



# WEEKLY KSG Bulletin

14th-20th September, 2024

## KSG Launches Mandatory Course for Regulatory Institutions



Chief of Staff and Head of the Public Service, Mr. Felix Koskei, delivering his keynote address to the regulatory officers

BY SHARON NGINA

**R**ecent comprehensive studies have revealed that regulatory agencies in Kenya are grappling with substantial challenges in effectively implementing good governance principles. The realization of the fruits of robust, equitable, and transparent governance has been impeded by various obstacles. One significant challenge is the lack of a comprehensive training program focused on revitalizing and empowering regulatory

authorities, thereby limiting their capacity to effectively fulfill oversight responsibilities based on a solid foundation of knowledge.

In response to the existing challenges, the Kenya School of Government, in collaboration with the Office of the Chief of Staff and Head of the Public Service, has initiated a first-of-its-kind program geared towards capacity building of regulators. This joint effort entails providing training to empower regulatory institutions in Kenya with the essential tools to effectively

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## KSG Launches Mandatory Course for Regulatory Institutions



Head of Public Service Mr. Felix Koskei received at the School, by Mr. Amos Gathecha, the Principal Secretary of the State Department for Public Service and the Kenya School of Government Director General, Prof. Nura Mohamed.

enforce standards and maintain the integrity of governance systems across all Ministries, Departments, and Agencies to enhance efficiency and effectiveness in public service delivery.

On Thursday, September 12, 2024, Mr. Felix Koskei, the Chief of Staff and Head of the Public Service, while presiding over the

opening of the Capacity Building Program for Regulatory Authorities and Agencies at the Kenya School of Government Lower Kabete termed the program mandatory for all targeted groups.

"Our expectations are high, and I am confident that immediate improvements will be visible as soon as the training is



A section of participants during the launch

complete." He went ahead to laud the School for the swift and exemplary action in collaborating with his Office to develop this comprehensive Capacity Building Program terming it a crucial tool that, until recently, was non-existent.

The program's participants comprise board chairpersons, board members, chief executive officers, corporation secretaries, and heads of internal audit from regulatory authorities and agencies.

Mr. Koskei emphasized the mandatory nature of the training for the targeted groups, expressing high expectations for immediate improvements following its completion.

"Having been briefed on the contents, I reckon that this Capacity Building Program is a blueprint for excellence, a roadmap that will equip regulators with the knowledge and skills needed to navigate the complex regulatory challenges of the 21st century ensuring premier service delivery for all Kenyans qualitatively, quantitatively and timely." Stated Mr. Koskei.

He also stressed the significance of the government's investment in the training, expecting that the participants would drive progress and spearhead the necessary transformation in the regulatory landscape courtesy of the training.

The current training comes when there is heightened public scrutiny of the government. In today's digital era, unlike before, citizens are better informed and more involved, demanding greater accountability.

## KSG Launches Mandatory Course for Regulatory Institutions



Registration at the Capacity Building Program for Regulatory Authorities and Agencies that took place at KSG.

Additionally, there has been a notable surge in calls for accountability, predominantly driven by the Gen Z demographic, leaving no tolerance for errors as they seek the truth.

By enhancing the capabilities of regulators, this training aims to promote accountability, ensuring that public resources are used wisely, enabling citizens to realize value for money, and fostering an environment conducive to business growth and national development.

Mr. Amos Gathecha, the Principal Secretary of the State

Department for Public Service, highlighted the importance of the training and urged regulatory offices to uphold the code of

*"Our expectations are high, and I am confident that immediate improvements will be visible as soon as the training is complete."*

*~Mr. Felix Koskei -HoPS*

conduct that sets out clear parameters for ensuring robust governance in the public service.

In April 2024, the country hosted the Inaugural Regulatory Authorities and Agencies Conference, during which the Head of Public Service introduced a comprehensive 14-point action plan. This plan aimed to address systemic inefficiencies, overlapping mandates, and regulatory gaps. Subsequently, substantial progress has been made in reforming and strengthening our regulatory entities. This training program aims to supplement these endeavors and drive significant enhancements across multiple regulatory bodies.

