



# WEEKLY KSG Bulletin

24th Feb- 1st March, 2024

## Leadership Program for National Transformation - Finally Here!



Cabinet Secretary for the Ministry of Public Service Performance Delivery and Management, Hon. Moses Kuria, speaks to the delegates during the launch of the Leadership Program for National Transformation at Lower Kabete.

BY BETH MUIGAI

**O**n February 22, 2024, the Kenya School of Government (KSG) hosted a luncheon in honor of the African Diplomatic Corps as the School launched the newly developed Leadership Program for National Transformation (LPNT).

The event was attended by Cabinet Secretary Ministry of Public Service Performance Delivery and Management and Chief Guest Hon. Moses Kuria,

Principal Secretary State Department of Public Service Mr. Amos Gathecha, KSG Council led by the Chair- Justice (Rtd) Charles Nyachae, Secretary General for AAPAM, Prof. George Scott. Others were; Director General Foreign Service Institute, Foreign Service Officers, delegates from Jubaland Somalia, Zambia, Ghana, Uganda, Somalia, Senegal, Malawi, Zimbabwe, Sierra Leone, Sudan, Tunisia, Rwanda, Nigeria, Mozambique, Algeria, Djibouti, South Africa, Cameroon, Congo Brazzaville and Tanzania.

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## Leadership Program for National Transformation - Finally Here!

Also in attendance was the management of the School-Directors and Heads of Department who are custodians of training at the School.

While officiating the ceremony, Hon. Moses Kuria passionately appealed for African countries to consider the role of training in addressing issues of governance that usually impacts the continent. "It is important to embrace the role of capacity building and indoctrination for people to think, act, and behave in a certain way," he said.

The CS commended LPNT and its design, emphasizing its potential to harness the diverse strengths and abilities of all African nations; each African country possesses unique strengths and capabilities that, when shared, can enhance the collective effort in confronting challenges across the continent. "It would boost this Continent greatly if we harnessed all our strengths and shared them, so that each country carries a solution for an issue," he continued.

The Program is intended to provide policymakers and development strategists in the Public Service with requisite knowledge and competencies to in the industrialization agenda and achieve the status of developed nations.

KSG has developed executive leadership programs for effective leadership of individual institutions. LPNT is specially oriented to enhance competency requirements for transforming a developing nation as a whole into an industrialized and prosperous



Prof. Ludeki Chweya, Director General of the School, delivering his speech during the launch program on Thursday, February 22, 2024.

society with high standards of living for citizens.

He continues to champion the becoming of KSG to Africa School of Government which will be the center for research and programs custom-made to address Africa's needs. "Africa School of Government will be the hub for solutions to Africa's matters, which will be a place where individuals can share their expertise and bring home-grown answers. Common training creates a unified mindset which then promotes a collective approach to problem solving," he said.

KSG Council Chair Justice (Rtd) Charles Nyachae expressed his confidence in the School's capacity to effect Public Service through the development of programs that strengthen the institution even more. Through the newly developed Leadership Program, the School establishes

itself as the premier institution in Africa for training saying, "Although I have not served in my capacity as Council Chair for long, I am confident of a growing trajectory of the School in establishing itself as the ultimate training institution for governance and leadership."

Director General of the School, Prof. Ludeki Chweya termed KSG as the mother of the Public Service that lives on molding the minds of those whose hearts long for the growth and development of the country. "KSG continues to encourage public servants to be concerned with the well-being of the citizenry solving their problems, and whose future they are mindful to secure," he said.

LPNT shape minds of public officials to value knowledge, respect technical expertise for strategic planning, ensure practical implementation,

## Leadership Program for National Transformation - Finally Here!



Delegates from KSG, AAPAM, Ministry of Foreign and Diaspora Affairs follow proceedings.

cultivate skills for adept task execution, and promote professional integrity, ultimately fostering public trust and institutional pride. "The Program aims to cultivate a citizen-centric attitude and promote professional objectivity. It has been designed in a way that experts in different fields will facilitate various topics and themes," he assured.

