



Jamil Janjua,
ceo, Octara & Chief Editor
janjua05@gmail.com

Dear Reader,

This edition we have a delicious, and dare I say very potent line up of content that, if imbibed in earnest, will make us mission ready for any mission, no matter how seemingly impossible. We open the innings with **Robert Glazer** who dissects the Silicon Valley Bank's collapse and the different styles of leadership that came into play in handling the crisis. Go deep, he says, because people appreciate detail, especially when things aren't going well. He also advises being proactive, saying that waiting for the dust to settle before communicating can place you in a trust deficit.

Next up we have **Lucius Annaeus Seneca** with the stoic response to fear. It is a timeless truth, he says, that many of the things we worry about never come to happen. But our imaginary fears can have real consequences. Fear will cloud your reality, and like other extreme emotions such as anger, will cloud your vision and obscure what is really going on. The grips of fear can be paralyzing.

Former Navy SEAL **Brent Gleeson** dwells upon the critical issue of employee engagement, and says that the fundamental reasons the US Armed Forces continue to dominate the battlefield and defeat a very dangerous and decentralized enemy is due to the fact that we have 100% employee engagement. We have ecosystems of empowered teams that are fully engaged and working in a "decentralized command" environment. Fully engaged and decentralized command is the key.

Eddy Quan then tantalizes us with the simplest way to build a five figure per month online business, followed by Authors **W. Chan Kim** and **Renée A. Mauborgne** who chart an alternate path to innovation and growth in their book "Beyond Disruption" whose synopsis they favor us with.

Finally at the back-of-the-book, in our Nature Calling for Action Stations column, we carry the heart wrenching tale of Uganda and Tanzania where the fossil fuel lobby has upped the ante in a manner most brazen in the name of national development, putting precious flora and fauna in clear and present danger. Read on, stay safe and hang tight 😊

Editorial Compiled by **Adil Ahmad**, Special Correspondent, octara.com

Articles* selected by **Jamil Janjua**

Creative & Design by **Jamil Janjua** & **Nazim Ansari**

Feedback: info@octara.com

*Articles selected from online content highlighting professional and expert knowledge on 'Managing People, Business and Yourself'

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BREAKING NEWS

This Is What Effective Leaders Did During The SVB Bank Run

By Robert Glazer | 6 min read

Last week, many individuals and businesses in the United States watched tensely as a bank run unfolded at Silicon Valley Bank (SVB), one of the most prominent banks in the venture capital, investment and startup community.

The bank run spiraled quickly—within 48 hours of the run's start on Wednesday, the government stepped in to shut SVB down and take control. At that point, it was unclear if and when depositors would have access to their funds, especially for deposits above the \$250,000 limit for FDIC insurance. As the

uncertainty dragged into the weekend, I know I received many [panicked texts and calls](#).

Eventually, the government announced that it would backstop SVB's depositors over the weekend—all deposits with SVB would be guaranteed, regardless of the bank's fate.

As I have made some private investments over the years, especially in real estate, I have noticed a wide variety in the frequency and quality of the reporting I receive from the various investment managers and leaders. I have always been most impressed with the firms that overcommunicate and send

detailed quarterly reports that include updates about what is going well and what is not. I have also found that these investments tend to perform best, and I have the most confidence in those teams.

When the SVB crisis reached a fever pitch, I started to receive messages from some of these investment managers; they [communicated proactively and transparently](#) about their potential exposure, and the exposure of any of the companies in their portfolio. They didn't sugarcoat anything.

However, other investment managers were notably silent, as were many other company leaders who had significant exposure to SVB. There are many organizations and leaders who remained silent despite the risk of enormous disruptions to their employees, clients, vendors and/or partners had the government not intervened.

Effective communication is crucial for every organization, and every leader. My experience is that great communication is often a proxy for general excellence and [strong leadership](#). My experience with the SVB crisis prompted me to think about best practices for communication that leaders and companies should strive to uphold at all times.

