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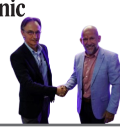

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THE
BR/EF
News Worth Knowing

BoN expected to hold rates as economists split over October hike

TUESDAY 11 AUGUST 2026

MAIN STORY

BoN expected to hold rates as economists split over October hike

The Bank of Namibia (BoN) is expected to leave its repo rate unchanged at 6.75% on Wednesday, but economists are divided over whether mounting inflationary pressures will force the central bank to resume monetary tightening before the end of the year.

Analysts at FNB Namibia, High Economic Intelligence (HEI) and IJG all expect the Monetary Policy Committee to keep interest rates on hold at its 12 August meeting, following the South African Reserve Bank's decision to maintain its benchmark repo rate at 7.0%.

The consensus on an August pause, however, masks growing differences over what happens next.

FNB Namibia expects the BoN to raise the repo rate by 25 basis points in October to preserve monetary policy alignment with South Africa and protect the Namibia dollar's peg to the rand.

"In Namibia, we expect the BoN to keep rates unchanged in August before implementing a 25-basis-point increase in October, maintaining monetary policy alignment with

Crucial Dates

- **Bank of Namibia Monetary Policy announcement dates:**
  * 12 August 2026
  * 29 October 2026
  * 10 December 2026
- **Namibia Corporate Social Investment (CSI) Mukopano**
  11 August 2026 at the Hilton Windhoek.
- **Namibia Oil and Gas Conference**
  18–21 August 2026 in Windhoek

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South Africa while safeguarding the currency peg. Based on current conditions, further tightening beyond October appears unlikely unless inflationary pressures intensify materially," FNB Namibia Economists Cheryl Emvula and Mandisa Van Wyk said.

HEI, however, believes the central bank still has room to keep borrowing costs unchanged, arguing that domestic inflation remains relatively contained despite recent increases.

Headline inflation accelerated to 4.4% in June from 4.1% in May, while core inflation rose to 3.3% from 3.1%. HEI expects inflation to move closer to the 5% mark over the coming months as fuel prices and external cost pressures filter through the economy.

"On balance, the most likely outcome is a hold of the repo rate at 6.75%, allowing previous policy adjustments to continue transmitting through the economy. However, a 25-basis-point hike remains a credible alternative should the Bank of Namibia assess inflation risks as becoming more broad-based, or should fuel and external pressures intensify," HEI said.

IJG said the South African Reserve Bank's decision to leave rates unchanged has provided the BoN with greater flexibility by maintaining the current 25-basis-point interest rate differential between Namibia and South Africa.

"The SARB's decision to keep interest rates unchanged provides the BoN with some flexibility to delay a potential rate hike, while maintaining the existing interest rate differential between Namibia and South Africa," IJG said.

The policy decision comes as private sector borrowing continues to recover.

Private Sector Credit Extension (PSCE) growth accelerated to 4.5% year-on-year in June from 4.3% in May, with both household and corporate credit expanding at the same pace.

According to IJG, stronger corporate demand for loans and advances, together with renewed growth in instalment finance, leasing and mortgage lending, drove the increase.

External conditions remain a key consideration for policymakers.

Namibia's merchandise trade deficit widened to N$5.5 billion in June from N$3.2 billion in May, while transport costs, fuel prices, geopolitical tensions in the Middle East and commodity price volatility continue to pose upside risks to inflation.

At the same time, international reserves increased by 1.79% month-on-month to N$56.4 billion in June, providing import cover of 3.5 months, or 3.9 months excluding oil and gas exploration-related imports, according to HEI.

While all three institutions expect the BoN to keep interest rates unchanged this week, the debate has shifted to whether inflation and external pressures will force policymakers to tighten monetary policy later this year. The divergence in forecasts is therefore not over Wednesday's decision, but over how long the central bank can afford to keep rates on hold before inflation and regional monetary developments demand another increase.

Bank of Namibia

Date: Friday, 14 August 2026
Time: 10h00 to 12h00
Venue: University of Namibia
Main Campus
PK1 Lecture Hall

Mr. Ebson Uanguta
Governor: Bank of Namibia

Mr. Lesego Caster Moseki
Governor: Bank of Botswana

Mr. Ebson Uanguta is the Governor of the Bank of Namibia, with nearly three decades of experience in central banking, economic policy and financial stability. He has held several senior leadership positions at the Bank, including Director of Research and Deputy Governor, and previously served at the International Monetary Fund (IMF) and as Acting Managing Director of NAMCOR. He holds a Master's Degree in Economics and has completed executive programmes at Harvard Business School and the Harvard Kennedy School.

ABOUT THE LECTURE – LECTURE 1

Building Wealth Beyond Natural Resources: Creating Namibia's Next Growth Story

As Namibia enters a new era of economic opportunity, the country faces the challenge of transforming finite natural resource wealth into long-term, inclusive prosperity. This lecture explores the role of sound economic governance, monetary and financial stability, value addition, investment, innovation and human capital in shaping Namibia's next phase of sustainable growth.