The program roles out for seven weeks with a component of an international field study incorporated where participants will visit other Schools of

Government of selected host countries.

The program covers units such as; Evolution of Kenya's Political Economy, Democracy, Leadership and Development, Social and Economic Transformation, Nationalism and Patriotism, Leadership, Values and Development, Global and Domestic Financial Markets, Population and Development, Internal and External Trade Relations and Agricultural Transformation.

At the end of the program, participants will be able to demonstrate understanding of the social and economic characteristics associated with developed nation status. They will demonstrate a deeper appreciation for the significance of industrialization in achieving substantial progress, particularly through a comparative lens. Additionally, they will exhibit the ability to devise culturally suitable policy programs and implementation strategies across various related fields.

Invitation for enrollment is extended to persons who are already in leadership and policy-making position and individuals due to this cadre of public servants. Each cohort will comprise participants from across all arms, agencies, and levels of government for fortify the whole of government approach for the sake of national transformation.

The first cohort of the program kicked off training on Monday, February 19, 2024, and is scheduled to close on April 5, 2024.



KSG Council members at the Launch of the LPNT

# Leadership Program & Luncheon Pictorial



KSG Council Chair, Justice (Rtd) Charles Nyachae together with KSG Director General, Prof. Kudeki Chweya receive delegates at the Launch of the Leadership Program for National Transformation at the School. The delegates were also hosted to a luncheon in honor of the African Diplomatic Corps.



# International Collaborative Governance Conference Takes Center Stage KSG

BY GLENN LUMITI

**P**reparations are in full swing for the upcoming International Institute of Administrative Science (IIAS) Conference, jointly organized with the Kenya School of Government (KSG) at the Mombasa Campus. Scheduled to unfold from February 26 to 29, 2024, the Conference is poised to delve deep into the theme of "International Collaborative Governance," marking a significant milestone in the field of public administration.

With a keen focus on projecting the horizontal ethos of collaborative governance research onto the global stage, the Conference aims to elicit dialogue, exchange insights, and explore innovative approaches to governance in an increasingly interconnected world.

The Conference will feature a diverse array of sessions, including plenaries, panel discussions, and parallel sessions, all meticulously curated to address both the central theme



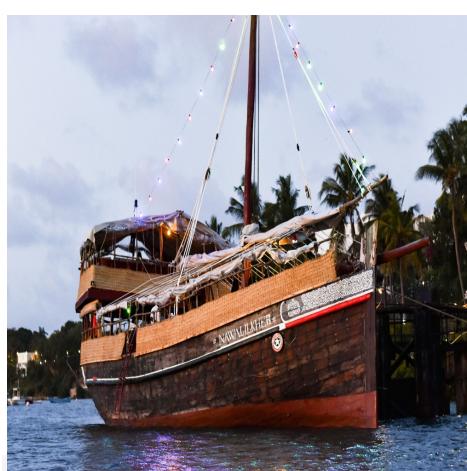
and topics brought forth by the organizers' extensive networks. Participants can expect a rich tapestry of perspectives, ranging from academic research to practical experiences, aimed at enriching understanding and driving impactful change.

Heading the scientific endeavors of the Conference are Dr. Younes Abouyoub of the United Nations and Dr. Tom Wanyama, Director of the Institute of Devolution Studies at KSG. They will serve as the scientific chairpersons where their leadership promises to steer the discourse towards actionable insights and meaningful outcomes.

Dr. Youness Abouyoub, a seasoned professional in governance and state-building, currently holds the position of heading the Governance and State-Building work at the United Nations Economic and Social Commission for Western Asia (UN-ESCWA). In this capacity, he oversees a diverse portfolio of programs aimed at fostering governance and institutional

development for conflict prevention and sustainable development across the region. With emphasis on SDG 16 and its implications for political reform, crisis management, and conflict resolution, Dr. Abouyoub's work extends beyond theoretical frameworks to practical interventions that shape policy and practice on the ground.

