

TINFAYO

Reloaded

TIME FOR TINFAYO TO RECRUIT A FARM MANAGER-
Will he extend contract for Mr. Magezi or recruit a new Farm Manager?

The Story

Five years ago, Tinfayo recruited a farm manager, one Magezi. Magezi managed the farm according to his own wishes and aspirations - largely sidelining Tinfayo. However, it is now recruitment time for workers on the farm: Mr. Magezi (current farm manager) travels to seek contract renewal from Mr. Tinfayo; Mucunguzi has learnt for the last 5 years on how the farm has been managed and wants to compete and take the job of the farm manager from Mr. Magezi.

...What will happen...

Purpose of this segment of the Story:

Educating Citizens on the importance of elections, qualities of good leaders, roles of leaders, linkage of leadership and service delivery, rights and roles of citizens in the election process.

Mr. Tinfayo (citizens) will be assessed on whether he was in charge of his farm (Uganda) and whether he had power and authority to determine the nature of workers (leaders) he wants, how to assess workers (leaders) performance, how to reward best workers (leaders), how to punish stubborn workers (leaders) and how to terminate contract of poor performing workers (leaders).

Questions

✿ Based on past experience of Mr. Tinfayo and Mr. Magezi on the Farm, what can Mr. Tinfayo do on contract renewal request from Mr. Magezi.

✿ What can Tinfayo do differently in the recruitment process to prevent a manager who is going to over power him on his farm

✿ How can Mr. Tinfayo distinguish a good and trusted farm manager from a bad one?

✿ How can Tinfayo exercise his power, authority and control on his farm

Interpretation

- Farm represents Uganda
- Tinfayo represents citizens of Uganda
- Mr. Magezi represents incumbent leaders at different levels
- Mucunguzi represents new political candidates at different levels
- Recruitment represents electing leaders into different political offices
- Farm manager represents political offices occupied by elected leaders
- Contract renewal means electing incumbent leaders for another term of office
- Mr. Tinfayo (citizens) should know qualities of a good leader to select between contesting candidates (Mr. Magezi and Mucunguzi)

- Mr. Tinfayo (citizens) should set terms and targets for the farm manager (leader)
- Mr. Tinfayo (citizens) should get a commitment from the leader in form of a social contract
- Mr. Tinfayo (citizens) should only give a job of farm manager to some one who will listen to him
- Elections present an opportunity for extending or terminating a term of office for leaders.
- Ballot paper is a symbol of authority and power for rewarding good leaders, punishing bad leaders and electing new ones

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About the story

This is a story intended to stimulate thinking, reflection and action amongst the citizens, it highlights rights and responsibilities of citizens of Uganda as owners of Uganda, meaning of citizenship, duties of leaders, linkage of leadership to service delivery, importance of politics, importance of elections amongst others

Mr Tinfayo owns a farm of cattle in Rubona, Kabarole District. Mr. Tinfayo employed Mr. Magezi as a farm manager. The cattle have the capacity of producing 100 litres of milk daily. Mr. Magezi sells the milk and uses the money for his personal benefit. Each morning, Mr. Tinfayo kneels down to beg Mr. Magezi to at least give him 5 litres of milk for his home consumption. One day, Mr. Tinfayo tried to go to the farm to count the animals and verify the litres of milk produced but he was chased by Mr. Magezi that the operations of the farm were not a concern of Tinfayo.

Mr. Tinfayo returned home, two weeks later, the contract for Mr. Magezi was expiring, this time Mr. Magezi got a good looking cow and a 20 litre jerrican of milk and took it to Mr. Tinfayo. Mr. Tinfayo got excited and he extended the contract of Mr. Magezi as the farm manager and increased his salary. Mr. Magezi has managed to acquire a lot of wealth for himself and Mr. Tinfayo keeps begging for help though he has land, animals and property that is managed by Mr. Magezi.

Questions

1. What do you learn from this story?
2. What rights did Mr. Tinfayo have?
3. How can you advise Mr. Tinfayo?
4. Who has the power in this story?
5. Where did Mr. Tinfayo blunder?
6. Who is the problem? Mr. Tinfayo or Mr. Magezi
7. Assuming Mr. Tinfayo is the citizen of Uganda and Mr. Magezi is the elected leader, how can you relate this story to the relationship between voters and elected leaders in Uganda?
8. If you are Mr. Magezi, what would you have done differently to protect your name and legacy (what should leaders do and how should they behave?)
9. If you are Mr. Tinfayo, what would you do to enjoy the proceeds of your farm

Interpretation

- ◆ Mr. Tinfayo represents Citizens of Uganda
- ◆ Mr. Magezi as a farm manager represents leaders who manage Uganda's resources.
- ◆ Farm represents Uganda
- ◆ Cows, milk represents resources and taxes paid
- ◆ Tinfayo's begging signifies how citizens expects services as a favour not as a right
- ◆ Recruitment represents election where leaders are elected
- ◆ Contract signifies term of office for leaders
- ◆ Tinfayo's visit to the farm represents duty of citizens to oversee and monitor
- ◆ Milk and cow given to Tinfayo represents gifts and money used by politicians while seeking votes