Registration link:
https://forms.cloud.microsoft/r/fETs0EZtfd

Enquiries:
Ms. Suzette Apollus
Principal Communications Team Leader
+264 61 283 5025
Suzette.Apollus@bon.com.na or info@bon.com.na

Mr. Lesego Caster Moseki has served as Governor of the Bank of Botswana since November 2025. With more than 30 years of experience in central banking, he has extensive expertise in financial markets, reserves management and monetary policy. He previously served as Deputy Governor and currently chairs the Bank's Monetary Policy Committee and Investment Committee, while also serving on the Botswana Sovereign Wealth Fund Board. He holds an MSc in Banking and Finance from the University of Birmingham and has completed executive training at Oxford Saïd Business School.

ABOUT THE LECTURE – LECTURE 2

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Registrations close on 12 August 2026

Labour, business clash with minister over Labour Advisory Council appointments

Namibia's main labour federations and employer organisations have accused Justice and Labour Relations Minister Fillemon Wise Immanuel of undermining the independence of the country's tripartite labour system after he rejected long-serving Labour Advisory Council representatives and instructed social partners to submit up to six nominees from which he will make appointments.

The National Union of Namibian Workers (NUNW), the Trade Union Congress of Namibia (TUCNA), the Namibian Employers' Federation (NEF) and the Namibian Employers Association (NEA) said they had already submitted representatives mandated by their respective constituencies and objected to the minister selecting nominees on their behalf.

The dispute follows Immanuel's decision not to reappoint representatives who have served on the Labour Advisory Council for three to four consecutive terms, or between nine and 12 years. Instead, he instructed organised labour, employers and government to submit between two and six nominees for each position.

However, the four organisations argue that while the minister has the legal authority to appoint members,

government should not determine who represents workers and employers on the statutory body.

"The issue is about protecting the independence of the social partners, the representative character of the Council and the integrity of social dialogue and tripartism in Namibia," the organisations said in a joint statement.

The Labour Advisory Council has remained without members since the previous council's term expired in February.

According to the organisations, the delay has created an institutional gap that extends beyond the council itself, affecting statutory committees responsible for dispute prevention, dispute resolution and essential services.

The organisations warned that allowing government to effectively choose representatives of organised labour and business could undermine the credibility and independence of Namibia's tripartite labour relations system.

"Where Government effectively chooses who represents the other social partners, the independence and credibility of the entire social dialogue process may be undermined," the statement said.

The organisations also noted that several important labour, employment and workplace policy reforms are currently under consideration, making the urgent reconstitution of the Labour Advisory Council increasingly important.

They called on the minister to immediately reconstitute the council, respect the representative mandates of organised labour and business, explain the legal basis for requiring multiple nominees from each constituency, provide written reasons should any nominee be rejected and urgently meet with the four organisations to resolve the dispute.

The organisations further said that where there is a lawful objection to a nominee, the relevant constituency should be formally informed of the reasons and afforded an opportunity to respond.

The joint statement was issued by the NUNW, TUCNA, NEF and NEA, marking a rare united front between organised labour and employers over the governance of Namibia's labour relations institutions.

Old Mutual Namibia named country's most trusted wealth management provider

Old Mutual Namibia has been named the "Most Trusted Wealth Management & Financial Solutions Provider – Namibia – 2026" at the 14th Global Brand Awards, recognising the financial services group's investment and wealth management business.

The award was presented by the United Kingdom-based Global Brands Magazine (GBM), which annually recognises companies for performance in innovation, operational excellence, sustainability and industry leadership.

According to Old Mutual Namibia,

the award reflects continued customer confidence in the company's wealth management and investment services.

Old Mutual Investment Group Namibia Managing Director Sepo Haihambo said the recognition underscores the importance of maintaining client trust.

"Being named the Most Trusted Wealth Management and Financial Solutions Provider is both a tremendous honour and a responsibility we take to heart. Trust is not given lightly. It is earned through consistency, sound governance and a genuine commitment to helping our clients achieve their financial goals. This recognition belongs to the customers, financial advisers, employees and partners who continue to believe in us," she said.

Haihambo said the group's investment strategy is focused on converting long-term savings into productive investments that support economic growth while generating sustainable returns for clients.

"As an investment business, our purpose is to convert long-term savings into productive investments that strengthen the real economy while delivering meaningful returns for our clients. This award reaffirms that when you invest with discipline, expertise and integrity, you create lasting value, not only for individuals and families, but for Namibia as a whole," she said.

The Global Brand Awards evaluate organisations across a range of sectors, with winners in the banking and finance category selected through an independent assessment of innovation, operational performance, sustainability and overall industry performance.

Old Mutual Namibia said the recognition reflects more than a century of providing investment, wealth management and financial services to individuals, businesses and institutions in Namibia.

The company attributed the award to the continued support of its customers, financial advisers, business partners and employees, saying it remains focused on strengthening its investment offering and delivering long-term value to clients.

Sinomine Tsumeb Smelter Invests Over 4 billion Namibia Dollars in MMR Plant and Community Projects Despite Challenges

In the second quarter of 2026, Sinomine Tsumeb Smelter (Sinomine) successfully commenced with the construction of N$4 billion Multi-Metal Recovery Plant (MMR), which will be situated in Tsumeb. The N$4 billion investment, which is the first of its kind, is earmarked to process critical metals, primarily Germanium, from old tailings stocks that were generated from historic mining activities within Tsumeb area.