His extensive experience within the United Nations system includes engagements with the Department of Political and Peacebuilding Affairs, where he has played instrumental roles in conflict resolution and peacebuilding efforts in various conflict and post-conflict settings worldwide. From Sudan to Yemen, from Libya to Kenya, Dr. Abouyoub's contributions have left an indelible mark on the trajectory of governance and peacebuilding initiatives across diverse contexts. Armed with a Ph.D. in political sociology and a multidisciplinary background encompassing sociology,



The Tamarind Dhow that hosts the floating restaurant in Mombasa

# International Collaborative Governance Conference Takes Center Stage KSG

geopolitics, and law, Dr. Abouyoub brings a unique blend of academic rigor and practical insights to the conference table.

Meanwhile, Dr. Tom Wanyama, a stalwart in the field of public service, brings to the fore his far-reaching experience garnered through years of dedicated service within the Kenyan public administration landscape. Having served in key leadership roles, including Director positions at both the Embu and Mombasa Campuses of the School, Dr. Wanyama has demonstrated a deep-seated commitment to advancing the cause of governance and administrative excellence.

Currently serving as the Director at the Institute of Devolution Studies at the Lower Kabete Campus, Dr. Wanyama's expertise spans a wide array of domains, ranging from decentralization and local governance to public policy and administration. His hands-on involvement at the forefront of administrative reforms provides him with invaluable insights into the intricacies of governance at the grassroots level, making him a pivotal figure in shaping the discourse on collaborative governance at the upcoming conference.

The choice of Mombasa as the venue for this gathering is not

incidental. Nestled along the picturesque shores of the Indian Ocean, Mombasa symbolizes the confluence of cultures, ideas, and traditions—a fitting backdrop for discussions on collaborative governance that transcend geographical boundaries.

As delegates from around the world converge upon the vibrant city of Mombasa, they will have the opportunity to engage not only in intellectual discourse but also to immerse themselves in the rich Kenyan hospitality and culture. From the bustling markets of Old Town to the serene beaches that stretch along the coastline, Mombasa offers a unique blend of history, diversity, and natural beauty.

Moreover, the Conference serves as a testament to Kenya's growing prominence as a hub for academic and intellectual exchange. By hosting such prestigious events, the Kenya School of Government underscores its commitment to nurturing a conducive environment for research, collaboration, and innovation in public administration.

In line with the Conference theme, participants will explore various facets of collaborative governance, ranging from cross-border cooperation on environmental sustainability to multilateral approaches in



Fort Jesus; one of excursion sites that has interested many guests who visit the Coastal City.

addressing global health crises. Through interactive sessions and thought-provoking debates, attendees will have the opportunity to glean insights from diverse perspectives, ultimately paving the way for more effective and inclusive governance structures.

Beyond the intellectual discourse, the forum also presents an invaluable opportunity for networking and forging partnerships that transcend organizational and national boundaries. By fostering connections among academics, practitioners, and policymakers, the conference aims to catalyze collaborative efforts towards addressing shared challenges and seizing collective opportunities on the global stage.



# Baringo Campus Hosts Single Moms Self-Reliance Supporting Program Graduation

BY DOUGLAS MOCHAMA

**M**ore than 40 women have undergone and successfully completed an intense ten-month empowerment program. The graduation ceremony was held at the Kenya School Government Baringo Campus, bringing together Baringo County Government, the Government of Korea (through the Korean International Cooperation Agency), World Together, Rivatex East Africa Limited, Ebenezer Academy, and other key partners and graduands on Friday February 23, 2024 for the colorful event. The program was designed to address the pressing socioeconomic challenges faced by single and teenage mothers, with graduates proving that they have conquered all odds.

The ceremony also featured an impressive fashion exhibition, where graduates showcased their creativity and hard work to those in attendance.

Governor of Baringo County, H.E Benjamin Cheboi, expressed his admiration for the partners who selected Kenya to help improve the lives of vulnerable households. He was particularly impressed by the efforts made towards uplifting women, who he referred to as champions of social and economic transformation. He emphasized the importance of empowering women and providing them with the necessary tools to achieve self-reliance.

