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Take time to appreciate employees, they would reciprocate a thousand times.

EDITORIAL CORNER

Communication Tips (Part 3) Continued;

Now as we bring you the last part on how to improve workplace communication, the editorial wishes to request each and every one of us to make a self-assessment in regards to employing the tips published in Info Pack 22 and 23 respectively;

Be reminded that communication is not a one off event; it's a process and a skill that can be learned and developed over time. The tips therefore aren't in themselves all comprehensive but can help you refine your communication skills. So here we run you through the last communication tips;

We need to tackle our negative emotions; No matter how hard we try; emotions do find their way into the workplace. When different personalities converge in a shared space for long lengths of time, chances are high emotions will come out at some point. If you sense a negative emotion arising in a conversation with a co-worker, be sure to address it. Ignoring it will only make it worse. Allow the emotional party to express themselves without interrupting or defending yourself. Acknowledge the other person's feelings and show you understand their perspective, even if you don't agree. If you find yourself becoming emotional however, try to detach yourself from the situation and resist the urge to speak or respond immediately. When emotional, you run the risk of saying something you will regret and losing credibility. Think for a moment, regain composure, and then respond.

Last but not least in importance is that **we need to encourage, and encourage** regardless of the conversation, try to keep it positive. If you have to deliver harsh feedback, do it in constructive and team-centric manner. Focus on behavior and performance and not the employee or friend/character. Probably everyone naturally has that desire to defend their accomplishments, the need to make sense of our environment, the need to bond with others and feel as though we belong.

NEWS OF THE WEEK



Mrs. Donnah G. Kamashazi: In a training session of SFH-SMT about enhancing team building.

THE LEARNING THAT WAS IGNITING: Mrs. Donnah G. Kamashazi, the SFH board vice chairperson, today 1st December 2014 provided an exciting career training to SFH Senior Management Team (SMT) on team building and how to become highly effective managers and subsequently leaders. The training was grounded on principles of different practical experiences and a wide array of scholars and authors in management and leadership.

This dynamic mix of authors and scholars seemed instrumental and mind shaping to many in driving innovation into leadership, governance and employee engagement and management as key strands for success as individuals and as an organization. In the training, members were encouraged to share their knowledge and expertise by way of participation, seeking clarity on what they understood and what they didn't understand

In her start, she emphasized that a participatory approach is a cutting edge learning strategy for active engagement for members to (a) think critically or creatively, (b) speak with confidence (c) express ideas throughout with no reservations (d) explore personal attitudes and values, (e) give and receive feedback, and (f) reflect upon the learning process.

Ultimately, this approach assisted and facilitated an active learning environment and set everyone's mood in motion to spend greater proportion of time thinking through every topic and insights thereby developing own understanding and skills (promoting deep learning) and a lesser proportion of time transmitting information on her side. In addition, during the training she provided an opportunity for members to (a) apply and demonstrate what they are learning and to (b) receive immediate feedback from peers and/or self.

The training workshop proved to be one of the highly effective and very useful trainings the members have attained this year and requested Mrs. Donnah to spare some other time for the same cause. The feedback received was fantastic, with 100% rating and approval of the methods and content value addition.

Finally, all of us ended the training with lots of take a ways including glossing over the traditional boundaries of our molds, speculating constructively, maintaining an open mind while exploring a wide range of options, and reflect critically on ideas and outcomes. The training had a perceptible and positive impact on every one of us, and was in fact a preparation for life beyond SFH Rwanda, if need be.

EXECUTIVE DIRECTOR'S COLUMN



Last week, on this column I informed you about the SMT training on team building that was planned on December 01, 2014. Indeed this training took place where our own SFH Board Vice Chairperson Mrs. Donnah Kamashazi shared with us on how to enhance team building among organizations and particularly, SFH Rwanda.

It was very interesting and I call upon each of the SMT members to disseminate the lessons learnt to their teams in Departments.