The MMR Plant is a prime example of circular economy in action and environmental stewardship as it transforms legacy mining waste into a valuable strategic resource, while reducing the environmental footprint of historic operations. This aligns with the government's vision of Environmental Sustainability as stated in the Sixth National Development Plan (NDP6).

The CEO of Sinomine, Mr. Lou described the MMR plant as a transformative opportunity not only for Sinomine but also for Namibia, saying the project validates how previously overlooked resources can be converted into high-value products through innovation and advanced technology.

The investment will incorporate state-of-the-art processing technologies, further positioning Namibia as a global leader in the sustainable production of critical metals.

During a visit to the site in June 2026, Sinomine Resources Group Chairman Wang Pingwei expressed confidence in Namibia as an investment destination and highlighted the project's potential to transform the local economy. He said the investment would not only create jobs and stimulate industrial growth but also strengthen Namibia's position in the global critical metals value chain through advanced technology, innovation and sustainable development.

During the recent Namibia–China State visit Sinomine CEO, Mr. Lou stated that the investment aims to revitalize the Tsumeb community by spurring economic activities, creating close to 1600 jobs during construction, and more than 500 jobs post construction. The project will introduce advanced technologies, which will require a strong emphasis on skills transfer and capacity building, thus equipping Namibians by developing a skilled workforce capable of supporting Namibia's growing industrial and minerals sectors. He said Sinomine's focus will be on strengthening Namibia's manufacturing sector and helping to develop a more complete industrial value chain.

Mr. Lou stated that despite the challenges faced by the company since the acquisition by the Sinomine Resource Group in September 2024, the commitment of its employees and stakeholders is enabling the company to execute its vision.

The decline in the copper concentrate tolling markets resulted in the temporary suspension of the copper processing operations in August 2025.

The copper smelting facility has been placed under care

Ms. Barcelona Tsauses, Executive Vice President, Sinomine Tsumeb Smelter

Sinomine Resources Group Chairman Wang Pingwei

CEO of Sinomine Mr. Lou

and maintenance, while the investors continue to monitor the copper concentrate tolling market conditions.

Despite these challenges, Sinomine recognizes that corporate social responsibility is an integral part of sustainable business and is committed to operate in a manner that promotes the wellbeing of employees, communities and environment. Sinomine has retained a workforce of 336 employees of which 95.5% are local employees, while 4.5% are foreign nationals. The Sinomine management is made up of 75% of Namibian employees.

Since the acquisition in September 2024, the company has invested a total of N$4.6 million in community development initiatives in and around the Oshikoto Region, despite the challenging global economic climate.

Of the N$4.6 million, close to 50% of the total investment was to promote educational performance, which is a strong focus for Sinomine. One of its success projects is the Math and Science Clinic (MSC) Programme which focuses on improving competencies of AS Learners, in Science, Technology , Engineering and Mathematics (STEM) related subjects. The focus on STEM subjects is driven by the growing demand for skills in effort to support Namibia's growing industrial and minerals sectors.

The programme was successfully implemented in 2024 and 2025 by the Smelter's Community Trust in partnership with the Oshikoto Directorate of Education and the José Eduardo dos Santos UNAM Campus. This came after extensive education workshops held with learners and teachers respectively, to address critical issues affecting education in the region.

As a result of the MSC, there has been an improvement in student performance in Physics and Chemistry, with average increases of 18.7% and 19.1% respectively, in 2024 compared to 2023. These results confirm that the interventions provided through the MSC program have had a positive impact on these subjects.

As part of its investment in education, Sinomine procured IT equipment to a total value of N$800,000 for various schools and institutions. The equipment included 14 laptops and 14 data projectors valued at close to N$300,000 for 14 secondary schools in the Oshikoto Region and an additional six desktop computers worth N$100,000 to the Tsumeb Teachers' Resource Centre.

In addition, laptops, printers, laboratory equipment, smart TVs, data projectors and photocopiers valued at nearly N$400,000 were donated to the Math and Science Clinic to support digitalization and enhance the learning experience of school learners.

Another flagship project is the N$3 million AgriHub, which is a Community Investment Agreement signed in August 2023 between Tsumeb Constituency Regional Council, Tsumeb Municipality and Sinomine. The project is aimed at the establishment of a community driven Agro Scheme in Tsumeb, by creating sustainable livelihoods for the Tsumeb Community through income generation and enhanced food security. Sinomine 's accountability is the setting up of the infrastructure and commissioning of the first harvest. Post commissioning, the Tsumeb Constituency Regional Council will operate the project as a revenue generating business with the aim of reinvesting the profits and expanding the agricultural footprint in the region.

For the first phase of the AgriHub project, N$800,717 was spent on debushing of the land which created employment for 50 local residents, procurement of irrigation system and land surveying and mapping amongst others. Sinomine through the Sinomine Resource Group continues to honour this commitment and has earmarked a further N$2,199,283 for the development of the five-hectare agricultural project. This will include the installation of irrigation systems, fencing, solar system, production inputs and training of local residents.

