



GAICAM

GO-AFRICA INITIATIVE CAMEROON

Vision: "TRANSFORMING LIVES & PROMOTING GROWTH IN CAMEROON"

MolykoBuea, South West Region-Republic of Cameroon



TO WHOM IT MAY CONCERN

Subject: GAICAM's One Day Professional Seminar Report 2016

Topic: Professionalism And Business Orientation Towards A Sustainable Growth

Purpose: To prepare student's mindsets towards greater participation in the emergence of Cameroon and to enable them think beyond their certificates.

Location: University of Buea, South West Region Cameroon

Date: June 1st, 2016

FACILITATORS

- Dr. MOLINDOEkoka - *Director of students Affairs University of Buea,*
- Mr. TAMINANGSearch – *Executive Director of GAICAM,*
- Mr. TEM Martin – *CEO Productive Living WorldBuea,*
- Mr. AMOSFon – *Social entrepreneur and founder of SEEDS Bamenda,*
- Mme. NGUMDoris – *Entrepreneurial Coach HIMSBuea,*
- Mr. TINGOMFerdinand – *CEO Fersilinks Group Buea,*
- Mme. NGONG Muriel – *UBA Bank Manager Limbe,*
- Mr. JONATHAN Ngwaneba – *CEO Leading Edge Technologies Cameroon,*
- Mr. MUSIBETamufor N. – *Audit Supervisor ACN & CO,*
- Mr. NDINAMBAY Bashiru – *Tutor FOTABE University.*

SPONSOR(S): The event was solely sponsored by GAICAM

ORGANIZER(S): *The seminar was solely organized by GAICAM*

INTRODUCTION

Every strong and vibrant nation in modern history has been built by visionaries whose patriotic hearts drove them to think beyond the confines of survival; few men and women who had challenged the status quo and focused on their creative/innovative abilities to create businesses and enterprises; individuals who have challenged themselves to find solutions to societal problems and build a solid foundation for themselves. These are the type of people we have set out to train through our highly professional seminars, workshops, study trips and other training programmes to produce the best for Cameroon.

In view of Cameroon's vision 2035, GAICAM has decided to act accordingly by organizing professional seminars and workshops of this kind in higher institutions of learning and some communities, as well as designing training programmes that seek to transform the mindsets of thousands of Cameroonians, enabling them undertake challenging business ventures in order to promote economic growth and improve the wellbeing of Cameroonians.

Created in 2013 as a Nongovernmental Organization (NGO), with a vision to transform lives and promote economic growth in Cameroon and Africa at large, Go-Africa Initiative Cameroon (GAICAM) has been able to touch thousands of lives in Cameroon and beyond. As a nonprofit, nonpolitical and nondenominational organization, GAICAM is working in line with the United Nations Global Compact through its professional seminars like the one we just organized, workshops, Annual Economic Conference, Annual Leadership and Entrepreneurial Fellowship, life transformational books, radio programs, and academic presentations as spelled out in Article 2.2.3 of the organization's Article Association.

As an organization whose prime purpose is to transform lives and promote growth, we continuously encourage the education of orphans and the less privileged children by providing a common platform which enables those (orphans and the needy) who can't get an education because of financial constraints to go to school and live their dreams. Helping orphans and needy children live a purpose driven life and helping others move a step closer to their goals, underline the creation of this organization.

SEMINAR OBJECTIVES

In accordance with our organizational vision, and the purpose of this highly professional seminar, our preoccupations were to enable participants:

- Build a sustainable mindset capable of undertaking Challenging business ventures.
- Understanding the indispensable role of entrepreneurship and professionalism in the emergence of Cameroon.
- Understand and appreciate the growth of tech and its impact on today's market demands and job search.
- Professionalize and job-model their studies for a sustainable growth in today's knowledge economy.
- Appreciate team management and proper record keeping, as a tool for a sustainable business growth in today's market

RESOURCES

The resource involved in the organization of the seminar was quite enormous, ranging from financial resources to human resources. There were much human efforts needed, as well as financial resources to make the seminar a success, especially when the Executive Director had to travel to other regions to solicit for the services of some great Cameroonians doing well in their respective fields to serve as Facilitators so they can impact the students with a range of skills.