- **Don't over-communicate good news** and hide bad news. While sharing good news is always easy, communicating bad news, or potential risks, in a transparent and timely manner is arguably more important. Earlier this year, the leader of a company sent me an upbeat update email about their business, with a fundraising ask, that completely ignored significant business challenges that I had learned about elsewhere. The email eroded my trust in that business, and its leader.

- **Go deep.** People appreciate detail, especially when things aren't going well. As I mentioned above, almost all my best performing investments, and those with very strong leadership, seem to have the most in-depth reporting. How they communicate is representative of how they operate: thoughtfully and effectively.
- **Don't be silent in a crisis.** In a crisis, especially as it begins to unfold, you'll rarely have all the answers. However, your constituents want and need to know you're aware of the problem and are working on a solution. Honesty and transparency build credibility with your audience, as does providing a timeline of when you'll be able to share more information.
- **Be proactive.** It's always better to be too early than too late. First impressions matter a lot and you never get a chance to go back when you miss the early window. Waiting for the dust to settle before communicating can place in you in a trust deficit.

The best leaders and companies did all of the above this week. They communicated early and transparently, and they shared both good and bad news with a high level of detail. As mentioned above, I believe many organizations failed to communicate their level of exposure and may have been on a course to blindside many of their constituents before they were saved by government intervention. Had that not happened, they may have caused lasting damage to their reputations.

Hopefully, this crisis serves as a good learning moment for the next one ■

Source:

<https://www.linkedin.com/pulse/what-effective-leaders-did-during-svb-bank-run-robert-glazer/>

A Stoic Response to Fear

A Stoic Response, Wisdom, and More

“We are more often frightened than hurt; and we suffer more from imagination than from reality.” – [Seneca](#)

By **Lucius Annaeus Seneca** | 6 min read

Maybe you are facing a difficult conversation you’ve been putting off for months. Or you’re about to embark on a new project that tests you to your limits. Or it could be a job change, moving to a new city, starting a relationship—any of those can provoke fears and anxieties that pin you down and you can suddenly feel trapped before the situation even unfolds.

It is a timeless truth that many of the things we worry about never come to happen. But our imaginary fears can have real consequences. Fear will cloud your reality, and like [other extreme emotions such as anger](#), will cloud your vision and obscure



what is really going on. The grips of fear can be paralyzing.

How do you take back control? How do you go back to your effective self ready to face whatever challenge comes next?

First, you must begin with one of the most important practices in the Stoic tradition: [the premeditation of evils](#). What is the worst that can go wrong...the absolute worst? Study that. Feel it in your bones and skin. Understand what it will look and taste like. Good. Now you’ve removed the surprise and some of the fear. You’ve readied yourself for the worst. As Seneca put it best, “the man who has anticipated the coming of troubles takes away their power when they arrive.”

Now comes preparation: What can do you do to prepare yourself? What options do you have when the worst case happens? How can you prevent it from happening? What can

you do today to reduce the chances of the worst happening? If it does happen, how can you bounce back? Write it all down on paper and think it through.

These steps—clarifying your fears, imagining the worst case scenario, brainstorming and strategizing to prevent whatever may come—are the key tools [in entrepreneur and bestselling author Tim Ferriss’s “fear setting” exercise](#) inspired by Seneca and Stoicism, which you can study by watching his widely popular TED Talk.

Next, you must embrace practice.

Think of Cato, [one of our most preeminent stoics](#), would walk around barefoot and with minimal clothing, in heat and cold. Why? He was training himself for a life in which he might have to experience poverty. He was, of course, a Roman aristocrat; he’d probably never become penniless. But he didn’t want to fear it at all, so he lived, in brief increments, a penniless life. And that simple exercise gave him an uncommon strength—the ability to have experienced and prepared for and thought about a trouble robbed that trouble of all its power over him.

Soldiers know how to shoot to kill—so why do they train for being on the receiving end of gunfire? The same reason a company does “war gaming” against its competitors. The same reason football players practice fumble recovery and give reps to their backup quarterback. When you can study and learn from what has failed in the past, or prepare for what might fail in the future, you reduce your fear.

