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THE

BRIEF

News Worth Knowing

Model food



OL plans South African launch of Model Food and Hartlief expansion

TUESDAY 16 JUNE 2026

MAIN STORY

OL plans South African launch of Model Food and Hartlief expansion

OL Chairman Sven Thieme says Model Food and Hartlief are positioning for selective expansion into South Africa, with a particular focus on the Western Cape and increased export volumes driven by demand for premium food retail and processed meat products.

Thieme said Model Food has attracted interest from property owners in South Africa, including requests to introduce the brand into shopping centres, as the group evaluates a controlled expansion strategy beyond Namibia.

He said the group is considering a limited rollout rather than broad geographic expansion, with Model Stores intended to operate as a specialist food retail destination rather than a mass-market chain.

"Maybe five, six, seven in the Western Cape, and that's it. Just a special store, special destination, and with potential for other stores to follow later on," Thieme said.

On Hartlief, Thieme said the brand is already exporting to South Africa in modest volumes but is targeting significant growth as demand for premium processed meat products increases in the market.

"We have about five to six tonnes exported to South Africa. We want to grow this year to 50 tonnes a month," Thieme said.

He said Hartlief's positioning is supported by its focus on craftsmanship and high-quality meat processing, which gives the



Crucial Dates

- **Bank of Namibia Monetary Policy announcement dates:**
 - * 17 June 2026
 - * 12 August 2026
 - * 29 October 2026
 - * 10 December 2026
- **Namibia Oil and Gas Conference 18–21 August 2026 in Windhoek**

“We have about five to six tonnes exported to South Africa. We want to grow this year to 50 tonnes a month.”

brand the potential to compete in higher-value retail segments beyond Namibia.

Thieme added that expansion into South Africa will be gradual and capacity-driven, with both Model Stores and Hartliet requiring phased investment in production, distribution and retail infrastructure to support sustainable growth in external markets.

The chairman also ruled out near-term expansion into Zambia and Angola, citing factors including market size and supporting infrastructure.

The comments come after the group launched its new retail brand, Model, on 1 July 2025, marking the end of its 27-year franchise agreement with Pick n Pay South Africa.

Through its subsidiary, WUM Properties (Pty) Ltd, O&L currently operates 18 former Pick n Pay stores in Namibia under the Model brand.

"The transition to Model signals the birth of a retail experience designed by Namibians, for Namibians. At the heart of this transformation is a 100% Namibian

buying team that will have complete autonomy to create product ranges that reflect local needs, preferences and values," Thieme said at the launch.

The expansion plans come as the O&L Group continues to streamline its portfolio and optimise operations as part of its Vision 2029 strategy.

Meanwhile, the O&L Group will close the Hartliet Shop & Bistro in Windhoek's Northern Industrial Area on 15 July 2026, citing poor financial performance and a strategic shift towards its core meat processing and distribution operations.

The group said the outlet fell outside Hartliet's core business and did not meet required financial sustainability targets following a strategic review aimed at reducing costs and redirecting resources towards core operations.

Thieme said customers will continue to access Hartliet products through alternative retail outlets, while employees will be considered for redeployment where possible, with no permanent job losses expected.



NAMPOST CERTIFIED FOR SUCCESSFUL INSTANT PAYMENT PROGRAMME (IPP) GOVERNMENT-TO-PERSON (G2P) PAYMENT TRANSACTION



Absalom Sheya, Head: Project Management Office, NamPost; Willem Mouton, Chief Operating Officer, NamPost; Marsorry Ickua, Chief Operating Officer, IPP (BoN); Eldorette Harmse, Acting Chief Executive Officer, NamPost; Rodney Shivangulula, Head: Payment Solutions; Jerome Mouton, Head: Retail Bank; and Rivan Meyer, Executive: Financial Services.

NamPost is pleased to announce the successful completion of its first transaction under the National Instant Payment Programme (IPP). This milestone marks a significant advancement in NamPost's commitment to digital transformation and financial inclusion in Namibia.

The successful certification confirms NamPost's readiness to commence Government-to-Person (G2P) payments, which will be implemented in carefully planned phases.

NamPost Acting Chief Executive Officer, Eldorette Harmse, expressed pride in NamPost's achievement as the first Namibian financial institution to complete an IPP transaction. She noted that this milestone will be followed by the development of additional use cases aimed at improving access to financial services and making them more inclusive and affordable for all Namibians.



