



WEEKLY

Bulletin

July 14-21, 2023

Inaugural Session of the Kenya- Congo Joint Commission for Cooperation



KSG Director General, Prof. Ludeki Chweya (L) and Mr. Ruffin Willy Mantse, Director of ENAM sign the MoU between KSG and ENAM on July 8, 2023 in Congo, Brazzaville after the Inaugural Session of the Kenya-Congo Joint Commission for Cooperation.

BY ELIZABETH NGAVA

The Inaugural Session of the Kenya-Congo Joint Commission for Cooperation (JCC) which was held in Brazzaville from June 25-27, 2023 preceded the State visit by H.E Dr. William Samoei Ruto, CGH, President of the Republic of Kenya. The 1st JCC Session provided an opportunity to explore areas of cooperation in a wide range of sectors between both countries for their mutual benefit. The objective of the session was to explore new areas

of negotiation and finalize Memoranda of Understanding and Agreements in various sectors of the economy.

The bilateral discussions during the meeting were structured in three clusters namely: Political, Security and Governance; Economic and Trade Affairs; and Social and Cultural Affairs. Fifteen instruments of areas of cooperation, which included a Memorandum of Understanding between the Kenya School of Government (KSG) and École Nationale D'Administration et

HIGHLIGHTS

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Inaugural Session of the Kenya- Congo Joint Commission for Cooperation



At the Inaugural Session of the Kenya-Congo JCC in Brazzaville: Prof. Nura Mohamed, KSG Director Finance and Administration, assisted by Ms. Elizabeth Ngava, Principal Administration Officer represented the School in the successful negotiations between KSG and ENAM.

de Magistrature (ENAM), were reviewed and finalized.

The Kenya School of Government was categorized in Cluster Three: Social and Cultural Affairs and was represented by Prof. Nura Mohamed, Director Finance and Administration assisted by Elizabeth Ngava, Principal Administration Officer Director General's Office in the successful negotiations between KSG and ENAM.

KSG's mandate and that of ENAM would greatly benefit from the MoU as they are similar in their functions to provide training of public officials and conduct research as well as policy advisory to Government.

Cabinet Secretary Ministry of Foreign and Diaspora Affairs Dr. Alfred Mutua, EGH, commended the multifaceted and continuous

efforts made by the two Governments, under the support of their Heads of State, H.E. President Dr. William Ruto, CGH, of Kenya and H.E. Mr. Denis Sassou N'guesso, of the Republic of Congo, to give new impetus to the relations for collaboration by holding the

Inaugural Session of the Joint Commission for Cooperation.

Prof. Ludeki Chweya joined the Kenyan Delegation in Brazzaville signed the Memorandum of Understanding between KSG and ENAM during the State Visit by H.E. President Hon. William Ruto, on July 8, 2023.



Kenya to Ireland for Best Practices

July 3 to 5, 2023: A delegation from the Republic of Kenya visited the Republic of Ireland with the objective to further develop Kenya School of Government's Leadership Programme for National Transformation (LPNT) through benchmarking and adopting best practices in the areas of training, agriculture, revenue allocation and expenditure, and strategic planning in Ireland's state agencies, the National Institute of Public Service (INSP), France and the National Centre for Territorial Administration (CNFPT), France. This would be incorporated into Kenya's programme for senior public servants.

The Kenyan Delegation was led Principal Secretary, State Department for Public Service, Mr. Amos Gathecha. He was



Colin Flaherty, Public Service Innovation Team Lead, Reform Delivery Office, Department of Public Expenditure and Reform presenting an overview of the Public Service Transformation Framework

accompanied by Mr. Arthur Osiya, Principal Administrative Secretary, Office of the Chief of Staff and Head of Public Service, KSG Council Chair, Comm. Njoki Kahiga, KSG Director General, Prof. Ludeki Chweya, Dr. Prisca Oluoch, Dr. Rukia Atikiya and Mr. Brian Mbugua

all from KSG.

They were received by H.E Amb. Michael Mubea, EBS, Ambassador of the Republic of Kenya to Ireland, together with Ms. Helen Brophy, Director General IPA and Dr. Michael Murelany, Assistant Director General & Registrar at IPA



The Kenyan Delegation together with team from Ireland, at the Institute of Public Administration (IPA) for the benchmarking exercise.



Comm. Njoki Kahiga presents a gift to Ms. Helen Brophy.

