



WEEKLY KSG Bulletin

September 30-October 6, 2023

KSG Scouting for Opportunities to do More



Kenya's President His Excellency Dr. William Samoei Ruto receives a joyous reception at the KSG exhibition stand on the day of the official opening of the Nairobi International Trade Fair 2023 on Wednesday, September 27, 2023.

BY DOUGLUS MOCHAMA

President William Samoei Ruto is determined to achieve the prioritized Bottom-up Economic Transformation Agenda (BETA) within the stipulated timeline. The Head of State cannot entertain corruption, lethargy, sabotage and anything that might jeopardize the realization of the set agenda.

His Excellency President Ruto, who has begun his second year in office on a high note, has reiterated his resolve, focusing on critical areas such as agricultural

transformation, affordable housing, health accessibility, creative economy, infrastructure, industrialization, sports development and more.

His focus on these areas is attributable to the compelling need to liberate the majority of Kenyan citizens who, after five decades of independence, feel excluded in an economic system structured in ways that channel capital and other resources to the top of the pyramid, creating immense wealth for the few at the expense of jobs for the many, and prosperity for all. He restated this commitment when he officially opened the

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KSG Scouting for Opportunities to do More

Nairobi International Trade Fair at the Jamhuri Show Ground off Ngong Road on Wednesday, September 27, 2023, in an event that brought over 300 local and international exhibitors including the Kenya School of Government to showcase their innovations and products.

The President who visited the School's along side other exhibitors' stands during the Trade Fair exuded confidence in achieving his mission with the support of the various institutions. Dignitaries including the Nairobi City County Governor visited and endorsed the School's products during the event.

Throughout the week, the School pavilion was a beehive of activities. A team from across the campuses seized the opportunity to enhance awareness and educate members of the public about the place of the School in enabling Government to realize its mandate through training, consultancy, research, policy advisory services and public outreach programs.

In its mission to empower government officials of all cadres, those in the private sector and employees in Non-Governmental Organizations, KSG engaged visitors to the exhibition stand on products and services offered by the School that can enhance their competencies for performance in service delivery.

Owing to the critical role that government officers play in the rollout and implementation of the programs and projects articulated in Government agenda, the Kenya School of Government acknowledges that understanding the sectors is a prerequisite to realizing the set goals. As a result, KSG has mainstreamed the BETA agenda into its training programs to ensure Government runs on the fuel of knowledge.

For Kenya to ascend to the next level and enable all and sundry to enjoy the fruits of development as espoused in the Kenya Kwanza Manifesto, it is imperative to encourage and facilitate creativity, innovation and investment in its people to change the history of vicious circles of poverty and exclusion in the country and write a new chapter.

The efforts require public servants to translate knowledge into action, take off from mark timing, and shift focus to sustainable approaches to work by leveraging the training programs offered by the School.

Further, KSG is keen on leadership development as the pedestal and engine of fueling programs and interventions designed to uplift the people.

The School offers training programs that promote setting standards for leaders and making them inclusive, responsible and accountable, as anything short will not work.

As Francis Bacon once remarked, "Knowledge is power," we cannot make substantial

development strides if we do not walk into knowledge and deploy that knowledge into all sectors: government and private sector.

The efforts of the School management to set aside a budget for publicity and marketing initiatives during international events like the one at Jamhuri Show Ground is laudable. These avenues seek prospective clientele, sample feedback from previous course participants, and educate the public about the School.

As we seek to enhance awareness of KSG and its products, the critical question each staff needs to ask themselves is, 'What is my role in supporting the School to attain its objectives? We are all marketers. How we treat our clients could influence repeat business and customer referrals at the School. You become a supermarket when you work well and delight participants.'

We strive to serve our clients with a big heart without feeling pressured to do so. How do we do these? I will share the secrets in our subsequent Bulletin.



Nairobi City County Governor H.E Johnson Sakaja was one of the distinguished visitors to the KSG stand at ASK Grounds earlier in the week.

KSG at the Nairobi International Trade Fair 2023



His Excellency President William Ruto meets staff of the Kenya School of Government during the official opening of the Nairobi International Trade Fair. The President was at Expo Centre, where KSG has an exhibition stand.



Kenya School of Government staff attend to clients at the International Trade Fair.

KSG at the Nairobi International Trade Fair 2023



The Kenya School of Government staff attend to potential clients as well as Alumni of the School at the International Trade Fair that has been taking place at the Jamhuri Show Ground from September 25 – October 1, 2023. Interested clients gathered information on various products offered as those who were interested in registration of programs, received the service real-time.

