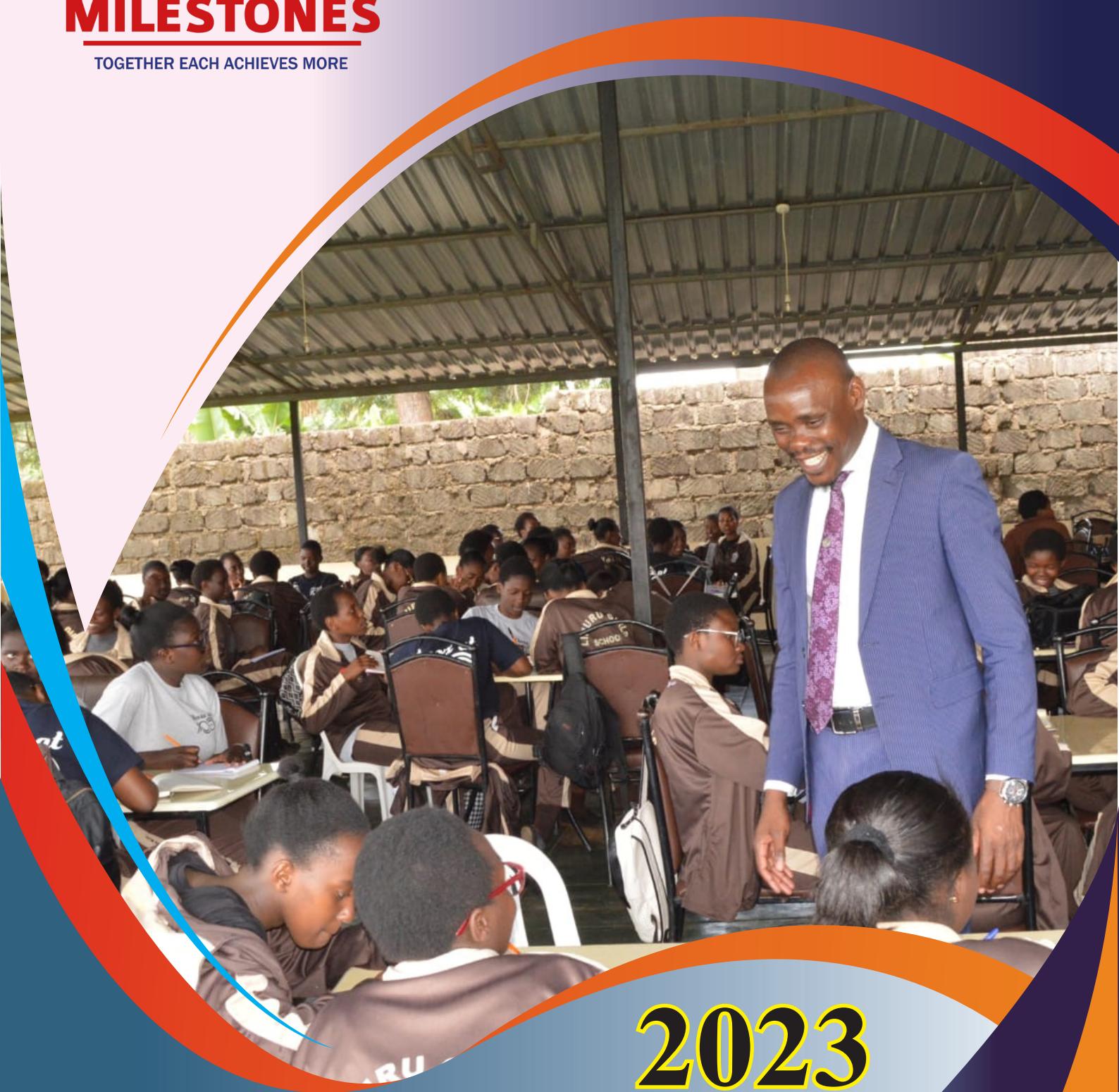




MILESTONES

TOGETHER EACH ACHIEVES MORE



2023

Milestones

Strategy, Leadership & Development
Consultants

www.milestonesconsultancy.co.ke Newsletter 2023

“

President's Remarks



Auscar Odhiambo Wambya

Distinguished Ladies and Gentlemen,
Welcome to the Milestones Annual Newsletter – 2023