The Power of Compound Interest in Early Retirement Planning

BY RASHID MWINYI

Retirement should be a fulfilling stage in one's life. A successful and joyful retirement, however, does not come by happenstance as it demands forethought and ongoing review. Thinking about retirement ahead of time will help you comprehend the process and take control over your future. A prior study defined retirement planning as an organized way of allocating resources, business endeavours, and time with the aim of generating income in old age.

In order to avoid financial glitches in retirement, one must engage in fundamental planning activities during their professional career and regularly appraise retirement plans. While it is never too late to begin prudent financial planning, beginning early can help one avoid many pitfalls. It is imperative to address the trade-off between saving and spending when saving for the future. Financial literacy plays a critical role in influencing savings behavior and member participation in pension plans, in addition to reducing debt loads, accumulating wealth and managing it effectively.

Investing in poorly planned retirement can have devastating short, mid, and long-term consequences for individuals, their families, and their homes, ultimately affecting society at large.

As a result of aging populations in developed countries, public pensions are under increasing pressure. Unless individuals begin to save on their own behalf, society will not be able to ensure quality of life in retirement. Growth of private

pensions has led governments to adopt increasingly active policies aimed at involving citizens in Financial Planning for Retirement (FPR).

As a whole, FPR refers to a series of activities that contribute to the accumulation of wealth to meet the needs of retirees. There is a need to do so due to the high, medium, and long-term negative effects of poor planning. The activity is, however, complex for a variety of reasons; it is evident that most individuals lack the necessary knowledge to make intelligent investment and savings decisions. Secondly, individual planning is influenced by a variety of factors, such as income, profession, or health, all of which interact with one another. Thirdly, people may experience stress and develop negative mind-sets about pondering the latter years of life and preparation, ultimately avoiding Financial Planning for Retirement.

Many Kenyans start to think about retirement when they are about to exit service, only to realize that they did not prepare for it early enough, and this in turn, leads to a multitude of problems. One of the major problems that come due to retirement, is stress. In fact, some

research has connected retirement to a decrease in health.

According to one continuing study, retired adults, particularly those in their first year of retirement, are 40% more likely to have a heart attack or stroke than those who continue to work. Retirement also carries the risk of retirees suffering from loss of daily routines, physical and/or mental activity, a sense of belonging and purpose, and social relationships, which can lead to detrimental behaviors.

Early Financial Planning for Retirement, together with financial education and trainings on retirement, are very critical in ensuring that problems related to retirement at old age are reduced to the minimum or rather cleared completely. Kenya's Vision 2030 identifies pension provision as a critical pillar for achieving economic growth and speedier financial sector development. In the long run, the public should be empowered to make financial decisions, which will contribute to a decline in old age poverty since the population will be empowered to make reasonable financial decisions in both the short and long term.

WHY PLAN FOR RETIREMENT EARLY?



Taking Charge of Our Climate



Ms. Edna Tonui, CEC Member for Public Service Management addresses the team at the end of their Induction Program at the Mombasa Campus

BY GLENN LUMITI

“Typically, a homestead is an ordinary place until visitors are expected, prompting a flurry of activity to tidy up and prepare.” These were opening remarks echoed by Prof. Ludeki Chweya, Director General of Kenya School of Government, at a celebration in honor of County Executive Committee (CEC) Members from Kericho County who were attending an Induction Program on Climate Change.

Addressing the CEC Members, Prof. Chweya emphasized the significant responsibility of public officials in tackling climate change. “Each one of us has a duty to correct the problems that we experience in respect of our environment and the challenge of climate change,” Prof. Chweya said.

The Induction Program served as a reminder of the urgency with which the issue must be addressed. The CEC Members have been entrusted with positions of authority and privilege, amplifying their obligation to act. Prof. Chweya said that their actions or inaction

would have far-reaching consequences for their respective counties and future generations.

The Director General then urged CEC Members to recognize the honor bestowed upon them by their positions. Delay or failure to address issues would not only hinder progress but also be seen as a neglect of duty. Prof. Chweya painted a vivid picture of the disastrous impact that climate change could have on the counties and urged the Members to dissociate from such an eventuality.

He further advised proactive measures such as adopting sustainable practices, promoting renewable energy initiatives, and implementing climate change adaptation strategies, revealing that the collective efforts of the senior officials would make a substantial impact on mitigating the effects of climate change and ensuring a sustainable future for their counties.

Passionate about the conduct of Public Service officials, the DG expounded on the importance of recognizing the demeanor of honor and integrity

in the realm of public service. Being a public servant is not just a position but a profound responsibility to serve the public interest, leading by example and demonstrating the highest standards of ethics and governance. This kind of commitment would inspire a culture of honesty and transparency.