The Executive Vice President of Sinomine, Ms. Barcelona Tsauses explained that this project aims to create opportunities for community members with limited skills who are unable to participate directly in Sinomine's operations, enabling them to earn an income and improve their quality of life. "Creating sustainable livelihoods outside Sinomine activities are crucial for long-term value addition which will stand even beyond the smelter's existence." Ms. Tsauses said. She added that Sinomine's vision extends beyond operational activities, encompassing educational opportunities and sustainable livelihoods for the next generation. This investment will enable Sinomine to amplify their Community Development efforts.

Therefore, the over N$4 billion investment embodies a renewed promise for environmental stewardship, global positioning in the critical metals sector, skills transfer and community upliftment. As construction begins, Sinomine remains committed in their effort toward a sustainable future for Tsumeb and Namibia.

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Reimaging the competitiveness of Windhoek as a tourism destination

By Dr. Isobel Manuel

> **International tourists are then keen on just doing the needed shopping and depart Windhoek to the next destination.**

Tourism scholarship recognizes the difficulty of defining a destinations tourism competitiveness due to the diverse factors that affect a destinations viability.

Windhoek is such a diverse city due to the diverse cultures and landscapes and that in itself is already a competitive advantage that needs to be packaged as such.

The importance of destination competitiveness is now more pronounced than ever that due to the changing tourist preferences and diverse offerings that several other urban destinations has to offer. Scholars (Luštický & Štumpf, 2021; Akin et al., 2021; Dwyer, 2022) argue that destination competitiveness encompasses natural and cultural resources, infrastructure, service quality, digital transformation and environmental stewardships.

Destinations seeking international tourists, economic growth and sustainable development must understand and enhance these factors amid increasing competition and shifting global dynamics.

Windhoek as a tourist destination

Windhoek is known as the primary gateway for travelers visiting Namibia due to its stable infrastructure, strategic air links from Hosea Kutako International Airport and notable safety standards specifically for visiting tourists.

Windhoek is recognized for its cultural and natural landscape with well-known cultural landmarks in the city, heritage and niche culinary experiences.

Recent media reports have informed that Windhoek is seen as a destination with limited offerings for tourist to enjoy whilst visiting the destinations.

Windhoek is thus seen as a brief transit stop rather than a standalone leisure destination.

International tourists are then keen on just doing the needed shopping and depart Windhoek to the next destination.

The average length of stay for an international tourist is between one or two days depending on the arrival of their flight into Namibia.

Thus there is a need to prolong the average length of stay for international tourists in Windhoek.

It will require a collective effort by all tourism stakeholders to devise a collective destination competitive strategy for Windhoek.

A destination competitive strategy is a long-term plan used by a destination to attract visitors, boost local business and stand out from other destination.

What must Windhoek do to reimagine its competitiveness?

Increase awareness of the cultural and natural resources of Windhoek

Windhoek hosts a variety of cultural and natural resources, not just within the city limits but outside the boundaries of the city as well.

There needs to be an increased awareness campaign of what Windhoek has to offer.

This needs a collaborative approach from all role players in the Windhoek tourism landscape.

Windhoek needs to capitalize on its diversity in all aspects for the tourist to experience, from local food tastings to vibrant night life that the city has to offer.

Improved customer service delivery

Namibia has launched a national customer service initiative namely “Welcome Host” aimed at transforming service delivery across the tourism sector.

We cannot ignore that customer service at times in Windhoek is done in a very lackadaisical approach and depending on the day and mood of the agent assisting can influence the way that the tourist perceives Windhoek service delivery.

It should be remembered that customer service influences the first and lasting experiences and thus is very important for every destination to invest extensively into improving and maintaining an excellent service delivery reputation.

Towards a Cleaner Windhoek

One of the competitive factors is environmental stewardship, this implies that very person and business acts as caretakers for the planet.

Windhoek was once rated the cleanest city in Namibia and Africa.

If you take a drive in Windhoek from urban and peri-urban areas it is discouraging to see how dirty the city is.

Litter is everywhere and while weekend after the weekend the City of Windhoek through the Mayoral Clean-Up Campaign, seeks to encourage residents to clean up in their areas, the littering continues.

Until every resident understand that he or she is an environmental steward and we need to take responsibility to clean up and not be told to clean up, clean up campaigns will have little effect.

While there are many more factors to enhance a competitiveness of a destination, the above is merely some thoughts to ponder on for Windhoek to reimagine its competitiveness as a tourist destination. It’s not a single entity to reimagine Windhoek competitive but rather a collective approach.

Dr. Isobel Manuel is an academic researcher with a PhD in Hospitality and Tourism Management and over a decade experiences in higher education, leadership and industry engagement. She currently is affiliated with the Windhoek Country Club where she serves as a board member, the National Heritage Council where she serves as a committee member for the Heritage Protection Committee.

The views expressed in this opinion article is solely my own and does not represent the views of my affiliations.


