



WEEKLY KSG Bulletin

4th-10th May, 2024

KSG and PSA Sign to Co-operate



KSG Ag. Director General, Prof. Nura Mohamed and Zimbabwe's Secretary Service Commission, Dr. Tsitsi Choruma at the signing ceremony of the MoU between KSG and Public Service Academy (PSA), Zimbabwe.

BY FAITH MUSOGA

The 4th Session of the Joint Permanent Commission for Corporation (JPCC) between the Republic of Kenya and the Republic of Zimbabwe was held in Harare from April 21-23, 2024. Kenya remains committed to working together with fellow African countries such as Zimbabwe to better relations for socio economic transformation and to achieve the African Agenda: The Africa We Want! Indeed this Agenda is focused on programs that would lift Africa's economies and development and lead to the

rapid transformation of the continent.

The 4th Session of JPCC was attended by Kenya's Prime Cabinet Secretary H.E Dr. Musalia Mudavadi and Zimbabwe's Acting Permanent Secretary in the Ministry of Foreign Affairs and International Trade Amb. Rofina Chikava. Dr Prisca Oluoch, Director in charge of Linkages and Collaborations, Kenya School of Government was also present at this meeting.

Zimbabwe and Kenya have enjoyed cordial relations over the years and this is set to continue through collaboration in many areas of interest in the political, diplomatic, socio-economic and

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KSG and PSA Sign to Co-operate

cultural spheres more so with the ratified documents in the fields of Basic Education, Training and Research, Health, Standard Association Collaboration, Capacity Development, Agreement on Cooperation in Defense and Training and Investment and Development that were signed after the JPCC session.

During the ratification ceremony Kenya School of Government entered into an understanding with the Public Service Academy (PSA), Zimbabwe on partnership for training in such programs as the Transformative Leadership and Change Management for senior public servants. This falls under the field of capacity development in the public service.

The Memorandum of Understanding (MoU) was signed by KSG Acting Director General Prof. Nura Mohamed and Zimbabwe's Secretary Service Commission Dr. Tsitsi Choruma.

This MoU follows an earlier visit to KSG by a delegation led

by Dr. Choruma. The delegation was part of a Steering Committee that had been appointed to oversee the establishment of Zimbabwe's Public Service Academy. The benchmarking visit was instrumental in the instituting of the Academy.

Just like the Kenya School of Government that is mandated to transform the public service through capacity development, the Zimbabwean Academy is obligated to rescale and upscale the Public Service in the Southern African nation and aims to become the preferred provider of Human Resource Development training to line ministries, departments, statutory and other agencies.

It is therefore clear that KSG's mandate and that of PSA would greatly benefit from the MoU as they are similar in their functions to offer programs to public officials; programs that provide solutions to everyday capacity and performance gaps and challenges and programs



Dr. Prisca Oluoch (left), Director Linkages and Collaboration, KSG with Secretary Service Commissions Dr. Tsitsi R. Choruma.

that focus on development interventions through research and expert consultancy. With the goal to improve the quality of services that are offered to citizens, both training institutions endeavor to remain professional, relevant, compliant and futuristic in their outlook.



Delegates who attended the 4th Session of the Joint Permanent Commission for Corporation between Kenya and Zimbabwe, in Harare, April 21-23, 2024.

Beyond Textbooks: The Power of Educational Excursions

BY VICTOR WAHOME

Educational trips stand as gateways to a richer, more immersive learning experience, transcending the boundaries of traditional classrooms. Here at Matuga, we understand the profound impact of experiential learning, which is why we organize trips that directly complement our students' coursework. These excursions serve not only to supplement theoretical knowledge but also to provide practical, real-world experiences that foster holistic learning and personal growth.

Educational trips offer students unparalleled opportunities to immerse themselves in diverse environments, gaining insights and skills that cannot be acquired through textbooks alone. For instance, during a recent visit to the Kwale Law Courts, students were exposed to the intricacies of legal proceedings and record management. Witnessing the meticulous handling of



Course participants delve into the skill of record-keeping at the Kenya National Archives, Mombasa

documents and observing courtroom dynamics firsthand provided them with a nuanced understanding of the legal system, while also honing their skills in record-keeping—a vital asset in various professional settings.

