

# Ihame ry' ubuyobozi rivuga ku Igitutu



**“Ni ugamburura mu makuba, gukomera kwawe kuzaba kubaye ubusa.” Imigani 24:10**

Byandistwe na rwiyezamirimo,  
John E. Schrock

*Ca akarongo ku i jambo nyamukuru ubonye muri iri ihame.*

Hari itandukanirwo ryo kotswa igitutu no kuba wugarijwe n' ibibazo, nyamara, mu buryo bwinshi birasa. Gushyuha umutwe biterwa no kugira akazi kenshi cyangwa guheranwa n' akazi bidasanzwe, bityo ntidushobore kujya mbere kandi ntitwifuze no gusubira inyuma. Rimwe na rimwe mu bucuruzi, dukora ikintu kitagira umusaruro, maze ingaruka zo kubivamo zigakomera kurusha gukomeza uguyaguya uwo mushinga, ibyo rero bigatera umutwe gushyuha. Ibi kandi bishobora kutwambura ubuzima. Ku rundi ruhande, igitutu ni amahitamo. Mu mikino, turisunika. Mu bucuruzi usanga twiha gahunda nyinshi cyane icyarimwe. Igitutu rero ahanini usanga ari twe tucyitera. Ntabwo twakabaye dukina cg ngo dukore cyane, ariko nyamara nibyo maze tukiha intego nyinshi cg tukifuza kugera kuri byinshi. Amaherezo, icyo gitutu ugasanga cyabaye amavunane yo mu mutwe, ariko muri ibi bice byinshi tubona dushobora guhitamo gufata intego zacu maze tugahitamo kureka ibidutera gushyuha umutwe. Abayobozi bafite ubwira usanga barangwa nibi bintu bikurikira:

1. Bagira icyerekezo.
2. Bagira ubushake.
3. Iyo bahuye n'ingorane bazikuramo amahirwe.

Aha rero, niba wifuza kuba umuyobozi mwiza, ugomba kwitwaza kubana n'igitutu. Hari ubwoko bubiri bw' abayobozi: abikoresha hamwe n'abakoreshwa, dore ko bombi botswa igitutu. Umuyobozi wikoresha areba kure akabona ibikenewe maze akiyotsa igitutu ndetse na bagenzi be kugira ngo bagere ku ntego zabo kandi birinde akaga. Naho umuyobozi ukoreshwa, akorana umwete ari

uko havutse ibibazo, maze ugasanga bimuteye amavunane yo mu mutwe.

Abayobozi bikoresha bakunze guharura inzira abandi bazacamo. Bayoborwa n' icyerekezo cy' ibigomba gukorwa. Kuri bo, bumva ko gukora akazi ari byo ngombwa kurusha igiciro byafata bashaka kugera kuri ya ntego. Bahangana n' ibibazo abandi batinye kwegera cyangwa se banirengagije. Bamwe mu nshuti zabo bazabaseka babumfisha ko ibyo bakora bitashoboka. Nyamara aba bayobozi bareba kure; babona ibintu uko byakagombye kuba—cg uko byakabaye biri—maze bakiyemeza kubigeraho. Usanga bahangara gukora ibyo abandi batakora. Basamira hejuru ibyo abandi bataye, bagakora abandi baryanye, kandi bakagendera aho abandi batinye. Bihitanyemo kwibera mu isi y'igitutu gihoraho. Bashobora guhitamo kugenda buhoro, kugabanya, cg kumanura intego hasi, ariko kuri bo bahitamo kugera kure hashoboka. Baharanira gukorera mu gitutu.

Nta muntu uvuka ari umuyobozi. Benshi muri twe usanga dufite ubushobozi, ariko bake muri twe nibo biyemeza kwitanga cg bemere kuba muni y'igitutu. Abayobozi beza bafata ibyemezo bitoroshye, bityo usanga bibatera ibigututu: kandi bakiyemeza guhangana n'ibibazo

biba biri mu nzira ibageza ku ntego cg ibisubizo. Bagengwa n'ubushake kandi bagafata ibibazo nk' inzitizi zoroshye. Kuri bo ubuzima ni agakino ko gutsinda, ndetse n'igitutu nacyo cyikaba kiboneka mu ntsinzi. Bagera aho bakabifata nk'ibisanzwe kugeza ubwo iyo cyibuze mu buzima babona hari ikibura. Bazi neza kandi ko iyo hatabayeho ingorane nta bisubizo biboneka, kandi hatabayeho igitutu nta terambere ryabaho.

Reka dusabe Imana kugira ngo iduhe abayobozi beza bashobora guhangana n'igitutu maze bakemure n'ibibazo—haba none ndetse no mu gihe kizaza—abayobozi baharanira inyungu z'igihugu, kandi bazamura inkingi z'ukuri mu miryango dutuyemo hamwe n'isi yacu, abayobozi bafite inzizi zishobora gusohozwa kandi badatinye igitutu.

*Iri hame rigufasha mu kubaka kamere yawe mu gihe cy'umwaka umwe:*

**Umusingi ku byagezweho.**

## Ibibazo byo kwibazaho:

Ikintu gishekeje ku bitekerezo ni uko bidashobora gukoreka kereka twabikoze.

Isuzume Kuva kuri 1 kugera 10	1	2	3	4	5	6	7	8	9	10
Kuki wihaye aya manota										
Nizihe nyungu azabona mu gihe uzamuye amanota yawe?										
Ese ni kihe gikorwa wakwitoza mu ku gerageza inyungu ziri hame?										
Ingengabihe kw' ihame usoma buri muni	M	K	G	K	G	G	C			

Completed

Not completed