Mrs. Rosemary Rop, CEC for Water, Energy, Environment, Natural Resources, and Forests was delighted at having nearly the entire Kericho County delegation present, illustrating the dedication of the County for transformation, reiterating the importance of climate change within her docket and the commitment to take action in the County.

“The call to action extends to every citizen, regardless of their background or occupation. We all have a stake in the future of our planet, and it is only through collective effort that we can bring about significant change. This responsibility is not limited to the confines of our personal lives but extends to every sphere in which we operate. Whether at home, in the workplace, or within our communities, we must actively seek ways to reduce our carbon footprint, conserve resources, and promote sustainable practices. Small individual actions, when multiplied across society can make a profound impact on the planet,” she said.

Prof. Chweya is optimistic about the collaboration between the Kenya School of Government and Kericho County Government that it is through partnerships in addressing climate change and leveraging on knowledge gained from the Induction Program, that effective strategies and policies will be developed and implemented within counties.

Brands of Faith: Marketing Religion

BY CHRISTINE RWAMBA

As a strategic national institution and a flagship project of Kenya Vision 2030, the Kenya School of Government seeks to fulfill its mandate to build capacity of the Public Service. Apart from carrying out training programs, public lectures have offered the opportunity for useful discourse in diverse disciplines. To enhance the diversity in a multidisciplinary approach, KSG Embu Campus, on Thursday July 13, 2023 held a public lecture on the effects of the Commercialization of the Gospel (Christianity).

'New Age' religions created by secularization have exposed Christianity to several challenges, which have in turn provided a new image of God. Some of the challenges that the church has experienced include leadership struggles, ordination of women which is not agreeable to all churches, corruption, and the social phenomenon that true Christian faith results in material wealth and physical well-being.

In a world where the cost of living keeps increasing by the minute, it is no wonder that people have gone to such lengths as to start churches and treat them as businesses. There has been an alarming increase of men of the cloth and self-proclaimed prophets who leverage on believers' faith in the gospel for their own personal gain.

The use of social media, vibrant worship, motivating testimonies, and church teachings are major attractions and probably explain why these churches associated with the prosperity gospel are popular in Kenya today. The main question is whether the prosperity gospel is authentic Christian theology that satisfactorily improves the lives of the faithful.

The lecture was delivered by Rev. Dr. Mary Nkari from the University of Embu delving into the history of the prosperity gospel and its entrance to Kenya. "In Kenya today we have over 4000 registered churches and over 7000 churches awaiting registration. We have seen pastors jailed for years for

crimes such as fraud, performing stage-managed miracles, and deception. The so-called pastors have shifted believers' focus from the gospel of Christ and redirected it to themselves," she said.

Dr. Nkari went on to highlight the extremism witnessed in the country as a result of the adverse effects of commercializing churches in the name of receiving miracles. The church, which comprises the members attending and giving towards its growth, has been manipulated spiritually and emotionally with the implied intentions to exploit members for prosperity, mostly economically.

A study has shown that majority of the congregations are women adding to 44%, followed by adult men making up to 26% of the population. This has led many people to express that women are more susceptible to this kind of manipulation, going by the attendance of the church services. Mr. Paul Maina, a participant in the lecture, however, countered that both men and women are vulnerable to the commercialization of the gospel to the agreement of Dr. Nkari by stating, "There have been cases where men have killed their wives and children, and women killing

their husbands so that their property can be acquired by the preachers in return for miracles. We have also just recently witnessed the Shakahola Massacre, where whole families have sacrificed their wealth and lives for the said miracles. But how does one receive a miracle when he/she is dead?" she pondered.

She pointed out that citizens should be cognizant of the risks attached to following such doctrines. "The prosperity gospel fails to depict the true Christian doctrine as it is unethical, unacceptable, and unbiblical. We are no longer in the business of making disciples for Christ but we are in the business of making money. We need to be careful as we make faith-based decisions," she said. Prosperity preaching tends to be misleading as preachers selectively use and interpret the scriptures.

Christianity in Kenya is hard to predict as long as the hard economic reality continues to rain on the people; creating more pursuit for spiritual intervention for an easier and better life. What is needed is a change in the right focus of Christian messages, to something more positive and rewarding for it to continue being relevant and meaningful in Kenya.



Embu campus Dr. Ann Kangethe awards Dr Mary a certificate for her presentation

Ruto: I wanted to be closer to my young family



Mr. Jeremy Ruto—Ministry of Co-operatives and Micro, Small and Medium Enterprises Development

Prospective participants usually ponder on the learning environment and the surroundings before they resolve to attend training at any given Campus of the Kenya School of Government. The top considerations are physical location, testimonials from colleagues, proximity to amenities, attractions, culture, and hospitality of staff and community around the training location, the Bulletin Team has established.

