

JANUARY, 2025

NEWSLETTER

2024

# DYNAMIC CONCEPTS LIMITED



## Highlights of 2024

We wish to extend our appreciation to all our 2024 clients, we extended the frontiers of Corporate Governance, Leadership Development and Management.

We executed a number consultancy assignments with various institutions both Public and Private, as well as local and international.

We invite you to take look at the highlights of 2024 in our newsletter .

Dynamic concepts Limited is wholly owned  
Zambian consultancy firm for Corporate  
Governance Consulting, Leadership  
development and Management consulting

*Read More on our website*



[www.dclzambia.com](http://www.dclzambia.com)

## 25 YEARS OF SERVICE AND EXCELLENCE

We were incorporated in August 1999. In August 2024 Dynamic Concepts Limited marked a milestone of 25 years of service and excellence.

Dynamic Concepts Limited is a foremost consulting firm in the field of Corporate Governance consulting, Leadership Development and Management consulting. We have large client base of local and international clients both in the Public and Private sectors.



Extending frontiers of Corporate Governance Consulting, Leadership Development and Management consulting

## Health Professions Council of Zambia

We facilitated a one day Change Management and a two day Corporate Governance training for the Management team of Health Professions council of Zambia (HPCZ).

Health Professions Council of Zambia (HPCZ) is a statutory regulatory body established under the Health Professions Act No. 24 of 2009 of the Laws of Zambia.

Dynamic Concepts Limited wishes to express our gratitude to HPCZ for considering us to facilitate the Change Management training.



**Change Management training session with the management team of Health Professions Council of Zambia**



Change Management Training of Health Professions Council of Zambia

### Benefits of Change Management

Change Management training yields a number of benefits in an organization and these include;

- Managing Resistance
- Assessing risks associated with change
- Engaging people with the change process
- Increased employee engagement



Board Chairperson of Health Professions Council of Zambia Prof. Mulindi Mwanahamuntu

### FUNCTIONS OF HEALTH PROFESSIONS COUNCIL OF ZAMBIA (HPCZ)

The functions of HPCZ as enshrined in the Act as follows;

- Registration of health practitioners and regulation of their professional conduct (except for nurses who are registered and regulated under another Act);
- Licensing and regulation of all health facilities;
- Accreditation of healthcare services provided by health facilities; and the
- Recognition and approval of training programmes for health practitioners.

## Habitat for Humnity Zambia

It was our pleasure to have worked with the wonderful team of Habitat for Humanity Zambia during the Corporate Governance training.

We wish to extend our appreciation for considering Dynamic Concepts Limited, to facilitate a one day Corporate Governance training for the Board and Management of Habitat for Humanity of Zambia.

It is our belief that the training was of great value to both the organization and the individual members.



**The Board Vice Chairperson Mr. Mulenga Kaluba of Habitat for Humanity Zambia on the right receiving his Certificate of Attendance from DCL Consultant Mr. Charles Sichangwa**



**The Chief Executive Officer of Habitat for Humanity Zambia Mrs. Mathabo Makuta receiving her Certificate of Attendance from DCL Consultant Mr. Charles Sichangwa**

## Benefits of Good Governance Practices

- Transparency
- Accountability
- Regulatory Compliance
- Risk management
- Efficiency
- Sustainability
- Higher staff retention
- Less Capital Investment
- More effective decision-making



**Habitat for Humanity Zambia Corporate Governance training**

## WHO ARE THE HABITAT FOR HUMANITY ZAMBIA (HFHZ)

Habitat for Humanity works in more than 70 countries . HFHZ has helped more than 59 million people improve their living conditions since 1976.

Habitat works together with families, local communities, volunteers and partners from around the world so that more people are able to live in affordable and safe homes. Their advocacy efforts focus on policy reform to remove systemic barriers preventing low-income and historically underserved families from accessing adequate, affordable shelter.

# Public Service Microfinance Company

It is imperative for institutions to have their newly appointed Board of Directors undertake Corporate Governance training. Corporate Governance is dynamic and diverse. Therefore, we commend the step taken by Public Service Microfinance Company (PSMFC) in training their new Board.

We would like to express our sincere gratitude to Public Service Microfinance Company for considering Dynamic Concepts Limited to facilitate a two day Board Orientation training.