There was also much needed human resource to publicize the seminar to the students of the University of Buea, Higher Institute of Management Studies (HIMS) Buea, and Higher Institute of Business Management (HIPMAT) Buea, which in view of that, the Project Director had to form a volunteer team of 14 from all the schools, enabling information dissemination possible.

However, the financial resources as mentioned earlier were at the centre of the activities, costing the organization 774.400 FCFA tabulated below, though with much satisfaction attained.

Seminar expenses

Itemized expenses	Elements	Cost (FCFA)
	Documentations	14.000
	Logistics (hotel related expenses)	64.000
	Advert/publicity	51.300
	Sound system and projector	35.000
	Décor and organization	46.400
	T-shirts and Badges	54.000
	Feeding for Facilitators (breakfast & launch)	38.000
	Volunteers (4 days food & drinks)	39.200
	Transportation of Facilitators to & from Buea.	80.000
	Transportation for solicitation around Buea	40.000
	Communication	20.000
	Motivation of facilitators and volunteers.	180.000
	Design of certificates of participations	30.000
	Printing of seminar certificates	82500
	TOTAL EXPENSES	774,400

ATTENDANCE

The seminar attendance was very encouraging, with the following participants present, coming from the University of Buea, HIMS, and HIBMAT.

1. Meh Irene Ndum
2. AnkpaAcha Esther
3. Ebange Gilbert
4. Forche Sylvie Buswine
5. TabohAfoh Page
6. AchujaSidonyAhianjeh
7. TajongSylvanus
8. MbiatemAshu Sharon
9. KengneTenekam Carole
10. Mboro Desmond Alobi

11. EsomonuEberechukwuDerick
12. MetugeYanickEbage
13. Forkuh Fritz Nkamta
14. Lai Emmanuel Njoh
15. Benwie Mabel Ntung
16. NzeggeNoelaDione
17. Venyiteh Francis
18. NyiaRaphealaMbu-Uh
19. Tengen Rene
20. TadzeeWeslyAwah
21. ArreyKingslyArrey
22. Shinemeh Emmanuel
23. Doh Eugene Ndah
24. Bityella Clinton Nuvaga
25. PoyouonaMfombamIdriss Malik
26. WungKwe Alexis
27. FonDirane
28. Nyangono Sophie Melanie
29. TchunteSiaka Francine Flaurette
30. EbelleKwatteLiliane P.
31. FietsoDestiniFozao
32. NguimeyaMegnigang Brenda
33. AyuknghoTabendang
34. Nsah Elizabeth Achuo
35. Foka Sop Alex Bertini
36. Bate TabenyangAlaine
37. Sih Mercy Chu
38. Nkwa Alice Ayuk
39. Njoke Patricia Fru
40. Cynthia AchuanohAkam
41. NchifehYonehHellen

42. Acha Kingsley Abot
43. Nkosu Nelly Ngon
44. BatchanouTatapPerets Arnaud
45. SonePavineAhome
46. NkentsaNdongo Nathalie-Blonde
47. KimahSemir-Nyuiy Terry
48. Doh Marvel Kang
49. PrincewillOdinakachukwuIbezim
50. Tebi Courage Ambo
51. FobaAkom
52. AtacheSoneKoneEdigar
53. Samuel Ofoe
54. AsanjiLoura Mange
55. FonUrsiaFrih
56. Chesami Rita Monum
57. Cynthia NigAghandum
58. DorcasDinyuy
59. Nkafu Gabriel
60. MbomgningNzongangRainaldy
61. Ojong Naomi Agbor
62. Ndam Terence Teboh
63. AsongafacNorgetteNjingo
64. Nguni Charlotte Nkwetta
65. EgnalynNgwe
66. NubilaBenyela Ernest
67. ChechuaManzoKwankamNzumafo
68. IntongKirianMukara
69. TagneMaingain Vanessa
70. Achu Kelly Aten
71. TchuenkamDemgneGroria Celesta
72. Ndumbe Florence Ntube

