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Meet Almaz Negash – A Global African impacting lives, communities, and African Businesses within the Continent and the Diaspora

"I believe that as Africans, we need to be at the forefront of creating Africa-focused solutions and the only way to do that is by creating a platform that enables us to successfully innovate and create for the betterment of the continent."

Ms. Almaz Negash is the Founder and the Executive Director of the African Diaspora Network (A.D.N.). In 2010, she founded A.D.N. to inform and engage Africans in the diaspora to facilitate direct collaboration with social entrepreneurs, innovators, and business leaders to invest and improve the lives of everyone on the continent. Under her leadership and vision, A.D.N. is now the home of The African Diaspora Investment Symposium (A.D.I.S.), a marketplace for investors and entrepreneurs in Silicon Valley. She was recently honored by her selection as a Fellowship candidate at Stanford University.

Almaz Negash is a frequent speaker on regional and global development,

authored several articles, and serves on many organizational, corporate, and advisory boards.

Almaz Negash is an Eritrean-born social entrepreneur who believes in the ability of individuals to gain economic self-sufficiency through social enterprise development and employment. She has spent the last two decades seeking to improve the quality of life in her local communities through local and global partnerships.

Almaz Negash, a prominent trailblazer in Silicon Valley, has been recognized as one of the 12 inaugural members of President Biden's Advisory Council on African Diaspora Engagement in the United States. Leveraging over 25 years of experience in international trade, business management, and social innovation, Negash has been able to build successful partnerships with a variety of stakeholders, including Fortune 500 companies, academic institutions, investors, and entrepreneurs based in the USA and around the world. She has also been named as one of

Women of Influence for her significant contributions to social innovation.

She serves as the Senior Managing Director of Step-Up Silicon Valley, a social innovation network utilizing disruptive, research-based strategies to reduce poverty and increase economic opportunity in Silicon Valley.

One of her many contributions to community economic developments includes her leadership in the exploration and incubation of Pay for Success (aka Social Impact Bond), a new model of social innovation financing that resulted in reducing homelessness in Santa Clara County. Before founding A.D.N., Almaz was a member of the U.N. Economic Commission for Africa, where she contributed to the High-Level Panel on Migration (2017-2019).

In an earlier interview with Medium.com Almaz Negash spoke on the uniqueness of investing in Africa "Generally speaking, given that the VC atmosphere in Africa is vastly different from the US, businesses that fail to account for the difference in operational, infrastructural and environmental contexts, as well as the uniqueness, of each African country, are less likely to experience significant success. The fact that a health-tech start-up experiences immense success in Kenya does not guarantee that the success will be replicated in Nigeria, for instance."

"As an African who has lived in America, with Americans, for years, I believe that love transcends color, ethnicity, creed, religion,

income, and other societal barriers. It is that belief that enabled me to dare to bring Africans and friends of Africa together. The generosity and kindness of our global community feed me with hope and optimism."

"That optimism and faith is also what led me to start the African Diaspora Network (ADN). In 2010, I noticed that the social entrepreneurship conversation was consistently about Africa, yet the voices, ideas, and financial backing of Africans were absent; both on the continent and in the Diaspora. As a member of the African Diaspora, I felt strongly that there was a need for an organization that would both honor the individual achievements of Africans in the Diaspora and on the continent, and provide a platform for these visionaries to put their minds together, collaborate, and spearhead the transformation that the African continent truly needs. I reached out to my wonderful friends and colleagues to see if my idea to create the African Diaspora Network made sense. The feedback was a resounding YES, and the rest is history." She said.

Almaz holds an M.B.A. from Golden Gate University and a B.A. from the University of San Francisco and is a loving wife and proud mother of two children.



About the African Diaspora Network

African Diaspora Network is a registered non-profit organization. Our mission is to sustainably serve our constituencies, marketplace, and partners. This is inextricably linked to engaging the African diaspora through an ethics of care, enhancing their well-being in their adopted homelands, and facilitating their strategic involvement in the development of Africa.