As a trusted financial services provider and digital innovator, NamPost is committed to ensuring that this national initiative delivers substantial and lasting benefits for its customers and the nation. NamPost will continue investing in technologies and forming partnerships that enhance customer experience, improve access to financial services, and support Namibia's broader economic development goals.



Windhoek plans commuter trains and fibre expansion under new smart city strategy

The City of Windhoek's newly adopted Smart City Strategy includes plans for expanded fibre-optic connectivity, upgraded digital services and the development of commuter rail links aimed at improving mobility across the capital.

Mayor Sakarias Uunona said the 2026-2036 Smart City Strategy will guide efforts to modernise the city's infrastructure and service delivery systems as Windhoek responds to rapid urban growth and increasing demand for services.

Among the key projects outlined in the strategy are expanded fibre-optic networks, enhanced

digital platforms and proposed commuter rail services linking Windhoek, Katutura and other major urban centres.

"It introduces transformative initiatives that will serve as key pillars of our smart

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   www.nbs.edu.na



city journey. These include improved connectivity through fibre-optic networks to support digital applications, enhanced digital platforms and strengthened innovation systems," Uunona said.

"We are also collaborating with the national government and development partners to modernise transport systems and improve accessibility. This includes proposed commuter services between Windhoek, Katutura and other key areas, integrated with bus services, improved non-motorised transport infrastructure and related development initiatives."

The strategy was formally adopted by the City of Windhoek and is expected to serve

as the city's roadmap for technology-driven urban development over the next decade.

Uunona said the capital's growing population and increasing demand for services require new approaches to urban planning and infrastructure development.

He added that the city would work with government, investors and development partners to implement the strategy's objectives.

"We must move from planning to implementation, from ideas to action and from ambition to impact. The City of Windhoek is fully committed to this task. We also recognise that implementation will require strong partnerships, technical expertise, innovation and investment," he said.

Smart Cities and Transport Strategy Advisor Clarence Rupingena said the blueprint brings together digital transformation, transport modernisation and infrastructure development under a single strategic framework.

According to Rupingena, the strategy is intended to create a city that is physically, digitally, socially and economically connected, while embedding sustainability and resilience into future development.

"I am convinced that Windhoek has the leadership, talent, partnerships and determination needed to realise this vision. This strategy will be a catalyst for innovation and a platform for collaboration, leading to a smarter, more inclusive and more sustainable city," he said.



Expression of Interest (EOI) for Property Valuation Services for FNB Namibia Ltd.

Ref: NARFX10787

FNB Namibia Ltd is looking to expand its approved panel of Valuers in reference to the above-mentioned services.

Interested, reputable Namibian-registered companies are invited to submit their documentation for evaluation and, if successful, will be considered for inclusion on the approved panel of valuers.

The EOI application document can be obtained from the below email address: procurement@fbnamibia.com.na

Submission: A formal EOI request will be issued from the FNB portal for submission. No hand delivered applications will be accepted.

Enquiries: Any enquiries relating to this EOI should be directed via email to procurement@fbnamibia.com.na on or before 24 June 2026.

Disclaimer: FNB Namibia Limited shall not be responsible for any costs incurred in the preparation and submission of a response to this Expression of Interest and furthermore reserves the right to not give any reasons for acceptance or rejection of any offer, and no correspondence will be entered into in this regard.

Closing date: Tuesday, 30 June 2026 at 12pm



BoN expected to hike repo rate on Wednesday

The Bank of Namibia (BoN) is widely expected to raise its repo rate by 25 basis points to 6.75% at its Monetary Policy Committee (MPC) meeting on 17 June, as rising inflation, higher fuel costs and South Africa's recent interest rate increase put pressure on policymakers.

High Economic Intelligence economist Lewi Komu said the balance of risks has shifted since the central bank's last policy meeting in April, making a rate hike the most likely outcome, although a hold remains possible.

"The most likely outcome at the 17

June MPC meeting is a 25-basis-point hike, although a hold remains a credible alternative if the Bank of Namibia judges that inflation pressures have not yet become sufficiently broad-based," Komu said.

He noted that Namibia's inflation outlook has deteriorated, driven primarily by fuel and transport costs, while South Africa's rate increase and the widening interest rate differential within the Common Monetary Area have strengthened the case for tighter monetary policy.

Headline inflation accelerated from 2.1% in March to 3.1% in April and 4.1% in May,

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reflecting the impact of sharp fuel price increases and rising transport costs.

Petrol prices increased by a cumulative N\$3.90 per litre during April and May, while diesel prices rose by N\$8.63 per litre. The latter is expected to filter through to freight, logistics and food distribution costs.