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Africa Online, Radio Electronic explore satellite broadband expansion for Namibia

Africa Online and Radio Electronic (Pty) Ltd have signed a Letter of Intent (LOI) to assess the deployment of OneWeb's Low Earth Orbit (LEO) satellite technology to expand broadband connectivity across Namibia, particularly in underserved rural and remote areas.

The agreement, signed by Africa Online Managing Director Ingram van Heerden and Radio Electronic Chief Executive Officer Francois du Toit, establishes a framework for evaluating the technical, commercial and operational viability of satellite-enabled broadband services that complement Namibia's existing telecommunications infrastructure.

The initiative aims to address connectivity gaps in areas where fibre and other terrestrial networks remain difficult or uneconomical to deploy.

Under the assessment, the two companies

will evaluate how OneWeb's global LEO satellite network could deliver secure, resilient and low-latency broadband services to businesses, public institutions and communities beyond the reach of conventional infrastructure.

The study will also examine how satellite connectivity could strengthen network resilience, improve business continuity and provide redundancy for critical operations across both the public and private sectors.

"Namibia's digital future depends on ensuring that connectivity reaches every sector of the economy, not only those located within established network footprints," said van Heerden.

"This Letter of Intent represents an opportunity to evaluate how emerging satellite technologies can complement existing infrastructure and expand access to reliable connectivity in a practical, scalable and sustainable way."

The assessment will focus on connectivity requirements across key sectors, including agriculture, mining, tourism, education, healthcare, logistics and government services, where reliable communications are increasingly essential for productivity, operational efficiency and service delivery.

Du Toit said Namibia's geography requires alternative technologies to overcome connectivity challenges.

"Namibia's geography presents unique connectivity challenges that require innovative and adaptable solutions. By combining our respective expertise, we have an opportunity to evaluate technologies that could strengthen national connectivity and unlock new possibilities for industries and communities operating in remote environments," he said.

Over the coming months, the companies will undertake technical studies, commercial evaluations and market assessments to identify potential deployment opportunities and determine where satellite broadband could deliver the greatest value.

The findings will inform any future decision on a formal commercial partnership or the rollout of satellite-enabled connectivity services.

Africa Online said the initiative forms part of broader efforts to support Namibia's digital transformation by improving access to high-speed internet, strengthening communications infrastructure and extending connectivity to regions where traditional network deployment remains challenging.

CCBA expands recycling economy with northern Namibia initiative

Coca-Cola Beverages Africa (CCBA) has launched a new recycling initiative in northern Namibia aimed at strengthening the country's recycling value chain while creating economic opportunities for informal waste collectors.

The 2026 Recycling Heroes Project, launched in Rundu and Ondangwa in partnership with local authorities, recyclers and the Recycle Namibia Forum (RNF), will train waste collectors, improve packaging recovery and connect participants to formal recycling markets.

The programme forms part of CCBA's economic inclusion strategy and targets women, youth and persons with disabilities, equipping them with practical recycling skills while improving access to sustainable income opportunities.

A total of 244 participants have already received training in waste sorting, recycling practices and occupational safety. The project also aims to strengthen Namibia's PET plastic recycling value chain by improving links between waste collectors, recyclers and end markets.

CCBA Public Affairs, Communication and Sustainability Director Ockert Jansen said the initiative goes beyond waste collection by creating pathways for economic participation.

"Recycling Heroes is about more than packaging collection. It helps build skills, supports dignity of work and creates pathways for economic participation," Jansen said.

Rundu and Ondangwa were selected because rapid population growth has placed increasing pressure on municipal waste management systems, highlighting the need for more organised recycling activities. The project seeks to formalise informal waste collection through skills development, improved organisation and stronger market access.

As part of the initiative, CCBA and its partners will establish a structured database of waste collectors to improve planning, coordination and data-driven decision-making across the recycling sector.

Jansen said the collaborative model brings together industry, government and civil society to deliver long-term economic and environmental benefits.

"We seek greater value and impact by bringing stakeholders together across industry, government and society to address shared challenges," he said.

CCBA said the project is expected to strengthen Namibia's recycling economy by improving packaging recovery, supporting cleaner communities and expanding economic participation through a more organised recycling sector.

Learning to lead: Why every manager must become a coach

By Frieda Nangolo

> **"New technologies emerge almost daily, industries evolve rapidly and employees are expected to continuously learn new skills.**

Walk into almost any organisation and ask employees what their manager does. Most answers will sound familiar. They supervise us.

They approve leave. They check our work. They tell us what to do. Rarely will someone respond by saying, "They help me become better."

That simple observation reveals an important truth about the way many organisations still understand leadership. For decades, managers were expected to direct work, monitor performance and ensure that targets were met. Their success was measured by how efficiently they managed people and processes. While those responsibilities remain important, today's workplace demands something more.

The pace of change has transformed the role of the manager. New technologies emerge almost daily, industries evolve rapidly and employees are expected to continuously learn new skills. No single manager can possibly have all the answers. The organisations that will thrive are those whose managers stop seeing themselves merely as supervisors and start seeing themselves as coaches who unlock potential, encourage learning and prepare others to succeed.