We are the first organization to bring together a global network of Africans and friends of Africa connecting entrepreneurs, investors, academics,

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and leaders of non-profit organizations, corporations, and official development agencies to learn, engage, and co-create possibilities. Our tangible results have cemented us as a trusted partner that provides real value to the ecosystem.

With almost 350 million people, the African Diaspora is mentioned as the Third largest group of alike persons in the world after China and India, but larger than The United States of America (323 million), Indonesia (258 million), and Brazil (205 million).

Stay tuned for more on Almaz Negash, one of the greatest assets to the African Global Business community and the Diasporan African community.

Culled from: African Diaspora Network, Medium.com, State of the African Diaspora.



THE FUTURE OF HR: EMBRACING DIGITAL TRANSFORMATION IN WORKFORCE MANAGEMENT

By Esther Fefoame,
 Human Resource Management & Alternative
 Dispute Resolution Practitioner.

The rapid advancement of technology is reshaping industries and workplaces worldwide, and human resource management is no exception. In Africa, organizations are starting to adopt digital tools that promise to streamline operations, enhance worker engagement, and improve decision-making. The future of HR is digital, and those who embrace this transformation are poised to lead their

organizations into a more efficient and effective future.

The Rise Of Digital Hr Tools

Over the past decade, the rise of digital HR tools has made it easier to manage the workforce. From recruitment platforms powered by artificial intelligence (AI) to sophisticated HR analytics, organizations are finding new ways to improve efficiency and make data-driven decisions.

According to a recent report by *PwC Africa*, around **39% of African organizations** have already adopted some form of AI technology in their recruitment processes, allowing them to sift through large volumes of applications, identify top candidates, and reduce hiring bias. This speeds up the recruitment process while ensuring a better match between candidates and company culture.

HR analytics are also gaining traction, allowing HR professionals to gain deeper insights into worker performance, turnover rates, and engagement levels. By analyzing trends, HR leaders can make informed decisions, such as which departments need additional training, how to improve worker satisfaction, and when to address potential issues before they escalate into larger problems. A study by Deloitte found that companies using HR analytics were **8 times more likely** to make better, data-driven decisions compared to those relying on traditional methods.

Enhancing Worker Experience With Digital Tools

In addition to operational improvements, digital tools play a significant role in enhancing the worker experience, a critical factor in retaining top talent. **worker engagement platforms**, for example, provide workers with avenues for real-time feedback, allowing managers to understand how their teams are feeling and what they need to perform at their best. This feedback loop creates a culture of openness and responsiveness, fostering a more positive work environment.

Moreover, self-service HR portals give workers more control over their work life. Instead of depending on HR for every query, workers can access their payslips, request time off, and update personal information directly through these platforms. A survey by *Gartner* shows that companies using self-service portals have reported a **25% increase** in worker satisfaction and a **30% reduction in administrative workload** for HR teams.

Remote work solutions, which became essential during the COVID-19 pandemic, are now permanent fixtures in many organizations. HR technology, such as virtual collaboration tools and digital communication platforms, has enabled workers to stay connected and productive regardless of location.

For HR managers, this has created opportunities to recruit from a broader talent pool, including individuals from different regions and countries, without the limitations of geographic boundaries.

Challenges And Considerations For African Organizations

While the benefits of digital transformation are clear, the journey is not without its challenges, particularly in the African context. Limited access to high-speed internet, the cost of adopting new technology, and a lack of digital literacy among some workers can hinder the seamless implementation of digital HR tools. To overcome these barriers, organizations must invest in worker training and development to ensure that their workforce can navigate new digital systems. This involves not only technical training but also fostering a mindset of adaptability and openness to change. Moreover, businesses need to carefully consider their investments in digital tools, selecting those that align with their specific needs and budgets.

Another critical consideration is data privacy. As organizations collect more worker data through digital platforms, they must ensure that their systems comply with local and international data protection laws. HR leaders need to be vigilant about safeguarding personal information and developing policies that protect both the organization and its workers. In fact, the *2022 Africa Data Privacy Report* showed that **73% of African companies** cited data privacy as a major concern when adopting new HR technologies.