Team building is an effort in which a team studies its own process of working together and acts to create a climate that encourages and values the contributions of team members. You can tell that a team exists by looking at; the results, its processes, the delivery of the resources, the capacity to mobilize partnerships and resources and finally, its impact on the beneficiaries (through testimonies, surveys and feedback of any kind). I will then leave it for you to assess if, at SFH, we are a team from the above criteria.

In this week, I would like us to concentrate on being Proactive, the first of the seven habits that foster effective organizations. Being proactive means taking initiative in both thinking through and then acting upon challenges and priorities, the organization faces on a day to day basis.

Looking at our lives in terms of circle of influence and the circle of concern adapted from The Seven Habits of Highly Effective People by Stephen R. Covey, Simon & Schuster 1992, I encourage you to concentrate on the circle of Influence which encompasses those concerns that we can do something about - the concern that we have some control over.

As SFH team, in order to achieve our vision and mission, let us all focus to be and keep in our circle of influence by sticking to our SFH Rwanda core values.

I hope you will also enjoy checking every time to get to know if you are still in the circle of influence. **Manasseh G. WANDERA**

Media to promote awareness of HIV/AIDS

Rwanda joins the world to mark the World AIDS Day. Like the country, SFH Rwanda takes this opportunity together with Rwanda Military Hospital to increase knowledge among the Rwandan population on how HIV can be transmitted, available interventions for HIV prevention, care and treatment, and stigma reduction in Rubavu subsequently IWAWA rehabilitation centre.

Like SFH had envisioned the role of main stream media as a good influence channel of communication, the country is also taking strides to use media. This year's national theme is, "Role of Media in early HIV treatment to reduce AIDS related morbidity and mortality." The 2014 national theme is line with the Global Theme of three zeros and also with 2013-2018 National HIV Strategic Plan goals of lowering the new infection rate by two thirds, halving the number of HIV-related deaths per year and ensuring that people living with HIV (PLHIV) have the same opportunities as others.

According to the Minister of Health Dr. Agnes Binagwaho, the media provides a platform that enables information to reach large numbers of people. "The media has the potential to influence social norms that affect negatively HIV prevention and treatment strategies but also create a platform for dialogue at the population level," says Dr. Agnes Binagwaho.

Key messages for this year will mainly focus on the linkage between HIV testing to long term care and treatment services, with a particular emphasis on key populations as identified by NSP 2013 -2018. According to UNAIDS (2004), the media have a pivotal role to play in the fight against AIDS. It is often said that education is the vaccine against HIV.

Rwanda selected this year's theme because the media contributes to raising awareness and promoting sustainable behavior change to reduce vulnerability to HIV Infection. One of the most obvious roles of media is to open channels of communication and foster discussion about HIV and interpersonal relationships. The World Aids Day in Rwanda will be marked with different sensitization activities that will go on for a period of ten months beginning December 1st 2014.

UPCOMING EVENTS

2014 International HIV Research Conference at Serena Hotel on 4th and 5th December 2014

ONGOING EVENTS

- Army week in Rubavu district;
- Annual staff appraisal

DID YOU KNOW?

World AIDS Day 2014: World AIDS Day is held on 1 December each year and is an opportunity for people worldwide to unite in the fight against HIV, show their support for people living with HIV and to commemorate people who have died. World AIDS Day was the first ever global health day and the first one was held in 1988.

Globally an estimated 34 million people have HIV. More than 35 million people have died from the virus, making it one of the most destructive pandemics in history.

The theme for World AIDS Day 2014 is "Getting to zero." Zero New HIV Infections. Zero Discrimination.

JOKES CORNER

A child asked his father, "How were people born?" So his father said, "Adam and Eve made babies, then their babies became adults and made babies, and so on." The child then went to his mother, asked her the same question and she told him, "We were monkeys then we evolved to become like we are now." The child ran back to his father and said, "You lied to me!" His father replied, "No, your mom was talking about her side of the family."