



# WEEKLY Bulletin

4th- 10th November ,2023

## Sabaot Supreme Council of Elders, MKI fight FGM



Sabaot Supreme Council of Elders with Chief Technical Advisor NIRAS Ms. Michelle Ell and Ag. Director of the Margaret Kenyatta Institute Ms. Lynette Otwori during their visit at the School on the continuing fight against FGM.

**T**he Sabaot supreme Council of Elders visited the Margaret Kenyatta Institute for Gender and Social Development on Thursday November, 2 2023 to acquire knowledge on the efforts the Institute is making in the continuing fight against Female Genital Mutilation (FGM).

The Council of Elders who were in Nairobi for a meeting with the Anti-FGM Board are in the final stages of preparing to sign a declaration to end FGM in Mount Elgon. The exercise is part of the Kenya-Finland Bilateral GBV Program. The program was

represented in the meeting by a team of officers led by NIRAS Finland Chief Technical Advisor, Ms. Michelle Ell aimed at strengthening the prevention and response to Gender-Based Violence in Kenya. It was also attended by faculty members from KSG, Baringo Campus, a key partner with MKI in the rollout of Anti-FGM Programs.

This turned out as a great networking opportunity and a platform for the elders to share their journey/experience.

The Council of Elders acknowledged the fact that the Sabaot community, like many communities in Kenya, is

### HIGHLIGHTS

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# Sabaot Supreme Council of Elders, MKI fight FGM



The Elders with Chief Technical Advisor NIRAS Ms. Michelle Ell at the School

patriarchal, and hence, the elders are the custodians of culture. Their involvement in fighting FGM cannot therefore be underrated.

In a brief on the origin of FGM, the elders revealed that the practice began with the Maasai before spreading out to other communities.

In the olden days, Maasai men went out in search of pasture for their livestock, owing to their pastoralist nature. At times they went away for long periods, and on coming back, they would find the wives they left behind pregnant, apparently from the young men left behind. They therefore started female genital mutilation, as a form of punishment to stop their wives from engaging in promiscuity while their husbands were away. In no time, this culture spread to other communities, including the Sabaot.

With time, through research,

the disadvantages and implication of the practice have made FGM a global issue with international concern. Due to its prevalence, violation of human rights and adverse effects, Kenya developed a legal framework to address the practice. In 2021, the School carried out a gap analysis that identified several gaps: the need to strengthen capacity and commitment to eradicate FGM; limited awareness of the negative impact of GBV and FGM; inadequate human capital to respond to GBV and FGM victims; and limited evidence based research to support policy and practice.

The Kenya School of Government jointly with the Anti-FGM Board developed this Program to enlighten and equip officers and community leadership tasked with the responsibility of implementing the existing laws and policies that prohibit FGM with the requisite

capacity to objectively campaign against the practice. The ultimate purpose is to transform socio-cultural mind-sets relating to FGM and the lives of women and girls. This Program is designed for administrators, law enforcers, educators and counselors.. They also include opinion shapers, professionals dealing with FGM related issues; or are responsible for managing anti-FGM programs in both National and County Governments; Private Sector, Community Based Organizations (CBOs); Non-Governmental Organizations (NGOs); Faith Based Organizations (FBOs) and Human Rights Agencies.

The Program is designed to help participants create awareness of the extent and consequences of FGM; adopt appropriate approaches for eradication of FGM practices; adhere to the legal and policy prescriptions on the prohibition of FGM; mainstream anti-FGM policies into community and organizational practices; and promote an anti-FGM cultural mindset.

*Compiled by:  
Ms. Lynette Otwori,  
Ag. Director Margaret Kenyatta  
Institute of Gender and Social  
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# KSG, SMI Insights on Border Security for Nigeria



Officials from KSG with representatives from the International Organization for Migration (IOM) from Nigeria and Kenya, Officers from the Nigeria Immigration Services, Port Health, and the National Agency for the Prohibition of Trafficking in Persons (NAPTIP) at the Peer-to-Peer Workshop.