Prof. Nura Mohamed, the Director General of the Kenya School of Government, during his opening remarks, reiterated KSG's unwavering commitment to meticulously delivering the program per the stipulated requirements. Emphasizing the nation's fervent desire for heightened efficacy and productivity in government entities, Prof. Mohamed underscored the imperative for these institutions to relentlessly pursue excellence, particularly in light of the escalating public demand for transparency and answerability in governance.



## KSG, EACC agree to conduct joint training and research



KSG Director General Prof. Nura Mohamed and EACC CEO Mr. Twalib Mbarak exchange the signed MOUs.

BY SHARON NGINA

**C**orruption is a pervasive issue with detrimental effects on a nation and its citizens. It leads to the misallocation of funds meant for their intended purposes. In Kenya, corruption remains deeply rooted, posing a significant obstacle to progress across all sectors. As a result, promoting transparency, accountability, and integrity in public service delivery is essential for achieving sustainable development goals, including improving public access to services.

The Kenya School of Government (KSG) and the Ethics and Anti-Corruption Commission (EACC) have announced a new collaboration for structured training and research on ethics and values. The Memorandum of Understanding (MoU), signed on

September 10, 2024, strengthens the relationship between the two organizations and outlines the framework for future engagements.

The collaboration focuses on enhancing the capacity of trainees to willingly comply with ethical and integrity values, rules, and regulations, as well as

***"What has gone wrong in this God-fearing country? How do we strengthen the fight for governance, ethics, and integrity?"***

***~Mr. Twalib Mbarak EACC  
CEO***

reinforcing the importance of commitment to providing services to the public. It aims to cure deficiencies in ethics, integrity, patriotism, nationalism, and the fight against corruption in Kenya.

During the MoU signing, KSG's Director General, Prof. Nura Mohamed, and EACC's Chief Executive Officer, Mr. Twalib Mbarak, alongside senior officials from both institutions, expressed their commitment to what they described as a milestone collaboration focusing on promoting ethical leadership in the country.

The MoU delineates the framework for joint efforts in capacity building and research. It encompasses the objectives of the partnership, rules of engagement, and logistical coordination for programs aimed at strengthening public sector integrity. Under this agreement, the National Integrity Academy will be housed at the School to spearhead programs related to governance, ethics, and anti-corruption training will be executed.

According to Prof. Nura Mohamed, Director General of KSG, the two institutions will leverage their strengths to complement each other's roles in transforming public service. He noted, "It is a joint effort because the capabilities of KSG and those of the EACC are complementary."

Prof. Mohamed emphasized the significance of the collaboration, stating, "Today marks an important milestone for KSG and EACC. Through this collaboration, we are committed to enhancing anti-corruption capabilities and promoting ethical leadership in Kenya, thereby

## KSG, EACC agree to conduct joint training and research

striving to promote integrity and good governance across all sectors."

While the Kenya School of Government is mandated to enhance the knowledge, skills, and competencies of public officials, transforming the Public Service into an efficient, innovative, and expert agency in national leadership and management, policy-making and implementation, service delivery, and public engagement, the EACC is tasked with combating and preventing corruption, economic crime, and unethical conduct in Kenya through law enforcement, prevention, public education, and promotion of standards and practices of integrity, ethics, and anti-corruption.

The Director General highlighted the possibility of a public servant possessing the necessary knowledge for their duties but still falling short in effective and satisfactory service delivery. He emphasized the missing link of commitment to duty, professional standards, patriotism, and selflessness in serving the country. The



The opening of the EACC Academy hosted at the Kenya School of Government, Lower Kabete

partnership between the two institutions seeks to address these aspects.

Mr. Twalib Mbarak stressed the urgent need for change, stating, "What has gone wrong in this God-fearing country? How do we strengthen the fight for governance, ethics, and integrity? This collaboration carries high expectations of our joint effort on training and policy-based research."

The CEO of EACC assured that there is a need for public servants to maintain a strong focus on ensuring the success of the country. He added, "We are complementing each other to ensure that the learning initiated by the Kenya School of Government is beneficial and becomes an integral part of our public service."



KSG and EACC officials at the School after the successful MOU signing.

## KSG Flag flies high in ASK Show Mombasa Edition



Dr. Tom Wanyama, the KSG Director of Finance and Administration received at the ASK show Mombasa Edition.