73. MeriamNanyongoMbua
74. Ndoh Cletus Nji
75. Martha UruMbulla
76. KewirBershuVernyuy
77. RamiaEbenyeFuankenganyi
78. OngueneAtangana Adele
79. Kum Claudette Nnam
80. ChiyJaruis Chu
81. TchuenteuGounoue Nadia
82. Princess PerdithaEnanga
83. Bonkutuh Ivan
84. MouafoTamekongLobry
85. Festus Inemaiva Anderson
86. NdzenyuySuzaneTume
87. Ngassuue Clarisse
88. TiakoNguemaleu Marie Joyce
89. Jingo Pretty Asonglefac
90. Ilongo David Mulua Emmanuel
91. Anuna Tracy Ayibua
92. Farida Oumarou
93. BotebeOnyuo Anne Therese
94. KumDillys Chu
95. NguepiTsagueMorlinCapelli
96. Mepiap Brenda Megiem
97. Derrick FrunjangFortenjim
98. TabeTabiyong Lionel
99. ObikaCarine Obi
100. TanlakaAminatuLimnyuy
101. TitchoTitcho Tania Mispa
102. Angah Laura Manjock
103. Stella MangehNguTumasang

104. Mbah Sinclair
105. Violet WanyiIlongo
106. NchamnuiNateline
107. Yamnjong Allegra Bemwi
108. ChinepohSlyvieNikumbo
109. Ngen Sandra Mbongshekeh
110. Kolle Belinda Itua
111. Salle Jenny Ebude
112. AmindehLilianNkengasong
113. Anyen Marceline Nji
114. YvisimbomDavinaToh
115. WaseSidonieOyemi
116. VirginetteDzesinyuy
117. Daniel ElingeKange
118. MakamteTeupi Daniele Dominigue
119. Tantang Rene Zah
120. Patience BesongnyuEtia
121. NguimeyaKemjioKenine Private
122. Agem Desmond Mvo
123. Nformi Rita Manye
124. Nkemaka Divine Njikem
125. Wobenyi Rostand
126. Kes Cecilia Kitcha
127. Maria JossoNasoa
128. TenengChalloteAkwa
129. OforkaAnslem
130. SuhNgwaBlaise
131. TanyiTambeNkongho
132. Kelvin NjohLuma
133. ForbuzohHetyreneAmenjow
134. ShenEmmalolouiss

135. Antem Rose Bechem
136. Eyong Georgette Eyong
137. Atemnkeng Desmond Efuetlefac
138. EchiakumEliata
139. TayimColleteAnam
140. Tembe Mercy Ndah
141. Njung Sylvie Ga-Ah
142. Sirri Sharon Che
143. Keh Anna Neyah
144. BietahMbuKefuhMenang
145. WajiriElorineEfeti
146. Elongka Neville-KelsonAnyi
147. Saji Ruth Macochi
148. Carole MunkengNgeh
149. CarineMbuli
150. SihNgwefon Eunice
151. Eyong Pauline Erang
152. Nchifi Nora Funjang
153. CheHoliphenNdum
154. ShioNgem Constance Zonepoh
155. EwaneChrisdeellyFouanya
156. MatsinganChristelle York
157. EmandeNgweseNnoNgaaje
158. Jumangong Dickson Rinda
159. Teghen Jocelyn Afor
160. MbanweckCharleineAzeh
161. Iselle Marlene Mayor
162. Taku Noah Nguatem
163. NdungakoBenniceAtabong
164. John MbolonEkema
165. Mambo TchiazonLoic Dylan

SEMINAR PROPER/RESULTS

In the presence of over 165 participants, the refrain of the National Anthem was sung to begin the seminar proper, followed by the introduction of the Facilitators on the high table.



