



COMMONWEALTH
TELECOMMUNICATIONS
ORGANISATION

Facilitating Partnerships in Capacity Building

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Overview

- CTO's Priority Areas
- Micromanagement, Leadership and Entrepreneurship
- Talent Management and People with Disabilities

Priority Areas

- Broadband, especially mobile broadband
- Regulatory Environments
- Cybersecurity
- ICTs for People with Disabilities
- ICTs in Education
- Youth and ICTs

Micromanagement, Leadership and Entrepreneurship



Trust?

Passion?

Vision?

Micromanagement, Leadership and Entrepreneurship



Aliko Dangote
Dangote Group
Nigeria



Abas Idaresit
Wild Fusion
Nigeria



Carey Eaton
One Africa Media
Kenya

Njeri Rionge
Wananchi Online



Samuel Eto'o
Set' Telecom
Cameroon



Ayisi Makatiani
Africa Online'



Talent Management and People with Disabilities



Talent Management and People with Disabilities

- The company: Gitanjali Gems, Hyderabad, India
 - Branded diamonds
 - \$1 billion company
 - no trained manpower in Hyderabad; high costs of training
 - 8% employee "engaged", vs. 32% "actively disengaged" (Gallup)
 - The challenge: Hire, train, retain and develop productive, engaged employees and make the new unit cost effective.
 - Committed to hiring more rural and disabled youth as CSR
 - Current: 280 employees out of 2500 are disabled youth
 - Tapped into India's pro-disable government programmes
- Results: Higher productivity (7+ hours productivity from the disabled vs. 5.5+ hours from others); public relations boost; India's 2009 employer of the year, etc



“Differently abled, not disabled.”