**BY TERESIA MURUGI**

African countries have in recent years witnessed an upsetting surge in border insecurities, posing significant challenges to regional stability, economic development, and the well-being of their populations. These insecurities manifest in various forms, such as transnational terrorism, human trafficking, drug smuggling, and conflicts, which have far-reaching consequences for the continent. As such, nations have taken initiative to curb this rising concern. Part of it is on training border officials on best practices when it comes to Border Management.

At the Kenya School of Government, the establishment of the Security Management Institute has contributed towards shaping Kenya's National Security Policy and Practice

through capacity development, high-quality evidence-based research, consultancy, and advisory services. The Institute continues to develop programs that encourage the Whole-of-Government approach and abolish silo mentality in the quest to ensure border security as well as other facets of security.

As such, the School stands out as a benchmark institution in the area of capacity building in the Continent of Africa. On November 1, 2023, SMI hosted a Peer-to-Peer Knowledge Exchange Workshop on Border and Migration Management between Kenya and Nigeria.

The event was attended by officials from the School, representatives from the International Organization for Migration (IOM) from Nigeria and Kenya, Officers from the

Nigeria Immigration Services, Port Health, and the National Agency for the Prohibition of Trafficking in Persons (NAPTIP).

The expectation of the delegates was to gain insights and key lessons and good practices from Kenya in the context of border and migration management to be replicated in Nigeria.

IOM Nigeria representative, Ms. Maysa Khalil, recognized Nigeria's efforts in combating border crimes and insecurities through training initiatives and the country's eleven (11) personal training resource centers, all of which are operational under an appropriate learning management system.

She acknowledged, however, that there is still need to strengthen the Institutions which necessitated the peer-to-peer exercise.

KSG Director Finance and Administration (DFA), Prof. Nura Mohammed in his welcoming remarks mentioned that the

## KSG, SMI Insights on Border Security for Nigeria

School's mandate is to empower the public service through its mandate to train, provide expert consultancy, conduct scientific and factual research for policy advisory and carry out outreach programs. This then, requires that the School conducts Training Needs Assessments in areas that play a role in strengthening the Government as a whole and develop materials on the same. The role that SMI plays is crucial since security is important in the development of any country.

Prof. Mohamed further extended a hand of partnership between Public Service Institutions in Nigeria and the School in the journey of transformation for the two Nations.

Director Linkages and Collaborations, Dr. Prisca Oluoch, expressed that she is expectant that the workshop leads to an expansion of collaborations between the School and Nigeria. She assured the delegates that the School's

mandate extends beyond the borders and that the exercise taking place was a testament to that.

Director Security Management Institute, Mr. Humphrey Mokaya, recognized the Institute's close partnership with the International Organization for Migration (IOM) Kenya and appreciated them for putting on the event for the benefit of border officers, border management, and migration stating that Border Control and International Migration is one of the ten (10) thematic areas of Security Management Institute. SMI has two border management programs; Kenya Coordinated Border Management Program and Border Security and Control Program which target agencies with border mandates. These programs are informed by training needs assessment and draw participants from different border agencies to enrich the learning experience.

Key issues highlighted at the plenary session included major lessons included that; Migration is a critical part of economic progress and therefore border officials ought to pay close attention to capacity-building strategies set by the government; Whole of government Approach presents a sustainable strategy for mitigating border risks and threats; Borders are distinct including those of Kenya and Nigeria. Kenya is a strategic tourism country, so there is a larger risk of Transnational Organized Crimes as well as diseases, necessitating increased vigilance and thoroughness of border officials.



Prof. Nura Mohamed- KSG Director Finance and Administration (Centre), Dr. Prisca Oluoch- Director Linkages and Collaboration, and Mr. Humphrey Mokaya- Director Security Management Institute together with the delegates from Nigeria Immigration Services, NAPTIP, International Organization from Migration and SMI staff.