Corporate Governance training session of PSMFC

## Benefit of Board Orientation

Orientation of the Board helps Directors answer questions critical such as:

- What do we need to know and learn?
- How will we function as a Board?
- Within what principles will we operate?
- What resources are available?
- How will we run our meetings?
- What are our legal responsibilities?



Mrs. Kamona Akapelwa the Director Legal & Compliance of PSMFC receiving her Certificate of Attendance from the CEO of PSMFC Mr. Mubanga Mwiko

## WHO ARE THE PUBLIC SERVICE MICROFINANCE COMPANY (PSMFC)

The Public Service Micro Finance Company is wholly owned by the Zambian Government and is mandated to provide affordable loans and other innovative financial solutions to the public service workers across the country.

The company was established in March 2013 and currently has one office in Lusaka.



# Mulungushi International Conference Centre

Our Corporate Governance trainings emphasize the need for good Corporate Governance practices. We believe that institutions across the private and public sectors have greatly benefited from our services.

We commend Mulungushi International Conference Centre (MICC) for strengthening and enhancing Corporate Governance administration at MICC.

Dynamic Concepts Limited wishes to thank Mulungushi International Conference Centre for choosing us to facilitate the training.



**Mulungushi International Conference Centre Corporate Governance Training**



Corporate Governance training session of Mulungushi International Conference Centre

## Principles of Corporate Governance

Corporate Governance has numerous principles. However, we will just highlight a few as follows;

- Transparency
- Integrity
- Accountability
- Honesty
- Assurance
- Leadership
- Stakeholder management



Corporate Governance training of Mulungushi International Conference Centre Board and Management

## WHO ARE THE MULUNGUSHI INTERNATIONAL CONFERENCE CENTRE

The Mulungushi International Conference Centre (MICC) is a landmark venue with deep historical significance in Zambia. Named after the Mulungushi River, which played a crucial role in Zambia's independence struggle, the centre symbolizes unity, self-determination, and cooperation.

MICC is located in Lusaka, Zambia. It offers a wide range of business and meeting services. The centre features two main buildings that provide a total of 4,478 sq. meters of designated conference space, with a maximum capacity of 6,680 delegates.

# Zambia Railways Limited

It is a Board's mandate to set a strategic direction for the management of an institution. We commend the step the Board of Zambia Railways Limited took to be part and fully own the process of developing their 2024-2028 Corporate Strategic Plan .

We would like to sincerely express our gratitude for intrusting Dynamic Concepts Limited to facilitate the development of the 2024-2028 Corporate Strategic Plan.

It is our wish to see the Zambia Railways Limited achieve its vision stipulated in the 2024-2025 Strategic Plan.



**Strategic Plan development workshop of Zambia Railways Limited**



DCL Consultant Mr. George Arudo facilitating a training session of Zambia Railways Limited

## The Importance of Strategic Plan

The benefits of a Strategic Plan includes;

- It makes your organization proactive rather than reactive
- It instills a shared sense of responsibility
- It increases operational efficiency among leadership
- It improves staff satisfaction and retention



Strategic Plan Validation workshop of Zambia Railways Limited

## STRATEGIC FOCUS FOR THE ZAMBIA RAILWAYS LIMITED

The 2024 to 2028 Strategic Business Plan is based on five (5) strategic perspectives which will be the areas of primary focus by ZRL, namely:

- Corporate governance and organizational leadership.
- Human resource development.
- Internal business processes and innovation.
- Customer growth and market development.
- Business sustainability and capitalization

# Mulungushi Village Complex Limited

Corporate governance plays a pivotal as It encompasses vital principles such as transparency, accountability, ethical conduct, and cultivating a positive workplace culture.

We commend the decision by Mulungushi Village Complex Limited to have it's Board undertake a Corporate Governance training.

We wish to appreciate MVCL for inviting DCL to facilitate a one day Corporate Governance training and development of the 2025-2028 Strategic Plan.