The seminar fully “sprang to life” by 10:00am with the first speaker – Madame Ngum Doris mounting the stage and presenting on “Building a sustainable mindset capable of undertaking challenging business ventures”. She expatiated enough on the subject matter and prepared the participants minds to be capable of absorbing the content of the other speaker’s presentations. As such, she said *“Cameroon is your platform and the world is your territory.*



There are no limits to what you can achieve. You are privilege because you have made the right choice to be here in this programme. Our nation has a vision to become an emerging nation by the year 2035 and you are the tools for the emergence. The leader cast the vision

but we know a nation is not walls, a territory, but a people, you. Become a solution to this nation Cameroon and not a problem. Look beyond the confines of survival and ask yourself what is your own role for the emergence of Cameroon.” Her presentation spurs the participants up and has prepared them capable of embarking on challenging ventures.

Immediately after her presentation, was a 20 minutes presentation by Taminang Search – the Executive Director of GAICAM who presented on “Taking challenging steps towards a sustainable growth”. As the organizer of the event, he was able to fully appreciate the topic, guiding participants on a range of issues. You could feel the satisfaction of students when he spoke in detail on issues such as *“you are what you think you are and nothing more. If you see yourself a failure, you will remain a failure and nothing more. If you don’t feel successful within you, no matter how hard you work, you can’t be successful. Taking a challenging step towards growth, begins with your conviction that it’s time for you to move a step closer to your goals. For you to actually take a step further to your dreams, you have to start by appreciating your current situation, feel positive within you.”* His presentation was so interesting and greatly impacted the participants.



The third speaker who mounted the stage was Tingom Ferdinand – the CEO of Ferdsilinks Group Buea, presenting on the topic “The impact of tech on job search and how to tackle a job interview”. Given that he is a researcher and the author of the book titled “Guide for a successful job search’ he was able to capture the minds of participants and enable them have a better understanding of how the growth of tech has greatly affected the former sequence of

job search. He spoke extensively, guiding students participants on how and where to search for job such as “ *your preparation for a job search begins with your self-assessment, which will enable you determine what you really want to do, where you want it and what employment values are vital to you. It’s important to determine all these before you start preparing your CV, tailoring it to the job you want to apply for.*” He went detail with his presentation, guiding on how they can easily get themselves a job by volunteering with the organization they will like to work in. his presentation was so practical and interesting. You could see the interest of students as they paid keen attention to his presentation.



The Fourth Presentation Madame Ngong Muriel – the Union Bank of Africa Limbe bank Manager,gave a lecture on “*the role of banking in the sustainability of business growth*”, expatiating and making the participants understand a range of issues about banking, and how it’s the main toll to a sustainable business growth as it provides the much needed capital every business needs in order to get into a more bigger, meaningful and gainful activities. After the above four presentation, a 15 minutes question and answer session was introduced to enable participants clear their doubts and better appreciate the presenters and their ideas. In this regard, participants asked their questions based on the presentations and these questionswere directed to a particular speaker. Though the questions were directed at some particular speakers, in most cases all the facilitators had to interfere to throw more light, sharing their personal views about the questions asked.The participants were all satisfied with the answers and you could see them jotting down take-home information.



However, after the questions and answer session, the second part of the programme began with a presentation from Mr Tem Martin who gave a full talk on “*understanding the indispensable role of entrepreneurship in the emergence of Cameroon, conceiving and developing good business ideas*”. As the CEO of Productive living world Publisher and author of several books including the book titled “Developing the Entrepreneur’s mindsets”, he knew exactly what could greatly impacted and help the participants. He went step after step, bringing in possible examples that truly illustrate the indispensable role of entrepreneurship in the emergence of Cameroon. He totally transformed the mindsets of most of the participants from a dependent and civil service oriented mindsets, to a more independent and job-creation mindsets.



