

Perpetua Buleru
Manager Operations Rigor

The HFB Business Calendar



The Business Academy is back bigger and better, we implore you to take advantage of this opportunity to unlock your potential and skill. Look out for training invites from Human Resources or proactively identify and seek course approval through your line manager. Attached is the training Calendar for 2024.

Events and Activities

"Fuuka Don" Salary Loan Campaign

Housing Finance Bank launched the "Fuuka Don" salary loan campaign that offers new and existing customers unsecured financing up to UGX 400 million so they can achieve their goals and aspirations for 2024.

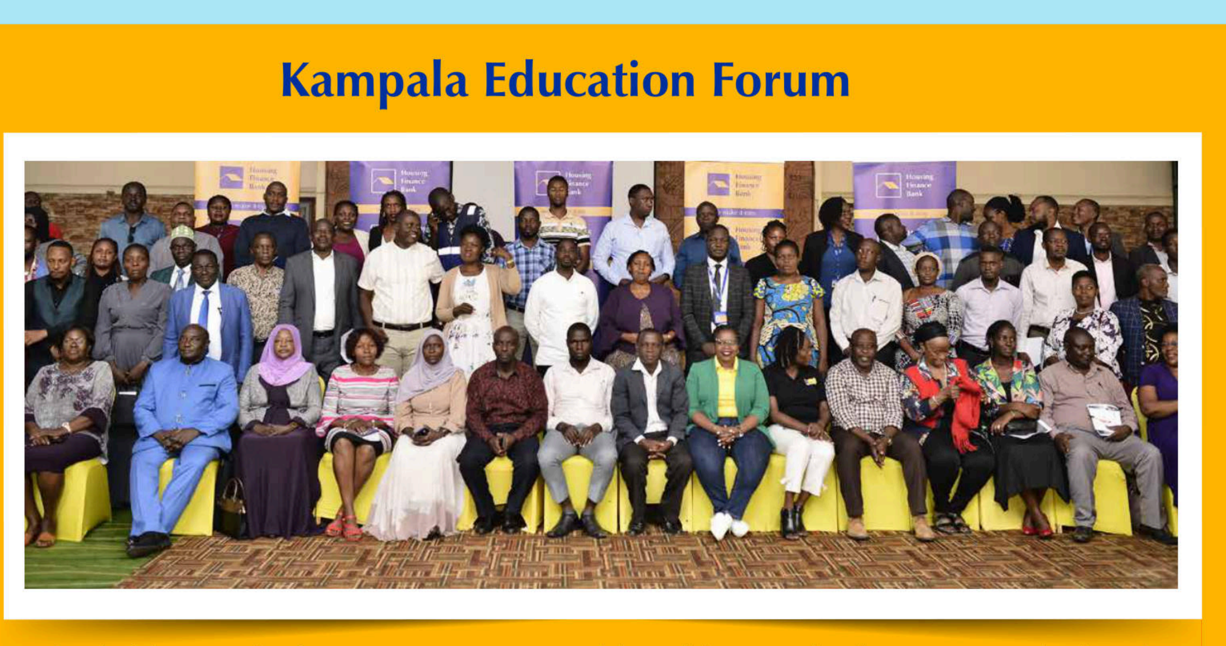
2024 Sales Warrior Convention

Housing Finance Bank joined the Daniel Choudry Sales Institute and NBS Television to launch the 2024 Sales Warrior Convention scheduled to take place on 22nd and 23rd February 2024 under the theme "Make Your Mark in 2024".

Unveiling the Investa App

Micheal Mugabi, Managing Director, Peace Ayebazibwe Executive Director, and Ivan Asiimwe, CEO at Uganda Cooperative Alliance unveiled the #InvestaApp, a digital solution designed to streamline daily financial management operations of savings groups right from contribution tracking, collections, and reporting to administrative capabilities.

Kampala Education Forum



Ahead of the new school term, Housing Finance Bank hosted the Kampala Education Forum, that brought together customers who own and oversee the operations of various education institutions within the city to engage in discussions about the Bank's array of solutions and the various use cases.

Driving the sustainability agenda

In another significant step in its sustainability journey, the Bank's Board Chair, David G. Opiokello, Managing Director, Mugabi.K. Michael, and Executive Director, Peace Ayebazibwe, joined the Deputy Head of Mission to the Ugandan Embassy in Germany, Amb. Danny Ssozi, CEO of the European Organization for Sustainable Development, and Chairman of the International Sustainability Council, Arshad Rab, in addition to Board members and Senior management of all government institutions, in a discussion centered on collaboration initiatives and pathways aimed at capital mobilization and utilization to create a sustainable Ugandan economy.

C-Suite Executive Breakfast

Doreen Nyiramugisha, Head of Marketing and Communications led a team of twenty staff to attend the C-Suite Executive Breakfast with Vusi Thembekwayo, an exclusive gathering of senior executives exploring crucial aspects of leadership and management essential for driving sustained business growth in today's dynamic landscape.

Work-life Balance

The bank offers you various- types of leave to enable you to respond to your personal needs like, relaxation and recuperation, therefore, take the time to:

1. Rest and re-energize, stress reduction, and improved mood, benefiting staff morale.
2. Improved efficiency and higher motivation compared to those who do not take leave.
3. Improved overall mental and physical health by reducing the impacts of stress like stomach problems, headaches or difficulty concentrating.
4. Avoiding work-related stress and burnout, and spending time away from work with the people we love is very important for good mental health.
5. Being less sedentary for a couple of weeks can help you to be more creative and productive on your return.