Leaders Gather to Chart Africa's Transformative Path



Delegates from different countries in Africa attending the AAPAM Conference on Leadership Capacities and Competencies for an Effective Public Administration at KSG Mombasa.

BY GLENN LUMITI

Distinguished leaders and experts in the field of public administration gathered at KSG Mombasa Campus for the African Association for Public Administration and Management (AAPAM) Conference. The event was marked with the presence of several notable figures, including Mr. Amos Njoroge Gathecha, EBS, Principal Secretary for Public Service, who was Chief Guest. Dr. George Kojo Scott, AAPAM Secretary General, Hon. Philip Tetema Tondoneh, Deputy Minister of Public Administration and Political Affairs of Sierra Leone, Prof. Ludeki Chweya, Director General, Kenya School of Government amongst other esteemed guests who graced the

occasion.

The Conference themed "Leadership Capacities and Competencies for an Effective Public Administration" took place on September 26 to 29, 2023, at the Kenya School of Government (KSG), Mombasa Campus bringing together luminaries in the field of public administration from across the African continent.

The forum organized in partnership with AAPAM, APRM and KSG aimed to strengthen administrative capacities of public administrators and explore ways to foster effective public administration in Africa, providing a platform for in-depth discussions on critical topics related to governance, leadership, salary structures, tax administration, immigration, and

more.

PS Gathecha, opened the conference with a thought-provoking address highlighting Kenya's commitment to professionalizing the public sector and underlined the importance of leadership development and training, a principle enshrined in Chapter 13 of the Constitution of Kenya. This commitment seeks to safeguard that all levels of the public service have equal opportunity for appointment, training, and advancement.

Further, the PS stressed the significance of the Competency Framework of 2017, which purposes to instill a culture of competency-based performance and capacity building in public service. He emphasized the need for continuous adaptation to

Leaders Gather to Chart Africa's Transformative Path



KSG Mombasa Campus Deputy Director Mr. Andrew Rori (Left) and Senior Member of KSG Faculty Mr. Simon Angote joined by a delegate attending the AAPAM Conference at Mombasa Campus

evolving challenges, climate change, economic fluctuations, the fourth industrial revolution, new technologies, and shifts in the global economy compelling the public servants to embrace unlearning and relearning new skills to stay relevant in this rapidly changing landscape.

The Principal Secretary did not fail to address the critical issue of mental health among civil servants revealing a concerning rise in the number of officers in need of counseling.

"In Kenya, the number of civil servants in need of counseling has risen from 5,000 in 2019 before COVID-19 to 13,000 last year," highlighted the PS.

On a light note, he encouraged the attendees to savor the rich culture of Mombasa, its pristine beaches, historic sites, the Swahili cuisine, music, and the warm hospitality of the Swahili people.

Prof. George Scott, AAPAM

Secretary General, underscored the Conference primary goal: to build capacity among African leaders highlighting the intricate nature of the content covered at the Conference; strengthening leadership and administrative capacities is crucial for effective policy formulation, service delivery, and overall development of the African continent.

KSG Director General Prof. Ludeki Chweya, reflected on the theme of leadership in Africa stating that the continent requires renewed leadership to address persistent challenges.

The Director General said, "Whereas we have worked very hard as leaders and made some difference in our countries and institutions, the road ahead is longer and require that we change tact. We need to figure out whether

the purpose of leadership is to perfect the status quo or bring about transformation".

According to Prof. Chweya poverty remains a significant matter in Africa; leaders must strive to uplift the living standards of citizens.

Hon. Philip Tetema of Sierra Leone reaffirmed Africa's commitment to strengthen capacities as a strategic means to achieve effective administration, underscoring collaboration for knowledge sharing among African nations to promote good governance.

Conference attendees were drawn from Angola, Botswana, Gambia, Ghana, Kenya, Lesotho, Liberia, Nigeria, Sierra Leone, South Africa, South Sudan, Tanzania, Uganda and Zambia.

The AAPAM Conference served as a vital platform for leaders and experts to engage in meaningful discussions, share insights, and chart a path towards more effective public administration in Africa. The collective wisdom and commitment of the delegates promise a brighter future for the continent, as they strive to transform public service delivery and address the pressing challenges of our time. Africa's journey towards effective and efficient governance is indeed underway, guided by the vision and dedication of leaders like those who gathered in Mombasa.