The Road Ahead

The future of HR in Africa is undoubtedly digital, but it is not just about adopting the latest tools it's about leveraging them strategically to create a more agile, responsive, and engaged workforce. By integrating technology with human insight, HR professionals can play a pivotal role in driving organizational success.

As more African organizations embrace digital transformation, HR leaders will need to continuously adapt and upskill themselves to stay ahead of the curve. The key to thriving in this new era is to strike a balance between technology and human-centric practices, ensuring that the tools we use serve to enhance, rather than replace, the personal connections that define effective HR management.

In the words of futurist Alvin Toffler, "The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn." For HR professionals, this means staying open to new ways of thinking and working, continuously evolving as technology continues to reshape the world of work.



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Conclusion and Call-to-Action

The digital transformation of HR is more than a trend it's the future. African organizations that embrace these changes stand to benefit from improved operational efficiency, enhanced worker engagement, and better decision-making capabilities. However, to fully reap these rewards, HR professionals must approach digital transformation strategically, considering the unique challenges and opportunities within the African context.

As an HR leader or professional, it's time to **assess your current HR processes** and explore how digital tools could enhance them. Are your recruitment methods efficient enough? Are you leveraging data analytics to make informed decisions? And most importantly, are your workers engaged and empowered through the use of technology? By answering these questions and taking actionable steps, you can position your organization for success in the digital age.

For Further Insights or Inquiries

For further insights or inquiries on Labour-management strategies, feel free to reach out to us through our designated contact form on our company website or connect with us via our official communication channel at efandassociatesgh@gmail.com.

You can also connect with us on LinkedIn:
 - **Esther Fefoame:** LinkedIn Profile
 - **EF & Associates:** Company Profile

Best regards,
Esther Fefoame, MBA
 Experienced Senior HR / ADR
 Management Professional
 Managing Partner, EF & Associates Ghana Limited

Discovering Africa's Travel Destinations - Ghana's National Theatre

The National Theatre of Ghana was opened in 1992 in Accra, the capital of Ghana, to spearhead the country's theatre movement by providing a multi-functional venue for concerts, dance, drama, and musical performances, screenplays, exhibitions, and special events. In Ghana, theatre as an artistic form has existed for centuries in the traditional dramatic expressions of society, however, the National Theatre Movement (NTM) was conceived around the time of Ghana's independence in 1957 to help remold the new nation's cultural identity. The theatre is governed



by the National Theatre Law 1991, PNDC Law 259. The building houses the three resident companies of the National Dance Company, the National Symphony Orchestra, and the National Drama Company.

The theatre has a building area of 11,896 square metres (128,050 square feet) and is situated near the junction of the Independence Avenue and Liberia Road. The building has complicated construction moulding and novel exterior features. When looked at from a distance, the whole structure looks like a gigantic ship or a seagull spreading its wings. The theatre, which is located in the Victoriaborg district of Accra, was built by the Chinese and offered as a gift to Ghana.

The History:

The Governments of the Republic of Ghana and the Peoples Republic of China signed an agreement on 5th July 1989, as regards the construction of a National Theatre Complex at the junction of the Independence Avenue and Liberia Road intersection and the reconstruction of the University of Ghana Drama Studio.

Work on the National Theatre began on 8th March 1990 and was completed on 16th December 1992, commissioned and handed over on 30th December 1992.

Operations at the National Theatre started with a performance by the three Resident Groups, namely Abibigromma, Dance Ensemble, and the National Symphony Orchestra. This was followed by a performance by a Chinese Cultural Troupe. The National Theatre was to spearhead the Theatre movement in Ghana and also provide the needed multi-functional venue for concerts, dance, drama and musical performances, screenplays, exhibitions, and special events.

The structural developments of buildings that promote the arts and visual culture in Ghana have received little scholarly attention since the country's independence. The scarce information regarding buildings linked to the arts is scattered and chequered at best. This, perhaps, stems from the fact that the available literature seems inclined toward the patronage of artworks and theatrical performances, music, and dance, thereby

leaving out the visual and cultural aspects of buildings that host performances and artworks.

The National Theatre was completed on December 16, 1992, commissioned and handed over by the People's Republic of China to the Government of Ghana on December 30, 1992.