Despite the acceleration in inflation, Komu said domestic demand remains relatively subdued, with private sector credit growth improving only gradually and international reserves strengthening to N\$58.8 billion in April.

Simonis Storm economist Almandro

Jansen also expects the central bank to tighten monetary policy, arguing that inflationary pressures have become more entrenched.

"The Bank of Namibia has held the repo rate at 6.50%, and with the war-related oil shock feeding inflationary pressures through to transport and food costs, our base case leads us to foresee a 25-basis-point rate hike at the next BoN MPC meeting," Jansen said.

He added that the recent acceleration in inflation suggests the economy has entered a "second phase" of the fuel shock, where

higher energy prices spill over into transport fares, food logistics and broader consumer prices.

"The May print of 4.1% confirms that Namibia's inflation trajectory has shifted decisively higher. In just three months, headline inflation has doubled from 2.1% to 4.1%, and the pace of acceleration is unlikely to slow materially in the near term," Jansen said.

Jansen argued that the central bank also faces pressure to narrow the interest rate gap with the South African Reserve Bank, which recently raised its policy rate by 25 basis points.

"We expect the BoN to hike by at least 25 basis points to 6.75%, with a 50-basis-point move to 7.0% also plausible given the deteriorating inflation outlook," he said.

Beyond domestic factors, economists warned that

NOTICE



Meatco Annual General Meeting scheduled for 3 July 2026

By virtue of Section 14 (8) of the Meat Corporation of Namibia Act, Act 1 of 2001, notice is hereby given to all registered Members of the Meat Corporation of Namibia, that Meatco's 38th Annual General Meeting (AGM) **for the financial period that ended 31 January 2026**, will be held on Friday, 3 July 2026, at 09:00 in Windhoek, NIPAM.

Date: Friday, 3 July 2026

Time: 09:00

Venue: NIPAM (Executive Conference Hall)

Submission of Motions:

Deadline: (09h00, 19th June 2026)

A member can submit a motion to be included on the Agenda on/or before the above mentioned date and time, either hand-delivered to Meatco Head Office, or via the e-mail below:

Attention: The Deputy Chairperson - Board of Directors

E-mail: chairperson@meatco.com.na

Hand-delivery: Meatco Head Office, 1 Simataa Khama, Northern Industrial Area, Windhoek

Consistent with Sections 13 and 14 of the Meatco Act, Act 1 of 2001, only registered Meatco Members may attend and vote at the AGM. By virtue of a resolution passed at the 37th AGM, to qualify for registration as a member of the Corporation as per Section 17(1) of the Meatco Act 2001, a Producer must at least sell one unit of livestock to the Corporation during the period immediately preceding three (3) years for Members South of the Veterinary Cordon Fence (SVCF) and five (5) years for Members North of the Veterinary Cordon Fence (NVCF/NCA) from the date of which his/her membership is determined. Accordingly, SVCF Producers who were Meatco Members as of 03 July 2023, and NCA producers who were Meatco Members as of 03 July 2021, are eligible to register between 07:30 and 08:30 before the AGM starts.



global risks continue to cloud the inflation outlook. Elevated oil prices linked to geopolitical tensions, the possible expiry of Namibia's temporary fuel levy relief measures at the end of June, and the prospect of an El Niño-induced drought

could all place further upward pressure on prices. Jansen maintained an average inflation forecast of between 4.5% and 5.0% for 2026, with headline inflation potentially climbing to between 5.0% and 5.5% by mid-year before easing if oil prices stabilise.



FRANS INDONGO GROUP

Chief Financial Officer (CFO) - Vacancy

Visions Consulting was appointed by the Frans Indongo Group to independently administer the executive recruitment process in compliance with company policy and governance principles.

The Frans Indongo Group:

The Frans Indongo Group is a proudly Namibian-owned investment entity with a diversified portfolio across various sectors in Namibia. Founded by Dr. Frans Aupa Indongo, a visionary entrepreneur, the Group is built on a strong foundation of sustainable growth and long-term success.

Primary Purpose of the Job:

The Chief Financial Officer (CFO), together with the CEO and COO, is responsible for providing strategic leadership to drive financial sustainability, governance excellence and long-term value creation across the Frans Indongo Group's diversified investment portfolio. Furthermore, to oversee the effective management of the Group's financial strategy, treasury, risk, reporting and governance functions by supporting sound capital allocation, portfolio optimisation, commercial viability, regulatory compliance and stakeholder confidence, while serving as a strategic business partner to the CEO, COO, Board and Investment Committees.