BY GLENN LUMITI

The 2024 Agricultural Society of Kenya (ASK) Show Mombasa Edition was a captivating exhibition of innovation, culture, and collaboration. From September 4th to 8th, the event brought together public and private sector organizations to showcase products and services aligned with the theme "Promoting Climate Smart Agriculture and Trade Initiatives for Economic Growth."

This theme aligns with the current trends in the agricultural sector, where farmers are contending with significant changes, making farming unpredictable. Factors such as unpredictable rains, soil fertility, and acidity have impeded the efforts to make the country food

sufficient. Additionally, farmers are facing resistant weeds, relentless locust invasions, and fall armyworms, all of which have become widespread issues.

By organizing this annual event, ASK positions itself to assist Kenya in addressing the evolving agricultural needs of its

people by providing platforms for exhibitions and networking.

Government officials who attended the event urged farmers to adopt productive farming practices and embrace farm mechanization and modern technology for increased production and sustainable agriculture.

Dr. Tom Wanyama, Ag. KSG Director of Finance and Administration, was the Chief Guest during the Show on the third day. Dr. Wanyama interacted with various exhibitors, witnessed firsthand the innovations on display, received information from institutions at the showground, and delivered the keynote address for the day.

Dr. Wanyama commended the innovative solutions presented at the exhibition. He singled out creative solutions developed by local entrepreneurs to address climate change and health. Notably, he noted the



KSG Mombasa Campus Choir, at the ASK Show

## KSG Flag flies high in ASK Show Mombasa Edition



Ag. Director Mombasa Campus, Dr. Rukia Atikia joins in the dance at ASK Show Mombasa

development of herbal medicines promoted as natural alternatives to conventional treatments.

After the exhibition tour, Dr. Wanyama officiated the day's main ceremony, which included a remarkable performance by Kenya's disciplined forces. The "Beating of the Retreat," a ceremonial military tradition, was performed by the Kenya Army, Navy, and Police, among others. Dr. Wanyama presided over the event with dignity, further solidifying KSG's prominent role in the Show.

During his speech, he emphasized the importance of collaboration between the public and private sectors to drive Kenya's development. He praised the innovative spirit of young Kenyan entrepreneurs at the event. He urged stakeholders to ensure their innovations reach the broader market and benefit the larger population.

The Ag. DFA also

underscored the role of county governments in supporting such exhibitions, urging local authorities to treat the Mombasa International Show as a regional gem and work towards making it an international event.

The KSG pavilion was a hive



Marketing and Business Development Manager, Ms. Pamela Nyagah, engaging with guests, at the KSG stand at the ASK Mombasa Show.

of activity. The School representatives utilized the opportunity to raise awareness and educate the public about the School's role in enabling the Government to fulfill its mandate through training, consultancy, research, policy advisory services, and public outreach programs.

The vibrant performances of the colorful Mombasa Campus Choir impressed attendees with their energetic and diverse performances. The Choir has consistently lit up corporate events, staff activities, and cultural events, besides being an active participant in the annual Agricultural Show. Their musical sets, including African spirituals, contemporary pop songs, and gospel music, captivated the crowd, making them one of the Show's main attractions.

# ASK Show Mombasa Edition Pictorial



# Social media for Corporates

BY BETHSHEBA BOSIBORI

**“** While some agencies have a consistent digital presence, others sporadically engage with social media.”

Kenyan public institutions have made notable progress in social media as a communication tool in recent years.

The adoption of social media among institutions has been primarily driven by the increasing investment in information communication technology in the Country and the uptake of smartphones among Kenyans, with platforms such as Facebook, Instagram, and Twitter emerging as popular venues for citizen engagement and information exchange.

Data from the advertising tools of major social media platforms indicated that there were around 13.5 million social media users in Kenya as of January 2024.

As a communication medium, social media is cost-effective compared to traditional channels like radio or print media. It is also powerful.

By maintaining a social media presence, public institutions can control their messaging and narrative while reaching a broader audience at a significantly lower cost.

Furthermore, feedback obtained through social media can inform decision-making within organizations. Through social media, institutions can better



understand public sentiment, identify emerging trends, and adjust their communication strategies to better align with the needs of the public. Social media platforms also enable institutions to tailor their communication to specific audiences based on geography, interests, or demographics.