The School is renowned for its comprehensive training programs with a strong emphasis on leadership, governance, and management as it endeavors to provide an enriching learning experience for participants.

To ensure rapid uptake and accessibility of training programs KSG has strategically located Campuses across the country in Baringo, Embu, Lower Kabete, Matuga, and Mombasa.

Bulletin Writers bring you a five-part series detailing what participants consider when selecting their preferred Campus.

Mr. Jeremy Ruto, an officer working with the Ministry of Co-operatives and Micro, Small and Medium Enterprises Development recently graduated from the School upon completion of the Senior Management Course at Baringo Campus.

"I am immensely grateful for the transformative experience at the Campus and for what has been a rigorous journey of broadening my knowledge to think critically and approach challenges knowledgeably," Mr. Ruto said adding, "This institution has exceeded my expectations, and I am proud to be a part of such an exceptional educational community."

KSG takes pride in its distinguished faculty comprising subject matter experts, experienced professionals, and accomplished practitioners from various fields. Participants have appreciated the depth of knowledge and ability shown by the faculty during engaging

sessions. The curriculum is designed to address the evolving needs of public servants, covering a wide range of topics in tandem with the progressive nature of public service.

Mr. Ruto, hails from Arabal Location in Baringo County and currently works in Nairobi, but has his family living in Baringo.

"I wanted to be closer to my young family hence the decision to pick Baringo. Initially, I contemplated attending the program at Lower Kabete owing to the proximity to my current workstation. Baringo also provided the ideal location for disconnecting from my usually busy area of operation."

In Baringo, traffic congestion is unheard of, providing an environment that fosters a sense of calmness, improving the ability to manage study-related pressure. This kind of break from the city gives course participants an opportunity to detach from overwhelming stimuli and offers a moment to recharge, rejuvenate and restore inner balance, the kind of break Mr. Ruto was searching for, for his training destination.



Ruto: I wanted to be closer to my young family



As part of the programs, the Campus has a long-time honored tradition of excursions for participants to sample attractions. Lake Baringo provides an intriguing boat ride.

"Attending courses at the KSG affords one a chance to interact with peers from diverse backgrounds allowing us to learn new experiences, exchange ideas, and build a formidable professional network," he observed.

Coupled with supportive administrative staff, the camaraderie that exists among course participants enabled Mr. Ruto to build lifelong friendships and networks for current and future endeavors in his career.

Expressing their experiences with the local culture, graduates term the

surrounding community amiable and engaging, contrary to the negative misconceptions about the security situation in Baringo. Infact, your stay will not be complete if do not you stop at Koriema as you travel to Kabarnet where you will experience mouth-watering meat. Koriema is famous for its' naturally seasoned' goat meat that does not require additional salt while being roasted as the goats feed on herbs.

As part of the programs, the Campus has a long-time honoured tradition of excursions for

participants to sample attractions within the surrounding areas such as Mogotio- home to all three types of tortoise in Kenya, the intact KANU Office and the famous AIC Church where the late President Daniel Moi used to grace, Lake Baringo that provides an intriguing boat ride and the Cheplooch Waterfalls that collapse into deep gorges.

"The institution satisfactorily caters for the needs of clients during their stay. They have conducive accommodation facilities. I recommend, however, additional recreational facilities. That way you will make this Campus even more attractive," he concluded.

Situated in the Great Rift Valley, KSG Baringo Campus serves a wider area in terms of Counties located in Rift Valley, Nyanza, and Western Regions. Stay informed! Next week, we bring you an account of the next Campus.



A view of Baringo's cottages offering executive accommodation

Compiled by Naomi Kiptoo, Michael Waiganjo, Robinson Mwinjiro

Weekly Activities in Summary



The Learning and Development Committee of KSG's Council, along with the institution's Management, convened for a three-day workshop with the primary goal of examining and reviewing an array of strategic documents for continuous improvement, to ensure the reviewed documents are in sync with the ever-evolving needs of our stakeholders.



KSG Matuga Campus held a Thanksgiving Prayer Day to mark the beginning of the new Financial Year. During the event, the members of staff took time to reflect on past achievements, challenges, and future plans, aiming for growth and seamless operations for KSG's clientele.



Participants of the Senior Management Course Cohort 170/2023 that was conducted virtually, after attending their examinations at the Baringo Campus.