Key Performance Areas:

- Strategic Financial Leadership
- Financial Management and Reporting
- Financial Control, Governance and Compliance
- Treasury, Liquidity and Capital
- Investment and Transactional Support
- Risk Management
- Information Technology Oversight
- Company Secretarial
- Leadership and Team Development

Minimum Requirements:

- A Chartered Accountant (CA) qualification or equivalent professional financial qualification
- Strong understanding of IFRS, financial governance and financial management principles
- A valid Code B Driver's License is required

Experience Required:

- Seven (7) to ten (10) years' post-articles experience, of which five (5) years should have been in a relevant commercial and/or financial leadership role.
- Experience in one or more of the following areas will be an added advantage:
 - a) Diversified group or investment holding company environments
 - b) Strategic finance, treasury and capital allocation
 - c) Financial modelling, investment evaluation and funding structures
 - d) Corporate finance activities

Application Procedure:

- A cover letter, providing a detailed motivation for the position, signed by the applicant
- An updated detailed curriculum vitae, including at least two professional references (including the name, position, organisation, email address and contact number of the reference)
- Certified copies of the highest academic qualifications attained
- Certified copies of Identity Documents and all other supporting documents
- Preference will be given to Namibian citizens
- Vetting will be conducted on all shortlisted candidates

Scan the below code or follow the link to access online applications via the recruitment portal:
<https://foresight.visions.com.na/>

Only online applications via Visions Foresight will be accepted. No emailed or manual applications will be accepted.

Closing Date: Friday, 19 June 2026 at 16:00



Only shortlisted candidates will be contacted. Kindly note that submitted documents will not be returned to applicants.

Kindly note: For any technical or application-related support regarding the Foresight online platform, the Visions Helpdesk is available on workdays, Monday to Friday, during office hours (08:00 – 17:00). For assistance, please contact us on recruitment@visions.com.na



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Telecom Namibia must choose courage over comfort— Before it is too late

By **Mbangula** **Lameck**
Amugongo

In 2010, I received a call from the then Telecom Namibia bursary officer informing me that I was one of the successful candidates to be awarded a fully funded bursary from Telecom Namibia.

It was this funding that enabled me to pursue and complete my Bachelor's IT in Software Engineering at the then Polytechnic of Namibia, a life-defining moment that changed my life.

After graduating, I joined Telecom Namibia and spent six rewarding years working across different departments. One of my key roles was as a Business Intelligence Analyst, where I provided data-driven insights to support strategic decision-making.

During my time at Telecom Namibia, I also furthered my education, obtaining a Master's degree in Computer Science.

The exposure I gained through business intelligence and data analytics sparked a deeper interest in artificial intelligence (AI), a field that would later shape my academic and professional journey.

That foundation inspired me to leave Namibia and pursue a PhD in the United Kingdom. Looking back, much of my interest in AI can be traced to my work at Telecom Namibia, where I first witnessed the power of data and how it can be leveraged to solve complex problems and drive meaningful outcomes.

Today, my career focuses on applying AI to solve real-world challenges, particularly in healthcare, and I have the privilege of



To be fair, Telecom Namibia has acknowledged these challenges and announced network modernisation efforts under its 2027 Integrated Strategic Business Plan.

contributing to research, governance, and responsible AI development internationally.

Because of that, Telecom Namibia is personal to me. Telecom Namibia did not simply provide jobs; it built skills, shaped careers, and created opportunities that extended far beyond its walls.

It invested in people, and those investments continue to pay dividends for Namibia and the world. That is precisely why Telecom Namibia must not be allowed to go the route of Air Namibia and become another failed state-owned enterprise.

This article is therefore a personal, and perhaps blunt, appeal to the new board and the shareholder. I offer it with respect, but also with urgency. Telecom Namibia's challenges are real. But they can still be fixed.

In 2022, I was invited by Telecom Namibia management to present at a management

retreat in Windhoek, a presentation under the title: Telecom Namibia in the Fourth Industrial Revolution: Embracing Digital Transformation.

My message then was simple: the telecom industry was changing rapidly. Artificial intelligence, over-the-top services, digital media platforms and data-driven business models were no longer future concepts; they were already reshaping the sector.

I argued that traditional telcos could no longer survive on voice, broadband and infrastructure alone. Around the world, telecom companies were becoming “Melcos”, hybrid media and telecommunications businesses that use data, platforms and partnerships to create new revenue streams.

