

Lutino weng romo pwoyone

Dul me 25: Moureen on an inclusive workplace

Acakki: Itye kawinyo dul lwod wa me lutino weng romo pwoyone. Lwod man jo ma kelo bot wu aye Backup Uganda kacel ki Brainstud. Itwero winyo pwoyone wani ki iwii yamo me internet ma tye iwang website wa ma ki lwongo ni www.backupuganda.org. Ka itye kawinyo wa ki Gulu, iromo gamo pwoyone man macalo dwon ma ki mako ki i Mega fm, Radio Rupiny, Radio Maria onyo i Divine Video and Music Library matye idi town kany. luaheadi ma a ki i gang kwan me district weng romo gamo pwoyone ni ki i office pa DEO onyo District Education Office ki bene luaheadi ma a ki igang kwan me city council, romo gamo meg gi ki i office pa CEO onyo City Education Office ki bene igangi kwan magi: Highland Primary School matye iyi obiya iyo Kitgum, Gulu Prison Primary School iyoo Lacor ma opime ki ot lega Holy Cross, Gulu Town Primary School matye iyoo Gulu University, Mary Immaculate Primary School ingee gang lega madit pa katoli ma ki lwongo ni cathedral ma tye iyi For God, St. Joseph's Primary School onyo Christ the King Demonstration Primary School ingee gang kwan Sacred Heart. Kacer imaro ngec ma ipwoyone wani, bedagonya me nywakone ki lupaconi, luremi, ki jirani ni bene.ka dano madwong gu winyo pwoyone ikom kit peki ma lutino nongo ikwan, ci waromo konyo lutino wa maber loyo.

Glades: Wajolo wu idul lwod wa me 25 me lutino weng romo pwoyone, an laloke nyinga lanyero Gladys, tin yiya yom mada, watye ki welo wa me awora ma en obituci wa anga ma en obedo, obi waci wa kama en tiyo iye, ki idog tice enoni en tye calo ngo onyo en tye calo angaki bene jami mukene ma en tamo ni luwiny wa romo mito niang ki bote iye, apwoyo matek.

Moureen: Apwoyo tutwal Gladys an nyinga kilwonga ni atim Moureen atiyo ki Kijani Forestry company, an tic ma atimo, atiyo wai ngata neno luwang lutic. Gin ma amaro timo ne tutwal calo ikwona, amaro bedo ki dano atiyo ki dano, ki kama atiyo iye kom bedi Kijani Forestry company, wan tic ma watiyo, watiyo gi jo mai ikin gang, wa tiyo kedgi me pito yen watye ka lweny tutwal me weko ni wapit yen wek dano ojuk tongo neo ki dong wayele tutwal watiyo ki dano mukene ki I community, awobe bulu mugo ma watiyo kedgi me konyo gi idongo lobo eni, amaro tic ki dano an gina amaro timo ne tutwal eno ki dong amaro tuku bene, games calo gweyo odilo gi, ama ro kwano buk, menu jami ma weko an atiko bedo manongo atye katic tutwal.

Glades: Apwoyo lwagi jami ma itye enoni ki bene amito ami pwoc bot company ma in itiyo iye Kijani Forestry pe tamo pe bulu mamega ikin gangi kaca ki bene neno ber pa pito yen onyo pito yadi pien pito yadi pire tek adida kabede wa mito makaa ba ento bene pire tek ni ka wa tongo yen moni omyero wadwoko wek bene gumede ki twii. An apwoyo matek Moureen. Now tin gin ma amito lok iye en aye watye kamito neno, pol kara wa maro lok ikom jami ma guru lutino weng karacel ma leb munu lwongo ni inclusion, kwanmaber maribu lutino weng labongo apoka apoka. Tin bene watamo ni pingo bene kong pe walok ikom tic maribu dano weng labongo apoka poka onyo igangi tic ma padi padi ni, jami maribu dano labongo apokani bene time igangi tic oweko tin iwa yom watye ki welo wa ma en owacu ni en nyinge Moureen en neno ber tic pa dano weng mai

igangi tic ci tin wa mito kong niang ki bote, in mono iwinyo ikom lok mawacu ni ribu tano labongo apokapoka ni? Ka iwinyo niange nining ki tung boti? Apwoyo matek.