## Cyber Week Africa Conference 2023: The Continued War against Cyber Attacks



KSG eLDI Principal ICT Officer Timothy Kisinga participates in a panel discussion during the Cyber Week Africa Conference 2023 held at Chandaria Auditorium at the University of Nairobi. The Conference took place from October 31 – November 1, 2023

BY TIMOTHY KISINGA

**C**yber threats are continually evolving and becoming more sophisticated. In 2022, there were an estimated 24 million ransomware attacks worldwide with the main goal being to exploit and steal data. These threats have a devastating impact on both individuals and organizations. For individuals, these attacks can result in identity theft, financial losses, and emotional distress. For organizations, such as Kenya School Government (KSG), attacks can lead to data breaches, operational disruptions, and damage to reputation.

With October being the Global Cyber Security Awareness

Month, CyberPro Global, in partnership with the KSG and the University of Nairobi, hosted the Cyber Week Africa Conference 2023. This timely 3-day conference, brought together stakeholders from Government, Academia, and the Private Sector to emphasize the importance of building and sustaining collaborations in cyber security. The conference highlighted the importance of research, continuous awareness, and training to promote a cyber-safe ecosystem.

Cybersecurity awareness ensures knowledge and understanding of cybersecurity threats and how individuals and organizations

can protect themselves from the vice.

Investing in information about the latest threats and taking the necessary precautionary measures, can significantly reduce the risk of falling victim to cybercrime.

Key information that individuals and organizations should be aware of is the kinds of cyber threats that exist. Major among them include; Phishing emails which is a mechanism devised to deceive individuals into divulging sensitive information such as passwords or credit card number, leading to financial and other material losses; Malware which is malicious software perpetrators use to corrupt computers or steal data; Social engineering which is an attack that manipulate individuals into

## Cyber Week Africa Conference 2023: The Continued War against Cyber Attacks

compromising security by inducing them to perform actions they shouldn't; and Ransomware which encrypts data and demands a ransom for decryption.

There are proven ways that cyber-attacks can be prevented. First, it is advisable to be cautious about the links and attachments sent through emails and those that appear on some unprotected websites. Phishing emails frequently contain malicious links and files.

Secondly, the use of hard-to-guess passwords and enabling two-factor authentication (2FA) whenever possible play a critical role in preventing cyber-attacks. 2FA adds an extra layer of security requiring entering a code on phones and gadgets in addition to a password whenever someone is logging in.

Thirdly, it is paramount to always update system software. This plays a role in protecting devices from known vulnerabilities.

The fourth important action against cyber-attacks involves guarding information provided online by ensuring that no sensitive personal data is shared on social media or public websites. Cybercriminals may use this information to target

unsuspecting individuals with phishing attacks or other forms of identity theft.

It is imperative to be wary of unsolicited contact as cybercriminals frequently use them to trick people into revealing sensitive information.

Never leave your devices unattended in public places. Perpetrators of cybercrimes may hack it and use data to steal data, finances among others.

The fifth step involves ensuring that software is downloaded from reputable sources only. This helps to avoid potentially harmful downloads.

Public Wi-Fi networks are often not secure, and therefore

it is advisable not to use them for sensitive transactions, such as online banking.

In addition to this, here are some additional tips for enhancing your cybersecurity awareness it is important to be careful about the permissions one grants to apps. People rarely read the terms and conditions of some of the applications that can be used to give access to personal data.

Cybersecurity is a collective responsibility. Everyone has a role to play in the fight against cyber attacks and threats. By staying cyber-aware and taking proactive steps, we can contribute to making the internet a safer environment for all.



The Chandaria Auditorium where the Cyber Week 2023 was held .

# Conscientiousness for success and well being

**T**he *Five Basic Personality Traits* is a theory that researchers have revolutionized over time, with evidence of its growth over the years and the principle theory emerging in 1949. Modern and traditional studies in Psychology have pointed to five basic dimensions of personality; Extraversion, agreeableness, openness, conscientiousness, and neuroticism. For us to gain awareness of our own personality and that of others, we need to have an understanding of what each personality trait is and what it means to score high or low in that specific trait. It can also help us better understand others, based on where they fall on the five personality traits.