Companies such as Verizon, Orange and others had already moved into media, fintech and digital services. Even MTC is moving in this direction with MTC Maris.

The warning was clear: telcos that failed to transform would be reduced to expensive infrastructure providers while technology companies captured the real value.

Four years later, AI has become mainstream. We are now speaking not only about digital transformation, but about agentic AI, which are autonomous AI systems that pursue goals, make decisions and execute their own actions with minimal intervention.

In telecommunications, this means networks that can detect faults before customers complain, customer-service systems that understand context, and products that are personalised in real time. This is the age in which Telecom Namibia must compete.

Yet customers continue to experience service failures. Recent reports show that Telecom Namibia faced major disruptions linked to international connectivity failures, slower internet speeds, intermittent mobile data access and instability across fixed and

mobile services.

In April 2026, the company acknowledged that failures on two high-capacity international links to South Africa caused nationwide disruption, exposing vulnerabilities where legacy infrastructure meets modern systems.

To be fair, Telecom Namibia has acknowledged these challenges and announced network modernisation efforts under its 2027 Integrated Strategic Business Plan. These include stabilising the business, business transformation, digitalisation, and digital transformation. These are important steps. But the real question is whether these goals will be achieved before the end of 2027?

What must be done?

The first urgent priority should be a comprehensive, modern billing and customer-management system for both fixed and mobile services. Billing has been a thorn in Telecom Namibia’s side since at least 2012/2013.

A telecom company cannot compete in the AI era if it cannot bill accurately, provision services quickly, understand customer behaviour, or offer seamless digital products.

Even something as basic as eSIM provisioning should not be a struggle in 2026. MTC launched eSIM services in Namibia in 2025, showing that the market is ready for this level of convenience.

Second, Telecom Namibia must rethink its access network strategy. Pulling fibre or copper into every home is expensive, slow and vulnerable to theft.

Competitors are already offering high-speed wireless solutions that avoid the need for traditional last-mile cabling. Telecom Namibia needs similar scalable products: fixed wireless access, 5G-ready home broadband, and flexible business connectivity that can be installed quickly and maintained efficiently. Third, network modernisation

must move beyond replacing equipment. Telecom Namibia should incrementally build an agentic network, starting in Windhoek and expanding outward.

Such a network would use AI to predict congestion, detect faults, reroute traffic, monitor power systems, reduce downtime and support pre-emptive customer care. The April 2026 outage showed that manual recovery and fragmented systems are no longer acceptable.

Customers do not care whether the failure is local, international or vendor-related. They simply want reliable connectivity.

Fourth, customer service must be rebuilt around the customer, not around internal departments. A modern telco company must make it easy to buy, activate, upgrade, troubleshoot and cancel services. Customers should not have to understand Telecom Namibia's internal complexity.

Digital self-service, proactive outage alerts, transparent restoration timelines and empowered frontline agents should be the standard.

Fifth, Telecom Namibia must make difficult decisions about structure. This is unpopular, but necessary. The company is not sustainable in its current form.

If MTC, with higher revenue, can operate with about 500 permanent employees while Telecom Namibia has about 1,000, then the shareholder and board must honestly ask whether the current structure supports competitiveness. This is not a call for people to lose their jobs recklessly.

It is a call for responsible restructuring, reskilling and redeployment into areas that create future value: AI operations, cybersecurity, cloud services, enterprise solutions, data analytics and digital product development.

Finally, Telecom Namibia needs deep technical leadership. Digital transformation cannot be led by good English alone. It

requires people who are “techies” through and through; leaders who can challenge vendors, understand architecture, interrogate technical proposals, and know when a solution is not fit for purpose. This will ensure that vendors do not lead the strategy, but that Telecom Namibia does.

I sincerely hope the board, together with the shareholder, will appoint a competent “Techie” as the next CEO of Telecom Namibia.

Telecom Namibia still has strengths: extensive national infrastructure, strong brand recognition, long-standing enterprise relationships, government backing, and perhaps most importantly, the loyalty of many Namibians whose lives and careers were shaped by the institution.

These advantages provide a foundation that many companies would envy.

But nostalgia will not save Telecom Namibia. Only courage, technical excellence, commercial discipline and customer obsession will. What Telecom Namibia needs now is not another beautifully written strategy document destined for a shelf. It needs decisive execution.

It needs speed in responding to market realities. It needs accountability at every level of the organisation. And above all, it needs leaders brave enough to admit that the old telecom model is dead.