As the minutes boils down to seconds, it was the turn of Dr. MolindoEkoka – the Director of Students Affairs of the University of Buea, who gave a wonderful presentation on the topic “A strong work ethical mindset for an emerging Cameroon” .With his grounded knowledge in students’ academic affairs and his rich experiences gathered from Cameroon and overseas, hewas able to impact the students in a great deal. With his love for the nation Cameroon, he swept the audience to consciousness of patriotism as he spoke extensively “we are trying to advance points of view to make our country-Cameroon an Eldorado in Africa. The issue of the emergence of Cameroon involves everyone. The million dollar question is, ‘What will it take for Cameroon to become an emerging Country?’ what is Cameroon’s dream? We all hear of American dream.” He was a blessing to most of the participants as he knew exactly what to say that will cause the participant to think of how to gainfully participate in the emergence of Cameroon.



ThePresentation of Mr. Amos Fonimmediately tokeoff after that of Dr. MolindoEkokaon the topic *“Inspiring and empowering young people to live their full potentials”* where he started the presentation of his biography, in bid to spur and motivate the participants to believe they can make it irrespective of their background or current situation. His presentation was more of a workshop as he constantly called up participants to take part in one exercise or the other. His presentation was more interactive and interesting as he spoke extensively to the participants *“With Knowledge, Skills and the right Attitude (KSAs), you are unstoppable. Knowledge, skills and attitude are of paramount importance in the journey of success and*

self-actualization. We can attain our highest potentials by continually developing our skills. There are no shortcuts in the development of our abilities, but through concerted efforts and focus.” His presentation, coupled with the others were able to reset the mindset of the participants, causing them have a better understanding on how they can build the much needed confident they need in order to step out and take challenging ventures towards building and sustaining their lives.



The presentation of Jonathan Ngwanebaimmediately followed with the topic“*the growth of tech and its impact on today’s market demands and search*”his topic of presentation was so important given that we are now in an era of technological revolution. With his expert experience from UK, Asia and now in Africa, working as the chief examiner at the Cameroon General Certificate Board and the CEO of Leading Edge Technologies Cameroon, he understood what exactly the participants needed to fully fit the demands of today’s market. He was so explicit and straight to the point “*in today’s market, you need more than just what you learn in school to be able to fully fit in. The curriculum of your studies was probably design some 25 years ago to operate in a 2G economy, but today we are talking of 4G economy. Technology is driving all businesses today, making it difficult for people with 2G skills to actively participate in what is considered 4G platform.*” His presentation made participants to understand that there is a need to develop marketable skills capable of functioning in a 4G platform.

The last but not the least presentation was done by Musibe Tamufor N. on the topic “*Team management and proper business record keeping, as a tool for a sustainable business growth*” On presenting on this topic, he knew exactly what the participants needed as a take-home message, given his rich experiences as an audit supervisor with ACN& CO and as a lecturer in the department of Economic and Management of the University of Buea.



He significantly impacted them with his presentation “ *a winning team is born from respect for the good character and trust worthiness of the person who lead. When you became a team leader, you must discipline yourself to always speak the truth. This is because everyone including dishonest people admires honest people. When people know you to be honest, they can entrust their lives into your hands. Every registered business quickly generates a lot of documents and keeping track of them is a challenge. It is tedious and time consuming setting up a system of record keeping. The bottom-line is that, the cost should not outweigh the benefits. The first step of setting up an ongoing system is, to get the baseline set of information for the business and estimate the startup cost and money one has available to start up the business. The usual role- of -thumb is that one should have enough money to operate the business for a year.* ”

With the last presentation, came up another question and answer session where participants were given the opportunity to clarify their worries by posting questions to the facilitators.

This exercise took a while, but the participants were satisfied with the responses from the facilitators.