Moureen: Awinyo lok kom ribu dano tutwale botwa kany tye katime, ma Gladys owaci kilwongo ni inclusion ki leb munu. Ribu dano karacelo ma giromo tic. Ki ka ni agony enoni tere tye ni kelo dano karacelo wek gunge ni kama atiyi ni kimara iye kimara iye atye ki yoo moo kiken me nongo gi moo kiken ma aromo nongone igang tica ma pe kiromo juka igino moo kiken moo tere ni watye kajolo dano weng kama watiyo iyeni dul ma watiyo iye ni labongo apokapoka moo kiken ngati moo kiken pe ma watye kapoko wa iye iyoo ma kuman wakonyo lutic wa, wamine gi jami me tic weng wa mini gi yoo me kony wek gutim tic gi labongo ayela ayela moo kiken, kelo dano eni ribu dano tutwal weko dano gingeyo yoo ma myero gi ti kede, giworo ikin gi, gibedo ki rom moni magi ngeyoni an myero atim kuman, myero awot iyoo tica kuman, gibedo ki woro madit adida pien gingeonni en gin madong wanongo tye iorganisation, idul tic wani an omyere atii kede iyoo maber labongo apokapoka manongo wan weng watiyo manongo wangeyo ni tic ma watye katiyo neni ingeye wan weng watye kamito mi neno ni ka watyekeo tic eni ngo ma obikati ki iye.

Glades: Kita ma in iwacu bene kede, ageni kama in itye katic iye ni, in macalo lanen wang lutic mukeneni wutye katimo jami enenini mabene kom bede amito niange ki boti, niange nini kiboti tic maribu dano labongo apokapoka ni?

Moureen: Winye kibota ni, tic labongo apokapoka ni pire tek full igang tic mokiken pien ka itye igang tic ka ipoko dano dano pe bedo ki maa moni idog tic but ka itye idog tic ma ingeyo dano ma atiyi kedgi ni weng gi pee ki apokapoka kadi ngat matye acoli, ngat matye laloka, ngat ma tye nini leb moo kiken mapat pat, tere ni watiyo ko joo enoni labongo apoka poka moo kiken, kidong kawatiyo kedgi ngo madong wa binongo ia giki ne me tic me watiyo ni eni tic me ribu danoweng, kiti itye Acoli, laloka onyo Lango myero waribe gi iidog tic wa enini labongo apokapoka moo kiken ki dong gin ma watye katimo ne maber ma calo Kijani wan watiyo kidano madwong ataa ma guaa ki igangi mapatpat, kun ma watiyo kedgi nipe wapoko gi watye kileb ma watiyo kedgi madano weng giwinyo mabene gi loko ikingi ma wangeyo ni leb enoni obikonyo waa poka ngati moni ki iye. Ci dong ki Kijani gin ma wan watimo eno, pe wapoko dano kita ni dano gitye karacelo kedwa ma giaa igangi ma bocubocu weng giaa ki kabedo mapatpat weng watiyo ki leb acel ma pe obipoko kin dano, dano weng gingeyo ni gin ma myero wa tim en aye en dok bene ginongo calo gin ma pire tek.

Glades: Ikin lok ma ibedo kawacu wani amiti bene amed manok iye ni, ribu dano weng igang tic mapatpat labongo pokogi nen bene ikom waketi gedo jami mugo igangi tic wabedo kawacu ne nake ne ni waged gin ma kilwongo ni rams ki leb munu ma gonye kileb acoli ni yoo manongo tye mapwot, kangato moni matye katic ki lela onyo tye kawot ki odor wange pe neno maber, en bene bedo ki kare me karo iyoo mapwot yubu yoo mapwoti tutwale niange ni tye lakudi yoo mukene ma ka itye kadonyo ioffices onyo waketi igangi wu bene onyo igang wa bene omyero bene ikal step me donyo iot ento wek dano igangi tic wa gunong mit pa tic onyo ripu dano weng labongo apokapoka igangi tic mite ni wabed bene ki yoo mapwot manongo dok pe miti ngati moni matye

katic ki wheelchair ni me bedo ki tektek me donyo ioffice, enoni bene gin acel ma aneno iKijanii forestry kaka enini ma atamo ni amedi ikom lok ma lamera Moureen owacu iye ni enoni bene gin acel company onyo dul mapadipadi ma woko kenyu obed ki kare me timo ne orib lutic weng labongo apokapoka moni ma ite pe winyo loki bene owek obed ikin wu, moni mateke icoyo report ci gale ni bene pire tek ni oribu gi ikin lutic mukene ni weng. An apwoyo matek Moureen. Now gin acel mabene amiti aniang kiboti ni in ibedo ki kare, wun obedo ki kare me neno lutic mapadi padi magitye ki goro moo kiken onyo peko itic gi? Ka ibedo ki kare me neno gi onyo me nongo gi, kong imi kong labol, tek tek ango onyo goro ango ma ineno gi iKijani Forestry.