In conclusion, the future of telecommunications belongs to telcos that become digital platforms. Telecom Namibia can still be one of them, but only if it stops managing decline and starts building the future.

****Mbangula Lameck Amugongo is a technology activist, AI/ML specialist and AI ethics advisor based in Europe. He holds a B.IT: Software Engineering, a Master's in Computer Science, and a PhD from the University of Manchester. The views expressed are his own.***

Standard Bank names Elzita Beukes Executive: Marketing and Branding

Standard Bank Namibia has appointed Elzita Beukes as its new Executive: Marketing and Branding, effective 1 July 2026.

Beukes, who is currently serving as Senior Manager: Public Relations and Communication at the bank, will join the executive committee and assume responsibility for leading Standard Bank Namibia's marketing and branding strategy.

The bank said Beukes brings more than 15 years of experience in marketing, communications and reputation management across the banking, corporate and development sectors.

Her experience includes developing integrated marketing and communication strategies, supporting executive positioning and strengthening stakeholder engagement.

Beukes holds a Master's degree in Marketing and Innovation from the London School of Marketing, a Bachelor of Journalism degree from Rhodes University, and a postgraduate qualification in International Cooperation from the United



Nations University in Tokyo.

Commenting on her appointment, Beukes said she was looking forward to supporting the bank's growth ambitions in a rapidly evolving banking environment.

"I am honoured to take on this role at a time when the banking sector is evolving rapidly. I look forward to working with the team to strengthen how we connect with our clients and to support the bank's growth priorities," she said.



VACANCIES



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Closing date: 19th June 2026

Five workplace lessons I learned from Formula One

By Catherine Shipushu

Formula One (F1) is often seen as a sport of glitz and glamour, high speed and fierce competition.

But beyond the fast cars and dramatic races, F1 offers a masterclass in high-performance strategy, with principles that apply just as much in the workplace as they do on the racetrack. Here are some of the lessons that have shaped my professional approach.

1. Individual brilliance does not guarantee success

Although attention is mainly placed on the drivers, F1 is essentially a team sport. A driver's success on the track depends on hundreds of people meticulously working together behind the scenes.

Engineers design and develop the cars, mechanics to ensure seamless pit stops and Team Principals responsible for overall strategy and making race-defining decisions in real time.

If the engineers don't produce a competitive car, even the most experienced driver will struggle to extract the maximum performance from it on the track. To win on track, every team member must take full ownership of and flawlessly execute their role.

The same principle applies in the workplace. No one is bigger than the team. Therefore, teams rarely succeed because of one single person, but rather through seamless collaboration, absolute role clarity, seamless collaboration and unity toward a shared purpose.

2. Consistency wins Championships



If the engineers don't produce a competitive car, even the most experienced driver will struggle to extract the maximum performance from it on the track.

In F1, every race matters. Each season consists of multiple races, with drivers competing for the World Drivers' Championship, while teams fight for the Constructors' Championship.

Points are awarded at every Grand Prix, and every race contributes to the final outcome. This makes F1 a fiercely competitive and brutal sport. In this high-stakes environment, consistency is king as the wrong strategy or one bad performance can derail a championship campaign.

It's all about marginal gains - investing in making incremental improvements leads to success over time. This same principle applies in the work environment. We often obsess over the "big wins," but success is rarely about one big moment.

Career longevity comes from deliberate daily actions and improvements practised over time.

3. Deadlines are not suggestions

In F1, race results are often determined by mere milliseconds. For instance, during a pit stop, a team of about 20 people work in orchestrated harmony to service the car

- including changing all four tyres, making other mechanical adjustments and safely releasing the car within 2 to 3 seconds.

The fastest pit stop in F1 history is 1.80 seconds. In this high pressure environment, laser focus and precision are crucial as the smallest delay can be the difference between a podium finish and fading into the rest of the pack.

In the workplace, delivering excellent work is important, but doing so on time is even more critical, because high-quality work submitted after a deadline loses its value. Team excellence is defined in equal measures by excellent work (effectiveness) and timely execution (efficiency).

4. Trainability is your best advantage

One fascinating aspect of F1 is that drivers are trained to blink almost at the same spot around the track. A single blink while driving at speeds of over 300 KM/H, is equivalent to driving about 14 meters with your eyes closed.

Consequently, blinking at the wrong spot - for instance while navigating a corner can lead to a potentially life-threatening crash. To maintain visual awareness and improve their safety on the track, F1 drivers train themselves to control this instinctive human flex.