Sitienei: Hope Rekindled for a Better Public Service

Stepping into the Kenya School of Government, Baringo Campus, I embarked on a transformative journey of personal and professional growth. Having recently completed the Senior Management Course, I am filled with immense gratitude for the invaluable experience I gained during my time at this esteemed institution. In this appreciation blog, I will share the highlights of my journey and express my sincere appreciation for the Kenya School of Government, Baringo Campus.

A Nurturing Learning Space:

From the moment I arrived at the Campus, I was received with warm hospitality. Additionally, the locality of the Campus and its tranquility creates a wonderful atmosphere not just to learn but have some introspection. Well-designed training venues with advanced technology facilities, and a well-stocked library added on to my delight for knowledge acquisition and exploration. The faculty was attentive and conversant with the subject matter enriching my understanding of leadership and management principles.

Comprehensive Curriculum:

The Senior Management Course did indeed exceed my expectations in terms of content and relevance. Meticulously crafted, the curriculum covers a wide range of subjects including strategic management, organizational behavior, financial management, and policy implementation. Each module was designed to provide a comprehensive understanding of the challenges faced by senior managers in the public sector.

Practical case studies, group discussions, and interactive sessions allowed us to apply theoretical concepts to real-life scenarios, further enhancing our problem-solving skills.

Expert Facilitation:

One of the most significant strengths of the Kenya School of Government is the team of dedicated and experienced facilitators. The facilitators exemplified a wealth of practical knowledge and expertise to participants, sharing insights and experience from the field of public administration. Their ability to effectively communicate complex concepts, encourage critical thinking, and stimulate engaging discussions augmented the learning experience. The open-door policy of the facilitators encouraged an environment of mentorship and guidance, allowing us to seek their expertise even outside the classroom.

Networking and Collaboration:

Attending the Senior Management Course provided a lot of opportunity for interaction and collaboration. Networking with fellow participants from other government agencies and sectors allowed for exchange of diverse perspectives. Through group projects, team-building activities, and informal gatherings, I built lasting connections and friendships that will undoubtedly contribute to my professional growth; a valuable resource for my future endeavors.

Personal and Professional Growth:

The Senior Management Course not only built my professional

skills but also promoted personal growth, challenging me to think critically, broaden my horizons, and develop a strategic mindset. It provided a platform for self-reflection, enabling me to identify my strengths and areas for improvement as a leader. The course equipped me with the necessary tools and techniques to navigate the complexities of the public sector with confidence and integrity.

My learning journey at KSG has been nothing short of transformative. The learning space, comprehensive curriculum, expert facilitation, networking opportunities, and personal growth I encountered have all left an indelible mark on my professional journey. I extend my heartfelt appreciation to the Kenya School of Government, Baringo Campus, for this remarkable experience and the knowledge and skills I acquired. I am confident that the lessons learned will continue to guide and empower me as I strive for excellence in my role as a senior manager in the public sector.

Job Sietienei is a Senior Livestock Production Officer at the County Government of Nandi.

Learning never exhausts the mind.

Leonardo da Vinci

Strengthening Administrative Excellence



Ms. Mary Adhiambo Maungu, Secretary, HRM and Development in the State Department for Public Service addresses the course participants of the Skills Enhancement Training for Administrative Assistants.

BY GLENN LUMITI

In a testament on the commitment of the Kenyan Government to enhance the capabilities of its administrative personnel, Ms. Mary Adhiambo Maungu, Secretary - HRM and Development in the State Department for Public Service, graced the opening ceremony of the Skills Enhancement Training for Administrative Assistants Course at KSG Mombasa Campus. Representing the Principal Secretary of the State Department for Public Service, Mr. Amos Gathecha, Ms. Maungu read the speech which emphasized the pivotal role of administrative assistants and the need for continuous competency development in the public sector.

The event marked the commencement of a five-day intensive training program that took place from September 18-22, 2023. The Program is tailored to empower office administrative services personnel deployed in the offices of Cabinet Secretaries or Principal Secretaries.

Addressing a gathering of course coordinators, facilitators, and eager participants, Mr. Gathecha articulated the pivotal role of office administrative service personnel in the seamless functioning of governmental organizations.

The training program aligned with government policy, purposes to build administrative assistants with competencies, and the right attitudes for professionalism and motivation within their ranks. It comes as part of a broader initiative to ensure that all officers receive at least five days of training every Financial Year. PS Gathecha acknowledged the financial constraints that have hindered the realization of this objective in the past.