Moureen: Ki ikijani waneno dano tye ki goro iyoo mapatpat ma aneno gitye jo ma gitye ki peko me bedo wek abole ka watye ki meeting kacoke moo kiken jo ma gibedo kameeting tye ka going on, pe giromo rii imeeting, pe kiromo bedo girii pi kare moo malac pien cawa weng nongo gimiti gi aao giwoto giaa gigam pii gi mati giaa gitim ngo, joeni gitye, jo magitye ki peko ki kwan, kwan eni lubu ka gimo tye manongo kicoyo manongo ngati moo peromo wacu ne romo wacu ni ento yoo manongo en oniang iye petye maber, watye joo matye ki peko ki wangi, watye ki joo matye ki peko cawa moo kiken wii gitye kawilo ki gin magi tim, cawa weng nongo gi tye katimo mistakes mugu matino tino, but mistakes enoni manongo time ni nongo petye imiti gi but nongo gin enoni tye ikomgi madong time, so watye ki jo matye kumenu, mukene tyeo madwaong adida ma ka wamede anyim waromo ngeyo ne calo Kijani, ento kombedi ma aneno matye en aye enoni but mukene tye gire.

Glades: An eni bene tye ikin labole peko ma onyo ngolo ki goro madwong igangi tic mapadipadi tin pwod dong watye kawinyo ne ki bot Kijani ento ebi nongo ni igangi tic mukene ne tye jo ma en owacu nio weng jo mabene kacwalo report tye gityero kara malac me cwalo report nen calo peko tye ileb munu, nen calo peko tye kita myero gu coo kede cawa mukene bene tye jo ma ka meeting tye katime pe girii imeeting gibedo dakika matidi kiken gi okato woko labole dong wamii ki lutino ma lapwony tye kapwony tye kapwony iclass attention span per ii pe miyo cawa ne me niange gimoni pi dakika manok kiken oaa malo pi dakika manok kiken ongwinyo lawoteo tye katimo gimoni kiti kiti enoni tyeo igangi tic weng kacalo in madong itye human resource manager nyo in ineno wang lutic mukeneni dano ma kumenu ka itye kede inongo wai iryemo kede ikonye ikom peko ma entye kayele kede ni en aye gin acel ma tin watye ka lok iye ni pire bene tek ni warib dano weng kedi matye kayele icoyo report madong kombedi wa aa ka wacu neni kiti matye kayele pe ii kedi meeting tye pe bedo mot gwic gwice gwice tye kayelo luwote gi cawa mukene kit ma Moureen owacu kedi petye imiti gi inongo ni ngat matye kayele ki peko moo ci dong eni awacu nip ire tek ni wabed ki kare me niang lutic wa matut ka in itye ka timo interview bot latic moo kiken bed ki kare mia acel kong nyut maa bot lutici obibedo yot me niang goro ma en tye kayele iye nyo peko mo kiken ma entye ka ye iye kit ma en owacu kede ni peko mukene tye gin gibedo ki kare me ngiyo kine me niang matut ngo kikome matye kayelo ngati eni oweko en bino late oweko en coyo report late, oweko en tye ki peko me spelling an apwoyo matek welo wa, gin mukene ma an amito penyi ayer in ibedo kikare me niange nyo me ngeyo ni lutici tye ki goro eni nini?

Moureen: Yoo ma aneno kede jooni aneno kita kwo gi tye kede, pieni kacalo ngata kineno ni iwaci meeting obibedo tye diki mac ape oo waci ni wiye owilo tere ni iromo ngeyo ni cawa weng gina kuman time pien nongo time kare ki kare, ngat manongo cawa weng omyero ityek bedo kapoyo wiye ineno nongo ka imiyo ite gimoo ni otim omyero ityek bedo kapoyo wiye watye ki joo mukene ma gimoo kiken matidi gwenyo wii gio kalok moo tye ma obino kadi gitye katimo gimoo kiken cawa enoni wiye obilokeo dok igin moni cani ma pe kwako kome, watye ki joo mukene ma ineno kita nongo gitye kede calo joo ma wang gi lit enoni ka gitye icomputer ineno pig wange nongo tye kakati iceto ipenye. Watye jo ma cawa weng wii gi tyeko wilo ingeyo atir ni ka imiyo ite gimoo kuman haa wiya owilo aweko odongo gang, wiya owilo pa atimo nongo enoni tere ni nongo imiyo ite tic moni ni otime wiye tyeko wilo cawa weng pe timo meno nongo jo ma watye kedgi en kumenu kit angeyo kita gi kwo kede.