It has been a great year of setting up systems, getting to roll and marketing at a macro level. This is the year that saw us gain new partners, initiate new programs and register with The National Industrial Training Authority as accredited trainers in the areas of Strategy, Leadership and Development Programming

During this year, we have trained a number of Boards of Management and undertaken Organizational Capacity Assessment for a number of non-government organizations and learning institutions. We have built the capacity of a number of NGOs on Governance, Community Savings and Loans, Social Enterprise and Business Management. We have also helped develop policy documents for County Governments and Assemblies like the Communication Policy for The County Government of Siaya and Social Media Policy for The County Assembly of Siaya. We have also worked with Siaya Institute of Technology, Seme Technical and Vocational College just to mention but a few on various policy documents including Retirements and Benefits Scheme Policy, Academic Policy, Job Evaluation Policy, Career Progression Guidelines Policy, Finance Policy, Procurement Policy, Students Council Policy, Human Resource Management Policy, Staff Induction Policy among other key policies.

Milestones has also trained numerous Students' Councils on Effective Leadership and Team Building Skills including for Alliance and Limuru Girls High Schools, St. Mary's, School, Yala among several others, middle level colleges like Kenya Medical Training Colleges of Siaya, Machakos and Bondo, Siaya Institute of Technology, Ugenya & Chamasiri Technical and Vocational Colleges, Red Cross Kenya Training Institute and Non-Government Organizations like WeTu, Overcoming Faith and Western Kenya Tree Planters Association.

As we close the year 2023, we wish to thank all our partners and we look forward to great tidings in 2024 where we will focus on institutionalizing Milestones, reaching out to new partners and etching our mark as the biggest consultancy conglomerate in Kenya and beyond. Join us in this great ride.

A handwritten signature in black ink, appearing to read "Auscar Odhiambo Wambya".

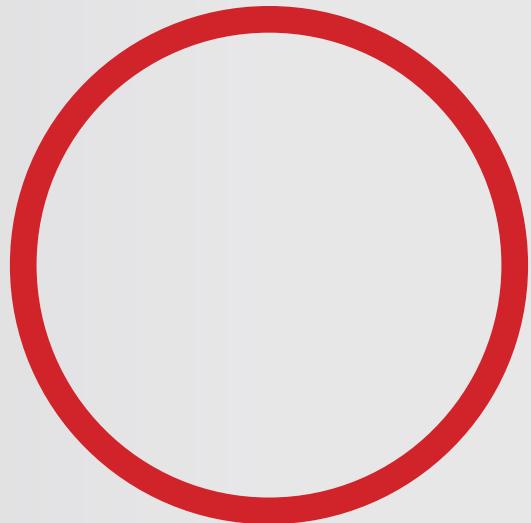


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» OUR VISION AND MISSION

VISION:

Enlightened communities finding own solutions for own problems using resources within their reach.

MISSION:

To be a world class consultancy organization providing strategy, leadership and development knowledge using various participatory approaches to meet local and international community needs at affordable rates

MOTTO:

Together Each Achieves More (TEAM)



ABOUT US

MILESTONES is registered with the registrar of societies at the Attorney General's Office of Kenya to engage in the business of selling consultancy services (Business Number BN/2011/108889)

At MILESTONES, we believe that ‘TOGETHER EACH ACHIEVES MORE’ and that each individual has unique traits that could be harnessed to increase output at all levels. It is this belief that has informed the production of this package. Although not complete yet, this package seeks to offer a variety of training areas that are essential in effective development. Development practitioners are advised to make proper use of these training opportunities to further their cause. Specifically, staff growth will be achieved in the utilization of some of these packages.

The trainings apply the very latest technologies and maximum participation to optimize output and are conducted at the convenience of the implementing organization and the target group. While most of the packages are designed to take five days each or more, arrangements can easily be made to accommodate community needs, training targets and implementing partners' budgets.

