



Weekly Bulletin

Published by the KSG Communications Department

Institutes

- e-Learning and Development Institute
- Security Management Institute
- Margaret Kenyatta Institute

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- Centre for Devolution Studies
- Centre for Public Service Values, Ethics and Integrity
- Centre for Public Finance Management
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- Centre for Environment and Climate Change Response

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A section of participants from various training programs convene for a joint closing ceremony at the Kenya School of Government Mombasa Campus.

BY GLENN LUMITI

“ Leadership, to begin with, is about three things, the head, heart, and hands. The head is for envisioning, seeing more about the future, and the possibilities of everything. Challenges always abound but when one does not see possibilities, they are watching the wrong channel and they should develop the power to change the channel.”

These were the remarks of Prof. Nura Mohamed to attendees of various training programs at the Kenya School of Government, Mombasa Campus.

According to the KSG Director of Finance and Administration, the heart inspires one to be where they desire to be. For a leader to be more vibrant, he says, they have to develop inner inspiration that gives them the power of domination. In addition, the action is bestowed in

the hands of the individual. The concept of head, heart, and hands should be a key consideration that public servants have to embrace if they dream of making a statement in their institutions.

“As leaders, being in the public domain requires a stringent prowess of being visionary with plans that lead to a formidable future.”

Prof. Mohamed consequently rallied the leaders to fully embrace

Prof. Mohamed shares leadership nuggets



KSG Director, Finance and Administration Prof. Nura Mohamed presides over the official closing ceremony of various programs at Mombasa Campus .

envisioning the future to ensure that the challenges being witnessed along the way are dealt with and are not to distract them from the main goal of being successful.

The Director laid emphasis on leaders to articulate the vision of the organization for better comprehension and buy-in of the followers who will pick up, implement it fully and help the organization realize success. To him, leaders are able to successfully rally their followers to the vision of the organization when they fully understand what the vision is about, what it means for the future, and when they have developed viable strategies to achieve the vision. A leader is, therefore, able to attract focused individuals who are productive to the agenda of the organization.

"A crucial prospect of leading is having mind-focused individuals who are ready to sustainably give their best and to

be efficient in service delivery. Followers and the public expect leaders to be well knowledgeable, skilled, and full of ideas to help solve societal needs and wants," he told the meeting of participants who were drawn from a number of public and private sector organizations.

Another important aspect of leadership, according to Prof. Mohamed, is the act of gratitude. He counseled the officers to maintain levels of gratitude as they strive to be relevant in their service to the public. While focusing on the future, the Director said that it is the duty of all leaders to strive to make the future more meaningful by working smart.

He further urged them to ensure continuous self-development and evaluate the difference they observe in their demeanor as they strive to be better each day having experienced training that was

systematic and comprehensive enough to address societal concerns.

The DFA observed that the days when public employees were viewed as a group of dedicated individuals mired in an inefficient system that produced invisible goods are long over and remarked that Kenyans are currently benefiting from reform and services provided by the public sector.

Mrs. Rebecca Kaguru, the Head of the Business Development Department at the Campus, explained to the attendees that the School's goal of empowering the Public Service ensures that participants exude the professional standards required of all public servants.

"The first step in presenting yourself", she said, "is realizing that you are a Government official and a public servant, and that will undoubtedly impact how you handle yourself."

KSG provides practical training to college students

BY MARY NJENGA

In the hospitality industry, it is important to benchmark with organizations that offer similar services and products through comparison for purposes of gauging performance. An institution is likely to understand its strengths and identify opportunities for improvement by adopting the best practices and implementing well-designed strategies.

When benchmarking a high-ranked and respectable organization with high standards is usually identified to ensure the exercise is equal to the targeted outcome. Kenya School of Government (KSG) is such an institution that has been identified by a number of institutions for benchmarking, the recent one being Nkabune Technical Training Institute (NTTI), Meru. The management of the institution recently dispatched its students to benchmark with the Hospitality Department at Embu Campus, an exercise that was part of their practical training.

Based on the image that majority hold of government facilities, Ms. Betty Kimathi, a lecturer at NTTI was amazed by not only the serene environment with a well-maintained landscape and infrastructure but also the welcoming and jovial members of staff she met at the Campus. Ms. Kimathi admitted that they did not have to search for a benchmarking destination as it was long confirmed by all the lecturers who visited the Campus to assess their trainees' performance.

"The customer care we receive whenever we interact with the staff here, and the feedback we got from our students who have visited this Campus before created a connection and desire to visit this place; we were looking forward to it. This is the kind of human touch we desire to emulate. From what we have learned, of much importance, is choosing to have positive energy in all circumstances," Ms. Kimathi confessed.

Welcoming the students and lecturers of NTTI, the Campus Director Dr. Ann Kang'ethe acknowledged that hospitality is a very sensitive service industry that involves direct human

interaction, and relies much on a high level of customer satisfaction.

She termed it very competitive and thus requires a lot of dedication, creativity, and positivity to encourage customer referrals and retention rates. In hospitality, she said, it is paramount to create a brand that represents who you are, what you believe in, and how you want to be perceived by your clients.

"We are living in a competitive world where everything is moving at supersonic speed; today's innovation will be obsolete tomorrow. It is necessary to be innovative and keep learning new ideas that can thrive the performance, standard, and quality of service delivery. A famous scholar said that the illiterate of the 21st century is not the ones who cannot read and write but those who are not willing to unlearn, learn and relearn," Dr. Kang'ethe said.