Furthermore, trips serve as powerful reinforcement tools, allowing students to apply classroom theories to real-world

scenarios. Take, for example, a trip to the National Archives, where students delved into the art of record-keeping across different historical periods. By examining primary sources and archival materials, they not only solidified their understanding of historical concepts but also gained practical insights into effective documentation practices.

Beyond academic enrichment, educational trips foster invaluable skills such as teamwork and collaboration. During a retreat to Diani Beach, Strategic Leadership Development Course (SLDP) participants engaged in team-building activities designed to promote leadership and problem-solving. From navigating obstacle courses to participating in group challenges, they learned to communicate effectively, leverage each other's strengths, and work towards common goals. "The beach trip wasn't just fun; it strengthened our bonds as a



Participants of the Records Management class contribute to environmental sustainability by planting trees at KSG Matuga after the closing ceremony.

Beyond Textbooks: The Power of Educational Excursions

group and taught us the importance of collaboration in achieving success."

Overall, trips serve as transformative journeys that transcend geographical boundaries, exposing students to the rich tapestry of global cultures and traditions. Students embark on immersive experiences that broaden their worldview and foster cultural appreciation. For instance, during a study tour to Wasini Island, participants had the opportunity to interact with local residents, learn about their history, and immerse themselves in the vibrant tapestry of local customs and traditions. This firsthand exposure not only deepened their understanding of Kenyan culture but also instilled in them a profound sense of

respect and admiration for the diversity of human experiences.

Through educational trips, students gain cultural competence—an essential skill in an increasingly interconnected world. By engaging with people from diverse backgrounds and perspectives, they learn to navigate cross-cultural interactions with sensitivity and empathy.

Moreover, educational trips offer students the opportunity to challenge stereotypes and confront preconceived notions about other cultures. By experiencing firsthand the realities of life in different communities, they gain a more nuanced understanding of the complexities of human existence. This newfound awareness not

only enriches their academic journey but also equips them with the cultural fluency needed to thrive in an increasingly globalized society.

In conclusion, educational trips play a pivotal role in enriching individuals' academic experience and fostering personal growth. By providing hands-on learning opportunities that extend beyond the confines of traditional classrooms, these excursions empower students to develop essential skills and competencies needed to navigate an ever-changing world. From cultivating cultural awareness to honing problem-solving abilities, the benefits of educational trips are manifold.



Participants with staff of the Kwale Law Courts. Site visits are a part of the three weeks training.

A Year of ICT Innovation at KSG Mombasa Campus

BY GLENN LUMITI

Information and Communication Technology is a dynamic field that seems to advance frequently as heard from Ms. Caren Siya, an intern at KSG Mombasa Campus who embarked on her professional journey over the past year. Transitioning from a fledgling intern to a certified software tester and Software Developer Engineer in Test (SDET), she epitomizes adaptability and growth. Throughout her internship, she has exemplified steadfast commitment to excellence, a thirst for knowledge, and dedication to elevating software quality.

As she reflects on her growth, she offers insights into her experiences, methodologies, and future aspirations, providing an interesting glimpse into the vibrant world of software testing and development.

Walk us through your journey at KSG Mombasa Campus over the past year. What were your key responsibilities and accomplishments during this time?

Over the past year at the Campus, my role as an ICT officer encompassed various responsibilities tailored to support academic and administrative excellence in alignment with the institution's goals. In terms of infrastructure management, I have overseen maintenance and optimization of ICT infrastructure, ensuring reliable connectivity and access to digital resources for participants and staff. Providing technical support to students and faculty has been a key aspect of my role. Additionally, addressing ICT-related issues promptly and effectively to minimize disruptions

to teaching and learning activities. I have also been involved in training and capacity-building initiatives, conducting workshops and seminars to enhance digital literacy skills among staff and students. Project management has been integral to my function, overseeing the planning and execution of ICT projects to enhance Campus infrastructure and services. Throughout these endeavors, I have endeavored to remain committed to continuous improvement, seeking feedback and implementing enhancements to optimize ICT services and support the institution's mission of providing quality training in a digitally-enabled environment.

Congratulations on becoming a certified software tester! How has this certification impacted your approach to software development and testing?