Glades: Enoni bene tye yoo acel ma in iromo tic kede lubu lutici tutwale ka dong in itye calo supervisor, nyo in ineno ber pa lutic weng matye I company nyo matye idul moni pire tek bene ka ineno gi moni ikom latic acel bed ki kare me niange hummm eni dok otime tere tere do, tin dong kiryo ne ma atye ka neno tim eni tin dong ki ngwene, wek kong akwedi, wek kong aniang kibote pire bene tek, pe wapwane ka tuc kawacu ni, huh eni dong kite wabiryemo ki idog tic pire tek ni bene waniang, tye joo madwong ma gin tye ka yeke ki jami ma padi padi cawa mukene pe romo bedo goro, pe romo bedo ngolo moo kiken romo bedo nit ye peko ma gang matye ka yweno wii gi oweko gitye katimo gina gitye katimo ma cawa mukene balo wa tic gi, ci an apwoyo matek Moureen me wacu wa enoni. Now ikom jami ma iwacu goro onyo ngolo mapat pat onyo peko madit ma in ineno ki bot lutic mamegi ki peko madit ma in ibedo ki kare me neno gi kede nyo me tucu ne ikom gini ngo ma in itimo idog tici macalo in ladit ma ineno ber tic pa dano weng ngo ma in itimo me konyo joni eni ki bene I training moo acel ibedo ki kare me bedo itraining ma Back up Uganda oyubu bot lutic ma padipadi in bene ibedo ki kare me bedo itraining enoni, tye gimo itraining enoni ma okonyi ma kaokonyi ibedo ki kare me itic kede Idog tici i Kijani forestry wek ikony lutic mukene?

Moureen: An amiti acwal kare man me pwoyo Backup Uganda Idwe aryo anged gu conducting training ma an abedo ikin joo enoni ma gu onongo training enoni, training ma Backup Uganda guyubu ni training okonya tutwal calo an, okonya ful mu oweko ma training dong otumi atiyo kede tutwal me konyo dano idog tic kama an atiyo iye ni anongo pwonye madwong ma backup Uganda otraining kede wan iye ki ikom training enoni awaci wek adok cen bot dul ma atiyo kedgi amini gi feedback ki dong feedback ma amini gi akonyo gi nini? Joo ma aneno gi ni cawa weng cawa weng gitye ki peko ni ka meeting tye pe gimaro bedo I meeting tutwal nongo ngo?, yoo ma myero akony gi myero iwek break moo obed tye gunong cawa mo me yweyo wek kong gu nong games moo manok gutuki, jo ma cawa weng ma ka gucwal report gi akonyo gi nini?, atyeko cwalo gi message reminder moo wek obed tye me poyo wii gi ni gini enini isubmitting, message eni pe romo bedo jwir ki jwir pien ngati moni romo kecu at least wek gimoo obed tye notification moo obed tye kadi icime onyo laptop ne manongo ka omaking sound enoni ngeyo ni omyero acwal report kombedi. Joo ma gi tye ki peko ki wangi a requesting office through management ka

kiromo nonyo gi ki glasses ma obikonyo gi wek guti iyoo maber labongo apoka poka mokiken, joo ma cawa weng wig i tyeko wil still gi nongo notifications icim gi cawa mukene icyo message icwalo icim gi me poyo wigi ci ilingo mot en wiye tyeko por ikom message enoni. Yoo mukene ma wakonyo dano, joo macawa weng tyeko making mistakes watemo guiding gin ngo ma weko gin tyeko making mistakes enoni kong myero kong inge peko ma tye ma pwod pia icako judging ngato moni, koni dok cawa mukene pe ngeyo kita myero iket kede, training gin yoo moo maber ma maperomo weko gi making those careless mistakes, so wakonyo gi iyoo madwong ki dong wa creating conducive environment creating kabedo magi tye iye ma nongo myero gin weng gubed involve manongo ngati moni pe waci huh kabedo eni pa jo moni kiken dano weng gi feeling okay kabedo eni megwa wan weng ci dong ka megwa wan weng weko ngati moni bedo ki yom cwiny moni caa ni me tic, ki dong wanongo kare bene, watye ki jomoni ma gi peromo lok ka gi tye ka lok ki dano pe giromo lok eni ma kiloko aloko eni ginongo ni tuma acoyo acoya so gi ongiyo ki coc ci wa mini gi platform ni gino moo kiken ka tye k ape iromo loko ne coo acoya, cwal email ka icyo acoya kumenu obi konyi bene wanongo kare me ceto kalimo gi kama gitye iye ki bene wamini gi cawa bene gi ceto bot thearapist ma romo konyo gi pien ka ngati moni ngeyo ni atye ki peko eni nongo ngeyo ni gwok ngati moo tye maromo konye so, gitye ki session enoni ma giceto iye ngat enoni ceto loko kedgi konyo gi yaa yoo ma wakonyo gi tye kumenu apwoyo.