Governor Cheboi extended his gratitude to the partners for their efforts in building the capacity of the participants, which would enable them to become self-



Graduates of the just concluded Single Mums Self-Reliance Supporting Program at the Baringo Campus.

reliant. In this, he acknowledged that the only available work for many of them was poorly paid agricultural work, which provided minimal income. Furthermore, many of them faced the challenge of traveling to work with young babies. The Governor made it clear that the support provided by the partners was a welcome relief for these vulnerable groups.

The program, known as "Single Moms Self-Reliance Supporting Projects," aimed to provide skills in small income-generating projects such as knitting and tailoring, customer care, financial security, entrepreneurship and job creation, saving and credit, and life skills.

World Together, KOICA and the Government of Korea collaborated to combat poverty and support sustainable socioeconomic growth in partner countries. The three entities, in partnership with Baringo County, sought to bridge the knowledge

and skills gap that single mothers often face in running successful enterprises.

The graduates of this program were empowered with skills to make a range of garments, clothing designs, and decoration items. They will no longer face the hardship of being unemployed and dependence on others, or having to beg for support to meet their basic needs.

H.E Cheboi added that the partnership between World Together, KOICA, the Korean government, and Baringo County continues to drive positive change and development in Kenya. He expressed a desire to further strengthen the partnership and implement impactful projects for the benefit of the community.

At the event, Dr. John Bii, Director of KSG Baringo Campus, spoke passionately about the School's commitment to empowering vulnerable individuals and groups in

# Baringo Campus Hosts Single Moms Self-Reliance Supporting Program Graduation

society. He explained that the school has established specialized centers and institutes that conduct extensive research and provide policy advice on various challenges affecting the country, including but not limited to, unemployment, crime, drug abuse, gender imbalance, and radicalization. These centers and institutes work closely with government agencies and other stakeholders to develop practical solutions to these challenges.

In addition, Dr. Bii highlighted the School's Youth Innovation Programs that are designed to consolidate and coordinate youth activities and provide assistance to young people facing various challenges. They offer mentorship, counseling, and training in various areas, such as entrepreneurship, leadership, and personal development. The School recognizes the importance of investing in the youth, as they represent the future of the country, and aims to provide them with the necessary skills and resources to succeed.

Dr. Jang Hee IM stressed the commitment to ensure gender equality as a universal approach to achieve the Sustainable Development Goals. KOICA has set up the Gender Equality Mid-Term Strategy (2021-2025) to improve the status of women in developing countries.



Isiolo Youth Innovation Centre, one of the Centres that is supported by the Kenya School of Government to empower the youth in the region

Mr. Youngjae Ha, Vice President of World Together, confidently discussed the program and referred to life skills as essential tools that one can always carry and utilize when faced with life's challenges. These tools may include communication, problem-solving, collaboration, creativity, or other socio-emotional cognitive skills. They enable individuals to navigate life's complexities with resilience and empower them to take charge of their lives.

It is hoped that the program has been a life-changing experience for 40 single mothers who were struggling to make ends meet.

Through the program, they received comprehensive training and acquired essential competencies to start their own businesses, such as financial management, marketing, and product development. Not only did they learn how to launch their ventures, but also gained the confidence and knowledge to manage their businesses effectively, thereby supporting their families and taking control of their lives.

The impact of the program on these women should be profound as they are now empowered to make a positive change in their local communities, inspiring others to follow their lead. Additionally, it has opened doors to future opportunities for them, with garment-making firms expressing interest in hiring them as skilled workers.

Thanks to the program, these mothers have a bright future and are poised to make a significant contribution to society.



# Unveiling the Coaching and Mentorship Program at KSG Matuga

BY VICTOR WAHOME

In the dynamic landscape of professional development, the Kenya School of Government's Matuga Campus has embarked on a Coaching and Mentorship Program, spearheaded by the Acting Director, Dr. Florence Kithinji. This initiative seeks to empower individuals, cultivate leadership skills, and enhance the overall professional growth of participants. As the program unfolds, it delves into essential topics that form the bedrock of coaching and mentorship, unraveling the nuances that distinguish these vital components of organizational development.