Thank you! Acquiring my certification as a software tester has profoundly shaped my approach to software development and testing. It has instilled in me a sense of methodological rigor, ensuring adherence to best practices such as black-box, white-box, and exploratory testing methodologies. This structured understanding enables me to design comprehensive test suites that cover a wide range of scenarios, allowing for early defect detection and valuable feedback to developers. Moreover, my deeper insight into testing techniques has advanced my ability to uncover defects and vulnerabilities, mitigating risks before they impact end-users. Emphasizing collaboration, the certification process has encouraged active engagement with cross-functional teams to validate requirements and ensure the final product meets



Ms. Caren Siya,
ICT intern at KSG Mombasa

user expectations. Overall, this certification has not only enriched my technical capabilities but also grown a culture of quality assurance and continuous improvement in software development and testing practices.

Looking ahead, what are your career goals in the field of ICT? How do you plan to continue your professional development and stay updated with industry trends?

My career goals in ICT involve continual growth and contribution to innovative projects. To achieve this, I plan to pursue advanced certifications, engage in continuous learning through self-study and workshops, gain hands-on experience with new technologies, and actively participate in networking and collaboration opportunities. Mentorship, research, and adaptability will also play crucial roles in my professional development, ensuring I stay updated with industry trends and contribute meaningfully to technological advancements.

Baringo Campus: Praying for your workplace

BY VENUS BARTENA

On a calm Tuesday afternoon of April 30, 2024, staff members of KSG Baringo Campus wrapped up their day's work and gathered together for a very special occasion - a prayer session. The theme of the event was "The Importance of Praying for your Workplace," and it was a momentous opportunity for the staff to reflect on the role of faith in their professional lives. Campus Deputy Director, Mr. John Napoo, and Chaplain Reverend Japhet Kangwony led the event with great enthusiasm, guiding the staff into deep meditation and encouraging them to put their trust in God in every step they make at the School.

The session started with a prayer by Principal Accountant Mr. Kennedy Bobo who welcomed various faith representatives from the Campus community for the service featuring a series of thoughtful prayers, uplifting songs, and insightful sermons that explored the intersection of faith and work.

Reverend Kangwony, took the staff members through the word of God and dedication of prayers, and his scripture of the day was Jeremiah 29:7 and Acts 17:26-28. He urged the KSG fraternity to play their part in ensuring the welfare of the place of work, for in its prosperity, every member prospers.

"Submit your prayers for the peace and prosperity of your



Staff members of KSG Baringo during the prayer session at the Campus held on April 30, 2024

surroundings! When your workplace thrives, so do you! And when harmony reigns in the area, it brings you peace too. Let us join hands and pray for a brighter future!"

Mr. John Napoo, on his part, urged staff to be good stewards and utilize resources under their custody prudently, encouraging them to emulate synergy for enhanced productivity in the place of work and the entire KSG. He called on them to pray fervently for business continuity and the School's ability to meet customers' needs.

And all nations shall serve him, and his son, and his son's son, until the very time of his land come: and then many nations and great kings shall serve themselves of him.

Jeremiah 27:7

The School Events Management Committee has set up some exciting targets to keep the staff engaged and productive throughout the year. From prayers to get-togethers, team-building and environmental preservation activities, there is something for everyone to look forward to.

By collaborating on various events, the aim is to make the workplace an even more exciting place to be, while also giving the staff a chance to engage and connect with each other outside of work. This one sought to affirm that the workplace is not just a site of professional endeavor but also a space where spiritual values can significantly impact one's contribution to the overall growth of the organization.

The prayer day was more than just an event. It was an insightful reminder of the power of faith in transforming work into a fulfilling mission, making it a truly notable day for all the staff members.

Induction of Public Service Interns Cohort VI



Kenya School of Government Human Resource Department conducted a weeklong induction program tailored for the fifth cohort of Public Service Interns. During this week, the interns were immersed in a multifaceted curriculum designed to equip them with the requisite knowledge and skills to embark on their year-long journey within the institution.

Throughout the program, the interns were acquainted with the School's mandate, aspirations, and core mission, fostering a profound understanding of its pivotal role within the public service landscape. Moreover, they were provided with the workings of each department, ensuring a holistic comprehension of the organizational framework and facilitating seamless integration into their respective roles.

The culmination of the program is an onboarding session scheduled for Monday May 6, 2024

TRAIN WITH US!



