



Weekly Bulletin

Published by the KSG Communications Department

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Kenya and Rwanda Governments Accord



KSG's Director General, Prof. Ludeki Chweya and RMI's Director General, Dr. Charline Mulindahabi sign the Memorandum of Understanding during the Joint Permanent Commission for Corporation in Kigali, Rwanda.

BY FAITH MUSOGA

The 9th Session of the Joint Permanent Commission for Corporation (JPCC) between the Republic of Kenya and the Republic of Rwanda was held in Kigali from April 1- 3, 2023, preceding the State visit to Rwanda by the President of Kenya, H.E. Dr. William Samoei Ruto upon the invite of his counterpart, President of Rwanda, H.E.

Paul Kagame.

President Kagame said that the JPCC will create a framework that should add value in different spheres that have been identified, but will also help to detect new and additional sectors that will require learning from each other as counties and exchange of different experiences.

On his part, President Ruto appreciated the documents that had been ratified to strengthen the

relations, and create new impetus and new momentum in the engagement between the two countries that are also members of the East African Community.

The JPCC was attended by senior government officials; the Kenyan delegation led by Hon. Dr. Alfred Mutua, Cabinet Secretary for Foreign and Diaspora Affairs applauded the close links between the two countries, noting with appreciation that Rwanda is

Kenya and Rwanda Governments Accord

a major strategic partner of Kenya with shared values and aspirations. The delegation was received by Rwanda's Minister of Foreign Affairs and International Cooperation, Hon. Vincent Biruta.

The two nations have continuously collaborated in political, diplomatic, socio-economic and cultural spheres. During the JPCC, the two Presidents witnessed the signing of several Memoranda of Understanding in Air Transport, Education, Agriculture, Water and Irrigation Management and Cooperatives Development, Security and Governance, Civil Service, Immigration, and Cooperation in the field of Correctional Services, Justice and Constitutional Affairs

Of particular interest to KSG at the Joint Permanent Commission for Cooperation is the MoU signed in the Field of Capacity Development that falls in Cluster III of Social Affairs. The Kenya School of Government (KSG) and Rwanda Management Institute (RMI) have entered into an agreement that seeks to jointly strengthen and capacitate public

institutions, promote mutual national development, proficiency and integrity among public servants.

The MoU was signed by KSG's Director General, Prof. Ludeki Chweya and the Director General of RMI, Dr. Charline Mulindahabi, at the Kigali Convention Centre.

Both institutions are members of the African Management Development Management Institute Network (AMDIN), an association of Management Development Institutes in the African continent responsible for exchanging and sharing knowledge with other like-minded institutions with a common vision in the areas of capacity building in the public service. Prof. Chweya is the President of AMDIN responsible for the coordination of the activities of the Network, while Dr. Mulindahabi, is one of the five Vice-Presidents of the Network.

It is also worth noting that both KSG and RMI are comparable in terms of their formation and operations. While KSG is a state corporation established under the Kenya School of Government Act

(No. 9 of 2012), Rwanda Management Institute (RMI) is a Public Capacity Development institution established by Law N°52/2013 of 28/06/2013.

Their similar operations in capacity development, research, policy advisory and consultancy services are relevant for the partnership that seeks to collaborate in; exchange of information and expertise, joint research, conferencing and seminars, co-publishing of research articles, and any other areas of interest.

It was agreed that Rwanda initiates a draft implementation plan for the MOU on Public Service Capacity Development and submit it to Kenya for consideration by May 15, 2023. Kenya should respond by June 30, 2023.

It is anticipated that the outcomes of the JPCC will have a positive impact on the dealings of the two countries; meaningful and constructive in pursuit of sustainable economic development and security among other agendas that will greatly enhance local, regional, and international growth.



Delegates from the two countries; Kenya and Rwanda, during the JPCC. The meeting preceded the State visit of Kenya's President, H.E. Dr. William Samoei Ruto on invitation by Rwanda's President, H.E. Paul Kagame. The JPCC saw the ratification of several MoUs between the two nations.