Firefighters train night and day to enter burning buildings. Police officers shoot hundreds of rounds at firing ranges to make sure they are ready when crisis happens. Special operators around the country train for hostage rescue situations, playing out over and over again the remotest possibility

of an adversary capturing one of our own.

Preparing for what may come is how you know, entering a situation fraught with uncertainty and chaos, that you are ready. That you have done your best preparing. This is how you take control of your fear.

Think of practice as immunity: Immunity to fear; immunity to weakness; immunity to your own sense of doubt and hesitation. Practice even what you think you can’t do, and you might find that you have more capacity than you considered possible.

In short, this is blueprint that you require to take control over fear: 1) What is the worst that can happen? Write it down. Feel it. 2) Ask how you can prevent it and journal solutions. 3) Practice reduces fear: do whatever is necessary to know that you have steadied yourself and prepared with all of your effort.

In conclusion, you’ve probably heard the “nothing to fear but fear itself” sound bite that FDR gave in his famous speech, but the full line is worth reading because it applies to many difficult things we face in life: “Let me assert my firm belief that the only thing we have to fear is fear itself— nameless, unreasoning, unjustified terror which paralyzes needed efforts to convert retreat into advance.” The Stoics knew that fear was to be feared because of the miseries it creates. The things we fear pale in comparison to the damage we do to ourselves and others when we unthinkingly scramble to avoid them. An economic depression is bad; a panic is worse. A tough situation isn’t helped by terror— it only makes things harder.

And that’s why we must resist it and reject it if we wish to turn this situation around ■

Source:

<https://dailystoic.com/stoic-response-fear/>

5 Powerful Steps To Improve Employee Engagement



Engaged employees

By Brent Gleeson | 8 min read

Today more than ever, organizations rely on the energy, commitment and engagement of their workforce in order to survive and thrive in the twenty-first century. As a former Navy SEAL, I can assure you that one of the fundamental reasons we continue to dominate our battlefield and defeat a very dangerous and decentralized enemy is due to the fact that we have 100% employee engagement. We have ecosystems of empowered teams that are fully engaged and working in a “decentralized command” environment.

According to Gallup’s State of the Global Workplace report, only 15% of employees worldwide are engaged in their jobs – meaning that they are emotionally invested in committing

their time, talent and energy in adding value to their team and advancing the organization’s initiatives. More Gallop research shows that employee disengagement costs the United States upwards of \$550 billion a year in lost productivity. So one could see why this is both a serious problem that most leaders and managers face with today’s workforce — but also an amazing opportunity for companies that learn to master the art of engagement.

The current business environment, and the world in general, is moving faster than it ever has before. Organizations across the globe are faced with more change than most can handle — in order to compete and dominate their segment they are required to grow faster often giving them less time to focus on managing all of their financial

goals. They are forced to grow quickly with fewer resource - to do more with less. Managers have to learn to excel in managing themselves, their teams and meeting organizational goals simultaneously.

It is a common understanding of a vast majority of leaders that the employees are a company's most important asset. But in reality, that is only true when the majority of the workforce is fully engaged in their work. If not, they are either adding minimal value or actively working against the organization.

There are three types of employees in any organization:

Engaged (15% of the workforce). These employees are loyal and emotionally committed to the organization. They are in roles where they excel and where their talents are truly leveraged. They enthusiastically invest in their work and take on responsibilities outside of their job description. They are generally more likely to become emerging leaders and will stay with an organization much longer than disengaged employees.

Not Engaged (67% of the workforce). These employees can be difficult to identify because they are often relatively happy and satisfied in their role. However, they do the bare minimum and are not invested in the company's mission, vision, values or goals. They are less likely to be customer-focused and are not concerned about productivity or company profitability. These team members are both a threat and great opportunity – because with the proper approach, they can be transformed into engaged employees that thrive in the organization.

Actively Disengaged (18% of the workforce). We have all worked alongside these people. They are consistently negative, create a toxic environment, dominate their manager's time and are usually vocal about their unhappiness. What's worse, is they are often subject matter experts well-respected in their unique skillset.

