



## Weekly Bulletin

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# NPSC starts on the right footing



Deputy Head of Public Service, Mr. Josphat Nanok (center) is received at the Kenya School of Government by the Chairman of the National Police Service Commission, Mr. Eliud Kinuthia (left) and the School's Director General, Prof. Ludeki Chweya during the National Police Service Commission Induction Program at Lower Kabete.

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BY FAITH MUSOGA

**T**he National Police Service Commission (NPSC) has conducted a modular Induction Program for new members of the Commission at the Kenya School of Government, Lower Kabete. Sessions were crafted for the deliberately selected public servants for compliance with values and principles of public service, good

governance and fair administrative action.

Recently appointed Deputy Head of Public Service, Mr. Josphat Nanok was at the School for the opening ceremony of the program. He was received by KSG Director General, Prof. Ludeki Chweya.

In a speech read on his behalf by Mr. Nanok, Mr. Felix Koskei, Head of Public Service,

commended the Commission's leadership for organizing the Induction Program for the members that should see them ease into operations of Government and perform to the expectation of the high calling of their appointments. "I am made aware that the seminar endeavors to cover various aspects of leadership and governance, these are critical building blocks for any successful Government institution," he said.

# NPSC starts on the right footing



The members attending the Induction Program together with Mr. Nanok, Mr. Kinuthia and KSG officials.

The Commission has a broad mandate to recruit and appoint persons to hold or act in office in the Police Service, confirm appointments and determine promotions and transfers within the National Police Service (NPS). It is worth noting that for the first time, NPS has created the position of Principal Administrative Secretary (PAS) with accounting responsibilities.

"I am pleased that the joint undertaking of this seminar among all members of the Commission and the PAS - National Police Service is meant to foster synergy, collaboration, and team work in the Commission," said the Head, validating the Induction Program.

The Chairman of the National Police Service Commission, Mr. Eliud Kinuthia is committed to start right. "We are delighted to take the right direction, to speak from the same page by undertaking training. As a Commission, we will continue to make our needs known to the School in regards to capacity building for the support we have continued to receive," he said.

As he conveyed his confidence in the Commission, Mr. Kinuthia urged the newly appointed members to be performance oriented; current and proficient.

KSG Director General, Prof. Ludeki Chweya congratulated Mr. Nanok upon his appointment as Deputy Head of Public Service stating, "This is a very distinguished position in the Cabinet of Kenya, for the people of Kenya. The School is privileged to be under your care as the Public Service has many times endorsed training programs for the benefit of public servants in state agencies and ministries."

"The School continues to realize that skills and competencies make all the difference for public servants, that they translate into tangible goods and projects for this country," he went on to say. "This program has been prepared for NPSC, and officers should be assured of a credible induction. KSG programs adhere to the highest standards of qualification through compliance with the Kenya

National Quality Authority, which is recognized globally. You should feel secure that your certification is credible in any

part of the world," affirmed the DG who led the faculty team in facilitating some of the sessions.

Attendees expressed that the School has been home to every civil servant and they looked forward to re-orientation into Public Service, learning new things and new styles of leadership. And true to their word, facilitators ensured that the program covered relevant subject matter such as Public Service Doctrines and Principles, a forte of the Kenya School of Government, which contains inclusivity, involvement of all, equal opportunities, accountability, and transparency.

Among other topics of interest were: Corporate Governance in the Public Sector, National Security matters that are a major factor in national development, and Critical Matters in Public Sector Human Resource Management, another specialty of KSG, as the School is keen on raising competency standards in the Public Service.

It is anticipated that all members will come on board for their Induction in order for the Commission to speak from the same script on matters of governance and leadership.



Deputy Head of Public Service, Mr. Josphat Nanok pens his signature on the visitors book.

# Chweya: Let us seek new frontiers of development



Director General, Prof. Ludeki Chweya (2nd right) hands over the Baringo Campus Performance Contract to the Campus management. The DG was accompanied by Director Finance and Administration, Prof. Nura Mohamed, (right).

BY DOUGLAS MOCHAMA

**K**enya School of Government Director General, Prof. Ludeki Chweya has warned staff of the School against priding themselves on past achievements of the School, noting that this is a dangerous trend that could easily sidetrack officers from the focus of achieving another major milestone.

Accompanied by the Director Finance and Administration, Prof. Nura Mohamed, the DG made his routine visit to the Baringo Campus, from where he chaired a meeting on revitalizing the capacity of the School to respond to growing complexities in society that compel continuous review and adjustment in strategies and approaches to national development.