Polished Professionals

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Name	**Name**	**Name**	**Name**
Title	Title	Title	Title

Happy Birthday

to all our January and February Babies!

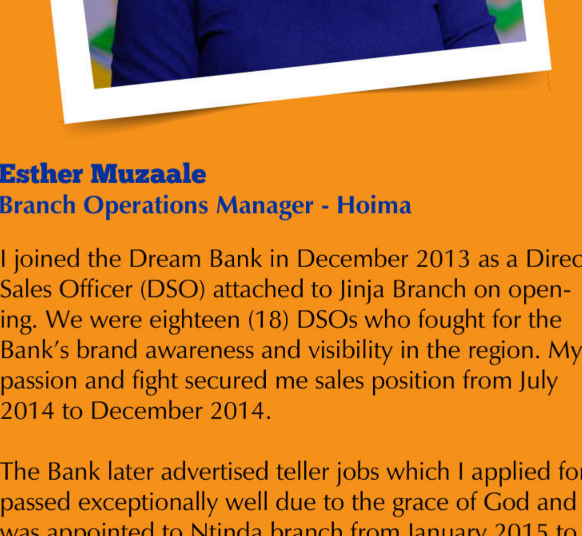
January Babies

Sarah Namugenyi
Diana Kemigabo
Nighty Odongo Ajok
Joanitah Nanteza
Florence Mbabazi
Sharon Akampurira
Angella Okumu Mayo
Eddrine Kasumbein
John Paul Humura Ntanzi
Priscilla Nabukeera
Martin Mugume
Deborah Nyamahunge
Caroline Lamwaka
Nadia C. Mindra
Yasmin Yeka Arite
Elizabeth Mpumwire
Emmanuel Omongo
Joanita Nagiita
Rita Namyalo
Denis Otika Ojok
Godwin Kyomuhendo
Geoffrey Okumu
Joanitah Nabayunga
Michelle Lunkuse
Harold Grace Muzira

February Babies

Bridget Nassanga
Anita Susan Ninsiima
George Rutungu
Herbert Madrara Ichama
Abdul Victor Nabongho
Benjamin Peter Kasswa
Martha Nakaddu
Carl Kigundu
Joseph Mabonga
Doreen Nakamanya
Jane Mutesi
Jonan Byoreko Asingire
Nusula Nanfuka
Christine Nazzimuli
Isaac Odyek
Grace Kembabazi
Samson Rugambwa
Joel Matsiko
Teopista Nazziwa
Andrew Musiitwa
Innocent Akii
Dennis Mutesasira
Maclean Mbabazi
Sylvia Biribawa
Eliphaz Kandiho
Winfred Naula
Angela L. Kayonde Wandera
Simon Masole
Robert Kasozi
Julius Ssenkindu
Robinah Kakwezi
Cosmas Rwothumiyu

Staff Reveal



Esther Muzaale
Branch Operations Manager - Hoima

I joined the Dream Bank in December 2013 as a Direct Sales Officer (DSO) attached to Jinja Branch on opening. We were eighteen (18) DSOs who fought for the Bank's brand awareness and visibility in the region. My passion and fight secured me sales position from July 2014 to December 2014.

The Bank later advertised teller jobs which I applied for passed exceptionally well due to the grace of God and was appointed to Ntinda branch from January 2015 to February 2017. This time, God lifted me from a contract staff to a permanent pensionable staff. This opportunity introduced me to operations, and I must say I learned patience, tolerance, and perseverance for greater heights.

I became a Back Office Officer in February 2017 for Two (2) years and later became a Branch Operations Officer in 2020 for Fort Portal branch due to my flexibility and positive attitude to work upcountry. The Bank entrusted me to open this new branch and steer a new team to sell the branch to a new region. This was a tough task but thankfully I have had a strong team supporting the branch to grow from zero to where we are today. I know several partners who turned down the opportunity to work in Fort Portal because of several reasons but together with my team, we were able to turn Fort Portal into a great branch.

It does not matter how you start; you can always make it big if you are determined to grow and have big dreams. Respect your supervisors, read extensively, and research about your competitors. Celebrate your wins and value teamwork. I have touched many lives with the various products offered by the Bank in the ten (10) years so far still counting. Blessed is an understatement for the various personal friends made and the strong networks built in the different sectors. I am thankful for the mentorship of the partners whom I pray for every day like Christopher Ssebugenyi, Acen Evelyne, Mugume Martin, and Yvonne Bonabana. Your mentorship has been key in my journey to the Branch Manager.

Through this journey, I have met strong teams that supported me mentally, professionally, and spiritually. I am deeply grateful to all the branches I was blessed to work in. I always believed in myself and have always been willing to grow. I have fallen several times but never accepted defeat therefore, I always get up and learn from my mistakes. I have been open to learning, and criticism and have applied for jobs advertised to the level I am today. It is always hard work, prayers, and persistence in my journey.

I extend a token of appreciation to the HFB Management for enabling my growth through the various ranks to the Branch Manager role today. This has enabled me to take care of my loved ones through my earnings and has enabled me to access many loans hence acquiring land and other properties.

Thank you for letting me work with the dream bank and enabling me to achieve my dreams.

Quote of the Month

"Money isn't everything, but it's right up there with oxygen." – *Zig Ziglar*