The difference between managing and coaching is significant. A traditional manager gives answers, while a coach asks questions. One solves today's problem; the other develops the capability to solve tomorrow's. One focuses on completing the task, while the other focuses on growing the person completing it. The difference is not simply a change in management style it is the difference between creating dependence and building confidence.

Consider the role of a sports coach. Coaches do not step onto the field to score every goal or win every match themselves. Their success is measured by how well their team performs. The same principle applies in the workplace. Managers who insist on solving every problem create teams that depend on them. Managers who coach develop people who can think independently, make sound decisions and confidently solve problems on their own.

From an Organizational Learning and Development perspective, coaching is one of the most effective ways to build a learning organisation. Employees do not simply complete tasks; they grow while completing them. They learn to think critically, reflect on their experiences, take ownership of their development and improve their performance over time.

> The future of leadership does not belong to managers who have all the answers.

As this happens, knowledge is no longer concentrated in a few senior employees. It spreads throughout the organisation, making the entire workforce more capable and resilient. Coaching also requires emotional intelligence. Managers who coach listen before they speak, ask thoughtful questions, provide constructive feedback and recognise that every employee learns differently. Rather than creating fear, they create trust. Rather than focusing only on mistakes, they focus on growth. As a result, employees feel safe enough to ask questions, admit when they do not know something and explore new ideas. This is how psychologically safe workplaces are created, and it is within these environments that continuous learning flourishes.

For Namibia, this shift in leadership has never been more important. Vision 2030 calls for a skilled, competitive and knowledge-driven nation, yet achieving this vision will require more than technical expertise. It will require leaders who understand that developing people is just as important as delivering results. As organisations navigate skills shortages, technological change and an increasingly competitive economy, the ability to grow talent from within will become one of their greatest advantages.

Every manager leaves two legacies. The first is the work they completed. The second is the people they developed. Projects end, budgets are spent and strategies eventually change, but people carry the impact of good leadership with them throughout their careers. Long after a manager has left an organisation, the confidence they built, the opportunities they created and the leaders they developed continue to shape the workplace.

The future of leadership does not belong to managers who have all the answers. It belongs to those who ask better questions, develop capable people and create workplaces where learning never stops. Because the true measure of a manager is no longer how well they direct people.

It is how well they develop them.

President Nandi-Ndaitwah to headline inaugural Namibia CSI Mukopano

President Netumbo Nandi-Ndaitwah will deliver the keynote address at the inaugural Namibia Corporate Social Investment (CSI) Mukopano, set for 3 September 2026 at the Windhoek Country Club Resort.

The event will bring together government, corporates, non-governmental organisations, funders and development partners to explore greater coordination of social investment initiatives across Namibia.

Launched in July, the Namibia CSI Mukopano aims to create a national platform for organisations involved in social and economic development to share knowledge, build partnerships and identify opportunities for joint interventions.

"Mukopano", a Silozi word referring to a gathering of minds and stakeholders, reflects the initiative's focus on bringing different sectors together around common development priorities.

Speaking on behalf of the Mukopano partners, Tim Ekandjo said Nandi-Ndaitwah's participation highlights the need for stronger collaboration between government, business and civil society.

"There is significant work already being done across Namibia, but greater coordination allows us to share knowledge, combine strengths and extend the impact of our interventions to more communities," Ekandjo said.

The inaugural gathering will include keynote addresses, panel discussions and collaborative sessions covering education, entrepreneurship, youth empowerment, sustainability and innovation.