Glades: Kita en owacu kede ni ka jo mukene pien enini tye idul ma dwong atar tye iorganisatin wen ma inongoni tye jomukene ma gin ocoyo report inongo ni waci ni latin matidi aye ocoyo pire bene tek me ceto niang aromo konyi nini ipeko ma in itye kede cawa mukene iromo wacu neni ka ityeko coyo report ma pwud pia icwalo bot boci kong imi ki lawoti kong okwang enoni ni bene tye yoo acel ma iromo konyo jo enoni pien cawa mukene bene gilworo lane, an bene gin acel ma myero watim wacalo wan idul ma patpat en aye pew abed ka lno lutic wa, lwong kamo bedo kede wac ite peko ne acel acel acel ci bene ipenye aromo konyi nining?, nga ma itamo ni romo konyi?, enoni bene gin acel ma watimo idog tic ma megwa mapatpat wamaro wacu eni bot lupwonye ni wun ote lutino kiti kiti kiti gini bene ceto kaweng kiti bene igangi tic wulok ki lutic ma megwa peng gi waromo konyi nining? Pol kare joni enini ka itic ba onyo jami aloka aloka eni ceto field gi timo maber adida ento ka obino icyo report nongo goro tye kenyu ento pire tek bene ni owek en ocoo reporte, omi bot lawote okwan, okonye yubu ne ci dong ki cwal bot boss, enoni obikwang lworo ki jami mukene ki bene lok ma Moureen owacu nip ire bene tek ka ngat ma peromo lok aloka, nyo peromo expressing him/herself pire bene tek ne wek kucoo jami ma en mito wacu neni acoya, nyo oromo keto suggestion box. Suggestion box romo bedo tye iorganisation mamegwu mangati moni coyo peko ne ci bolo ia, suggestion box pol kare pe weko in icyo nyingi, icyo meri lapenyi, icyo peko ma in itye kede ibolo iye kuno, ci en ladit wu ni ceto kwanyo, ka kwanyo cako kwano ne neno peko eni tye katime kiti kiti, ci obedo ki kare me konyo dano ma dwong igangi tic mamegwu, an apwoyo matek Moureen ijami mabecu ma in itye katimo nebot lutic mamegi ikijani Forest. Aa gin mukene ma amito niang kiboti aye ngo ma in ibedo ki kare me timo ne me weko ni tic maribu dano labongo apokapoka tye ka time iKijani forestry bot dano weng?