And because of that, they often have significant influence over others. These employees can easily spread toxicity throughout an organization and can rarely be transformed into true "A" players.

Most studies point to the fact that employee engagement has a direct impact on productivity and profitability. That seems self-evident, yet many managers still struggle to define, measure and improve engagement in their teams.

The Leader's Role in Engagement

Leaders improve engagement by defining and communicating a powerful vision for the organization. They hire and develop managers that are emotionally invested in the organization's mission and vision and give them the resources to build great teams with the right people in the right roles. They empower.

The Manager's Role in Engagement

Great managers ensure they acquire and develop great talent – they get the right people on the bus and make sure they are in the right seats. They actively prioritize engagement. Their team's activities align perfectly behind the mission narrative of the organization.

In many of my articles, I dive deep in to the methodologies, tools and strategies leaders and managers need to successfully navigate the murky waters of twenty-first century organizational transformation — for leading change. I showcase how to build a culture that is more nimble and adaptive founded on the principles of trust and accountability. The issue at hand is with such low engagement in the workforce, it is very difficult to create a culture of trust and accountability.

70% of organizational transformation efforts fall significantly short of realizing the company's goals. Why? Because change is hard, takes longer and usually has higher hard and soft costs than managers and leaders generally plan for. Change can be intensely personal for employees, causes fear and can actually reduce productivity when

approached improperly.

Humans are emotional creatures — and most managers hold the misconception that their team members are largely rational in their decision-making process. Yet studies show that we base 70% of our decisions on emotional factors and only 30% on rational factors. But this can also be a great way to improve engagement. Improving engagement is simple — but clearly not easy. Here's how.

5 Powerful Steps to Improve Employee Engagement

How do managers know who is engaged? Their team members need to be able to confidently state the following:

- I know what is expected of me and my work quality.
- I have the resources and training to thrive in my role.
- I have the opportunity to do what I do best – every day.
- I frequently receive recognition, praise and constructive criticism.
- I trust my manager and believe they have my best interests in mind.
- My voice is heard and valued.
- I clearly understand the mission and purpose and how I contribute to each.
- I have opportunities to learn and grow both personally and professionally.

The steps for improving engagement aren't complex, they simply must be prioritized. Which means engagement must be a core function of the manager's role.

All else then falls into place.

Step 1 – Put Everyone in the Right Role

Again, get the right people on the bus and make sure they are in the right roles. This means that all talent acquisition and retention strategies have to

be aligned with meeting company goals.

Step 2 – Give Them the Training

No manager or leader can expect to build a culture of trust and accountability — and much less improve engagement — without setting the team up for success. This means providing the proper training and development while removing obstacles.

Step 3 – Task Meaningful Work

Engaged employees are doing meaningful work and have a clear understanding of how they contribute to the company's mission, purpose and strategic objectives. Again, this is why they first have to be placed in the right role. I've made the mistake of hiring great talent just to get them in the door – but didn't have a clear career path or role for them. If you don't sort those details out quickly, they will leave.

Step 4 – Check in Often

The days of simply relying on mid-year reviews for providing feedback are long gone. Today's workforce craves regular feedback — which of course leads to faster course correction and reduces waste. Use both formal and informal check-in strategies — and use them every week.

Step 5 – Frequently Discuss Engagement

Successful managers are transparent in their approach to improving engagement — they talk about it with their teams all the time. They hold “state of engagement” meetings and “engage” everyone in the discussion — and solutions.

Again, these principles are not complex, but must be prioritized. Companies that get this right will drive greater financial returns, surpass their competitors and easily climb to the top of “the best places to work” lists.

So get on it!

Source:

<https://www.forbes.com/sites/brentgleeson/2017/10/15/5-powerful-steps-to-improve-employee-engagement/?sh=298348bf341d>

The simplest way to build a 5 figure per month online bizness

By eddy quan | 3 min read

It's crazy to me how simple it is to build an online business and take it to 5 figures per month these days.