'Together Each Achieves More (TEAM)'

With top notch trainers, well grounded in practice and masters of theory, using the very participatory of training methodologies, it is guaranteed that beneficiaries will get most out their investment in training. It must be noted that finance will not be the motivation in rolling out this training packages but will only be seen as meant to facilitate these packages.

Finally, MILESTONES is in the business of bringing together knowledge and will not hesitate to amend these packages to conform to additions or eliminations. Further, those interested in joining the pool of individuals that comprise MILESTONES Consultants are encouraged to talk to us through the address below with specifics of knowledge you intend to bring in.

Go yee into the world together and achieve more

- Development of Strategic Plans
- Development of Asset Inventory Register
- Training on Organizational Strategy
- Communication Policy Development
- Social Media Policy Development
- Report Writing Techniques
- Participatory Community Development and Leadership Skills
- Group Dynamics and Interpersonal Skills for Team Building
- Behavior Change Communication Skills
- Infant And Young Child Programming
- Prevention Of Mother to Child Transmission of HIV/AIDS
- Life Planning Skills for The Youth and Sexual Reproductive Health
- Effective Selection Planning and Management of Income Generating Activities
- Building A Winning Team
- Project Management Skills
- Managing Job Stress
- Strategic Planning Review & Re-Design
- Money Management Philosophy
- Personality Formation
- Micro And Small Enterprise Development (Savings & Loans)
- Participation in Local Governance
- Monitoring and Evaluation
- Business Proposal Development
- Resource Mobilization/Fundraising Skills
- Socio –Economic Analysis Towards Poverty Alleviation
- Conflict Management and Resolution
- Human Resource Management Skills

- Mentorship For Student's Councils in Secondary Schools, Colleges & Universities
- Career Options Guidance & Development
- Motivational Speaking
- Group Dynamics and Interpersonal Skills for Team Building
- Personal Coaching and Mentoring
- Change Management

- 
- Team Building
 - 360 Degree Appraisal and Feedback
 - Emotional Intelligence
 - Mental Health
 - Human Rights Advocacy
 - Child Rights and Child Protection
 - Customer Satisfaction Surveys
 - Environmental Impact Assessment
 - Budgeting and Financial Planning
 - Leadership Formation
 - The Art of Delegation

3

DEVELOPMENT CONSULTANCIES

- Training and Staff Development
- Managing Employee Relations and Team Building
- Public Speaking and Presentation Skill
- Effective customer service management
- Event Organization & Logistics
- Corporate Governance, Communication and Public Relations
- Image Design and Publications
- Documentary production and Brand Public Relations
- Strategic Communication and CSR (Corporate Social responsibility) Formulation
- Communication Research & Development
- Public Relations Skills
- Logistics and Procurement Management Skills
- Local content generation and e-commerce
- - e-learning opportunities for grassroots organizations



Our Team



Auscar Odhiambo Wambiya
President



Jared Buoga
Lead Consultant,
Strategy



Ruth Dero
Lead Consultant,
Leadership



Peter Aduda
Lead Consultant,
Development



Dr. Paschal Wambiya
Associate Consultant-
Education & Research



Erick Ogenga
Associate Consultant-
Governance



Mark Okowa
Associate Consultant-
Governance



Moses Kidi
Associate Consultant-
Team Building



Grace Adhiambo
Associate Consultant-
Communications & P.R



Philip Ofafa Otole
Program Administrator

How To Choose a Leadership Skills Training Course

Before looking at different leadership courses, think about the specific leadership skills you wish to develop. For example, do you wish to improve your ability to motivate your team? To resolve conflict? Are you looking for training on business leadership? Do you need to build leadership skills in order to do your current job more effectively, or in order to take on a higher position?

*Strategy,
Leadership
&
Development
Consultants*



Why We are The Go To For Your Leadership Training:

We have a proven track record of success
We offer both standard and customized training programs

We see training as a process, not an isolated event

We measures effectiveness and impact

Leadership Skills Training Typically Encourage Managers and Leaders To:

Find new, innovative ways of developing and managing people
Challenge themselves and identify who they want to be as a leader
Tackle the broader societal issues the face and how leaders contribute to that

Develop the emotional intelligence to handle different situations

Benefits of Strategic Planning

It Allows You To Establish Priorities. A lot of organizations struggle with this and it holds them back from achieving break-through. When you say to yourself and your leadership team – “this is what we’re going to focus on next year and not this other stuff” – it increases the likelihood that you’ll really make progress.