The Theatre was designed to be used by people from all walks of life and diverse age groups. Since its inception, the National Theatre has hosted a number of performances and exhibitions from both local and international communities with the intention of promoting visual culture in a heterogeneous global landscape.

Location, Structure, And Artistic Appreciation

The boat-like building is located near the junction of Liberia Road and Independence Avenue, adjacent to Efua Sutherland Children's Park, in Accra's Central Business District.

Three distinct structural forms comprise The National Theatre building, with each structure housing its own performance group/company: the National Theatre Players, the National Dance Company, and the National Symphony Orchestra. A closer look at the entire structure reveals three distinct parts aside from the structural forms mentioned earlier. The upper part portrays three boats joined together, supported by rectangular piers with curved outward projections, and a rectangular base with entrance and exit openings. Infact, the entrances and windows seem to be carved out of the rectangular base. All of the entrances are elevated from the ground level with a staircase, which leads up to the glass entrances and into the building.

Sculptural forms executed by Ghanaian artists are carefully displayed outside the



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National Theatre. The following image shows a sculptural work that depicts a Sankofa, a traditional Ghanaian symbol. The Sankofa represents taking the opportunity to reflect upon the past and applying significant and relevant ideas to current developments. Thus, the past has something relevant that must be considered and utilized as part of contemporary practice.

Whenever you pay a visit to Accra, Ghana ensure that you pay a visit to the National Theatre in Accra.

Credit: Ebenezer Kwabena Acquah, nationaltheatre.gov.gh, explore-vc.org

to carry out the rest of their tourism activities. This means in effect that every tourist irrespective of his/her purpose of trip or tour that is whether for leisure, education, business, health-related activity, and visiting friends and relatives definitely need a place to stay and operate from.

Among the accommodation facilities, hotels constitute the most significant or dominant option. It is generally held that accommodation absorbs a significant proportion (about one-third) of the tourists budget. Therefore, destinations that tend to develop the appropriate and enough hotels and lodges stand the chance of reaping the maximum benefits from the tourist industry. The converse could also be regarded as true.

Tourism Development In Africa

For developing countries, especially in Africa, tourism development has been identified as a very necessary tool for the enhancement of their economic development. This is because there is an abundance of attractive natural areas in Africa. Africa as a sequel therefore, attracts large numbers of tourists from the developed world, who like to travel to the continent to view its wildlife, which is not only unique about the destinations, but also spectacle. According to some schools of thought, Africa is the only place on earth where vast herds of wild animals still roam the open rangelands. It is also reported that the continent harbours 18 of the 32 well-known World Heritage Sites and 31 Biosphere Reserves proposed by national governments and adopted by the International Community through the auspices of The United Nations Educational, Cultural, and Scientific Organization (UNESCO). This has encouraged the creation of protected areas in sub-Saharan Africa, where wildlife viewing in addition to proceeds from mass tourism, continues to provide the countries involved with the much-needed foreign currency.

Tourism In Ghana

Ghana, like many African countries, abounds in significant numbers of natural, cultural, and heritage sites of importance, which have either been developed already or are earmarked as having the potential for development. These include forest reserves, national parks, resource reserves, and wildlife sanctuaries. Other natural attractions include the topography, such as the numerous mountains, and waterfalls, water bodies such as lakes, both artificial and natural rivers, villages on water, (stilt communities),



lagoons, ponds, sport fishing, beaches (with caves and capes, etc.), all of which constitute pull factors for attracting tourists to the various destinations or communities where they are found. However, different parts of the country- regions, and districts are endowed with different tourism attractions that have been either developed or constitute great potential for development to help boost the local economy for that matter.

Amazing Hotels like Eastgate Hotel located in the heart of Ghana's capital city, offer a serene oasis just moments away from the bustling Kotoka International Airport, Accra. As a premier choice for staying in Accra, Eastgate Hotel promises an unforgettable stay, whether you're visiting Ghana for business or pleasure.