**The Board Chairperson of Mulungushi Village Complex Limited Mr. Fabian Mayondi delivering his opening speech during the Strategic Plan development workshop**



Strategic Plan development workshop of Mulungushi Village Complex Limited

## Why Corporate Governance Training

The benefits of corporate governance training for the Board of Directors include; a better understanding of the Board's roles, improved member participation, effective recruitment, board effectiveness, succession planning, protection from legal liabilities, enhanced ethical standards



Corporate Governance training of Mulungushi Village Complex Limited Board and Management

## ABOUT MULUNGUSHI VILLAGE COMPLEX LIMITED (MVCL)

Mulungushi Village is a Real Estate and Hospitality Company that offers accommodation in an excellent area surrounded by upmarket shopping malls. The village provides a secure and friendly environment to the residents and guests

The MVCL has villas, apartments, offices, and sports facilities classified as investment properties . The Villas are four bedroomed while apartments come into one and two bedroomed combinations. The villas and apartments are used to provide as vehicles for residential as well as business accommodation.

# Zambia Credit Guarantee Scheme Limited

Regular review of the Board charter is crucial to ensuring that it remains relevant and effective in the changing business environment.

Therefore, we commend the step that Zambia Credit Guarantee Scheme took to have its Board Charter reviewed.

We also wish to thank the Zambia Credit Guarantee Scheme for the award of contract to facilitate the review of the Board Charter.

The participation of the Directors in the process of reviewing the Board Charter is highly recommended.

A board charter is an essential part of any organisation's governance structure. As a navigational tool for the board of directors, it fosters ethical decision-making, transparency, and robust administration.

it is critical to periodically review and update the board charter. To ensure that it aligns with the current business model, regulatory changes, and best practices in corporate governance.



workshop of the Board Zambia Credit Guarantee Scheme

## Importance of a Board Charter in Corporate Governance

- Outlines the scope, role and responsibilities of a company's Board of Directors.
- Acts as a reference guide for Directors, ensuring good governance and ethical decision-making.
- Help to prevent conflicts, increase transparency, and improve overall board performance.



Directors of Zambia Credit Guarantee Scheme during the validation of their Board Charter

## THE MANDATE OF ZAMBIA CREDIT GUARANTEE SCHEME (ZCGS)

The mandate of Zambia Credit Guarantee Scheme is to provide of partial credit guarantees to enable viable and eligible Zambia Micro, Small and Medium Enterprise (MSMEs) with inadequate collateral have increased access to affordable financing from lending financial institutions thereby promoting their growth and development.

Zambia Credit Guarantee Scheme has a vision of becoming a credible and dynamic credit guarantee institution that promotes the development of Micro, Small and Medium Enterprises in Zambia.

# CALENDAR FOR TRAINING PROGRAMS 2025






Extending the frontiers of Corporate Governance, Leadership Development and Management Consulting

## IN-HOUSE TRAINING CALENDAR 2025

| TRAINING PROGRAM                             | DATE  | LOCATION                      | PARTICIPATION FEE                   |
|--|---|-------------------------------|-------------------------------------|
| Corporate Governance Administration Training | 8 <sup>th</sup> - 9 <sup>th</sup> April, 2025       | Hybrid<br>Physical Venue: TBA | K4, 500 Physical<br>K3, 500 Virtual |
| Building Business Success Attitude           | 13 <sup>th</sup> June, 2025                         | Hybrid<br>Physical Venue: TBA | K2, 500 Physical<br>K2, 000 Virtual |
| Corporate Governance Administration Training | 16 <sup>th</sup> - 17 <sup>th</sup> September, 2025 | Hybrid<br>Physical Venue: TBA | K4, 500 Physical<br>K3, 500 Virtual |
| Corporate Governance for SMEs                | 21 <sup>st</sup> November, 2025                     | Hybrid<br>Physical Venue: TBA | K2, 500 Physical<br>K2, 000 Virtual |

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## Services

- 1.Strategic Plan Development
- 2.Board Performance Evaluation
- 3.Board Charter Development
- 4.Code of Ethics Development
- 5.Formulation of Codes of Corporate Governance
- 6.Investment Certificate Facilitation Services
- 7.Company Formation Services
- 8.Executive Recruitment Services

## Trainings

- 1.Board Induction Training
- 2.Board Committee Training
- 3.Corporate Governance Director Training
- 4.Corporate Governance Administration Training
- 5.Change Management Training
- 6.Team Building Facilitation
- 7.Building Business Success Attitude
- 8.Corporate Governance for SMEs