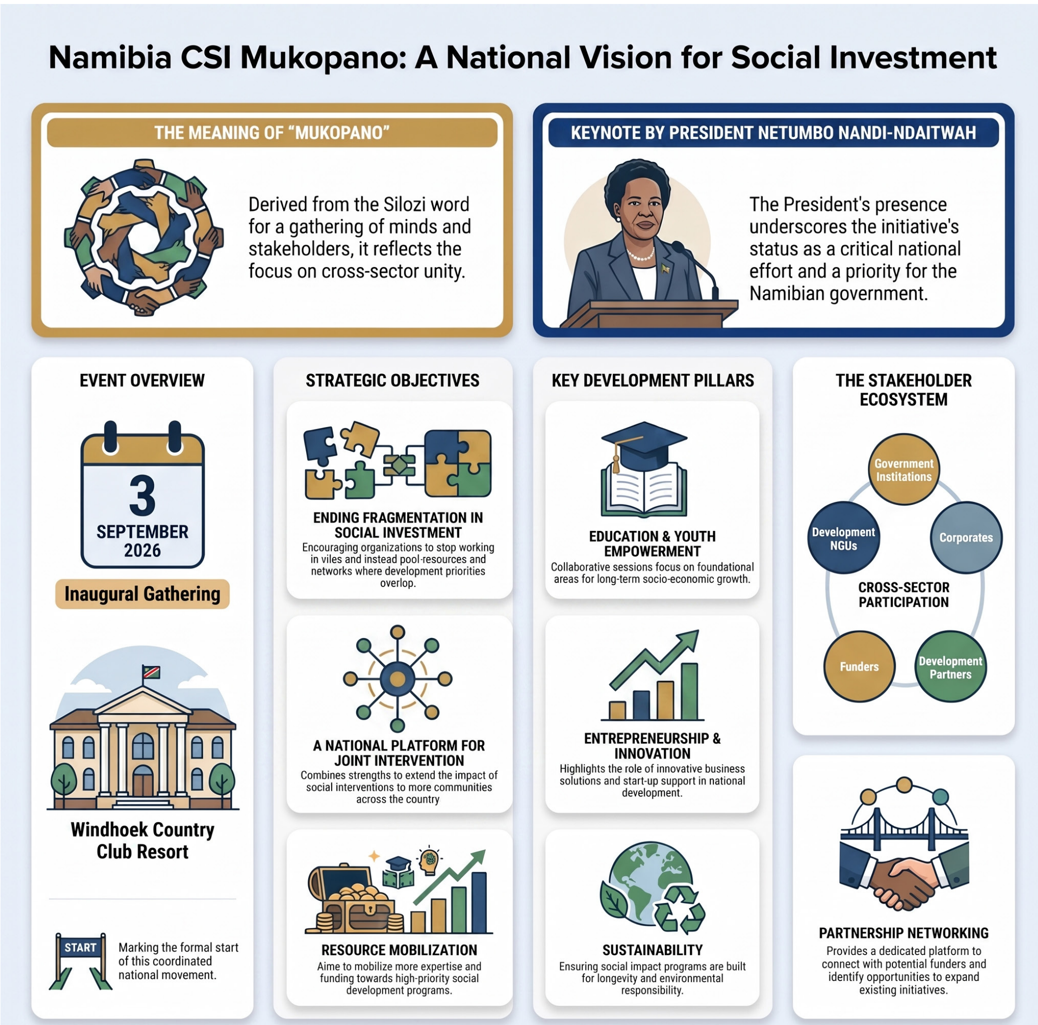
It will also provide a platform for organisations implementing social impact programmes to connect with potential partners and funders and identify opportunities to expand existing initiatives.

Ekandjo said the initiative is seeking to address fragmentation in corporate social investment by encouraging organisations to pool resources, expertise and networks where their development priorities overlap.

"This is bigger than any one company or organisation. It is a national effort, and there is room for everyone who genuinely wants to contribute towards Namibia's development," he said.

The organisers said additional partners are being sought ahead of the September gathering, with the initiative aiming to mobilise more resources and expertise towards social development programmes.

Corporates, NGOs, government institutions, funders, development partners and organisations implementing social impact initiatives are expected to participate in the event.



UNAM tasked with turning green hydrogen research into businesses and industries

Vice President Lucia Witbooi has challenged the University of Namibia (UNAM) to convert green hydrogen research into commercially viable technologies, businesses and industries, saying scientific innovation must translate into economic growth and industrial development.

Speaking at the launch of the REALTEST Green Hydrogen Research Project at UNAM's main campus in Windhoek on Monday, Witbooi said Namibia's ambitions should extend beyond producing green hydrogen to building knowledge-driven industries powered by local research and innovation.

She said government expects UNAM's Institute for Applied Advanced Research (IAAR) to play a central role in commercialising research and developing technologies that support the country's industrialisation agenda.

"The government therefore looks to UNAM to provide the research excellence, technical expertise, scientific leadership and innovative capacity that will underpin Namibia's industrial development," Witbooi said.

According to the Vice President, the institute should drive a process in which scientific ideas are transformed into inventions, innovations, technologies,

> Our ambition is to ensure that Namibians become the scientists, engineers, innovators, entrepreneurs and industrial leaders who will own, shape and drive this transformation.

enterprises and industries.

She said the REALTEST Green Hydrogen Research Project will strengthen Namibia's capabilities in hydrogen safety, advanced materials testing, engineering innovation and scientific research, positioning the country to participate across the green hydrogen value chain.

These capabilities include research, product design, materials development, manufacturing, production, operations and maintenance.

Witbooi said Namibia should leverage its renewable energy resources to build domestic industries rather than relying solely on exports of green hydrogen and green ammonia.

"Our ambition is to build an industrial economy. Our ambition is to create more prosperous and resilient communities. Our ambition is to develop knowledge-intensive industries. Our ambition is to ensure that Namibians become the scientists, engineers, innovators, entrepreneurs and industrial leaders who will own, shape and drive this transformation," she said.

She said countries that invest in scientific research and technological innovation are better positioned to establish new industries, create employment and diversify their economies.

The Vice President added that government will continue investing in research infrastructure, laboratories, entrepreneurship and technology transfer to ensure scientific discoveries are commercialised and contribute to economic growth.

She also urged UNAM to strengthen its role as a national centre for applied research and technological advancement.

The REALTEST project is being implemented through a partnership involving the governments of Namibia and Germany, the German Federal Ministry of Research, Technology and Space, SASSCAL, Projektträger Jülich, UNAM and other partners.

Witbooi said the initiative will help build the scientific and technical expertise required for Namibia to compete in emerging industrial sectors linked to the global energy transition.

"The wealth of the 21st century will not belong to the nations with the largest deposits beneath their soil, but to those with the greatest knowledge within their people. Namibia has the opportunity to possess both," she said.