Eastgate Hotel combines traditional Ghanaian hospitality with world-class standards, making it a top choice for travelers seeking comfort, convenience, and exceptional service. Their strategic location in the tranquil East Legon suburb provides the perfect base to explore Accra's rich cultural heritage, vibrant markets, and stunning natural beauty.

For Africans all over the world who wish to visit and experience Ghana, Eastgate Hotel is available for your stay.

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Stay tuned for more | on the significance of Hotels and Resort centers in advancing Tourism in Africa.

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Hotels and their immense significance on Tourism in African Countries (Part 1)

Hotels constitute the single most important component of the tourism industry. This has been proven by a number of authors including Lundgren (1973) and Fridgen (1996). It has been established that aside from attractions, tourism in any area cannot thrive without the development of appropriate lodges and hotels. Hotels are indeed considered as the „home base of tourists as they (the tourists) engage themselves in other pursuits within their new destination. In other words, hotels constitute places where the tourists lodge or stay in order

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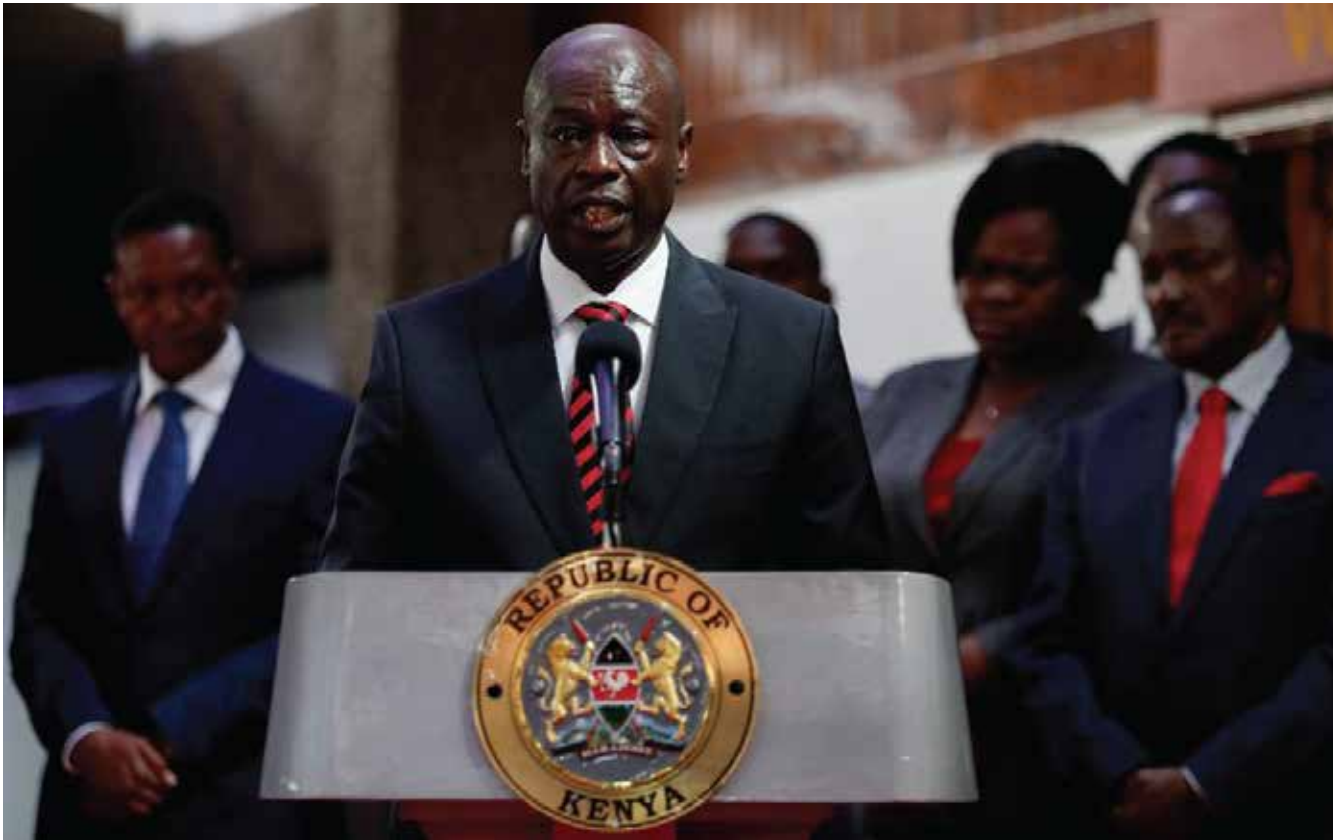