Next on the programme was closing remarks from the Executive Director of GAICAM. He thanked and appreciated the Facilitators for their wonderful presentations, and for respecting the solicitation letters served to them by the organization to impact and transform the lives of Cameroonians. His hand of appreciation cut across the board as he appreciated the participants for coming, while advising them on the importance of educational seminars and capacity building workshops of any kind to their academics and future. He also appreciated all those who helped in facilitating the seminar in one way or the other, appreciating most importantly the volunteer team from the University of Buea, Higher Institute of Management Studies (HIMS) and Higher Institute of Business Management and Technology (HIBMAT); the people behind the technical dash-board and the security guards. The last phase of the program was a general group photograph and video recordings with the resource persons, organizational staff, the volunteer team and some students. This was where the seminar came to an end.

DIFFICULTIES FACED TO ORGANIZED THE SEMINAR

Organizing an event of this magnitude cannot sail through without difficulties and limitations. The following are some of the difficulties we encountered while organizing this event:

- Financial constraint encountered while organizing this seminar cannot be overlooked. It was difficult and challenging putting together financial resources for the organization of the seminar, given that the seminar was solely sponsored by Go-Africa Initiative Cameroon (GAICAM).
- Given that some of the Facilitators came out of town and we had to make logistic arrangements for them, couple with the fact that we had to make arrangements for breakfast and lunch for all the facilitators on the day of the seminar were other constrains.
- Last but not the least was the mobilization of facilitators for the seminar, which was another bone of contention as most of these facilitators all heads different organizations and had to abandon their activities to answer our call.

ACHIEVEMENTS

Though we recorded the above difficulties in organising this seminar, we also achieve the following:

- As a tradition to our organization, letters of appreciation were formally served to each facilitator, appreciating them for honouring our invitations, as well as for their inspiring presentations and impacting messages.
- We produced and distributed certificates of participations to all participants.
- We smoothly managed the logistics and other issues directly link to the facilitators, leaving them with a satisfactory mind of our warmth reception.
- We successfully impacted the lives of the participants, giving them a new sense of direction and a roadmap capable of enabling them achieve a sustainable life.
- We have received a lot of positive responses from the participants after the seminar through text messages and other medium such as our Facebook page, appreciating us for such a wonderful seminar, and soliciting that such a seminar be organized in future again.
- We have also received calls from those who could not make it for the seminar, regretting for not have taken part due to other positive feedbacks they are getting from

those who took part in the seminar. They are now soliciting that such a professional seminar be organized again next academic year.

GENERAL CONCLUSION

In all the presentations given by the various speakers, they were all geared towards awakening participants abilities to think beyond the confines of survival and their school milieu, and to enable them fully understand they are part and parcel of Cameroon's vision 2035. The speakers all emphasized that, until youths and students change the stereotypical mindset of government oriented jobs and migrating to Europe, America and other countries, then become active participants in the emergence of Cameroon, the nation will never fully emerge.

They all stressed that students and youths have to develop their abilities and skills to enable them become entrepreneurs and innovators in order to speed the emergence process. The students while in schools and the youths, have to constantly develop their skills and abilities in entrepreneurship and leadership, capable of undertaking challenging business ventures which will intend contribute to the emergent of the nation Cameroon.

The Cameroon's vision 2035 is possible, but it will be difficult if not impossible to realize it if nothing is done to transform the mindsets of Cameroonians, that is why GAICAM is committed to this course.

Go-Africa Initiative Cameroon seeks to invest in the next generation of Cameroonian leaders and entrepreneurs. The seminar was aimed at helping young Cameroonians step over the glass ceilings and barriers of life, taking bold and challenging steps to their dreams. Since "*a single hand cannot tie a solid bundle*," GAICAM worked together with its partners, entrepreneurs, community developers, innovators, educators and academia's to totally transform the mindset of young Cameroonians to be confident, to be positive and results driven, self-reliant, promote economic growth and above all improve their living standards.

Presented by

Mme. NDOH Louisa Anje

Project Manager- GAICAM