Moureen: Gin acel me watimo me weko ni dano weng guribe wamiyo dog tic wa ma watiyo iye tye ayaba bot dano weng. Pe waromo gengo dano nit ye joo magitye ifield li guti ifield gugak ifield pe gubin i office dog tic wa tye ayaba pi dano weng and dog tic wa ma watimo ni pedong kiwacu ni tic eni tica mon tic eni tica coo, dano weng gitiyo tic marom pien gina lacoo romo timo ne dako bene romo timo ne, so pe wapoko dog tic enoni, kedi dog tic enoni tye pe wapoko dano. Watye ki lutic mukene bene magi tye kigoro gi me wangeyo bene, pe wajuku gi itic pieni ngat eni tye ki goro tye langolo pe romo ngwec ki pikipiki waye ginwecu ki pikipiki pien wangeyoni giromo ngwec kede maber, giromo ngwec kede maber, giromo tiyo tic majo mukene romo timo ne ni gita gin bene tye katimo ne kede. Pe wapokogi, wanongo kita naka ne Gladys owacu kede suggestion box bene tye. Watye ki suggestion box ma waketo, lok mukene tye madano cawa mukene ginongo ni wacu ne tek but ka gucoyo acoya giromo coyo ne ka giketo isuggestion box. Kare tye ma wayabu cabit ki cabit ngati moni yabu neno kit lok ango matye, lok enoni ka inongo lok enoni obikonyo full, pien tye lok mukene mapire tek ka ngati moni owacu yoo ma owuckede nit ye feedback konyo full organization kede en peromo wacu ne kidoge ocoyo acoya myero dong dano guneni gin enoni pire tek full, yoo mukene tye ni wakonyo dano weng, watye ki customers ma gibino manongo gimito yen, kede matye langolo ne romo accessing office wa, watye ki staff ma ka gi onywal, after there maternity leave, latine omyero odot cak, watye ki space ma wamini gi space ni okay, megi eni giromo having space gi at least to 30 mins wek obed free kong ki latine kape ci romo ceto gang meeting family ne, wa creating space enoni wek okony ogathering pe gino weng pe wapoko gi. Watye open to feedback, gin ma watimo mukene, feedback gin moo kiken ma ka otimo ifield yoo ango ma iromo dwoko ne cen bot company ka staff mo tye kipeko moo kelo nini loki enoni wamiyo platform enoni yoo mangato moo romo kelo feedback mo kiken mawacu ni mawacu ni en ineni gimoni omyero otime kuman kuman yoo ango ma waromo konyo ngat enoni ka okelo gin enoni wa konyo nini, waye winyo lok enoni pien obikonyo wan company me tic kede ia agiki ne pieni pire tek. Ci dong kawa tiyo ki lok enoni ia agiki ne konyo staff enoni nongo ni an pe kitye ka kwanya ki iorganisation kitye kaweko an atye involve even in decision making, even feedback manongo tye on ground yomo cwiny staff enoni full, gin ma watimo tye eno apwoyo matek.

Glades: Apwoyo matek Moureen apwoyo jami mabecu becu ma in iwacu ni. Pa abiwacu madwong ikom lok ma in iwacu ni atamu ni luwiny wa gi be winyo an bene gi obikwanyo jami ma pire tek ma bene gin romo tero ne idog tic gi onyo idog dul tic gi mapat pat. Me medo ne amiti bene kong ikonywa itamo ni ngo ma wan waromo timo ne ngo madano omyero gutim. Meweko ni katic gi ariba riba tye iye nyo dano ribe itic gi me medo ne ikom gin ma in ibedo ki kare me timo ne bot lutic ma megi me Kijani forestry enini dong atye kapoyo wi lumwuko ngo ma in itamoni dano myero gutim wek tic mamegi ariba ariba tye aye apokapoka peke an ariba ariba ni ribu dano weng, kita matye kingolo mapat pat kita matye ki goro manining, kiti mawange otoo matye ki lela, matiyo ki odoo ariba riba ngo ma in itamo ni dano romo timo ne idog dul tic gi mapat pat apwoyo matek.

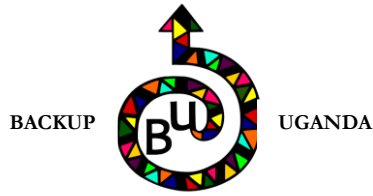
Moureen: Apwoyo Glades, gina anenoni dano omyero gutim, ariba riba myero kirib dano weng ocaki ki ikom directors, management ki luticu weng, karibu dano weng ki nong training moo manongo ni kolwongo ni refresher training me poyo wi dano ijami manongo organization gi timo. Refresher training eni myero ku cutting across dano weng ma gitye idog tic enoni, ka gungeyo gina gitimo, obibedo calo nipor it gi cawa weng nongo ginheyo ni ka refresher training eni tye wiya por gina myero atim, so enoni kadi pedo calo itye karibu dano, iromo timo training mukene ki woko wek gudong itic magi tye ka timo ne. training eni ka ibitimo, iromo involving jo mukene iye kede ngati moo mawoko iromo kelo ne iye mi konyo ne, iromo tic ki leb madano weng winyo, gin mukene ma kiromo timo ne eno, leb ennini myero obed leb maki wacu ni eni obed official language ma wa tiyo kede iorganisation wek pe ngati moni owaci lutino Acholi eni gibedo karacel Acholi kengi gitye kalok ikom wa. Katiyo ki leb acel dano weng wacu ni enoni aye leb enini aye wabi tiyo kede ka watye kalok pe wagwenyu lok mokiken nongo wangeyo ni eni aye leb, ngati moni pe obiwacu ni eni oloko ki nyinga pien ni gina kiwacu weng tye gin acel. Myero wa creating space matye safe ki lutic gi feeling gitye safe dog tic ma ngati moni ka obino iye like staff ka obino iye pe bedo ki lwor. Watye ki dog tic kamukene manongo wa donyo ioffice jo mai field gilworo, gi waci aa an dong pe abidonyo ioffice an alwor an alworo ngati enini ento ki bot wa wacreating safe work place. Alego dano ma woko weng bene gu creating safe work place wek kadi ngata tye ifield pe lwor donyo ioffice, katye ki cawa moo manok romo bene donyo bedo I computer timo gimo labongo lwor moo kiken pien ni in dong inyute ni gina kuman time. So ka icreating safe workplace obi yomo cwinye full. Naka nen aloko about open feedback, wa miyo feedback, wa accepting feedback. Pe aloko about decision making, decision making myero wa involving staff wa bene iye, ka wa keto staff ni ka wamito making gi moni calo wan ma watye ifield, wangeyo ni jo mai field ni gityo ki jo mai parish, jo mai community ka gityo ki jo mai community wakwany ent jo mai community wakel lutino ma watiyo kedgi ni ki mai icommunity wakel gi kong office kong wapeny gi kong ngo ma gitamo ni ngo ma myero watim wek community oye pito yen, kicak en ki piny kunu, ka kicako ki piny kunu obi yomo cwiny staff enoni ngeyoni okay, ka decision are being taken lok moni tye kitye ka lwongo an, yomo cwingi ful so myero watim gini enoni bene, an apwoyo tutwal gin ma atamo ni kiromo timo ne eno.