Leadership Lesson

All of the great leaders have had one characteristic in common: it was the willingness to confront unequivocally the major anxiety of their people in their time. This, and not much else, is the essence of leadership.

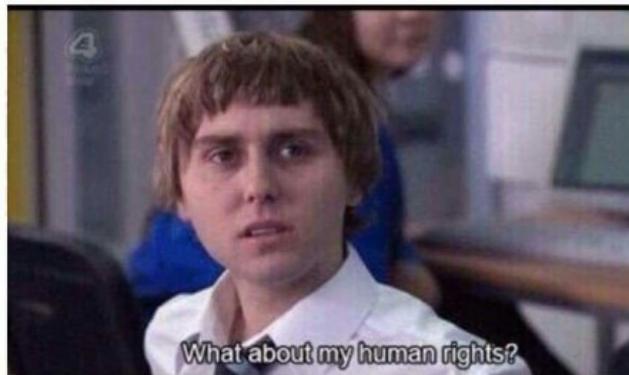
—John Kenneth Galbraith

Have Your Say



Humor of the week

When you have two exams in one day



Quote of the Week

“When we strive to become better than we are, everything around us becomes better too.”

— Paulo Coelho

Baringo Campus

Strategic Leadership Development Programme (Online)
 Strategic Leadership Development Programme
 Senior Management Course
 Self Help Africa

29th May -4th August,2023
 3rd July - 11th August,2023
 3rd - 28th July, 2023
 20th July,2023

Embu Campus

Strategic Leadership Development Program No.369/2023
 Strategic Leadership Development Program Online No.373/2023
 Senior Management Course No. 194/2023
 Senior Management Course No.92/2023
 Senior Management Course No. 193/2023
 Strategic Leadership Development Program No. 367/2023
 Diploma in Social Work No. 44/2023
 Senior Management Course No. 192/2023
 Strategic Leadership Development Program No. 369/2023
 Proficiency Course for Clerical Officer
 Public Prosecution Course- Meru County Government

12th June - 4th August, 2023
 10th July - 8th Sept, 2023
 10th July- 1st Sept, 2023
 5th June - 21st July,2023
 3rd -28th July, 2023
 12th - 21st July, 2021
 6th March to 7th March, 2025
 5th June to 21st July,2023
 12th June to 4th August, 2023
 17th to 28th July, 2023
 17th to 28th July, 2023

Matuga Campus

Strategic Leadership Development Program No.368/2023
 Management Skills Course No.5/2023 The Judiciary
 Workshop KEMFSED (National Government Mombasa Branch)

5thJune -11th August, 2023
 3rd - 28th July, 2023
 12th - 21st July, 2023

Mombasa Campus

Strategic Leadership Development Program No. 371/2023
 Strategic Leadership Development Program No. 364/ 2023
 Senior Management Course No. 168/2023
 Nyandarua County Government – Workshop
 Strategic Communication & Information Management
 Proficiency Course For Clerical Officers
 Workshop- KICC

10th July – 18th August, 2023
 29th May - 4th August, 2023
 3rd – 28th July, 2023
 9th – 28th July, 2023
 17th – 21st July, 2023
 17th – 28th July, 2023
 17th July – 11th August, 2023

Lower Kabete

Strategic Leadership Development Program No. 370/2023
 Senior Management Course No.402/2023
 Senior Management Course No.402/2023
 Supervisory Skills Development Course No.126/2023
 Project Development and Management Course No.13/2023
 Strategic Leadership Development Program No.370/2023
 Senior Management Course 401/2023 (Group A)
 Senior Management Course 401/2023 (Group B)
 EXBS-Sponsored Training United States of America Embassy
 Human Resource Advisory Committees Training
 Kenya Roads Board
 Agriculture and Food Authority
 Geothermal Development Company

19th June - 28th July, 2023
 26th June - 21th July, 2023
 10th July- 4th Sept, 2023
 10th - 21st July, 2023
 10th July - 4th Sept, 2023
 19th June - 28th July , 2023
 26th June - 21st July, 2023
 26th June -21st July, 2023
 10th - 28th July, 2023
 17th-21st July, 2023
 17th - 18th July , 2023
 17th - 18th July ,2023
 19th -21st July,2023

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CENTRES OF EXCELLENCE/ INSTITUTES

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- Centre for Public Service Values, Ethics and Integrity
- 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 Environment and Climate Change Response
- e-Learning and Development Institute
- Security Management Institute
- Margaret Kenyatta Institute for Gender and Social Development

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