It Helps You Create Building Blocks For The Future. Nearly every organization enjoys certain benefits today from investments they made in prior years. Sometimes, trying to build a great company is like trying to build a great house. You have to do it bottom-up.

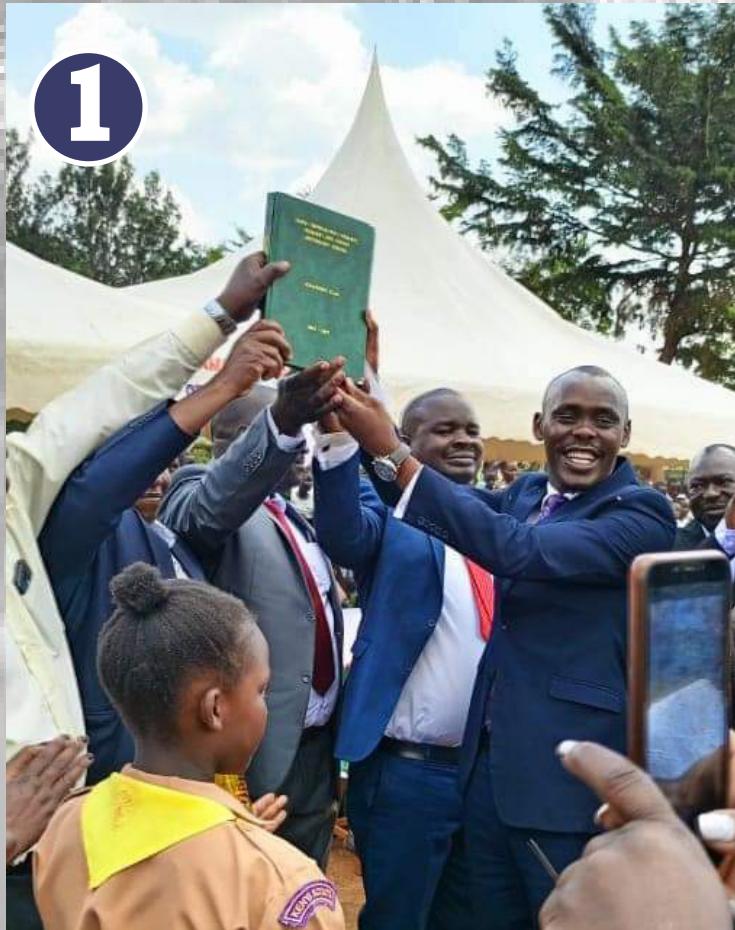
You wouldn’t try to put up walls without a solid foundation under them.

Strategic planning allows you to take a long-term perspective and ask yourself – what building blocks do we need to put in place now so we can be more successful in the future?

It Allows You To Measure What Matters One of the major benefits of strategic planning is that it helps you identify what you want to achieve and how you’ll measure progress. The metrics help you see whether or not you are on course to achieve the goals. This also allows you to make course corrections efficiently and in time to prevent wasted effort and money,