Glades: Atamo ni ludite ma padi padi ma gitye idul ma pat pat ka guwinyo pwonye enini nyo bene matye ka winyo pwonye enini gu obibedo ki kare me lubu at least jami acel ma tye kawinye ikin pwonye enini ma watye iye ni. An apwoyo matek Moureen ikonyo wa mini wa yoo ango ma waromo timo ne me weko tic wa oribu dano weng labongo apokapoka, ki bene pe angeyo ka iromo medo manok macalo tam, tam ango ma in iromo miyo bot organization matye woko, company ma tye woko tam ango ma in iromo miyo gi wek gin bene gubed ki kare me bedo ki tic maribu dano weng labongo apokapoka, manyutu maa weng labongo apokapoka apwoyo

Moureen: Ahh tam me acel ma aromo miyo ne ni wan wamaro lok me pwonye pwonye training, gina acel ma amiyo advice ma amiyo tye ni ki mi pwonye but pwonye eni ma ki bi miyo ni kong ki cak kong ki luddite me team, ki pwoony management team romo creating nino moo ki bi pwoony management team pien gi tye busy cawa weng nongo gitye ki tic me atima ento ka ki training gin

on inclusion on ribu dano weng weko kadi cengu ngati moo obino onyo staff moo obino ma ki ngeyo ni eni management team eni tye achioli, eni tye la loka an pe abigamo staff enini pien tye laloka ento ka ki training en ngeyo ni dano weng tye involve kadi dong wa laloka twero gamo neo myero wabed ki dano ma dwong pe waket ni kit ma dong watye Gulu ni myero dong wabed ki acoli kiken wakel lutic magi tye woko, wakel lutic ma gi tye Lira, kitgum kwe weng wek wak water kedgi , enoni bene weko dano bedo ki ngec ni okay ngati eni tye waromo tic wani kede kelo ribbe moni ikin dano pe kelo apoka poka pien gi ngeyo ni eni watye katic ki dano madwong ataa ma gi loko leb mapat pat. Aahh waromo creating workspace matye friendly ma pe poko ngati moo kiken keti ngati moni oo matye langolo romo oo dok tic lanbongo peko moo kiken romo tic, kiti ngati moni wange pe neno piny maber, kamito coc romo tic ki brails wamiti enoni obed tye idog tic, ket ni ngati moni tye ki peko igin moni workspace environment moni matye condusive, create that condusive friendly workspace ma gi romo tic iye labongo apokapoka moo kiken pien gingeyo ni kany dano weng giribe labongo ayela. Lok ki dano communicating ki teami aa wek ribbe ni obed tye idog tic myero iketo calo cik idog tic ma nongo ingeyo ni dano weng myero guribbe we gunongi an ki kany pe ki kwera kany ki mara me ada wek gubed ki winye moni ni kadi lok moo tye kiromo weko an abedo tye involve kadi lok mo tye kabino kilwonga ni an abed tye iye labongo apoka poka moo kiken, pien ka kitimo kuman obiweko ngati moni bedo ki yom cwiny idog tic pe bedo ki tele moo kiken pien ngeyo ni kany ka aceto iye ki loko keda kuma labongo ayelayela mo kiken bedo ki tice labongo lworoo moo kiken pien ngeyo ni itye kin i yer ni tica eni ma atye katimo neni abi nongo end results iye. Me agiki ne iromo bedo ki lok one on one ki staffi lok enini pe romo bedo only bot human resource iromo cutting across wa bot management onyo bot directors. Wan gin maber ma watimo, directors wa cawa weng nongo gitye botwa, ka watye ki lok moo, directors wa gitye open me winyo ne, kadi loka gang kadi pe lok ma kwako dog tic gi mini wa kare me wacu peko wa ma watye kede, ki gino moo kiken ma gin tamo ni waromo yubu ne pi ber bedo wa idog tic wa ci gina kumenu oweko directors wa maro lutic gi, lutic gi bene maro gi ful and lutici gi cwiny gi yom gi waci ni okay kit directors wa enini ma cawa weng ma gitye ni waromo tic maber kalok mot ye giwinyo lok wa, eni miyo kero ki dano idog tic me tic matek adida labongo apokapoka mokiken labongo lworoo mokiken apwoyo.