Mombasa Campus Conducts Research to Enrich Blue Economy



KSG Mombasa Faculty members during a strategic meeting at the Campus. The meeting discussed key issues including academic programs, research and consultancy.

BY EPHLINE OKOTH

In recent years, there has been growing interest in the blue economy which is the sustainable use of ocean resources for economic growth, improved livelihoods, and ocean health.

Ongoing research in this field is shedding new light on the potential benefits and challenges of the blue economy.

One promising area of focus has been on reducing the dangers associated with resource depletion and ecosystem degradation due to activities such as overfishing, habitat loss, and pollution.

To contribute to research, knowledge and expand discussions in the significant area of blue economy, the Research and Consultancy docket at the Kenya School of Government Mombasa Campus rolled out research focusing on investigating the 'Hazards in Harnessing Blue Economy Resources in the Coastal Region of Kenya'.

The research is also anchored on Goal 14 of the Sustainable Development Goals which recognizes the role of the ocean in economic, social, and ecological development, as well as the need to address the most urgent and pressing issues affecting coastal and marine ecosystems, such as pollution from land-based sources, ocean acidification, and overfishing.

The specific areas of focus are to assess the extent to which the primacy of technology and innovation has influenced the harnessing of blue economy resources; determine how resource depletion and ecosystem degradation influence the harnessing of blue economy resources; establish the influence of pollution in the harnessing of blue economy resources; and assess the impact of climate change in the harnessing of blue economy resources.

The project aims to assist the country to tap into the probable

and potential contributions of sustainable use of oceans and marine resources to harness the resources of its blue economy as it focuses on stakeholders in the coastal counties of Mombasa, Kwale, Kilifi, and Lamu.

Aside from a report, other key deliverables as the research nears completion include a policy brief and strategic distribution of the findings to key stakeholders to inform decision making at the county and national government levels.

The research is expected to give information that will boost national government support for blue economy policy and infrastructure. It is hoped that the findings will provide new insights on new and cutting-edge technological advances, as well as best practices gleaned from other experiences, allowing national and county governments to develop new or restructure existing strategies to ensure that innovation and growth in the coastal, marine, and maritime sectors adequately deliver food, energy, and transportation, among other products and services.

Overall, continuous blue economy research is assisting in the identification of new potential for sustainable economic growth while safeguarding ocean ecosystems and fostering social fairness. However, there are still obstacles to overcome, and more study and collaboration will help to fully fulfill the blue economy's promise.

Bii urges for productivity in public service

BY DOUGLAS MOCHAMA

Gone are the days when employees used to register at work at 8.00 am, spend the whole day chitchatting, attend meetings with very little value, dwell on social media, among other time consuming activities, and exit at 5.00 pm top of the hour claiming that the day has been successful in conformance with the eight hours at work norm.

KSG Baringo Campus Director, Dr. John Bii said these tendencies led to a paradigm shift from performance management to productivity measurement. With this arrangement, staff today can account for their time spent at the workplace.

"It is abundantly clear that productivity is the new currency at the workplace. Today, importance is on the result of the commitment to excellence, intelligent planning and focused effort in an increasingly competitive work environment," he said.

In his address to participants of various courses at the Campus on Friday, April 14, 2023, Dr. Bii recognized the need to increase productivity in the public sector to establish value for investment.

"It is inevitable that Kenya earnestly requires a productivity strategy that will ensure more outputs and quality while at the sometimes significantly cutting on cost and reducing the burden Kenyans have to bear when they seek those services," added Dr. Bii.



KSG Baringo Campus, Dr. John Bii, addresses course participants and staff on performance and productivity in the workplace.

According to him, productivity gives prominence to efficiency and effectiveness in producing goods and delivering services as opposed to what is produced.

"Let us change our mindset by recognizing that citizens stand to gain when public servants are desirous of serving instead of venturing into personal gain. That way would make significant progress; in a million ways.

As public servants, we all have a role to play in achieving the anticipated productivity change in our country," he urged.

Dr. Bii's address focused on the value of time in organizations. He told the forum that wasting time at work is an epidemic that should be done away with across all spectrums from officers at the entry level up the ladder to executive positions.

