



MAZUBA HANKUKU FOR ICTAZ PRESIDENT

I, Mazuba Hankuku, do hereby present my candidacy for election as President of the ICT Association of Zambia (ICTAZ). Dear ICTAZ members, Mazuba believes in creating a vibrant ICT community for the present and future generation of netizens.

ABOUT MAZUBA

Mazuba is a deliberate and strategic candidate who demands full benefits for ICTAZ members. That demand will be honoured by:

- 1. The vision: "Strategic Simplicity and on demand benefits for the members"**
- 2. The mission: "Consistent solutions for continuous future challenges"**



www.ictaz.org.zm



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I have set sail to achieve the following:

- 1. Operationalize the Act**
- 2. Collaborate with all ministries to deliver one solution for one problem in each ministry currently identified .**
- 3. Establish frame works to demarginalize the students, entrepreneurs, women in tech, physically challenged and corporate social responsibility.**

Operationalizing the Act

Six years ago, thanks to the leadership of Alick Siankumo whose administration pushed to give us commencement orders (SIs), reasons we can cite our Act, then came the Karim Mutembo administration who gave us a working constitution and in the last administration which am part of we have done a number of things right without any misgivings which in one sentence “am party to the success achieved so far and can cite”, but there are also a number of fundamentals not attained which any well-meaning leader must acknowledge and that seriously concerns me.

We have done a constitutional review which am on record having opposed certain clauses strongly as per the last AGM. Example, in my view, we should not have limited leadership participation as the constitution currently dictates, that a few individuals who hold or held certain offices are the only eligible for certain positions like President. This robs us of the potential brilliance that this association stands to benefit from. We have operationalized zero Statutory Instrument from six years ago.

Without being defensive, the team that was running with this very important issue did not meet the KPI (Key performance Indicator) unfortunately but in all the addresses I have had the privilege to be part of this has never explicitly been mentioned to the members as a serious setback on the entire agenda of ICTAZ. I am running as President so among other issues I can seriously engage in the deliberations of operationalizing the SIs and ensure this does not continue to be a promissory note filled with verbosity that is sweet to the ears but far behind in actualization.

Six years is unacceptable by any measure of time. It may come as a surprise to many but since its inception ICTAZ operations at best have been run in a discretionary manner by the elitist executive, as opposed to being all encompassing.





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This is the promise I pledge to the membership that decisions should not be left to twelve executive members in a far distant capital, but an all-encompassing process for all members. I pledge a working and fully operationalized Act so that everything will be done in accordance with the Law, standards, and expectations.

This is very important as it's the core reason we exist. Any other thing becomes a sweetener. Without the core functions operationalized, we shall continue to wallow in the muddy waters of concerns already observed. I took a tour of duty and learnt that councils, education sector practicing staff and students all complained about the status quo. I took notes and am equal to the task to make this mandatory aspect operational for a better ICTAZ.

Collaborations with All ministries to provide at least one solution for one identified problem

As technologist, we understand that our field is a science or engineering. Therefore, it is time we got led from the front to make a difference in this country as an association. We have done innovative tasks in our various spheres of day jobs or businesses but have not brought out the same vigor to the association. I pledge, with your support to embark on programs to provide solutions to every ministry at least one project to solve an existing problem.

This idea was necessitated by my visits in several provinces as I toured to introduce myself on my outreach program where I noted that hospitals, councils, learning institutions and hotels to give few examples of those I engaged have different needs and face different challenges in their use of technologies which so far has not been addressed.

They complained of seeing no benefit from the association and I do not want to force someone to see value if they do not. I believe we have the talent, skill, and capacity to address and demonstrate our capacity to attend to those needs and change the narrative. The board will oversee the programs as a project sponsor while the actual resources doing the work will be the ICTAZ members identified to handle a role that they have expertise in.

This will directly benefit the members and our mother ministry "Ministry of Science and Technology" once achieved will tick the box for having proactive members and the ministry we shall be addressing problems for will tick the box for ridding them off those problems.





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The biggest winner will be the Zambian people as they start to benefit from the works of our association. Proven projects of a similar magnitude, similar budget would be the competency required to effectively run and manage such projects to closure. I come with the expertise of managing teams, budgets, within time and above all value of such projects am proposing.