During the five day course, participants engaged with a diverse range of topics, each meticulously chosen. These subjects encompass the strategic role of office administrative personnel, shedding light on their significance in advancing Government agenda and the civil service. Additionally, they also

delved into human and public relations, nurturing essential skills for effective communication within ministries and departments. The Program also tackled motivation and stress management techniques to sustain motivation and effectively manage the inherent stress associated with their function.

The training also spoke to approaches for achieving work-life balance for a harmonious equilibrium between professional and personal life. Team building was emphasized to foster synergy within administrative teams, while protective security measures were explored to ensure the safety and security of sensitive information. Participants also gained an overview of the comprehensive medical insurance scheme available to government employees, ensuring their well-being.

The Skills Enhancement Training for Administrative Assistants Course at KSG Mombasa Campus signifies a pivotal moment in the journey towards administrative excellence within the Kenyan public service. Through such initiatives, the government exemplifies its dedication to investing in its human capital and enhancing the quality of services provided to the citizens of Kenya.

As Ms. Maungu officially inaugurated this transformative training program, the collective hope is that the administrative personnel participating in this course emerged empowered, skilled, and motivated, ready to drive positive change in their respective departments and ministries, ultimately contributing to the betterment of the nation.

SENIOR MANAGEMENT BEYOND THE CLASSROOM



After notable commitment to the one month Senior Management Course, participants felt a deep sense of responsibility towards society and extended this commitment beyond the classroom, visiting the Nairobi Children's Rescue Centre. This Center serves as a sanctuary for abandoned, trafficked, orphaned, and children of the incarcerated, offering them protection from exploitation and a chance at a better life.

The young residents, ranging from newborns to 7-year-olds, have found solace in this haven and rely on the support of kind-hearted individuals. Acknowledging their duty to make a positive impact, the SMC participants of Cohort 406/2023 generously donated various essential items to bolster the Center's resources.

At the Kenya School of Government (KSG), Corporate Social Responsibility (CSR) is a fundamental component of training as it shapes the character of public servants, empowering them to create meaningful change in society, especially for the vulnerable. This visit exemplified their commitment to fostering a compassionate and caring society.

Shirley Soita

KSG and Gatsby Africa Collaborate for Corporate Governance



KSG Learning and Development Director Dr. Rachel Ngesa (4th right), faculty members CPA Ishmael Maingi and Mr. Patrick Gachagua together with Board of Directors of Water and Sanitation Companies from Kilifi, Nyahururu and Malindi attending the Corporate Governance training in Lower Kabete.

Gatsby Africa (GA) is a private foundation set up by Lord David Sainsbury, with a long history of engaging in East Africa across governments, business, and societies. GA is committed to building stronger economies in East Africa through the transformation of key sectors, working in partnership with the public and private sectors.

As a funder-implementer, GA's aim is to transform high-potential sectors so that they are inclusive, and resilient, capable of stimulating a step change in a country's growth and generating significant gains in jobs and incomes. GA has a portfolio of five high-potential sectors in East Africa: Aquaculture, Commercial Forestry, Livestock, Textiles & Apparel and Water.

In the water sector, Gatsby Africa works with the Water Services

Regulatory Board (WASREB), Water Sector Trust Fund (WSTF), county governments, Water Service Providers Association (WASPA), water companies and private firms to deliver operational efficiencies; strengthen sector governance; develop service delivery models for rural water; stem water wastage; and facilitate greater access to safe drinking water. Over the course of its long-standing engagement with the water sector in Kenya, the team has sought to:

- Strengthen the regulation of water provision
- Enhance the management and delivery of water in urban areas
- Promote the adoption of innovative technologies that reduce the loss of nonrevenue water
- Support the development of alternative financing instruments