In parallel to the workplace, high performers are those who treat their skills like a muscle. They are obsessed with self-improvement, continuously expanding their knowledge and mastering new skills. If a driver can rewire their basic human instinct, surely we can also stretch our skills to elevate performance and achieve better results.

5. Never underestimate the importance of mental discipline

One of the aspects that fascinates me about F1 is the drivers' mental discipline and resilience. In 2025, when Lewis Hamilton moved from Mercedes to Ferrari, his move

was not as successful as many anticipated.

What followed was a gruelling year during which he failed to finish on the podium. He endured harsh public criticism, and admitted to letting the negativity get to him that at one point even labelled himself as 'useless'. But this season Lewis came back with a renewed mindset, working behind the scenes on himself and with the team to improve his car's performance.

On Sunday, the world watched as Lewis Hamilton clinched his first victory for Ferrari at the Barcelona Grand Prix. The lesson? Success is an inside job. People will not always believe in you. In fact, some will undermine and dismiss your capabilities.

Your potential to succeed is firmly anchored in your mindset, ability to handle pressure and what you choose to believe about yourself. In the G.O.A.T's own words "I know [the thing] is to never second-guess yourself, never doubt yourself. You've got to continue to believe in yourself at the core. Those are the things that I've managed to reimplement into my mentality".

Formula One may be a sport built on the thrill of speed, but the real magic lies in the focus on consistency, team work, precision, and a winning mindset, amongst others.

As it turns out, whether you're a high performance athlete or climbing the corporate ladder, the environments may differ, the principles of success remain exactly the same.

****Catherine Shipushu is a seasoned Communications and Brand Strategist. She is also a strong proponent of mentorship and is the founder of the She's Empowered Mentorship Programme, which is on a mission to develop the next generation of female leaders. Get in touch at: Catherine@shesempowered.com.na***



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UNDP invests N\$105m in Namibia's green economy and digital transformation

The United Nations Development Programme (UNDP) spent N\$105 million (US\$6.5 million) in Namibia during 2025 to advance the country's transition towards a green economy, strengthen public governance and expand digital inclusion initiatives.

According to the organisation's latest annual report, UNDP was allocated N\$117 million (US\$7.26 million) for its Namibia programme and mobilised an additional N\$122.9 million (US\$7.58 million) from development partners, including the Global Environment Facility, Germany and the United Kingdom.

The largest share of programme expenditure, amounting to N\$81 million (US\$5.04 million), was directed towards environmental projects.

UNDP Namibia Resident Representative Amanda Serumaga said implementation

during the year was supported by strong partnerships and effective programme delivery.

"Delivery in 2025 was backed by strong implementation and sustained partnership. UNDP Namibia's programme expenditure totalled US\$6,496,399 against allocations of US\$7,258,648 across the country programme portfolios: Environment (US\$5,037,855), Governance (US\$550,857), Inclusive Growth (US\$191,660) and cross-cutting initiatives (US\$716,027)," she said.

Among the key outcomes was the strengthening of human-wildlife conflict mitigation measures, which benefited 3,878 community members. Average response times to wildlife incidents were reduced to 24 hours across supported conservancies through investments in fencing, solar-powered boreholes and predator-proof kraals.

Anti-poaching efforts were also strengthened through specialised training and the provision of equipment, including the dehorning of 100 rhinos in Etosha National Park.

In support of climate action, UNDP mobilised N\$20 million (US\$1.23 million) to strengthen Namibia's climate reporting systems and support the country's transition towards independently producing Biennial Transparency Reports and National Communications required under the Paris Agreement.

"US\$1.23 million mobilised in climate transparency resources through the CBT II-linked project, supporting the operationalisation of enhanced transparency framework-aligned national systems," the report stated.

The organisation also channelled N\$4.2 million (US\$260,000) through its SDG Impact Investing initiative to support local enterprises and stimulate the growth of micro, small and medium-sized enterprises (MSMEs).

At community level, investments in solar-powered storage facilities strengthened food value chains and expanded economic opportunities for women and young people.

Agricultural support programmes also recorded notable outcomes. Under the Small Stock Revolving Scheme, 440 goats were distributed to 40 beneficiaries, while herd growth

resulted in 289 additional goats across project sites.

Meanwhile, cattle turnover reached N\$82.7 million (US\$5.1 million), with N\$77.4 million (US\$4.77 million) paid directly to farmers.