Glades: Ka walubu ngo ma ma Moureen owacu ni, wubi bedo ki kare me maro dog tic wu nyo me maro dog tici macolo in itye manager, macalo in itye supervisor nyo in itye human resource ineno ber tic pa dano weng ibi nongo tic mit gin acel ma myero watim aye, kong wa maa kong lutic wa Moureen bene owacu ikin loke ni wayee lutic wa so long as in ibedo ki kare me gamo ngati moni onyo employing ngati moni idog tice, nongo me acel kong bene imaro pien tye ki qualification enoni weng an me aryo bene myero ingut ite maa. Pire tek ni ka in inyutu maa ki latici ma in itye ka supervising obibedo ki kare me waci jami weng, kong iketi in pe itye kamaro finance, waket dong lakan lim, wun wutye ki arubaruba ki lakan lim, ngo maweko lakan lim pe kwali, ngo ma weko lakan limp e obi kwalo cente pa organization pien winye pe ikin wu, ribbe pe ikin wu, so enoni aye gin acel ma pire tek oweko tin watamo ni kong walok ikom tic maribu dano weng nyo bedo igang tic maribu dano weng labongo apokapoka nen nining? Ci tin wawinyo kibot welo wa acel ma en tiyo iKijani forestry macalo human resource nyo ngat ma neno ni dano me



Gulu, Uganda / Zwolle, The Netherlands

E-mail: info@backupuganda.org

Web: www.backupuganda.org

Tel: UG +256 7 72630078

NL +31 38 4604615

igang tic weng gitye maber, in omiyo tam mabecu alego ni in mai ibedo kawinyo ne ka in iwinyo iromo wacu ne bot lutic mukene, tye jo mukene magi tye ka running organization macalo C.E.O macalo directors nyo macalo Founders pire bene tek ni ka in iwinyo pwonye enini kore ki kore itero idog tic kunu ba nyo idul tici kunu obi konyo lutici tye jo mukene magi tiyo iorganisation moni pi mwaka 10 mwaka 20 kong ipenye kong ni pingo, pingone nongo tye, tye jami madwong ma weko dano rii idog tic mapat bene ki lim madwong, cawa mukene kit ma kit ere kwede, kit ma dano ribbe kede iorganisation enini, amaro tic ka enini, amaro tic iorganisation caani oweko pe kiyela, dano mare, ka awacu tama bene kiwinyo tama pe dong kiceto ki tam pa ludite kiken dok bene kiye tam pa lutic ma lapingi en aye oweko bene pire tek ni wanen luticu weng calo dano ma pii gi tek kadi bene Gate keeper wamini gi woro, enoni bene tye ikin ribbu dano weng igangi tic labongo apokapoka. So an apwoyo matek welo wa me awora, apwoyo mini wa tam, apwoyo mini wa ngec, atamo bene ni jo mawoko bene bibedo ki kare me lubu jami ma in iwacu, macalo dul me Backup Uganda wa wacu ni Lutino weng pwonye, onyo dano weng romo pwonye.

Apwoyo matek.

Agikki: Wapwoyo winyo Lutino weng romo Pwonye. i romo nywak tami kwed-wa, i romo ribbe facebook ki bene i romo cwalo lapeny mo keken ma i tye kwede i namba cim matye **0772630078**. I mito ngeyo matut i kom dul me Backup Uganda wek i bed ki ngec i kom jami matimei romo nongo i wang website www.backupuganda.org onyo i facebook, instagram, Twitter kacel ki LinkedIn.