"Time management is a skill that all of us need harnessing. Discipline involves simple things like having a log, turning off social media alerts on your computer, and planning, among others."

Failure to take corrective action on time wasters, the Director says even the most productive employees would be grossly affected.

Dr. Bii further indicated that if put into practice, productivity management will enhance growth to the benefit of the government through high tax revenues, job creation, direct foreign investment, higher standards of living for the people and increased disposable and discretionary income.

"We must work together as teams and strategize to achieve goals despite the diversity." He concluded.

Know your Colleague: Ms. Caroline Koyi



Ms. Caroline Koyi, a waitress at KSG Mombasa Campus

According to a Chinese proverb, "An inch of time is worth an inch of gold, but one cannot buy an inch of time at an inch of gold." One of the things employees have been grappling with is deciding what tasks to do first and how to avoid wasting time.

For Caroline Koyi, time is a real treasure. She calls for wise spending of time lest efforts and investments by organizations become fruitless. Initially, she had a challenge when it came to managing time; but determination and consistency in mastering the trick of managing the precious resource enabled her to make the most out of it in her work and life.

Meet KSG Mombasa's Caroline Koyi, a waitress who has served at the School for six years. She is regarded as a perfectionist in time management by those who know

her well. Bulletin Writer, *Glenn Lumiti*, caught up with her recently.

Tell us about the role you play as a waiter at the Kenya School of Government?

I consider it my primary role to contribute to an enjoyable dining experience; taking orders, service, and generally ensuring the comfort of guests. To provide exceptional customer service to guests is something I am harnessing by addressing any special requests or concerns some of them could be having. Customer experience should be the bottom line of all service delivery portfolios at KSG. Listening to clients is the first step to understanding their needs and offering what they need.

How do you ensure collegiality in your department?

Communication is vital for ensuring smooth workflow. Some scenarios that need urgent action have been addressed rapidly due to the existing camaraderie with the other departments. Acknowledging the role of your supervisor is also key when things get out of hand, especially when addressing complaints.

How do you catch up with new trends and developments in the hospitality industry?

I participate in various kinds of training to learn about new trends in the hospitality industry. These events offer an opportunity to get new skills,

connect with industry experts, and get inspired by new ideas.

New media: I follow the social media pages of industry leaders and top hospitality businesses to stay informed about the latest trends and innovations in the industry that I try to replicate at the workplace.

Our department has adopted a culture to freely share new ideas and approaches that they feel may be incorporated into their work.

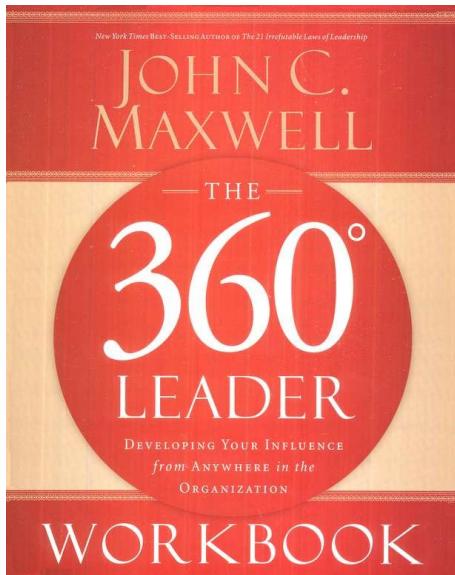
Tell us about your time and prioritizing of tasks in the fast-paced hospitality industry?

The weekly updates about upcoming events have proven to be handy. In addition, the Campus has an almanac or the training calendar, the basis of all the activities. Once we receive the notice of confirmed workshops, seminars and training programs, I develop a to-do list for the day or shift.

Additionally, I have learnt to plan. For instance, when I notice particular food items are depleting, I inform the chef to ensure replenishment to prevent delays.

Being on the same page with colleagues by communicating regularly; this has helped eliminate misunderstandings and delays that could have impeded service delivery.

Becoming 360° Leader Is a Painstaking Process



BY DOUGLAS MOCHAMA

Are you the top dog in your organization or department? Do you think you are doing all that is needed as you climb the staircase of leadership? Then this Section is specifically for you.