The DG urged the staff of the School to seek new frontiers beyond the already established reputation and to achieve more instead of being satisfied with past achievements.

"If we are to delight in the School's reputation, it should be based on fresh

milestones, not the past ones. We must strive to advance and refuse to accept suggestive remarks that we are already successful. Instead, we have to acknowledge that we could do more as a School because there is more this great School can offer to the Republic of Kenya and beyond," said Prof. Chweya during his address to the Baringo Campus management team Friday, November 18, 2022.

As he re-assured the staff of his support by bolstering their welfare and improvement of internal processes the DG was also quick to commend them for their industrious spirit that has been demonstrated through the years and manifested so clearly during the turbulent times of Covid-19 pandemic, where work through news strategies continued and staff were retained.

"I needed to tell you that you are performing your duties to acceptable levels. Before Covid19, you worked hard day and night, and we continue to apply ourselves for restoration to the earlier state fiscally. We continue to offer services to our clients," the DG explained.

According to the Director Finance and Administration, Prof. Nura Mohamed, staff should continuously pursue opportunities that seek to fill the knowledge gap and build on their skill set in order to expand their knowledge base in providing the expertise needed to address emerging issues in the Public Service.

"The success of the School is highly dependent on faculty to deliver exceptional and impactful training and address client problems. These are high responsibilities and expectations that weigh on the School's faculty. We are operating in an extremely competitive world and I, therefore, urge you to take charge of assisting this country to move forward," said Prof. Nura.

The host, Baringo Campus Director, Dr. Solomon Letangule, reiterated the commitment to provide public servants with outstanding services through repackaging service delivery. He acknowledged his faculty members for their massive support in capacity building and the considerable positive energy that they have demonstrated.

## Supporting Livelihoods: KSG training community gifts Mwakirunge residents

BY GLENN LUMITI

*"There is no exercise better for the heart than reaching down and lifting people up."*

This quote by John Holmes resounded true to attendees of the Senior Management Course cohort 159/2022 as they came to the end of their four-week training at the Kenya School of Government, Mombasa Campus.

In exercising the session on awareness of the environment and the situations that the people they serve live and operate in, and in their desire to lead in making life better for all, the 43 officers partnered with the Mombasa Campus and the local administration to distribute food items to the residents of Mwakirunge in Kisauni.

This initiative purposed to ease, albeit momentarily, the burden of hunger that continues to affect many households countrywide due to the persistent drought situation in the country.

The families had convened at the Chief's Office and the event was graced by the area Chief, Mr. Ali Mohamed, accompanied by respective sub-chiefs.

Speaking after receiving the donations, the Chief highlighted that support initiatives such as this ease the challenges experienced by recipient families.

"The best we can do is to make sure that the food goes to someone who is in need. According to various reports in Kenya, if food waste were to be reduced by just a third, all of the country's hungry citizens could be fed. Nothing is more upsetting than observing excess food going into a dumpster or allowed to rot in the field while people go without meals," he opined.

Class representative, Ms. Millicent Henga, Nairobi Regional Coordinator



Participants of Senior Management Course cohort 159/2022 share food items with local residents of Mwakirunge in Kisauni at a time of major food shortage as persistent drought continues to affect families countrywide.

for the Kenya Civil Aviation Authority, observed that hunger affects the general being of an individual expressing hope that the situation in the country will improve so that no more families go through the pains of hunger.

"Long-term hunger causes a person's personality to fundamentally shift. In the world, more than 70% of people are

undernourished. Your physical and emotional health are both harmed when you go hungry for an extended length of time. When your mental health is compromised, you start to think negatively about things. Additionally, it affects your physical health. Hunger could cause excess weight loss messing with the respiratory system".

According to the U.N. Food and Agriculture Organization, 690 million people worldwide were considered to be food insecure before COVID. According to estimates, due to COVID, the number rose to between 720 and 811 million persons, and the prevalence of extreme hunger has increased as well.

There are several things that can cause hunger. While economics and well-paying jobs play a significant role, hunger is still a daily challenge, and while long-term solutions are important, they cannot tackle the issue that people face on a daily basis. There is a movement to consider the right to food, which is recognized in many nations, as is the right to prevent food from going to waste.

**"The best we can do is to make sure that the food goes to someone who is in need."**

Mr. Ali Mohamed.