During times of crisis, social media has proven invaluable for rapidly disseminating information and influencing public sentiment in situations such as natural disasters, health crises, or security-related issues.

However, while some agencies have a consistent digital presence, others sporadically engage with social media. For example, certain county governments have lagged in their public participation.

Additionally, several Kenyan state entities have adopted a one-way communication strategy, primarily using social media for announcements rather than fostering genuine engagement. Few institutions actively respond to public inquiries or feedback despite disseminating information, reflecting a passive

approach that diminishes the potential for meaningful communication and citizen trust. In today's fast-paced digital environment, misinformation goes viral on social media, and delayed or inadequate communication from public institutions may fail to counteract rumors or falsehoods, leading to public confusion.

There is still work to fully harness the potential of social media as a dynamic platform for public communication and service delivery. Achieving this requires structured social media strategies among organizations to maintain professional, consistent, and active social media profiles adhering to best practices.

In conclusion, public institutions that invest in a social media strategy have the potential to enhance service delivery cost-effectively, manage crises, address inquiries and grievances, enhance citizen involvement, build trust, and communicate more effectively, thus reducing the need for in-person meetings or prolonged response times.

# Weekly Activities across Campuses



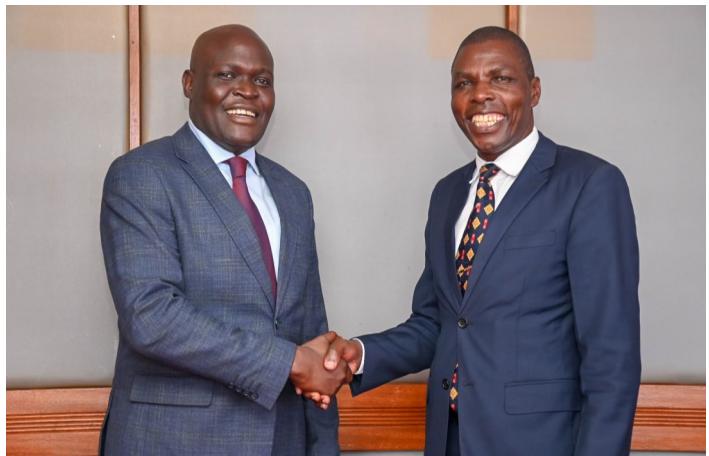
On the 13th of September 2024, Mr. Amos Gathecha, the Principal Secretary of the Ministry of Public Service and Human Capital Development, graced the closing ceremony of the Training Skills Development course at KSG Embu. This significant program was specifically tailored for human resource personnel from diverse organizations, aiming to enhance their expertise. The comprehensive course, spanning a week, delved into the intricacies of integrating the Human Resource Information System-Kenya (HRIS-Ke).

During his address, Mr. Gathecha underscored the pivotal role of the HRIS-Ke in bolstering transparency and upholding accountability within the Public Service payroll systems. Furthermore, he urged the trainers to remain readily available to contribute to capacity building in payroll management as the HRIS-Ke is gradually rolled out across the sector.



The Public Service Commission (PSC) held a consultative meeting on September 12, 2024, with Directors of Human Resource Management from various Ministries and State Departments. The meeting, held at the Kenya School of Government, aimed to identify actionable steps to improve service delivery and streamline processes across the public sector. PSC Chairperson, Amb. Anthony Muchiri, emphasized the PSC's commitment to fostering integrity, transparency, and efficiency in government operations while strengthening collaboration with HR leaders in MDAs to achieve strategic goals.

# Weekly Activities Across Campuses



H.E. Wilberforce Kitiezo, Deputy Governor of Vihiga County, paid a courtesy call at the Kenya School of Government in Lower Kabete, where he was received by Ag. Director Finance and Administration, Dr. Tom Wanyama. The visit focused on the projected KSG Vihiga Campus, which will carry out the School's five-fold mandate of Training, Consultancy, Research, Advisory Services, and Outreach initiatives. The Vihiga Campus will help public servants expand their skills and improve service delivery in the County and Western area.



Dr. Tom Wanyama, Ag. Director Finance and Administration (DFA) at the KSG addressed KeNHA's Corporate Communications Division that convened to develop their Performance Contract. At the four-day course that provides an opportunity to refine skills and open doors for future advancement, Mr. Samwel Kumba, Deputy Director Corporate Communications, underlined the necessity of setting quantifiable goals, acknowledging the significant progress achieved, and constantly raising the bar.