Conscientiousness is one of the five major personality traits in the Five Factor Model of personality. It is a characteristic that echoes an individual's tendency to be recognized, responsible, and goal-oriented. People who show high levels of conscientiousness are thorough, dependable, and diligent in their endeavors. It is a trait that is associated with several benefits from personal and professional success to overall well-being.

Being conscientious is a personal trait that remains relatively constant throughout life. It is not a fixed characteristic. Through setting and achieving specific goals, creating routines and sticking to them, and practicing time

management, individuals can work on developing and enhancing their conscientiousness.

Having a strong sense of duty, self-discipline, organization, and dependability in carrying out our tasks are all virtues that embrace conscientiousness. Conscientious people tend to be meticulous in their work, take their commitments seriously, and are often seen as responsible and trustworthy. They are not only focused on achieving their goals but are also apt to plan and prepare thoroughly to ensure their success.

The virtue of conscientiousness is not limited to the professional sphere. It also plays a pivotal role in personal relationships. Individuals with high levels of conscientiousness tend to be dependable and supportive, making them reliable friends, partners, and family members. They are often more considerate of others' needs and are better at managing household responsibilities.

In our careers, possession of the virtue propels us to excel. Having a strong work ethic and attention to detail makes us valuable employees, managers and leaders. Conscientiousness makes us better at time management, meeting deadlines and following through on tasks, which are essential qualities in any professional setting. Conscientiousness can lead to an increase in productivity,

reduced errors and improved job satisfaction. Employers often seek out conscientious individuals, as they are more likely to take on responsibilities and deliver results consistently.

Conscientiousness is also linked to better physical and mental health. People who are conscientious tend to adopt healthier practices such as regular exercise, a balanced diet and adequate sleep. They are more likely to seek medical attention when needed and adhere to prescribed treatments, which can contribute to a healthier and longer life. Our mental health also benefits from being conscientious. We experience lower stress and anxiety levels and our ability to plan, set goals and work diligently to achieve them leads to a sense of accomplishment and reduced feelings of helplessness.

Conscientiousness is a valuable personality trait associated with success and well-being in both professional and personal domains. Whether it is excelling in one's career, nurturing strong relationships or maintaining good health, conscientious individuals tend to lead more fulfilling lives. Recognizing the importance of conscientiousness and actively working to cultivate it can be a powerful tool for personal growth and success.

*Compiled by Moses Njoroge  
Faculty Member Embu Campus  
together with Christine Rwamba,  
Corporate Communications  
Assistant*

## SMC 407: A Transformative Journey for Senior Managers

**A**midst the cool Lower Kabete weather, the distinguished Kenya School of Government (KSG) sprang to life on October 2, 2023, marking the initiation of the Senior Management Course (SMC) Cohort 407/2023. This was the first day of a life-changing experience for one of the biggest and most committed groups to ever attend this prestigious program.

This class featured a diverse and dynamic group representing various government sectors, counties, and a wide range of experiences, ages, religions, and professions. This diversity greatly enriched the learning environment at the Kenya School of Government (KSG).

Cohort 407 stood out as extraordinary right from the beginning, showcasing remarkable energy and engagement. On the very first day of the orientation, their strong commitment to shaping their educational journey was evident as the coordinator outlined expectations. This pivotal event culminated in the election of Mr. Boaz Adegu as the Class President and Dr. Mellany Murgor as the Deputy President, setting the stage for leadership in the weeks ahead.

This unique program, tailored for senior management, stood apart from the rest. Its curriculum served as a hands-on guide, offering practical insights into crucial areas like Management Principles, Development Planning, Communication, Leadership, Governance, Resource Management, and Public Sector Reform. These practical components facilitated a clear understanding of real-world applications, empowering participants for effective roles in public administration.

The delivery of lectures during the course was designed to be not just informative but also practical and thought-provoking. The facilitators at KSG ensured that each session was an opportunity for the SMC Class/407 participants to engage in discussions, analyze real-world case studies, and explore practical applications. This approach fostered a deeper understanding

of the subject matter, preparing the senior managers for the complexities of the public administration landscape.