I've been doing this for awhile and it still blows my mind that anyone who can focus on a singular goal for more than two weeks and has a consistent and reliable internet connection can press a few buttons while standing in his kitchen....

And "cook up" a figure per month business from his phone.

Which begs the question....

If it's "that simple", why aren't most people doing it???

I've thought about this question for a long time and I've come to the conclusion that it boils down to two factors.

Factor # 1 Online business goes against everything you were taught in school

School taught us there's a logical progression to success.

- You have to get a degree to get a job
- You have to work hard and long at that job to get a promotion
- You have to commit for years in a career to retire

But business doesn't work this way.

In business, your level of success depends on just three things.

And it doesn't matter how long it takes to achieve these things, as long as you have them you will make money.

They are:

- Getting attention (In online business, we call this "traffic")
- Making an offer
- Converting offer into a sale

All of which can be achieved with a free Twitter account (I'll show you how don't worry).

Factor # 2 Most people don't understand what a business is

I mean that literally.

Most people think that in order to have a business, you need a website, a lawyer, business cards, an office etc.

Because most people's knowledge of business is zero. They've seen too many movies of people wearing suits and arguing in big fancy boardrooms that they overlooked the fundamentals.

Again...

The fundamentals are simple.

You get attention....

You make an offer...

The prospect buys or doesn't buy your offer.

You repeat the process as long as they keep buying.

That's all it is.

And as long as you can keep focusing on these simple fundamentals without getting lost in the details...

You will make money online.

Piles and piles of it.

Tomorrow I'm opening up the doors for a new opportunity that's going to make this entire process simple AF.

If you're somebody who can sit down and follow simple step by step instructions, it's going to change your life for the better.

I know because it's helped literally 100s of other people get started and make their first five figure month online.

And all you need is a Twitter account and the ability to focus on the fundamentals I outlined today.

For now....

I hope you enjoy your Sunday

The rest is up to you

Eddy "talk to you tomorrow" Quan ■

AN ALTERNATIVE PATH TO INNOVATION AND GROWTH

3 min read



We've all heard the refrain: Disrupt this, disrupt that, disrupt, or die.

Whether it comes from the low end—the basis of Clay Christensen's theory of disruptive innovation—or from the high end like Apple's iPhone, for the last twenty years corporate leaders have continually been urged to disrupt their industries or even their own companies.

Not surprisingly, many have come to see “disruption” as a near-synonym for “innovation.”

But the questions we posed are:

Is disruption the only way to innovate and grow? And is it necessarily the best way?

As we lay out in our new book, the **answer is no.**

Disruption may be what people talk about. It's certainly important, and it's all around us. But as our research revealed, the obsession with disruption leads companies to overlook an alternative path to innovation and growth.

It's what we have come to call **nondisruptive creation**, which offers a new way of thinking about what is possible. It is creation without disruption or destruction.

Nondisruptive creation opens a bold new path for all of us to innovate new industries, new jobs, and profitable growth but without the social cost of shuttered companies, hurt communities, or lost jobs of disruption in its wake.

We reasoned that such research would have important implications for business and society; if we can achieve profitable growth without incurring disruptive social costs, business and society could progress more harmoniously.

And so, we dove into the research, coming to an understanding of what we call nondisruptive creation and how managers can harness the power of this new way of thinking about innovation. This book reports our findings.

Where Business and Society Can Thrive Together

With three decades of research, and a lot of struggles, excitement, and grindingly hard work along the way, we are thrilled to, at last, get our new book in your hands.

If you want to be an innovator who aims to achieve both profitable growth and social good and are not satisfied with achieving just one or the other, we invite you to join us on our journey.

The book is officially being released May 2nd, but you can pre-order it now. You'll be hearing more about the book in the coming weeks.

Stay tuned! And thank you for being part of our community.

With gratitude,

by **W. Chan Kim** (Author),
Renée A. Mauborgne (Author)



Nature Calling for Action Stations (NCfAS#13)

Oh AFRICA!