Pictorials

1



Handing over of Siaya Central Primary School Strategic Plan

2



Handing over of Siaya County Assembly Social Media Policy Document

3



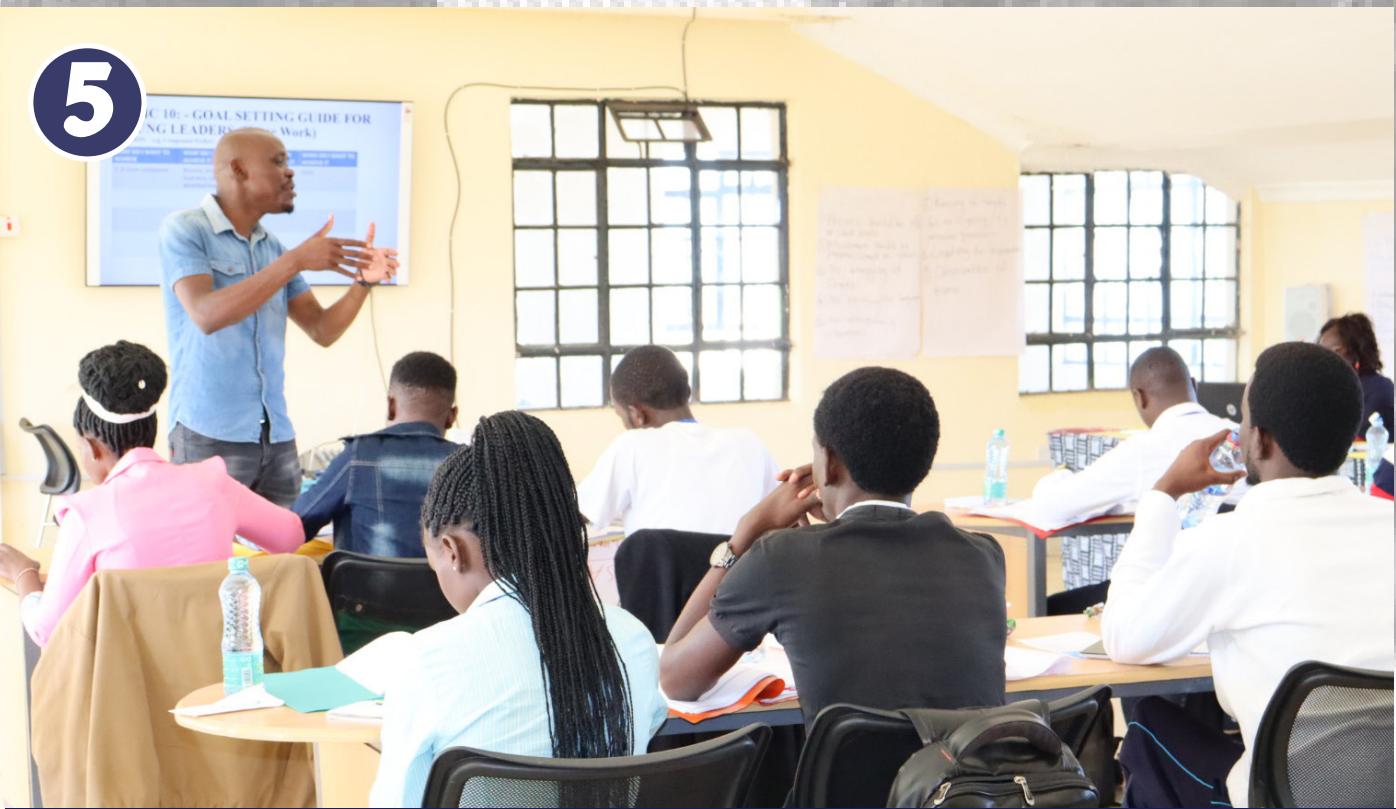
Outdoor Team Building activities for Hawinga Girls High School Students' Leaders

4



Presentation of Focus Group Discussion answers by Chianda High School Students' Leaders

5



Leadership training Session for Siaya Institute of Technology
Staff & Students' Leaders