The notion that power, perks, freedom and wealth await those climbing the leadership ladder is disastrous as it could make those with these cravings abuse their organizations for personal benefit. It would be more meaningful if employees and their institutions reframe how they approach the concept and translate the true sense of leadership.

This week we wrap up the book review series with Section VI of THE 360° LEADER by JOHN C. MAXWELL.

Maxwell, specifically in this Section on the VALUES of 360° LEADER, addresses the top leaders and those aspiring to lead at the top as he winds up his book.

He observes that those in middle-level management feel frustrated by their leaders.

Perhaps this could explain why people quit their jobs when they realize their leader is less than effective and inept. As a top leader, you have the power to create a positive leadership culture where potential leaders flourish. Such an environment is a prerequisite for employees to learn, gain experience, and then blossom into their own.

You may have noted that many leaders pay much attention to the vision and bottom line at the expense of developing the human component of the organization. Maxwell avers that leaders need to focus on the people component because ignoring the people and only paying attention to the vision and bottom line may lead them to lose people, making their vision fruitless when the employees are not supporting their leaders.

Gleaning through the 314 page book by Maxwell, we have come to understand that leadership is much more than

just holding a position of power. It is about having a vision and the compassion and integrity to inspire others to join you in working toward that vision, same way Mother Teresa devoted her life to serving the poor and the sick in the slums of Calcutta, India. Exemplifying these qualities despite the numerous challenges and setbacks is a worthwhile endeavour in public service delivery.

Although we cannot all hope to make a global impact as Mother Teresa did, with willpower, we can impact wherever we find ourselves in the organization. And remember, there is no better way to increase influence and improve chances of doing something significant than to become a 360-Degree Leader.

Maxwell tells you that, as a 360-Degree Leader, you can influence others no matter where you are in the organization and what kind of people you work with. Since you have been following up with this column, you are on the right track to becoming a 360-Degree Leader.

What books would you recommend for review? The Corporate Communications Department looks forward to advancing your learning through other people's eyes. The more you read, the more things you will know.

SRC Framework Launch



At the Launch of the Framework for Recognising Productivity and Performance in the Public Service at KSG, Lower Kabete:

Chief of Staff and Head of Public Service, Mr. Felix Koskei, SRC Chair, Ms. Lyn Mengich, Nairobi Governor H.E. Johnson Sakaja, Cabinet Secretary, Ministry of Labour and Social Protection, Ms. Florence Bore, Principal Secretary, State Department for Public Service Mr. Amos Gathecha, were among the delegates who attended the Launch. They were received at the School by KSG Director General, Prof. Ludeki Chwuya.

SRC Chair says that the Launch of the Framework marks a major milestone in recognizing and rewarding exemplary performance across the Public Service. Together with KSG, the Commission has been able to develop a curriculum on productivity and with other partners SRC hopes to implement the interventions for improvement across the workforce.

Governor Sakaja underscored that all public sector performance and productivity measurement matrices must be focused on the customers, the people; the reason for Public Service. The framework provides for rewards for employees who go beyond the normal call of duty

Dr. Josephine Mwanzia, KSG's Director Academic Affairs gave a presentation on the significant role of the School in the capacity building programme on productivity improvement and measurement in the public service. Part of KSG's mandate is development and review of curriculum to address the unique needs and demands of the Public Service for transformation.

Weekly Activities in Summary



From orientation to action: KSG Mombasa Campus conducted a successful induction session for Samburu County Government Chief Officers. The officials are now equipped with the essential skills and knowledge to carry out the County's aspirations and make a positive difference in the lives of the residents and beyond.



Strategic Leadership Development Program No. 348/2023 participants taking part in Experiential Learning at Matuga Campus. The activities are aimed at enabling the participants to connect theory and practice taught at workstation situations.