At the heart of this Program lies a profound exploration of the definitions that underpin the concept of growth and development of individuals. Coaching is a structured process where a coach guides an individual to achieve specific goals, providing insights, and fostering skill development. Mentorship, on the other hand, is a more holistic and relationship-driven approach where a one shares knowledge and experiences to guide the mentee's overall development.

Dr. Florence Kithinji, leading the charge, emphasizes the importance of understanding these definitions as a foundation for the participants' journey towards excellence. "Coaching and mentorship are not just buzzwords; they are powerful



Dr. Florence Kithinji Ag. Director Matuga Campus.

tools for personal and professional growth. It starts

*"The ripple effect of operative coaching and mentorship extends far beyond the individual.*

*It elevates organizational performance, nurtures leadership pipelines, and adopts a collaborative and supportive work environment."*

*Dr. Florence Kithinji.*

with a clear understanding of what each entails," she affirms.

While both coaching and mentoring share a common goal of fostering development, the approaches and dynamics distinguish them significantly. Coaching tends to be task-oriented, focusing on skill enhancement and goal achievement, while mentorship takes a more wholesome approach, guiding the mentee's overall growth and career trajectory. Coaching is unveiled as a dynamic and goal-oriented process where individuals are guided to unlock their potential, improve performance, and achieve specific objectives. In contrast, mentorship emerges as a holistic and relationship-driven approach, wherein experienced individuals share wisdom, knowledge, and life

# Unveiling the Coaching and Mentorship Program at KSG Matuga

experiences to guide the holistic development of their mentees.

Understanding these differences is crucial for participants as they navigate their roles as coaches or mentors. Recognizing the distinctions allows individuals to tailor their approach based on the specific needs of participants, whether it is about achieving specific goals or navigating broader career challenges.

Central to the program is the exploration of the intricate dynamics that define coaching and mentorship relationships. These relationships are not one-size-fits-all rather they evolve based on the unique characteristics and goals of the individuals involved. Participants delve into effective communication strategies, active listening skills, and the art of providing constructive feedback.

The importance of cultivating strong relationships is emphasized since the success of coaching and mentorship lies in the depth of the relationships formed. It is about building trust, encouraging open communication, and creating a supportive environment where individuals can thrive.

As the participants engage in discussions, they unravel the significance of coaching and mentorship in organizational contexts. Beyond individual

development, these practices contribute to creating a culture of continuous learning, knowledge sharing, and talent development within organizations.

"The ripple effect of operative coaching and mentorship extends far beyond the individual. It elevates organizational performance, nurtures leadership pipelines, and adopts a collaborative and supportive work environment," notes Dr. Florence Kithinji.

In conclusion, the Coaching and Mentorship Program at KSG Campus serves as a beacon for individuals navigating their professional journeys. By digging into the definitions, differences, and dynamics of coaching and mentorship,

participants are armed with the knowledge and abilities needed to drive personal and organizational success.

It serves as a beacon, illuminating the transformative potential of leadership practices. As public servants engage in lively discussions, they navigate the intricate landscapes of coaching and mentorship, armed with knowledge that will undoubtedly shape their professional journeys and contribute to the growth and success of the organizations they serve. As the program unfolds, it is not merely a series of sessions; it is a transformative journey that has the potential to shape the future of leadership within the public service sector.



Coaching and mentoring stock image

# Weekly Activities in Summary



Participants of SLDP cohort 399/2024 conducted a CSR activity at Nairobi Children Rescue where they donated a washing machine and items to aid in the Center's role of taking care of needy children.



Graduates of the Executive Women Leadership Program, led by Ms. Lynette Otwori, Director of the Margaret Kenyatta Institute for Gender and Social Development at Lower Kabete. The participants successfully completed a week-long training at the School.



Hon. July Moyo, Zimbabwe's Minister of Public Service, Labor, and Social Welfare, and Mr. Zechariah Luhanga, Acting Permanent Secretary of Zambia's Ministry of Labour and Social Security, were received by Prof. Ludeki Chweya, Director General of the Kenya School of Government (KSG) at the Mombasa Campus. They convened with senior public officers enrolled in the Strategic Leadership Development Program No. 397/2024. Following a comprehensive briefing on KSG's strategic vision and mission, the guests engaged in strategic discussions, fostering collaboration and synergy among regional stakeholders in advancing effective public administration and social welfare initiatives .