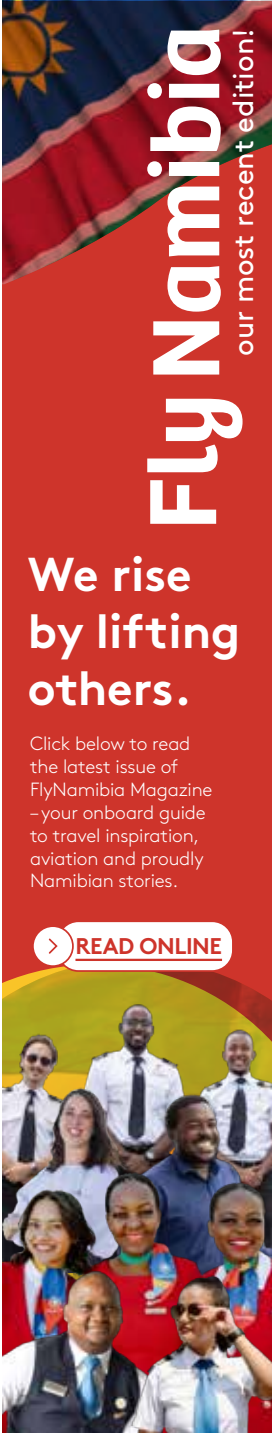
Green enterprise initiatives generated additional economic activity, with the Okongo Carpentry Centre earning N\$1.65 million (US\$101,600), while youth-led biomass projects produced 1,285 bags of charcoal.

Support for the Devil's Claw value chain benefited more than 200 harvesters and generated over N\$1.75 million (US\$108,000) in income.

"Green enterprise outcomes included US\$101,600 generated by the Okongo Carpentry Centre, US\$5.1 million in cattle turnover returning US\$4.77 million directly to farmers, and 1,285 bags of charcoal produced through youth-led biomass initiatives," the report said.

In the digital transformation space, UNDP piloted solutions aimed at improving access to public services, including Mobile ID and voice-based registration systems developed in partnership with the Namibia University of Science and Technology (NUST).

The report further noted that more than 3,700 participants received capacity-building support and knowledge-sharing opportunities across the organisation's programmes during the year.



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Kavango West vaccinates over 350,000 cattle to safeguard livelihoods

Kavango West vaccinated more than 350,000 cattle against major livestock diseases during the reporting period as part of government efforts to protect livestock assets and support rural livelihoods.

Speaking during the 2026 State of the Region Address in Nkurenkuru, Governor Verna Sinimbo said livestock development remains one of the region's most important economic activities.

"These interventions contribute significantly towards protecting livestock assets, improving animal productivity, as well as safeguarding household income," she said.

The Directorate of Veterinary Services (DVS) vaccinated 100,226 cattle against foot-and-mouth disease, 158,181 against contagious bovine pleuropneumonia (CBPP), and 100,662 against lumpy skin

disease.

In addition, 9,772 pets were vaccinated against rabies, underscoring the region's broader animal health strategy.

Ten livestock auctions were also held during the period, providing market access and income-generating opportunities for farmers.

"Livestock auctions continue to provide important market opportunities for farmers and contribute to local economic activity," Sinimbo said.

Furthermore, 5,278 farmers were reached through livestock health awareness campaigns and extension services, ensuring producers had access to veterinary support and technical guidance.

The governor acknowledged challenges such as ageing crash pens, inadequate veterinary infrastructure and recurring disease outbreaks, but said the region

continues to advocate for increased investment in animal health and marketing facilities.

Agriculture also remained central to household food security, with 2,850 hectares ploughed under government support programmes, benefiting 2,345 farmers, including 1,407 women.

To strengthen seed availability, 65 seed growers were registered under the Namibia Agricultural Mechanisation and Seed Improvement Programme (NAMSIP).

Government further invested N\$800,000 in horticulture and N\$175,000 in poultry production to diversify agricultural output and improve nutrition.

"More than 2,850 farmers received training in climate-smart agriculture, crop production, livestock management and conservation practices," Sinimbo said.

Mechanisation continued to improve

agricultural productivity, with a fleet of 50 tractors, 12 hand tractors and six hammer mills deployed across agricultural development centres.

Construction of the DAPEES regional office and staff house in Nkurenkuru is nearing completion and is expected to strengthen agricultural support services in the region. The project also created employment opportunities for 36 operators during the reporting period.

Beyond agriculture, rural empowerment programmes engaged 239 community members in projects including road clearing, sports field development and water pipeline extensions, with 126 youth participating.

Sinimbo said low-cost housing development also progressed under the Build Together Programme, with nine of the 25 planned housing units completed.

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