Making of a catastrophe

Elephants are losing habitat in Murchison Falls National Park in western Uganda where land is being cleared for oil wells for which a pipeline is to stretch across Tanzania. Abdi Latif Dahir has sent out an S.O.S to the world and hats off to The New York Times for headlining it on its front page (Friday, March 17, 2023).

Collateral damage in an oil rush, reads the headline, with the sub-title lamenting the displacement of thousands as habitats are threatened in Uganda and Tanzania. "Under dense forest canopy sheltering elephants, rare birds and colobus monkeys, roaring bulldozers and excavators shatter the idyll, toppling ancient trees and carving roads to reach Uganda's newest source of riches, oil."

An oil rush is underway in Uganda, a verdant, landlocked country in East Africa that has

signed a multibillion-dollar venture with French and Chinese oil companies, promoting the project as a means to fund schools, roads and other developments.

Oil spills threaten Murchison Falls National Park

Drilling has already begun on the shores of Lake Albert, and in the pristine habitat of Murchison Falls National Park, workers are clearing areas to lay pads for oil wells. Land is being acquired and cleared to build a pipeline to carry the oil from the lush west of Uganda, through forests and game reserves in Tanzania, to a port on the Indian Ocean coast.

Environmentalists are alarmed that oil spills could threaten Lake Victoria, a vital source of freshwater for 40 million people, and ravage the park that protects Murchison Falls where the Nile River roars through a narrow gorge.

Alaska Cry

The Biden administration has set off a similar uproar among environmentalists by giving formal approval to a huge oil drilling project in Alaska, in what is said to be the America's largest single expanse of pristine land.

East African Crude Oil Pipeline

The East African Crude Oil Pipeline is allegedly riding rough shod over the locals who accuse



“Environmentalists are alarmed that oil spills could threaten Lake Victoria, a vital source of freshwater for 40 million people” – Abdi Latif Dahir (author/activist)

it of “milking the cow without feeding it.” Under Tanzanian law all land is public with the president as trustee, giving the government great latitude to seize it.

The governments of Uganda and Tanzania, and the two oil companies – TotalEnergies of France and China National, defend the project as economically vital, yielding an estimated \$2 billion annually that will go into the building of roads, hospitals and affordable energy, according to Ruth Nankabirwa Ssentamu, the Ugandan minister of energy and mineral development.

Eco-imperialism

Both countries accuse wealthy nations, whose emissions largely created the climate crisis, of hypocrisy for trying to dissuade poor countries from exploiting their own oil resources to lift their standard of living. “It’s like they’re saying ‘Let the addiction to hydrocarbons be our exclusive right,’” says January Makamba, Tanzania’s energy minister.

Longest heated conduit in the world

Environmentalists say the ecological risks are unacceptable. The pipeline, the longest heated conduit in the world, will straddle the basin of Lake Victoria which supplies Uganda, Tanzania and Kenya with fresh water. It will cross a seismically active region to a coast that has protected marine reserves rich with mangroves and coral reefs.

Playing havoc with habitat

The drilling sites and pipelines will also cut through game reserves and steppes teeming with animals like lions, buffaloes and the endangered Rothschild giraffe that tourists flock to see. Already, vehicles speeding on the paved road in Murchison have killed animals, and the construction has driven elephants and other animals into villages where they destroy crops and damage property.

At peak production, climate activists estimate that the East African project will lead to 34 million metric tons of carbon emissions annually, more than Uganda’s and Tanzania’s current total emissions. But officials in both countries point out that their nations account for a tiny fraction of worldwide emissions that stand at about 36 billion tons.

“The project is economically vital, and will yield an estimated \$2 billion annually that will go into the building of roads, schools, hospitals and affordable energy” – Ruth Nankabirwa Ssentamu (Ugandan minister of energy and mineral development)

Diana Nabiruma who works with the nonprofit Africa Institute for Energy Governance, in Uganda, said that rushing to dig fossil fuels despite the need to cut greenhouse gas emissions was like setting one’s house on fire because the others on the same street were already burning.