## Leadership Lesson

### The Making of Leaders

Leaders are made, they are not born. They are made by hard effort, which is the price which all of us must pay to achieve any goal that is worthwhile.

– *Vince Lombardi*

### Have your say



**Richard Atela**

A great institution. I did my SMC here in 2019. The is a lecturer who taught me PPAD and PFM units. He made me wish to come back for Finance for Non Financial Managers course. Let me know when you are hosting this

### Humor of the week

When someone at work has explained something 9 times but you still don't understand...



### Word of the Week

Isaiah 41:10

So do not fear, for I am with you;  
do not be dismayed, for I am your God.  
I will strengthen you and help you;  
I will uphold you with my righteous right hand.

**Baringo Campus**

Strategic Leadership Development Program	19th February-29th March,2024
Strategic Leadership Development Program	5th February– 12th April, 2024
Senior Management Course	5th February- 1st March, 2024
Senior Management Course (online)	5th February – 29th March, 2024
CPHRM GROUP Workshop	26th-29th February, 2024
MIDRIFT HURINET Workshop	1st March, 2024

**Embu Campus**

Essential Computer Skills	19th February -15th March, 2024
Strategic Leadership Development Program No.406/2024	19th February -19 April, 2024
Strategic Leadership Development Program No.400/2024	22nd January - 1st March, 2024
Senior Management Course No.204/2024	15th January - 8th March, 2024
Diploma in Social Work No. DSW 44/2023	6th March - 7th March, 2025
Senior Management Course No. SMC205/2024	12th Feb - 5th April, 2024
Senior Management Course No. SMC206/2024	12th Feb - 5th April, 2024
Evaluation of various ICT tenders Huduma Kenya Secretariat	22nd - 28th February 2024
Ministry of Interior (Workshop)	26th February - 1st March, 2024

**Matuga Campus**

Senior Management Course No. 125/2024	29th January- 22nd March, 2024
Supervisory Skills Development Course No.15/2024	12th February – 8th March, 2024
Workshop Ministry of Health	26th February - 1st March, 2024

**Mombasa Campus**

Senior Management Course No. 178/2023	19th February – 15th March, 2024
Strategic Leadership Development Program No. 402/2024	29th January – 8th March, 2024
Senior Management Course No. 179/2024	12th February – 5th April, 2024
Management Skills Course	5th February – 1st March, 2024
Project Planning & Management Course	5th February – 1st March, 2024
International Institute of Administrative Science and KSG	26th February – 1st March, 2024
TOT - Probation and Aftercare Service/eLDI	26th February – 1st March, 2024
TOT - Probation and Aftercare Service/eLDI	4th – 8th March, 2024

**Lower Kabete**

Senior Management Course No. 411/2023	11th December 2023- 1st March, 2024
Senior Management CourseNo.414/2024	5th February - 1st March, 2024
Strategic Leadership Development Programme-Online NO.405/2024	11th February -19th April, 2024
Supervisory Skills Development Course- Online NO.136/2024	12th February – 8th March 2024
Leadership Program for National Transformation No 1./2024	19th February -5th April, 2024
Supervisory Skills Development Course No. 137/2024	19th February – 1st March, 2024
Strategic Leadership Development Program No.408/2024	26th February -5th April,2024
Induction of newly recruited officers (C.O.B)	26th February – 1st March, 2024
Preparation of Board Papers (KBC)	26th February – 1st March, 2024
Board Evaluation National Fund for the Disabled of Kenya	26th -27th February, 2024
Job Evaluation Institute of Human Resource Management	26th February – 1st March,2024
IFMIS Training for Accountants	26th February – 1st March, 2024
Training of Trainers course in Probation & Aftercare	26th February- 8th March, 2024
Induction Program For Cohort VI Interns (KSG)	26th February-1st March 2024

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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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