A notable moment during the program was the presentation by Prof. Nura Mohamed, which left a lasting impact on the participants. He urged them to be "MAD," which stood for "Make A Difference." This powerful message resonated deeply, motivating the managers to strive for excellence and positive change in their roles.

As part of a longstanding tradition for SMC, the course participants exhibited a dedicated engagement in enhancing Corporate Social Responsibility (CSR) initiatives during their academic journey. These endeavors reached far beyond the confines of the classroom, encompassing heartfelt visits to two exceptional institutions: the Lady Hope Cancer Centre, under the leadership of Dr. Mellany Murgor, and the Kabete Children's Remand Centre, under the supervision of Ms. Josephine Chepkoech.

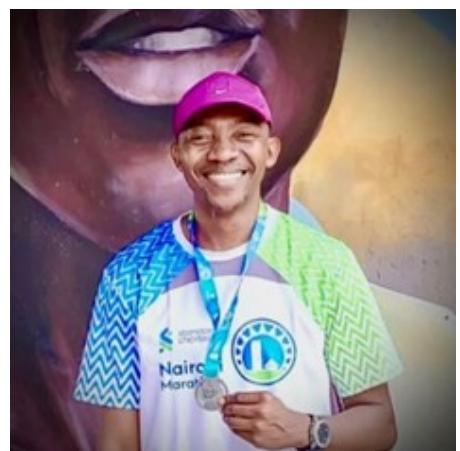
During their visits, the class not only provided donations but also delivered priceless emotional support to the residents. The genuine connections formed with the children at the rehabilitation center and the patients at the Cancer Center left an enduring impact on the participants. This experience served as a profound lesson in compassion, reinforcing the notion that public service transcends bureaucratic roles and spreadsheets. These CSR activities underscored the powerful message that individuals in middle management can make a significant difference in society, one act of kindness at a time.

As the program neared its conclusion, the participants, amidst their academic pursuits and project work, came to appreciate the value of relaxation and networking. They orchestrated a memorable gathering on the eve of the program's end, marking a delightful interlude that emphasized the

importance of fostering relationships and camaraderie among peers. These extracurricular activities underscored the holistic nature of the program, recognizing that it's not only about acquiring knowledge but also about cultivating a professional network.

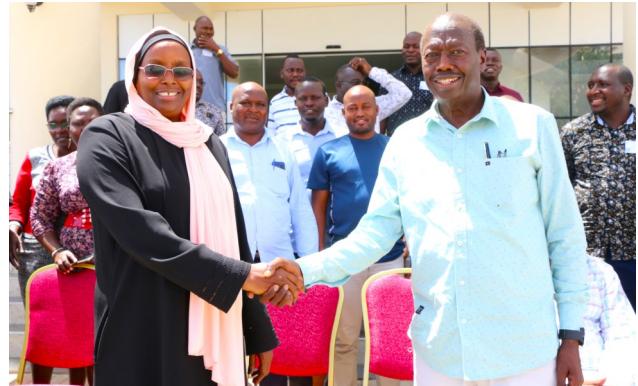
Upon completion of the program, they shared their feedback and expectations. They had come with the aspiration to enhance their management, leadership skills and contribute effectively to public service. The program not only met but exceeded their expectations. They were grateful for the insights gained, the friendships formed, and the practical experience provided through the CSR activities.

SMC Cohort 407 indeed left an enduring impression on its participants, reaffirming their unwavering dedication to public service. Upon their departure from the Kenya School of Government, they carried with them a reinvigorated pledge to excel in their respective positions. They grasped the significance of their roles as senior managers in contributing to the nation's progress. The CSR activities served as compelling evidence that individuals in senior management positions possess the capacity to enact tangible and enduring changes within their communities, thereby bolstering the overall standard of public service in the country.



Sande Murunga is a highly accomplished Corporate Communications Specialist with a strong background in public service, currently working for the NPSC (National Public Service Commission).