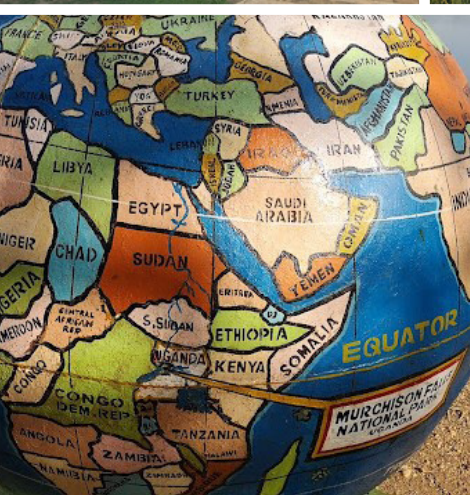
The “Freshwater Challenge” initiative

Even as Lake Albert and Lake Victoria are threatened with oil spills from these new Ugandan and Tanzanian addictions to



UN
2023 WATER
CONFERENCE

NEW YORK
22-24
MARCH
2023



“Rushing to dig fossil fuels despite the need to cut greenhouse gas emissions is like setting one’s house on fire because the others on the same street were already burning” – Diana Nabiruma (nonprofit Africa Institute for Energy Governance)

hydrocarbons, the Democratic Republic of Congo and Gabon have reached across the Atlantic Ocean to Columbia and Mexico to launch the “Freshwater Challenge.”

It is the largest river and wetland restoration project in history that seeks to restore 300,000 kilometers of rivers by 2030, as well as lakes and wetlands degraded by human activity (Dawn, Friday, March 24, 2023).

The “Freshwater Challenge” initiative was announced at the UN 2023 Water Conference 22 — 24 March 2023, in New York, and calls on all governments to set national river restoration targets to restore healthy freshwater ecosystems critical to humanity’s water needs and biodiversity.

Too late, the hero

The last conference at this high level on the water issue, which lacks a global treaty or a dedicated United Nations agency, was held in 1977 in Mar del Plata, Argentina (Dawn, Thursday, March 23, 2023). That was over four decades ago.

It comes as a bit of a farce, therefore, to

“It’s like they’re saying ‘Let the addiction to hydrocarbons be our exclusive right’” – January Makamba (Tanzania’s energy minister)

hear the United Nations Secretary-General Antonio Guterres getting hysterical in his choice of words when he says “We are draining humanity’s lifeblood through vampiric overconsumption and unsustainable use, and evaporating it through global heating.” Or that “We’ve broken the water cycle, destroyed ecosystems and contaminated groundwater” while addressing the three-day summit in New York, which gathered some 6,500 participants including a dozen heads of state and government. Better late than never, I guess ■

---EDITOR’S NOTE---

Murchison Falls, also known as Kabalega Falls, is a waterfall at the apex of Lake Albert on the Victoria Nile in Uganda. At the top of Murchison Falls, the Nile forces its way through a gap in the rocks, only 7 m (23 ft) wide, and tumbles 43 m (141 ft), before flowing westward into Lake Albert. The outlet of Lake Victoria sends around 300 cubic meters per second (11,000 ft³/s) of water over the falls, squeezed into a gorge less than 10 m (33 ft) wide.

Samuel Baker and Florence Baker were the first Europeans who definitely sighted them. Baker named them after Roderick Murchison, the President of the Royal Geographical Society. The falls lend their name to the surrounding Murchison Falls National Park.

During the regime of Idi Amin in the 1970s, the name was changed to Kabalega Falls, after the Omukama (King) Kabalega of Bunyoro, although this was never legally promulgated. The name reverted to Murchison Falls following the downfall of Amin. It is still sometimes referred to as Kabalega Falls.

Ernest Hemingway crashed a plane just downriver from Murchison Falls in 1954. In August 2019, Uganda rejected a hydropower project by South Africa’s Bonang Power and Energy in order to preserve the Falls, one of the country’s most lucrative tourism sites.

(Source – Wikipedia)