# What to reassess when you become a supervisor



Supervisory Skills Development Course participants follow session proceedings at the Mombasa Campus.

BY EPHLINE OKOTH

**E**levation to the role of a supervisor is probably one of the desires and aspirations of many employees who, at the moment of consideration, are majorly providing technical support in an organization.

Technical responsibilities are, generally, hands-on and require an individual to actually perform the given task rather than referring it to someone else.

As one grows up the career ladder, there are additional responsibilities as technical expertise is added onto the new role of supervision. This new combination requires a shift in a number of areas of an individual's personal and career life, some of which require training to improve and perfect.

Getting to the supervisory role, according to KSG Mombasa Campus Director, Dr. Tom Wanyama, requires a relook into, among other areas, the interactions that one engages in, the character to be maintained, the behavior as well as decision-making at the new level. Even though these are important at all levels of hierarchy in the organization, at the supervisory level, they become more prominent hence requiring more cautious and deliberate actions.

"As a technical officer, you are like comrades; relating to one another, working and behaving in similar

ways. However, the moment you acquire supervisory responsibilities, dynamics changes," Dr. Wanyama said in his address to attendees of the Supervisory Skills Development Course who convened at the Mombasa Campus for the two weeks program.

Specifically, Dr. Wanyama alluded to the dilemma that many are faced with when they shift from being at the same level to being in charge.

"When you are in charge, the dilemma is how to behave under such circumstances. Do you now belong to management and adopt what is considered a management-like style or continue in the same way you were in terms of behavior and character? What level of relations do you now maintain with the colleagues with whom you were at the same level?" he posed.

These are some questions that the Course seeks to answer. It aims to improve the professional delivery by officers by guiding them in the affairs of supervision. The Course introduces one to areas that include supervision concepts, principles, and practice; leadership roles of a supervisor; decision-making and problem-solving; labor laws; government organization and functions; conduct of meetings and minute writing; and performance monitoring and evaluation.

Further, one is trained on work ethics; communication; team building; resource management and procurement; diversity and inclusion; and discipline among other areas of

focus.

"In this training, you are acquiring the knowledge, skills, and competencies that are necessary for your professional career line. You must re-examine your behavior and character. You are now in a position to change your mindset and re-look at who you really are. All and above, as you take up the supervisory role, remember you must also nurture your technical competence which is added onto the new role," said Dr. Wanyama who affirmed his belief that being a public servant is a noble opportunity that should be taken up by all to serve humanity, wholeheartedly.

"It is a privilege to be a public servant. I say this because public service provides you with an opportunity to serve fellow citizens which is the responsibility of the government. It is, therefore, an honor to serve the interests of the nation through our service to others."

The Director was accompanied by the Head of Training Services, Ms. Cecilia Mageto who underscored the commitment of the School to see improvement in public service delivery as a result of the continuous capacity development of public servants. Commanding the officers for attending the training, she urged them to take advantage of learning opportunities that introduce them to new knowledge that enable them to become better leaders and perfect their crafts.

# Weekly Activities in Summary



Prof. Nura Mohamed, Director Finance and Administration presides over the closing ceremony of the Conduct of Board Meetings and Minute Writing training at KSG Mombasa Campus. He also awarded certificates to the participants upon completion of the training.



Dr. James Njagu, Director of Resource Mobilization at the National Environment Trust Fund (NETFUND) facilitates a session in the Strategic Resource Mobilization Training for counties which was held at the Kenya School of Government (KSG) Mombasa Campus. The five-day training which was organized by KSG in partnership with NETFUND provided a practical opportunity for participants to learn the art, science, and practice of resource mobilization while balancing between theory and practice.



Report Writing Course participants pose for a photo at the Mombasa Campus

Attendees of the Induction of Kenyatta University Council together with Mr. Simon Angote, CPA Ishmael Maingi, Ms. Susan Chesang and Ms. Lydia Munyi of KSG. The training was held in Naivasha.

# Weekly Activities in Summary



Dr. Jacob Mbisiwe, Director Human Resource, State Department for Public Service, accompanied by Campus Director Dr. Tom Wanyama, graced the joint course closing ceremony where he presented a trophy to the best Position Paper team of the Strategic Leadership Development Program (SLDP) No. 330/2022. Other programs that came to a close are Senior Management Course No.159/2022, Retirement Planning, Productivity Improvement and Measurement, Training on Mentorship, and the Report Writing Course.