# Weekly Activities across Campuses



Baringo County Governor H.E Benjamin Chesire Cheboi joined Chief Officers from Baringo and Busia Counties undergoing a week-long Induction Program at KSG Mombasa Campus. Induction program conducted by the School is aimed at orienting all public officials with the knowledge and skills needed to provide the necessary work ethics and understanding of the Public Service.



KSG Baringo Campus Senior Principal Lecturer Mr. Januaris Mbatha with participants of Senior Management Course (SMC) Cohort 180/2023 in a session on Managing and Leading Change in Organizations.

# Weekly Activities across Campuses



Participants at the Management Skills Course at a session at the Mombasa Campus.



Colleagues condole together with Ms. Angela Mukiri, (3rd left), Head of the Strategic Planning and Performance Unit as she laid her father to rest today, November 3, 2023. Eng. Muriira M'Mbwiria was laid to rest at this home at the Oak Heights in Meru County. May Almighty rest Eng. M'Mbwiria's soul in eternal peace.

Also, this week, staff went to comfort Mr. Eliud Kemboi KSG's Chief Internal Auditor as he laid his beloved mother, Mrs. Susana Cherotich Kemboi to rest in Trans-Nzoia County. We pray for peace, courage and strength for Mr. Kemboi and his family at this difficult period.

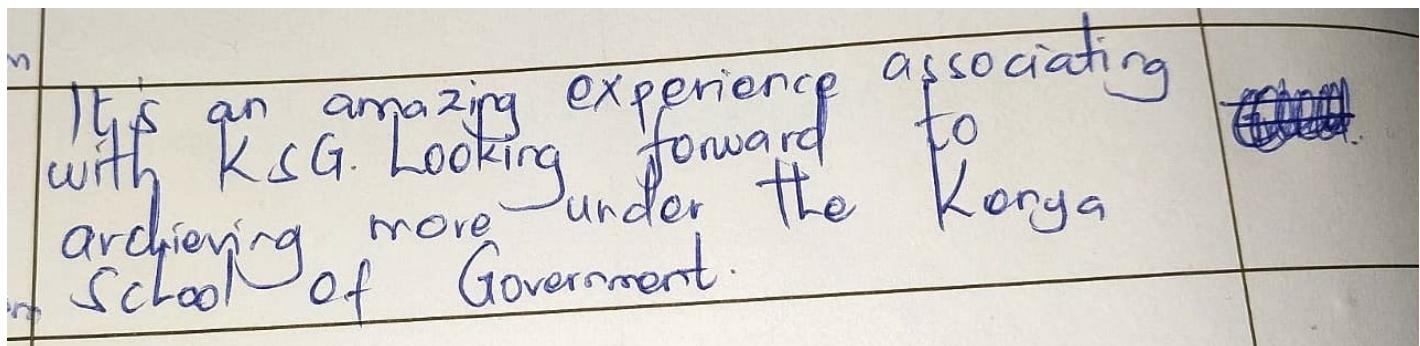


## Leadership Lesson

Management is efficiency in climbing the ladder of success. Leadership determines whether the ladder is leaning against the right wall.

—Stephen Covey

Have your say



Quote of the Week

“The ignorant learn from none,  
the simple learn from some,  
the intelligent learn from many,  
but enlightened learn from all”.

— Matshona Dhliwayo

**Baringo Campus**

Strategic Leadership Development Program	6th November - 15th December,2023
Senior Management Course	23rd October - 17th November,2023
Senior Management Course	6th - 10th November ,2023
Risk Management (Bungoma County Assembly)	6th -10th November,2023
Supervisory Skills Development Course	6th -17th November ,2023
Helen Keller INTL Workshop	6th November, 2023

