



## Mentoring with German IT Experts

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Our mentoring program brings German ICT specialists to Rwanda to conduct workshops and company visits. The idea is that the content is tailored to each participating company and thus a high learning effect is created. In addition, the mentors remain contactable for the participants even after their departure.

The mentorship program serves as a preparation period for companies to upgrade and improve standards and practices through dedicated mentorship and advisory sessions.

The mentorship program also aims at developing the capacity of local IT companies by providing them with the required skills and standards to professionally conduct international business projects. The program involves senior IT experts from Germany paired with their Rwandan peers and together they conduct sessions with selected Rwandan companies.

The goal being;

- Tailored support to bring each team to the next level – no matter where they are starting from.
- Enable a larger set of Rwandan companies to conduct international business partnerships.
- Build relationships between the Rwanda & German IT sector
- Help German IT Experts/mentors who takes part in the program to make contacts with talents, getting to know the Rwandan ICT sector and exploring market and cooperation opportunities

Some of the topics covered in the mentorship program include but are not limited to; programming quality, problem solving skills & resources, Tooling, Team collaboration and management, agile approaches like test driven development, scrum and many others.

Mentors disseminate a wide range of experiences from agile methodologies, versioning , project management. They are well versed in the use of frameworks, system architecture, and cloud computing. In addition, they are active members of their community (testified through meetup participation, blogging, social media accounts, GitHub profile etc.)

The experience from the project's 1st phase proves a need and benefit from companies that participated through feedback collected and actual growth witness post coaching as opposed to before. Mentorship with German IT experts will keep on elevating practices and skills of the Rwandan IT community, hence boosting growth of ICT ecosystem over the whole country, not to leave the whole continent as well.