The session moderator, Prof. Egara Kabaji, emphasized the need of collaborative efforts in formulating work plans, and urged the team to take a more coordinated approach. He envisioned KeNHA as a leading example of efficient communication

# BOOK YOUR SLOT!

## 1<sup>st</sup> Africa Schools of Government Conference

**Theme:** Advancing Public Sector Excellence through Capable Institutions and Transformed Leadership in Africa

 October 22-25, 2024

 KSG Mombasa

**Fees in USD:**  
Kenyans- 400  
 Non-Kenyans- 500  
Ph.D candidates - 200

 asogconference@ksg.ac.ke

**Amelia Mwongera**  
+254 724 899791  
 +254 734899791  
**KSG Mombasa**  
+254 743 178109  
+254 758 825085

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## Leadership Lesson

### A leader is a dealer in hope.

Hope empowers people to overcome challenges, face uncertainty, and pursue success, even when the odds seem against them. Leaders who can inspire hope are able to rally their followers and drive positive change, often by painting a vision of what is possible and making others believe in it.

~Napoleon Bonaparte



*Have your say*

## Humour

When you have no idea what's going on but you still try to help



## Word of the Week

Surrender your heart to God, turn to him in prayer, and give up your sins –

even those you do in secret.  
Then you won't be ashamed; you will be confident and fearless.  
Your troubles will go away like water beneath a bridge,

~Job 11:13-16

**Baringo Campus**

Senior Management course No 195/2024 (Online)	5th August-27th September, 2024
Strategic Leadership Development Program No 439/2024(Online)	September 2nd -November 8th,2024
Induction Course for Newly Recruited Immigration Officers 001/2024	26th August-18th October, 2024
Strategic Leadership Development Program No 437/2024	9th-20th September, 2024
Kenya Revenue Authority Workshop	18th - 20th September, 2024

**Embu Campus**

Senior Management Course No.221/2024	26th August - 20th September, 2024
Senior Management Course No.223/2024	16th September - 11th October, 2024
Senior Management Course Online No.222/2024	26th August – 18th October, 2024
Diploma in Social Work No. 44/2023	6th March – 7th March, 2025
Management Course for Office Administrators	2nd - 27th September, 2024
Management Course for Office Administrators	2nd - 27th September, 2024
Complaints Handling in an Automated Environment-NTSA	16th - 27th September, 2024
Institutional Re-engineering and Change Management Course	16th - 20th September, 2024
Strategic Leadership Development Program No 436/2024	5th- 11th October 2024
State Department for Diaspora Affairs	16th - 20th September, 2024
State Department for Irrigation	16th -17th September, 2024
Meru County Public Service Board	17th - 19th September, 2024

**Matuga Campus**

Senior Management Course No. 129/2024	29th July -20th September,2024
Productivity Improvement and Measurement NO.1/2024	16th -20th September,2024
Agriculture Food Authority-Sugar Directorate	17th September,2024

**Mombasa Campus**

Senior Management Course	29th July - 20th September,2024
Senior Management Course (Online)	7th August- 2nd October 2024
United States Geological Survey Training	25th August – 30 September, 2024
Public Relation & Customer Care	9th - 20th September,2024
Supervisory Skills Development Course	9th - 20th September,2024
Seminar/ Workshop Kenya National Examination Council (KNEC)	9th - 27th September,2024
Strategic Leadership Development Program No. 441/2024	16th September - 25th October, 2024
Senior Management Course No 186/2024	16th September - 11th October,2024
Human Resource Management Advisory Committee ( NCA )	16th – 20th September, 2024
Government Protocol ,Etiquette & Events Management Course (KICC)	16th - 20th September,2024
Workshop KSG / Head of Public Service	16th - 19th September,2024