**Embu Campus**

Strategic Leadership Development. Program No. 380/2023	4th September-10th November, 2023
Strategic Leadership Development. Program No. 386/2023	9th October to 8th December, 2023
Senior Management Course No. 201/2023	23rd October - 15th December, 2023
Management Course for Office Administrators	6th November - 1st December,2023
Strategic Leadership Development. Program No. 390/2023	30th October - 8th December,2023
Strategic Leadership Development. Program No. 387/2023	23rd - 1st December, 2023
Essential Hospitality Skills Course - Nairobi City Water	6th - 10th November, 2023
Customer care training (National cereals and produce board)	6th - 10th November, 2023
Supervisory Skills Development Course No.97/2023	6th - 17th November, 2023
Disability Mainstreaming retreat	6th - 10th November, 2023
Public Service Superannuation Fund	6th - 10th November, 2023
National Construction Authority	7th - 9th November, 2023

**Mombasa Campus**

Strategic Leadership Development Program Online No.391/2023	30th October, 2023 - 5th January, 2024
Senior Management Course No. 173/2023	16th October – 10th November, 2023
Strategic Leadership Development Program No. 388/ 2023	16th October- 24th November, 2023
Senior Management Course No.174/2023	23rd October – 15th December, 2023
Management Skills Course	30th October - 24th November, 2023
Project Planning & Management Course	30th October - 24th November, 2023
Retirement Planning Course No. 7/2023 (KNH)	6th – 10th November, 2023
Management Course for Office Administrators No. 1/2023	6th November – 1st December, 2023
Women Leadership Development Program Outreach Program	6th - 10th November, 2023
Public Policy Formulation and Implementation	6th - 10th November, 2023
Retirement Planning Sensitization (Nairobi Water)	7th – 9th November, 2023

**Matuga Campus**

Senior Management Course No.121/2023	23rd October – 17th November, 2023
Senior Management Course No.122/2023	30th October -22nd December, 2023
Strategic Leadership Development Program NO. 385/2023.	2nd October -8th December, 2023
Strategic Leadership Development Program	6th November – 15th December,2023
Kilifi County Government Induction	6th -17th November,2023
Records Management Course (Judiciary)	13th November - 1st December,2023
Retirement Planning Program (National Youth Service)	20th -24th November,2023
Kilifi County Government	20th November - 1st December,2023

**Lower Kabete**

Strategic Leadership Development Programme No. 387/2023	16th October - 24th November ,2023
Training of Trainers No.37/2023 (Wayeel Consulting)	30th October - 9th November, 2023
Senior Management Course No.409/2023	6th November-1st December, 2023
Government Protocol, Etiquette and Events Management	6th - 10th November, 2023
Strategic Leadership Development Programme No.392/2023	6th November-15th December, 2023
Records Management Course No.34/2023	6th - 24th November, 2023
Induction Program for Public Sector Boards (NBA)	8th - 10th November, 2023
IFMIS Training for Accountants	6th - 10th November, 2023
Climate Change Policy Planning and Budgeting for M. County Assembly (County Government of Kakamega)	6th-17th November 2023
Finance for Non Finance Leaders (NTT)	6th - 10th November, 2023
Audit and Risk Oversight Program	8th - 10th November, 2023
Supervisory Skills Development Course No.132/2023	6th November-1th December 2023
APS-HRMnet Workshop	6th-10th November, 2023
Kenya Climate Smart Agriculture Project	7th- 10th and 17th November, 2023
Water Services Regulatory Board (Workshop)	7th-8th November, 2023
UFAA Culture Change	6th - 10th November, 2023
SACCO Societies Regulatory Authority	6th - 10th November, 2023



## AFRICA PUBLIC SECTOR HUMAN RESOURCE MANAGERS NETWORK

# 8<sup>TH</sup>

### ANNUAL CONFERENCE

**THEME**

#### Bringing Citizens and Government closer: The Role of Human Resource Management in service delivery for transforming Public Service and achieving the sustainable development goals

**Kenya School of Government**

**6th to 10th November, 2023**

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## CENTRES OF EXCELLENCE/ INSTITUTES

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- Centre for Public Finance Management
- Centre for Leadership and Public Policy
- Centre for Advanced Training and Consultancy Services
- Centre for Research and Advisory Services
- Centre for Environmental Governance and Climate Change
- e-Learning and Development Institute
- Security Management Institute
- Margaret Kenyatta Institute for Gender and Social Development
- Institute for Devolution Studies

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