- Influence advances in policy and improve sector governance

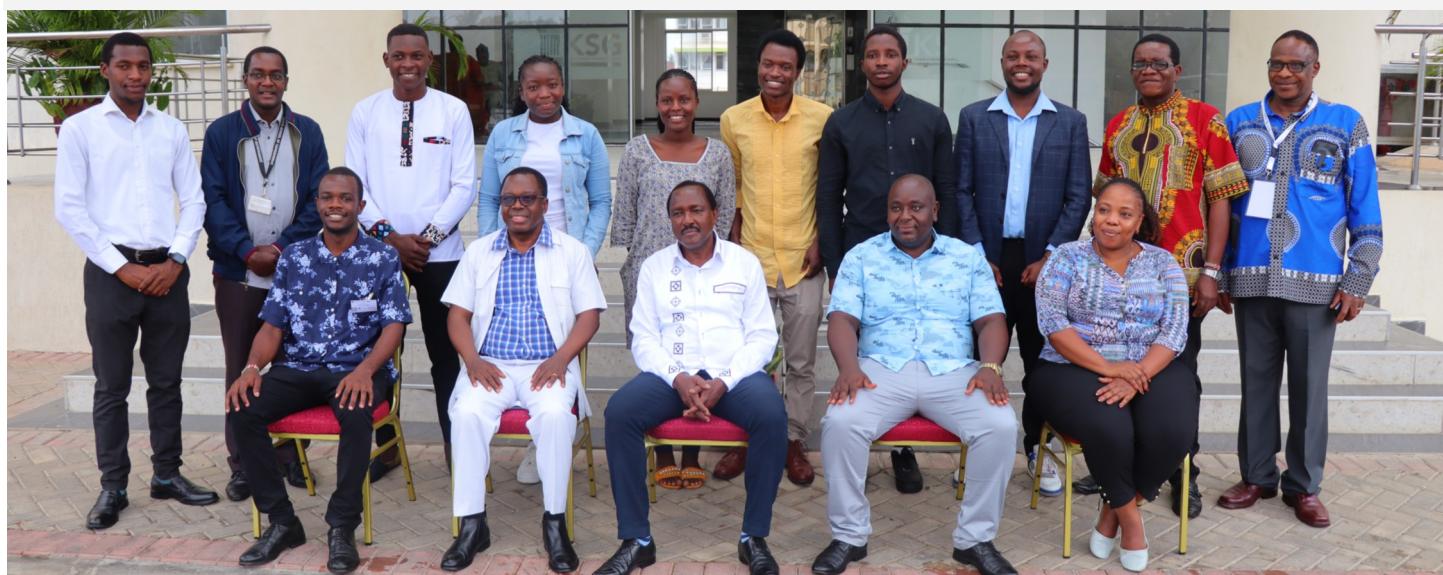
Gatsby Africa has collaborated with Kenya School of Government in the training of Board of Directors of 3 water companies on Corporate Governance; namely Kilifi Mariakani Water and Sanitation Company, Malindi Water and Sanitation Company and Nyahururu Water and Sanitation Company. The training is designed to equip the Board of Directors and Senior Management of the water companies with skills in corporate governance that will help to improve the performance of the companies and ensure greater accountability and transparency in the sector.

By Eunice Kilonzo, A Program Assistant at KSG, Lower Kabete.

Weekly Activities in Summary



The AAPAM, APRM and KSG Conference that took place at the Mombasa Campus from September 26– 29, 2023 attracted participation from 14 African states. It was officially opened by PS. Amos Gathecha of the State Department for Public Service along side Dr. George Scott, AAPAM SG, Hon. Philip Tondoneh, Deputy Minister of Public Administration and Political Affairs, Sierra Leone, Prof. Ludeki Chweya, DG, KSG, Prof. Nura Mohamed, Dr. Josephine Mwanzia, and Mr. Andrew Rori, all of KSG.



Hon. Kalonzo Musyoka (seated centre) with student leaders from the East Africa School of Aviation during their Induction Program at Mombasa Campus. With them are staff from Kenya School of Government; Mr. Simon Angote, Peter Quest, Klein Mairu and Mr. Bob Gichana.

Weekly Activities in Summary



Principal Secretary of Parliamentary Affairs, Ms. Aurelia Rono, graced the Induction Course for HRMAC members and the Secretariat at the Mombasa Campus. Right: The Principal Secretary plants a tree with Prof. Ludeki Chweya, Director General KSG. Left: Ms. Rono signs the visitor's book flagged by Dr. Josephine Mwanzia, Director of Academic Affairs, and Mombasa Campus Administrator Ms. Catherine Katee.



Chief Technical Advisor of Kenya Finland Bilateral Program, Ms. Michelle Ell and Security Management Institute Director Mr. Humphrey Mokaya presided over the closing ceremony of the just concluded week-long Community Policing Program for Cohort 3, on September 29, 2023, at Lower Kabete. The program has been developed through collaborative efforts of the School and the Government of Finland. It was attended by participants from the counties of Kilifi, Samburu and Bungoma.



Cabinet Secretary for Ministry of Tourism and wildlife, Hon. Peninah Malonza, (left), and Embu County Governor, H.E Cecily Mbarire (center) during a courtesy visit to KSG Embu Campus on Wednesday September 27, 2023. They were received by Campus Director, Dr. Ann Kang'ethe. CS Malonza was in Embu County for the World Tourism Day Celebrations themed "Tourism and Green Investment"

Leadership Lesson

Have a vision. Believe it.