Frame works establishment to demarginalize students, entrepreneurs, women in tech, physically challenged and corporate social responsibility.

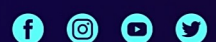
In this campaign for presidency, I pledge to deal with the following marginalized sectors:

Students

Students concern on how industry requires them to be ready in a certain way. During my outreach I learnt that as industry, we are asking students fresh from school for number of years' experience for one who just graduated. Clearly how can this be? We promise an enhancement of framework where the association creates some synergies with the industry and academia, have consultative discussions where internship will be framed as a standard. Depending on which geographical location the learning institution is, one would already know where they would intern. That promotes industry ready grandaunts and industry can expect acceptable quality from the graduated students as they begin to hire them in mainstream.

Entrepreneurship

We have organisations, Zambian owned that are doing their best, have competent people who have not benefited and are not recognised in the space they have dared to venture. We also have those attempting to test the waters of entrepreneurship become so discouraged regardless of their passion and skill. Alas, the current environment is hard ground to plough. To remedy the situation, we pledge to protect the entrepreneurs so we can make our industry great, powered and entrusted in the capacity of our local talent. This will be achieved through our policy and framework direction so that we can create sustainable businesses. We shall not only protect our own from international strength dilution but also protect our small businesses against the bigger ones in an integrated fashion so that the standards, expectations, and modus operandi are set by the parties themselves in the robust integration framework and consultative sessions we shall be facilitating as ICTAZ. We further come with the ability to negotiate and engage with stakeholders to achieve this.





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Women in tech

Promote diverse representation in tech conferences, panels, and media to amplify the voices and achievements of women in the industry. Encourage mentorship and sponsorship programs that connect women with opportunities to showcase their expertise and accomplishments. Celebrate and recognize the contributions of women in tech through awards, honors, and public acknowledgment.

Physically challenged.

Enlighten supervisors and colleagues on the nuances of disability etiquette, effective communication methods, and inclusive approaches, thereby nurturing a workplace environment that is both supportive and inclusive. Offer avenues for professional growth, mentorship, and networking specifically designed to cater to the requirements of employees with disabilities. Cultivate a workplace ethos rooted in respect, empathy, and inclusivity, where diversity is not just acknowledged but celebrated. Foster transparent communication and cooperation among staff, management, and disability advocacy organizations to tackle issues surrounding stigma, prejudice, and discriminatory practices in the professional sphere.

Corporate Social Responsibility

We are all made by our communities. It's time we had a leadership with a deliberate policy of giving back to the society that made every one of us who we are. I pledge to bring activities that will not only boarder on technology, but also nontechnological aspects for us to be able to impact potentially every Zambian. When we start doing these things effectively, sponsorships on programs we do will come with the merits we deserve because society will relate with our value, seriousness, simplicity, and empathy. It is my belief that everyone will want to identify with us for these proposed great works.

I believe in going the extra mile stamping my work with excellence, leaving my fingerprints flavouring my work. I do believe in the magic created when everyone brings along his or her personal input to the table. I believe in a world with no borders where ideas and knowledge have no limits. I believe in the power of a diversified group of people united by one vision. I am accountable to leveraging a collective and powerful influence to enable and empower our beneficiaries, partners and the ICT ecosystem in Zambia and the rest of world.





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I beseech you, my colleagues, to vote for Mazuba Hankuku as President of ICTAZ 2024 so that together we can grow the association to heights not imagined before by many. With the tag line *"catalyst for dynamic change"* together we can.

Who is Mazuba?

Mazuba is a seasoned digital transformational expert with over 17 years' experience in IT and worked in three different sectors of the IT industry. Education sector, Telecoms and Financial sector. He is currently Heading the Information systems department at AB Bank Zambia and has had several leadership roles in his career sowing through challenges in various projects and responsibilities bestowed upon him. Among institutions he has worked include Atlas Mara, First capital bank, Investrust bank, IBM, Airtel, ZIBICT and various projects in industry national and internationally. He has shown capacity in how a man from a small town in Zambia can grow to lead and manage people and IT infrastructure with a budget in the millions of kwachas with prudence, diligence, and effectiveness. His ability to collaborate with international experts and professionals also demonstrates his ability to lead teams.