Participants of Strategic Leadership Development Program No. 332/2022 at Lower Kabete marked the end of their 6 week training by adding to the conservation and environmental protection initiative by planting commemorative trees and donating other seedlings to the School. The Cohort also made a generous financial donation towards the humanitarian work of the Kenya Road Cross.



November 20, 2022: Staff of KSG Mombasa Campus participate in a walk to commemorate the World Remembrance Day for Road Traffic Victims. The annual event creates awareness and advocates road safety. The theme for this year's event is 'Justice' #Remember.Support.Act

## Leadership Lesson

If you are afraid of confrontation, you are not going to do very well.

By definition, the mere act of deciding among alternatives means that you are going to leave some of your constituents unhappy with your choice. Superior leaders recognize that managing confrontation comes with the territory. Don't shy away from seeking opposing points of view during your decision-making process. But, once you have perspective, make the call!

- Bill Parcells, New York Giants

### Have Your Say



◆ Top fan  
**Profexa Alphonse**

A very conducive learning environment!  
**Congratulations!** Building up!

### Humor of the week

LinkedIn: Someone Viewed Your Profile.

Me: Who?

LinkedIn:



### Quote of the Week

"Self-praise is for losers. Be a winner. Stand for something. Always have class, and be humble."

- John Madden, Oakland Raiders

**Baringo Campus**

Supervisory Skills Development Course	5th -16th December, 2022
Public Relations & Customer Care Course	5th -16th December, 2022
NHIF Baringo Branch Workshop	30th November, 2022
Retirement Benefits Authority Workshop	30th November, 2022
Baringo County Workshop	29 November, 2022
Senior Management Course (165)	21st November – 16th December, 2022
Senior Management Course (164)	7th November – 2nd December, 2022
Strategic Leadership Development Program	7th November - 16th December, 2022

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**Embu Campus**

Senior Management Course No. 180	7th November - 2nd December, 2022
Project Planning & Management	7th November - 2nd December, 2022
Senior Management Course No. 181	21st November - 16th December, 2022
Training of Trainers	21st November - 2nd December, 2022
Public Relations & Customer Care	21st November - 2nd December, 2022
Hospitality Skills Development Course	21st November - 2nd December, 2022
Supervisory skills Development Course No 86	28th November - 9th December, 2022
State Department for Housing & Urban Development	28th November -2nd December,2022
Strategic Leadership Development Program (Online) NO 333	24th October -16th December, 2022
Peer Educator Workshop (Capital Markets Authority)	28th - 30th November, 2022

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**Matuga Campus**

Senior Management Course NO.111	7th November – 2nd December, 2022
Senior Management Course No. 110	10th October - 2nd December,2022
National Hospital Insurance Fund (Workshop)	1st -2nd December,2022
KCEP-CRAL (Workshop)	30thNovember,2022

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**Mombasa Campus**

Strategic Leadership Development Program No.334	7th November - 16th December, 2022
Project Planning & Management Course	7th November-2nd December, 2022
Records Management Course	7th November- 2nd December, 2022
Senior Management Course No. 160	21st November - 16th December, 2022
Induction Program for CECs	28th November - 2nd December, 2022
Management of Children Affairs Course	28th November- 9th December, 2022
Engineers Board of Kenya (Workshop)	28th November- 1st December, 2022
Kenya Urban Roads Authority (Workshop)	28th November, 2022
Stretchers Youth Organization (Workshop)	26th November, 2022
NHIF (Workshop)	1st December, 2022

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**Lower Kabete**

Strategic Leadership Development Programme No.335	7th November-16th December, 2022
Senior Management Course No.392	7th November-2nd December, 2022
Rural Electrification & Renewable Energy Co. Workshop	21st November-14th December, 2022
Public Relations and Customer Care Course	28th November-9th December, 2022
Induction of County Executive Committee Members (Turkana/Uasin Gishu County)	28th November-2nd December, 2022
Financial Management Course	21st November-2nd December, 2022
IFMIS Training for Accountants (Makueni County)	28th November-2nd December, 2022
Thriving Communities Africa (Workshop)	28th-29th November, 2022
Mentorship Programme (Youth Senate)	1st -2nd December, 2022
Place Based Leadership Development	1st-2nd December,2022
Induction of Commissioners (National Police Service Commissioners)	29th November, 2022
PPP Directorate (The National Treasury)	29th November, 2022
PPP Directorate (The National Treasury)	1st December, 2022
State Dept Public Service	1st December, 2022



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