Nedbank invests N$700,000 in conservation, climate and research projects

Nedbank Namibia has allocated N$700,000 through its Go Green Fund to finance three environmental projects aimed at advancing conservation education, climate action and scientific research across Namibia.

The funding has been awarded to the Khomas Environmental Education Programme (KEEP), the //Kharas Region Pilot Carbon Footprint Challenge and plant poaching awareness campaign, and the Capacitating Future Botanists with Botanical Collections and Conservation Skills project.

The three initiatives were selected based on their environmental impact, community benefits, sustainability and implementation capacity. Established in 2001 through a partnership between Nedbank Namibia and the Namibia Nature Foundation (NNF),

> From a broader perspective, initiatives like the Go Green Fund challenge us to rethink the role of corporate institutions in sustainability.

the Go Green Fund supports projects that combine environmental conservation with community development.

Nedbank Namibia Chief Financial Officer Victor Maengahama said the role of business in sustainability continues to evolve beyond responsible corporate operations.

"From a broader perspective, initiatives like the Go Green Fund challenge us to rethink the role of corporate institutions in sustainability. Today, stakeholders expect more than responsible operations; they expect meaningful contributions to environmental progress," he said.

The Khomas Environmental Education Programme, implemented by the Giraffe Conservation Foundation, has already reached more than 20,000 learners through environmental education programmes.

Meanwhile, the //Kharas Region Pilot Carbon Footprint Challenge, implemented by the Omuṱ̂ati Environmental Education and Sustainability Foundation, will engage schools in tree planting, energy conservation and waste management initiatives aimed at encouraging practical climate action.

The third project, led by the National Botanical Research Institute, will strengthen botanical research and conservation skills while raising awareness of Namibia's indigenous plant biodiversity.

Namibia Nature Foundation Director of Programmes Frances Chase said partnerships between the private sector and civil society are critical to addressing environmental challenges.

"We recognise that addressing today's environmental challenges requires strong partnerships built on a shared vision and long-term commitment. The Nedbank Go Green Fund demonstrates what is possible when the private sector and civil society work together to invest in people and nature," she said.

The Go Green Fund has been supporting environmental and community-based initiatives in Namibia since 2001, providing funding for projects that promote conservation, sustainable development and environmental stewardship.

Property Hub NAMIBIA

Housing costs put pressure on Namibia's urban purchasing power

Housing continues to account for one of the largest expenses for Namibian households, with the cost of accommodation increasingly shaping how residents manage their income and where they choose to live.

Data published by African Carriers shows that Windhoek's rental market remains particularly competitive, with prices varying significantly depending on location, amenities and proximity to business districts.

A one-bedroom apartment in the city centre is estimated to cost between N$6,000 and N$10,000 a month, while a three-bedroom apartment can range from N$12,000 to N$18,000. Outside the city centre, one-bedroom units are estimated at N$4,000 to N$7,000, while three-bedroom apartments range between N$8,000 and N$12,000.

The figures point to a significant gap between accommodation costs and household purchasing power, particularly for lower-income workers.

African Carriers estimates that a single person requires between N$13,600 and N$19,000 a month to cover housing, utilities, food, transport, entertainment, insurance and healthcare. For a family of four, the estimated monthly cost rises to between N$25,500 and N$37,500.

Housing alone accounts for between N$6,000 and N$8,000 in the publication's monthly budget estimate for a single person, and N$12,000 to N$16,000 for a family of four.

This places accommodation at the centre of the affordability challenge, particularly as income levels vary sharply across Namibia's labour market.

African Carriers estimates professional salaries at between N$20,000 and N$60,000 per month, while noting that lower-income workers can see a substantial portion of their income consumed by basic necessities, particularly in urban areas.

The pressure becomes more pronounced when housing is combined with transport costs. With public transport described as limited, many professionals rely on private vehicles. Fuel expenditure for average driving is estimated at N$1,500 to N$2,000 per month, while vehicle insurance, maintenance and repairs can add another N$800 to N$1,500.

For prospective homeowners, Windhoek residential property prices are estimated to range from N$1.5 million to more than N$5 million, depending on location and property size.

Areas such as Windhoek Central, Eros, Kleine Kuppe and Olympia are identified as among the more expensive residential locations, while properties in outlying suburbs generally offer lower prices.

The figures suggest that the affordability question extends beyond the purchase price or monthly rent. Buyers and tenants must also account for utilities, transport, maintenance and other recurring costs when determining whether a property is financially sustainable.

For property developers, the changing affordability landscape creates a need to consider not only demand for housing, but also the purchasing power of the households they are targeting.

The market may therefore increasingly require housing solutions that balance location, security, convenience and affordability. While higher-income households may have greater flexibility in choosing properties, lower-income residents face a much narrower range of options as accommodation absorbs a larger share of disposable income.

With housing already representing the largest expense in many household budgets, the challenge for Namibia's property sector is not simply to build more homes, but to develop housing that matches the income realities of the people who need it most.

For buyers, the same figures reinforce the importance of assessing the total cost of ownership rather than focusing only on the advertised purchase price or monthly rental.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