He has excelled in leading innovative projects that enhance customer service, operational efficiency, and overall profitability. As a dedicated board member and Fellow of ICTAZ, he has played a pivotal role in advancing the interests and standards of the ICT profession in Zambia.

Holding an MBA and a BSc in Computing, several diplomas and certificates in IT and business, Mazuba Hankuku combines academic prowess with practical expertise.

Policy Direction

As your candidate, our vision of strategic simplicity and on demand benefits for the members, shapes our policy direction. This vision has two main components, which are explained below:

STRATEGIC SIMPLICITY

- **Clear communication:**

Communicate effectively with all parties, both within and outside the association, using simple, clear, and understandable messages.





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- **Streamlined processes:**

Streamline workflows and procedures by removing red tape and boosting productivity. Periodically evaluate existing processes to find and implement improvements if necessary.

- **Decentralized decision-making:**

Enable secretariat, association committees to act autonomously within clear limits, without excessive bureaucracy or exco interference. This fosters flexibility and speed, as well as maximizing nationwide representation and inclusion.

- **Flexibility and adaptability:**

Understanding the ever-changing terrain of the ICT sector, building flexibility into set plans and strategies to accommodate changing circumstances or unexpected developments becomes key for us to achieve the set-out plans. Avoid rigid or overly prescriptive approaches that may become outdated or ineffective in dynamic environments.

- **Continuous improvement:**

Foster a culture of continuous learning and improvement within the organization. To allow members keep up with the ever-changing and evolving ICT sector, which requires them to update their skills, knowledge, and competencies regularly. This will be done through already implemented but require enforcement of (CPD policy) for quality maintenance among the members.

- **Customer-centricity:**

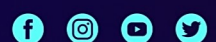
Place a strong and strict emphasis on understanding and adherence to meeting the needs of members and stakeholders. Keep products, services, and interactions with members simple, intuitive, and focused on delivering value.

- **Maintain a clear vision:**

Communicate effectively, with all members and stakeholders ensure clarity of vision is shared, for maximum accountability.

- **Financial management:**

We will establish an internal auditor's office that will report comprehensively, not just comply with external audit requirements but inform the membership in good time issues relating to finances. Every quarter, we will present a detailed report from this office to account of the association's expenditures and performance. Our plans expenditure will be shared for engagement with the membership. We value membership inclusion in our decision-making process, while fully maintaining operations.





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ON DEMAND BENEFITS FOR MEMBER:

- **Mental health initiative:**

We acknowledge the high stress levels in our industry that have been neglected for too long. We want to address this directly by creating initiatives and programs with right partners that engage with our members and help them cope with their mental health challenges for their own improvement and the association's benefit.

- **Learning and development opportunities:**

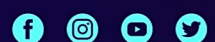
We are committed to ensuring that no one is left behind in the IT sector. We will establish partnerships with training centers and institutions that can offer free or discounted courses for our members. This will provide opportunities for continuous learning and development for IT professionals. In tandem with the CPD that's already in place.

- **Student members:**

We will develop a framework that facilitates the connection of students and companies in their local areas. We will negotiate on behalf of the students, based on our knowledge of the schools and the companies that are in the same geographical areas for standardization of the process. We will also extend the negotiations to allowances that interns should expect and what the industry should prepare for the cause.

- **None Student Members:**

We will establish a framework that ensures that the role value is comparable across the industry, so that members can enjoy the benefits based on their skill level and experience.



- **Entrepreneurs:**

Establish a framework that protects the entrepreneur with the right qualifications. Protect the entrants through deliberate policy on how ICT affairs will be conducted in this country for the betterment of the industry. This will upscale innovation that matters. Collaborations with the international community will continue but not at the expense of our members.

- **Recognition and rewards programs:**

Recognize and reward members for their contributions and achievements to the industry in various categories.

- **Cooperate social responsibility:**

As an association, our way of contributing to society is to motivate our members to join purposeful programs that promote environmental health, technological literacy, and inclusion for the disadvantaged, women, people with disabilities, and children.

Note to the electorate: I have dedicated myself to building up on the gains made by the outgoing executive, so that we do not waste time trying to reinvent the wheel.

Mazuba Hankuku
Aspiring President, ICT Association of Zambia



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