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Kenya's Deputy President Gachagua faces impeachment from Parliament amidst fierce legal battles

Kenya's parliament has begun the final step to remove Deputy President Rigathi Gachagua from office just two years after he was elected on a joint ticket alongside President William Ruto. He has two days to convince senators and save his position.

An overwhelming majority voted in the National Assembly last week to approve his impeachment, setting the stage for the two-day trial in the Senate that takes the final decision. The trial is being conducted before the full house of the Senate after it abandoned a process to set up an 11-member committee to investigate the charges.

Rigathi Gachagua who faces impeachment, has pleaded not guilty in a senate hearing Wednesday (Oct. 16) to all allegations including corruption, inciting ethnic divisions, and support for historic anti-government protests.

Gachagua's legal team has Wednesday (Oct. 16) and Thursday (Oct. 17) to cross-examine witnesses, and the Senate will vote on Thursday evening.

Court rulings this week allowed the parliament and senate to proceed with the impeachment debate, despite concerns over irregularities raised by the deputy president's lawyers.

The 59-year-old politician has called the allegations politically motivated.

Gachagua's supporters as well as his opponents clashed in early October at public forums over the impeachment motion against him, which was introduced in parliament by the ruling alliance. The case highlights the friction between Gachagua and President William Ruto – something that Ruto once vowed to avoid after his past troubled relationship as deputy to Kenya's previous president, Uhuru Kenyatta.

Gachagua could be the first sitting deputy president impeached in Kenya's history. The deputy president faces 11 charges including corruption, inciting ethnic divisions, and undermining government - all of which he denies. The row follows his recent fallout with President William Ruto, who has remained silent about the matter.

Analysts expect the deputy president's impeachment to be upheld as senators from the ruling party are likely to be backed by those from the main opposition as happened earlier when the lower house voted on the case.

At least two-thirds of the 67 Senate members must approve the motion for Gachagua to be removed from office. Should that happen and his impeachment stands, he would be barred from ever holding public office. This makes it

a battle for his life.

Wednesday's schedule involves evidence by the National Assembly against Gachagua, including any witnesses, being introduced and examined for three hours followed by another two hours of cross-examination. Kenyan media reported that videos of the deputy president comparing Kenya to a shareholding company were played at the hearing.

Gachagua sparked a backlash last year for this utterance, in which he said those who voted for the current administration were more deserving of government appointments and contracts.

As Wednesday's hearing took place, residents in Gachagua's home region, Mount Kenya, protested against the impeachment. More than 1,000 people took to the streets of Kagio town and blocked a highway, local media reported.

On Thursday, the trial will resume to deal with the evidence and witnesses from Gachagua's side until late afternoon. At the conclusion of the process in the evening, senators will debate the motion for about two hours and then take a vote - scheduled to happen on Thursday night. The Senate can however decide to extend the process to Friday, the last day it can legally be heard. He is expected to challenge the impeachment in the courts if it passes.

The deputy president has made numerous unsuccessful attempts to stop the impeachment process, with at least 26 court cases having been filed so far.

Some of the grounds for Gachagua's impeachment include accusations that he acquired assets worth 5.2bn Kenyan shillings (\$40m; £31m) in the two years since he became deputy president - allegedly acquired through corrupt means.

The deputy president is a wealthy businessman from the vote-rich central Mount Kenya region. In just five years, he rose from being a first-time MP to become the number two in Kenya's leadership, after Ruto picked him as his running mate in the August 2022 election.

The impeachment trial of Kenya's Deputy President has dominated the discussions of many Kenyans and the media in recent weeks.

Kenya and Africa as a whole await the final outcome of this impeachment trial.

Additional Source: Africa News