6



Leadership training session with
Alliance Girls High School Students'
Leaders

7



Outdoor team building activities
for Siaya KMTTC Students'
Leaders

PROFILE OF CONSULTANCIES SUCCESSFULLY EXECUTED

- Facilitated Effective Leadership and Team Building Skills for 36 High Schools across the Kenya including Alliance Girls High School, St. Mary's School - Yala, Maranda High School, Starehe Boys Centre, Chianda Boys High School, Ng'iya Girls High School, Hawinga Girls High School, Rang'ala Girls High School, Limuru Girls just to mention but a few
- Facilitated 60 staff and Board of Management members of Western Tree Planters Association on Life Skills and Financial Literacy Skills for Organizations
- Facilitated 60 staff and Board of Management members of Overcoming Faith Ministries Group of Schools on Life Skills and Team Building Skills for Learning Institutions
- Facilitated a Team Building and Group Dynamics Training for over 40 Students Representative Council for Siaya Institute of Technology and Staff in April 2023
- Facilitated a Team Building and Group Dynamics Training for over 70 Child-Fund International in Kenya Staff in February 2023
- Facilitated a Three-Day Team Building Skills and Interpersonal Dynamics Session for Kenya Medical Training College Staff and Students in December 2022
- Reviewed and Developed The Siaya Muungano Network Organization Strategic Plan (2022 – 2026) in November 2022
- Designed Asset Inventory Register for Siaya Central Secondary School in October 2022
- Designed and Developed The Siaya County Communication Policy for the County Government of Siaya in 2021
- Designed and Developed The Siaya Procurement Policy for the County Government of Siaya in 2021
- Designed and Developed The Siaya County Assembly Social Media Policy of the County Assembly of Siaya in 2020
- Facilitated a three days training for Board of Management Members of Siaya Muungano Initiative on Governance, Leadership and Management in December 2022
- Initiated, Designed and Established Strategic Plans for Mwer High School (2017 – 2022), Kabura Secondary School (2021 – 2025), Mahola Mixed Secondary School (2021 – 2025), Kirongorori Secondary School (2021 – 2025), Hawinga Girls Secondary School (2023-2028), Siaya Muungano Initiative (2021 – 2025), Siaya Central Pre-Primary, Primary and Junior Secondary School (2023 – 2027) and Ugenya High School (2023 – 2027) and Siaya Institute of Technology (2023 – 2027)
- Lead Consultant for Kakamega County Environmental Baseline Survey in 2018

- Assistant Lead Consultant in the conduct of the end term evaluation of the “Banking on Change (BoC) Project” in Kisumu, Homa Bay and Embu Counties
- Facilitated 5 days training (September 2012) for ChildFund Kenya on Micro Finance (Voluntary Savings and Loans) targeting 30 Trainers of Trainees (TOTs) at Camunya Hotel, Ugunja
- Facilitated a 3 days (September 2012) ChildFund Kenya training on Selection Planning and Management of Effective Management of Income Generating Activities targeting 30 Trainers of Trainees (TOTs) at Savanna Hotel, Ugunja
- Facilitated Two weeks (Theory and Practical) – July 2011 for Plan International in Kenya on Voluntary Savings and Loans targeting 50 Trainers of Trainees at Rozala Hotel, Bondo
- Facilitated a 5 days training for Kabura Uhuyi Cooperative Society on Establishment and Management of Cooperative Societies in Kenya targeting Poultry and Horticultural Farmers in 2012
- Facilitated a World Vision – Kenya, Five Days – August 2011 training on Voluntary Savings and Loans/ Selection Planning and Management of Income Generating Activities targeting 40 Community Based Trainers/ Community Health Workers
- Facilitated a Three Days training for ChildFund Kenya on Gender, Human Rights and Governance on Community Based Trainers
- Facilitated a three days training between 3rd – 5th October 2011 for ChildFund Kenya on Voluntary Savings and Loans targeting 30 Community Own Resource Persons
- Facilitated a Three Days (June 2011) training for Kenya Alliance for the Advancement of Children’s Rights (KAACR) on Social Audit of Devolved Funds targeting 30 Ugenya/Busia Area Advisory Council Members at Farm View Hotel, Busia
- Facilitated a one-day (January 2012) Compassion International training on Infant and Young Child Feeding Targeting 40 Care Givers/ Breastfeeding Mothers at Sawagongo High School
- Facilitated a 3 days (November 2012) ChildFund Kenya training on Selection Planning and Management of Effective Management of Income Generating Activities targeting 30 Trainers of Trainees (TOTs) at Farm View Hotel, Busia



OUR PHILOSOPHY

Put quite simply, if we do not feel we are best placed to provide you with what you need, we will say so and save you time and money. There is nothing to be gained by either party if we take on a commission without the necessary time and skills to do a professional job. We do not consider ourselves experts at everything but rely on your judgment on the kind of service we shall have provided. We believe that our clients and the community members are the experts and we endeavor to find that expertise in them through our people friendly consultancy tools.

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SCAN ME