## Lower Kabete

Strategic Leadership Development Programme	19th August – 27th September 2024
Senior Management Course No. 424/2024	5th August – 27th September, 2024
Senior Management Course No. 425/2024	2nd-27th September, 2024
Supervisory Skills Development Course	16th-27th September, 2024
Regional Program for Accountants of World Bank funded projects	16th-27th September, 2024
Program Based Budgeting (Baringo)	16th-20th September, 2024
Program Based Budgeting (Uasin Gishu)	16th-20th September, 2024
Program Based Budgeting (Kwale)	16th-20th September, 2024
Capacity Building Program for Board Chairpersons, Board Members and CEOs of RAA's	16th-18th September 2024
TOT Trainers Educate!	15th-19th September, 2024
GIZ-DTC Project	16th September, 2024
Universal HealthCare Coverage (UHC) Conference-AMREF	16th-17th September, 2024
Pilot programme on Law Enforcement Courses-EACC	16th-20th September 2024
Workshop MEDS - USAID	18th-20th September, 2024
Training for pses -Huduma Kenya	20th September, 2024
Workshop-eLDi -The National Treasury	9th -20th September,2024

**TRAIN WITH US!****LOWER KABETE SEPTEMBER 2024 COURSES****SUPERVISORY SKILLS DEVELOPMENT COURSE**

Officers from the National and County Governments responsible for sections and service delivery units. They include officers in charge of front office, office administrative services, public communication, human resource sections, records management, accounts, finance, supply chain management, and any other first line supervisors and team leaders.

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**Editor**

Faith Musoga

**Sub Editor**

Douglas Mochama

**Writers**

Ephline Okoth  
 Beth Muigai  
 Phyllies Muili  
 Glenn Lumiti  
 Tabitha Kemunto

Pauline Ngurukie  
 Sharon Ngina  
 Victor Wahome  
 Christine Rwamba

**Photographers**

Walter Mikwa  
 Elias Makokha  
 Bosco Marangu

## GET IN TOUCH WITH US

**Kenya School of Government**

P.O Box 23030-00604, Lower Kabete, Nairobi-Kenya

Telephone: +254-20-2043339/2043344/2375340

Website: [www.ksg.ac.ke](http://www.ksg.ac.ke)Email: [directorgeneral@ksg.ac.ke](mailto:directorgeneral@ksg.ac.ke)Admissions: [info@ksg.ac.ke](mailto:info@ksg.ac.ke)**e-Learning and Development Institute**

P.O Box 30627 - 00100 Nairobi, Kenya

Tel: +254-20-3535873/4/+254-728-606991

Email: [director.eldi@ksg.ac.ke](mailto:director.eldi@ksg.ac.ke)Admissions: [info.eldi@ksg.ac.ke](mailto:info.eldi@ksg.ac.ke)**Baringo Campus**

P.O Box 91, Kabarnet-Kenya

Mobile: 0709252900

Email: [director.baringo@ksg.ac.ke](mailto:director.baringo@ksg.ac.ke)  
 admission.baringo@ksg.ac.ke

**Matuga Campus**

P.O Box 31-80406, Matuga

Cell: 0770 770 021

Email: [director.matuga@ksg.ac.ke](mailto:director.matuga@ksg.ac.ke)  
 admissions.matuga@ksg.ac.ke

**Embu Campus**

P.O Box 402-60100, Embu-Kenya

Tel: +254-(068) 231824/2231866/2231364

Cell: 0792718171

Email: [director.embu@ksg.ac.ke](mailto:director.embu@ksg.ac.ke)  
 admissions.embu@ksg.ac.ke

**Mombasa Campus**

P.O Box 84027-80100, Mombasa

Tel: +254-743 178109/758 825085

E-mail: [director.mombasa@ksg.ac.ke](mailto:director.mombasa@ksg.ac.ke)  
 admissions.mombasa@ksg.ac.ke

## CENTRES OF EXCELLENCE/ INSTITUTES

- Centre for Public Service Values, Ethics and Integrity
- Centre for Public Finance and Audit
- Centre for Leadership and Public Policy
- Centre for Advanced Training and Consultancy Services
- Centre for Research and Advisory Services
- Centre for Environmental Governance and Climate Change
- Centre for Customer Service Excellence
- e-Learning Development Institute
- Security Management Institute
- Margaret Kenyatta Institute for Gender and Social Development
- Institute for Devolution Studies

## We welcome your feedback

[communications@ksg.ac.ke](mailto:communications@ksg.ac.ke)

@KSGKenya



Kenya School of Government