Margaret Kenyatta Institute for Gender and Social Development

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Ksh. 60,649 (Standard Residential)
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Productivity Mainstreaming for KSG

BY FAITH MUSOGA

A section of Management and staff of the Kenya School of Government (KSG) has undergone Productivity Mainstreaming Training in a bid for a more efficient workforce, maximization of efficiency, accountability, optimization of resources, and enhancing overall performance. It is about consistency and value addition in daily operations. This training was carried out at KSG Embu Campus from April 29 to May 3, 2024.

Facilitators; Mr. Simon Mulei and Ms. Faith Kemboi of the National Productivity and Competitive Centre took the participants through a collaborative training to develop productive metrics comprehensive workplace productivity improvement Strategy for the Kenya School of Government.

Prof. Nura Mohamed, KSG's Acting Director General who is keen on productivity has said that it is high time the School became a benchmark of the best performance. "We have the obligation to build the capacity of the Public Service. Our vision extends beyond the borders of the School and our confines," stated the Ag. DG. "We have signed numerous Memoranda of Understanding with Schools of Government in Africa; this exemplifies our reach and the



Management and staff of KSG together with facilitators of the Productivity Mainstreaming Training that ended today at Embu Campus.

high expectations of other countries from the School, through the quality of work that we produce."

According to Dr. Josephine Mwanzia, Director Academic Affairs, it is upon the leaders and managers to add value, or derail the productivity of the School. "It is essential that within the spans of our control and in our value chains we deploy ourselves with an attitude of facilitating the Kenya School of Government, the Public Service and the citizens in general to enjoy the services that they should."

The significance of this training cannot be underscored as the School itself looks forward to improved productivity now and in the long run.

"Productivity for the Public Service should be embedded in our day to day activities as opposed to ticking of boxes," said Dr. Mwanzia, "It is about owning the process and nurturing a culture of enhancing

productivity progressively."

Mr. Simon Mulei, rightfully stated that the journey of productivity has been long; and one that has not been easy. It involves recognizing productivity in the Public Service, where we belong.

Together with Ms. Kemboi, Mr. Mulei took KSG through measurement objectives from the Strategic Plan, appropriate metric for each objective in the Strategic Plan and weight of each metric. From here, members will be expected to carry out a number of activities that will lead to the calculation and presentation of the productivity index.

The School has appointed Champions of Productivity who will be involved in this assignment for KSG to thrive in a rapidly changing social- economic environment.

The training was organized by the Strategic Planning and Performance Unit and coordinated by Ms. Angela Mukiri, Head of the Unit.

Productivity Mainstreaming: Training and Tree Planting



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Mombasa Campus Weekly Activities



The Kenya School of Government Council and a section of Staff in management convened at Mombasa Campus for a strategic meeting, underscoring the institution's commitment to excellence. Amidst the serene backdrop of the campus, council members deliberate on key initiatives to propel KSG forward. Acting Director-General Prof. Nura Mohamed, a prominent figure in the deliberations, lend expertise and guidance, shaping the discourse with insights into the institution's vision. The strategic meeting emerges as a cornerstone in KSG's journey towards sustained excellence and relevance.



Kenya School of Government Acting Director-General presided over the closing ceremony of the Corporate Governance and Strategic Leadership Development Programs at Mombasa campus, underscoring the institution's dedication to nurturing effective leadership. Accompanied by the Acting Campus Director, Dr. Rukia Atikiya, and faculty members Mr. Isaiah Omondi and Mr. Chemjor Zephania, the ceremony celebrated the culmination of a transformative learning journey. The event symbolized the collective commitment to fostering excellence in governance and leadership and marked a new beginning for empowered leaders poised to drive positive change.

Participants of the Strategic Leadership Development Program extend a green gesture, by holding tree planting session. By embracing sustainability, they sow seeds of change, symbolizing growth and continuity beyond the confines of the program. In this act, they nurture not only trees but also a collective commitment to stewardship and environmental responsibility. It's a poignant reminder that leadership extends beyond boardrooms, fostering a legacy of impact that flourishes in harmony with nature.

WEEKLY ACTIVITIES ROUND UP- ELDI



With shovels in hand and determination in our hearts, the Eldi team gathered at Kabete Rehabilitation School for a tree planting event. This significant event was honored by the presence of Eng. Joseph Ndungu, the Director Eldi, who emphasized the imperative of environmental stewardship. Beyond the act of tree planting, this event served as an educational opportunity for the students, highlighting the importance of preserving nature, fostering biodiversity, and addressing climate change. With each seedling taking root, a profound sense of responsibility and connection to the earth is instilled. Special appreciation is extended to Mr. James Nyaga, the school's manager, for his unwavering support throughout the event and all members present at the event.