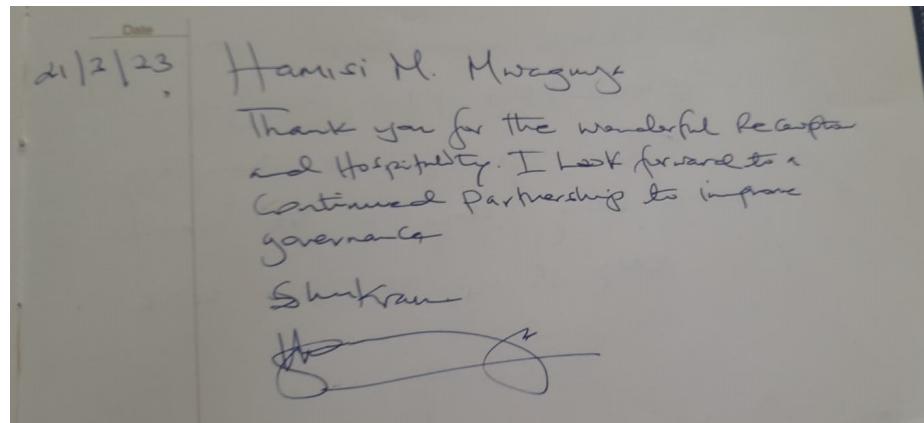
KSG Mombasa Campus partners with the Kwale County Government to induct the newly appointed chief officers with knowledge and insights relating to, among other areas, government business and protocol, financial management, and performance management.

Leadership Lesson

The only way to keep your health is to eat what you don't want, drink what you don't like, and do what you'd rather not. It's not always easy or enjoyable, but making healthy choices is essential for our long-term wellness.

— Mark Twain

Have Your Say



Humor of the week



Quote of the Week

Time and health are two precious assets that we don't recognize and appreciate until they have been depleted

- Denis Waitley

Baringo Campus

Strategic Leadership Development Program	3rd April - 12th May, 2023
Senior Management Course	3rd - 28th April, 2023
Records Management Course	17th -28th April,2023
NG-CDF Workshop	17th - 20th April,2023
Ministry of Water and Irrigation Workshop	20th April,2023
Place-Based Leadership Workshop	18th - 19th April,2023

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Embu Campus

Strategic Leadership Development Program No. 349/2023	6th March -28th April, 2023
Project Planning and Management PPM 10/2023	3rd - 28th April, 2023
Senior Management Course outreach No. 186/2023	3rd - 28th April, 2023
Senior Management Course No. 187/2023	11th April - 5th May, 2023
Senior Management Course No.188/2023	11th April - 2nd June, 2023
Supervisory Skills Development Course SSDC 90/2023	11th -21st April, 2023
Management Skills Course	11th April - 5th May, 2023
Public Relation & Customer Care	17th - 28th April, 2023
Data Protection For Office Administrators (KeRRA)	17th -21st April, 2023
Management of Child Protection Services (UNICEF)	17th - 26th April, 2023
Strategic Leadership Development Program	24th April - 2nd June, 2023

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Matuga Campus

Senior Management Course No.115/2023	27th March - 21st April,2023
Senior Management Course No.116/2023	17th April -12th May ,2023
Senior Management Course No. 113/2023	30th January -26th April, 2023
Public Relations & Customer Care Course No.004/2023	17th -28th April,2023

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Mombasa Campus

Senior Management Course No. 164/2023	3rd - 28th April, 2023
Management Course for Office Administrators	3rd - 28th April, 2023
Public Procurement & Contract Management Course for Practitioners	10th - 21st April, 2023
Office Administration Skills Course	10th - 21st April, 2023
Induction Program for Public Service (Taita Taveta County Govt.)	17th - 21st April, 2023
Commissions For University Education	17th - 21st April, 2023
Supervisory Skills Development Course	17th - 28th April, 2023
Induction Program for County Government Liaison Officers	18th - 20th April 2023
IPSAS Accrual Training (TVETS/Hospitals)	17th - 21st April, 2023
Strategic Leadership Development Program No. 355/ 2023	17th April- 26th May, 2023
Senior Management Course No. 165/ 2023	10thApril - 2nd June, 2023
Strategic Leadership Development Program No. 351/2023	20th March - 28th April, 2023
Training on Payroll Management (Machakos County Govt.)	18th - 21st April, 2023

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