Leadership is all about seeing and creating a better future. It's about building, developing, and believing a vision that you can change things for the better.

-Jeff Bezos

Executive Chairman, Amazon

Have your say



Young Maranga

I did my SMC and I loved the place

Quote of the Week

You cannot be a leader,
and ask other people to
follow you, unless you
know how to follow,

too.

Sam Rayburn

Baringo Campus

Senior Management Course Online. No. 178/ 2023	11th September – 3rd November 2023
Strategic Leadership Development Programme No. 381/2023	4th September -13th October, 2023
Strategic Leadership Development Programme No. 378/2023 (Online)	7th August - 13th October, 2023
Senior Management Course	25th September -20th October ,2023
Supervisory Skills Development Course	2nd-13th October, 2023
Induction for the County Environmental Committee	2nd-6th October, 2023
Midrift Hurinet workshop	5th October, 2023

Embu Campus

Diploma in Social Work (DSW 44/2023)	6th March - 7th March, 2025
Strategic Leadership Development Program (SLDP 377/2023)	7th August - 6th October, 2023
Senior Management Course (SMC196/2023)	14th August - 6th October, 2023
Senior Management Course (SMC198/2023)	4th September-27 October, 2023
Strategic Leadership Development. Program (SLDP 380/2023)	4th September-10th November, 2023
Senior Management Course (SMC199/2023)	25th September- 20th October, 2023
Strategic Leadership Devt. Program (SLDP 382/2023)	11th September-20th October, 2023
IPPD Training-Kenyatta National Hospital	2nd - 6th October, 2023
HRAC Training- RUJWASCO	2nd - 6th October, 2023
Collective Bargaining in the Public Service	2nd - 6th October, 2023
Hospitality Skills Course	2nd - 13th October, 2023
Supervisory Skills Development. Course	2nd - 13th October 2023
Assessment of Govt. HR systems Workshop- State Department for Public service	25th September- 3rd October. 2023
Revised Contractors Evaluation Criteria Seminar- National Construction Authority	2nd October. 2023

Matuga Campus

Senior Management Course No.118/2023	31st July - 6th October, 2023
Wildlife Research & Training Institute (Workshop)	31st July to 6th October 2023

Mombasa Campus

Team Building Training West Pokot County	2nd - 6th October 2023
Retirement Planning Course: The National Treasury	2nd - 6th October, 2023
State Department of Roads Workshop	2nd - 9th October, 2023
Senior Management Course No. 171/ 2023 Ministries/Parastatals	11th September -6th October, 2023
Strategic Leadership Development Program No. 384/2023 Ministries/Parastatals	18th September- 27th October, 2023
Senior Management Course No. 172/2023 Ministries/Parastatals	25th September- 20th October, 2023

Lower Kabete

Senior Management Course No. 407/2023	2nd - 27th October, 2023
Senior Management Course No. 408/2023	2nd October - 8th December, 2023
Climate Change Policy, Planning and Budgeting Course Nyamira County Government	2nd- 13th October, 2023
Wellness and Self Care Program-Margaret Kenyatta Institute for Gender and Social Development	2nd - 6th October, 2023
IFMIS Training for Accountants	2nd- 6th October, 2023
Senior Management Course No.404/2023	7th August. - 4th October , 2023
Strategic leadership Development Programme No.379/2023	4th September - 13th October, 2023
Strategic Leadership Development Programme No.383/2023	11th Sept ember - 17thNovember, 2023
Training of Trainers No. 36/2023 (National Intelligence Academy)	25th September - 6th October, 2023
Induction of Third Secretary Cadets Ministry of Foreign Affairs	16th August -3rd November, 2023
Pre-Departure Training of Immigration Attaches Foreign Service Academy	27th September -11th October, 2023
Ministry of Interior (Workshop)	2nd-3rd October, 2023
KENGEN (Workshop)	2nd-6th October, 2023
Food and Agriculture Organization (Breakfast Meeting)	5th October, 2023
World Teachers Day (Teachers Service Commission)	5th October, 2023
Development of Culture Change Strategy (Geothermal Development Company)	2nd - 6th October, 2023
Review of HR Instruments (Sacco Societies Regulatory Authority)	2 nd -6th October, 2023

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- Margaret Kenyatta Institute for Gender and Social Development
- Institute for Devolution Studies

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