Leadership Lesson

From Imagination to Reality: The Power of Action

Imagining something may be the first step in making it happen, but it takes the real time and real efforts of real people to learn things, make things, turn thoughts into deeds or visions into inventions.

— Mr. Rogers

Have your say

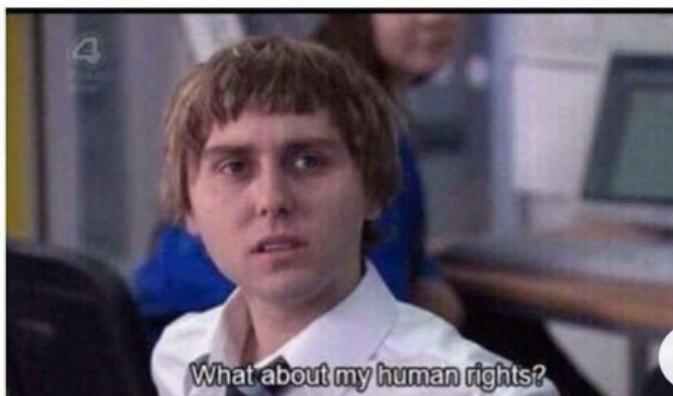


Agunja Vin

A good place for learning and improving service delivery to the public

Humour

When you have two exams in one day



Word of the Week

The steadfast love of the Lord never ceases; his mercies never come to an end; they are new every morning; great is your faithfulness.

~ Lamentations 3:22-23

Baringo Campus

Senior Management Course	6th - 31st May, 2024
Supervisory Skills Development Course	6th - 17th May, 2024
Record Management Course	6th - 17th May, 2024
Senior Management Course (online)	8th April - 31st May, 2024
Strategic Leadership Development Program (online)	15th April- 21st June, 2024
Strategic Leadership Development Program	1st April - 10th May, 2024
The State Department for Public Service	6th - 17th May, 2024

Embu Campus

Strategic Leadership Development Program No.413/2024	18th March, 2024 - 17th May, 2024
Senior Management Course No.212/2024	8th April - May 31st, 2024
Strategic Leadership Development Program No.416/2024	22nd April - 14th June, 2024
Strategic Leadership Development Program No.419/2024	29th April-7th June, 2024
Senior Management Course No.211/2024	6th - 31st May, 2024
Senior Management Course No. 212/2024	6th May - 28th June, 2024
Public Relations & Customer Care	6th - 17th June, 2024
Project Planning & Management	6th - 31st May, 2024
Management Course for Office Administrators	6th - 31st May, 2024
Induction Program for Public Service Excellence	6th - 10th May, 2024
Retirement Planning Program	6th - 10th May, 2024
The National Treasury	6th - 17th May, 2024
State Department for Public Service	6th - 9th May, 2024

Matuga Campus

Senior Management Course No. 127/2024 Kenya National Bureau of Statistics	1st April - 24th May, 2024
Strategic Leadership Development Program No. 417/2024	15th April - 21st June, 2024
Executive Office Administrators Course NO. 1/2024	29th April - 17th May, 2024
Supervisory Skills Development Course No. 17/2024	6th-10th May, 2024
State Department for Mining	6th May, 2024

Mombasa Campus

Middle Management Course for Police Officers Kenya Police Service	15th April - 5th July, 2024
Supervisory skills Development Course	15th April - 10th May, 2024
Seminar/Workshop The National Government Constituencies Development Fund	15th April - 17th May, 2024

Lower Kabete

Strategic Leadership Development Programme No.415/2024	8th April - 17th May, 2024
Senior Management Course No.418/2024	22th April - 16th June, 2024
Strategic Leadership Development Programme No 420/2024	6th May -July 12th 2024
Supervisory Skills Development Course No 141/2024	6th-17th May, 2024
Public Service Values and Ethics (National Treasury)	6th-10th May, 2024
Productivity Measurement & Improvement Training	6th-10th May, 2024
Fraud Detection, Investigation and Prevention	6th-10th May, 2024
Corporate Governance Program for Board	6th-10th May, 2024
Northern Water Works Development Agency	6th- 10th May, 2024

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