Further, she commended the lecturers from NTTI for giving their students a platform to compare what they have been taught with what is practiced in other institutions. She noted that what is learned practically lasts the longest in the mind.

"This is a moment to learn from each other. Do not hesitate to point out the areas on the Campus that you think need improvement or change. Learning is a continuous process," the

Director encouraged.

Deputy Director, Dr. Fredrick Mukabi, appreciated that for KSG to be chosen as a benchmarking institution has taken enthusiasm, teamwork, and persistence to keep any hospitality business committed and successful as portrayed by the Campus staff through the years. As such, he expressed confidence that the facilities are fit as a mark of a standard to many.

Principal Hospitality Officer, Mr. Bernard Rajwais disclosed that the campus has offered attachment opportunities to several trainees from NTTI who, he is confident, have gain meaningful experiences that mold them to become every employer's pride.

"In comparison to the hotel industry and considering the large numbers of clients we serve, we are doing something right by providing superior hospitality services without compromising on quality. We owe this to our dedicated and innovative staff that are keen on emerging issues and always have a solution upon identifying a gap," Mr. Rajwais said.

During the visit, they familiarized themselves with the different sections under hospitality including food and beverages production, conferencing and room division, laundry, guestology, and green practices among others.



Nkabune Technical Training Institute trainees and lecturers plant commemorative trees when they visited KSG Embu Campus for benchmarking exercise.

Ngesa: Be passionate about charity



Participants of Senior Management Course and KSG staff present food donations to the Home for the Aged in Thogoto.

BY EPHLINE OKOTH

Public servants have been encouraged to champion the spirit of giving back to society and be positive advocates of social change in communities.

Dr. Rachel Ngesa, KSG Director, Learning and Development observes that the contribution of public servants in charitable endeavors will boost engagement with members of communities, and positively impact these communities by giving others a chance and making the world better for all.

In an address to public officers at the Senior Management Course at Lower Kabete, the Director stressed that focusing on initiatives that others might consider little, in the end, proves

to be significant to lives.

"In giving, do not focus on the quantity, but on the impact of your action. A little does go a long way," she told the participants who at the end of their program presented a portable whiteboard to the School.

Commending the officers for demonstrating leadership during their training, Dr. Ngesa encouraged that leadership in Corporate Social Responsibility furthers strategic initiatives.

"At both the organizational and individual levels, Corporate Social Responsibility should be strategic to realize a greater impact. It is about willingness and giving from the heart. Let us always give back to society. Let us also do village connect and not only organizations connect," she

said.

Dr. Rukia Atikiya, the Deputy Director, Learning and Development, on the other hand, noted that by undertaking the program, officers gained new skills and competencies significant to their growth and that of their organizations.

"You have improved your competencies and learned from one another's experience. As we move forward, let us focus on transforming the manner in which we dispense our services. It is our strategic role to transform our organizations and the nation at large," Dr. Atikiya said, motioning that the program has prepared the officers for the next call in senior leadership positions.

Eid Al-Adha: What You Need To Know

BY CAROLINE MULINGE

On July 10, 2022, our brothers and sisters mark Eid al-Adha, one of the most significant celebrations within the Muslim faith.

Muslims generally have two major occasions of happiness and joy known as the days of Eid translated as feast or festival. They come after dedicated days of worship and sacrifice and are celebrated accordingly to the Lunar Calendar. The two major occasions are Eid al-Fitr, which marks the end of the fasting season and is celebrated in the ninth month and, Eid al-Adha, which is the Feast of Sacrifice and is celebrated in the twelfth month.

Eid al-Adha falls on the tenth day in the final (twelfth) month of

the Islamic Lunar Calendar. During this period, they learn two important lessons; improving their relationship with the Almighty and improving their relationship with everything else He has made. The celebrations are made in remembrance of the willingness of Prophet Ibrahim to sacrifice his son as was ordered by Allah.

The story of Prophet Ibrahim is accounted for in the Quran and the Christian Holy Bible where he is known as Abraham. In the Quran, Ibrahim has a dream where Allah appears to him and commands him to sacrifice his son to serve as a lesson that the Almighty should always come before anything and everything and this is through obedience. In the

writing, shaytaan, the devil, tries to confuse Ibrahim. However, as he is about to kill Ismail, God stops him and instead sends Angel Gabriel with a ram to sacrifice. Depending on the country, the celebrations can last two to four days.

Special prayers, 'Salat al-Eid', are offered at the beginning of the celebration, followed by a sermon, known as the khutbah. Later on, they celebrate with families, and friends and reach out to the poor with food among other things. This is followed by the slaughtering of an animal known as Quarban which must be sheep, lamb, goat, cow, bull, and camel in their homes or other designated slaughter spots. The sacrificial animal should be in good health and over a certain age. The meat is mostly distributed in thirds as instructed by the Almighty. One-third is eaten by immediate family and relatives, another by friends, and the last one is distributed to the needy. Through this, one is considered as having obeyed the instructions of the Almighty on the division of food and wealth.

The act of sacrificing and distributing symbolizes a willingness to give up some of their bounties in order to strengthen friendship and help those who are in need, a way of recognizing that all blessings come from Allah.

The celebrations are significant as they mark the end of the Hajj pilgrimage which is regarded as an honor for Muslims. Hajj, a five-day religious journey to Mecca in Saudi Arabia, is a religious duty that should be carried out by all able Muslims at least once in their lifetime.

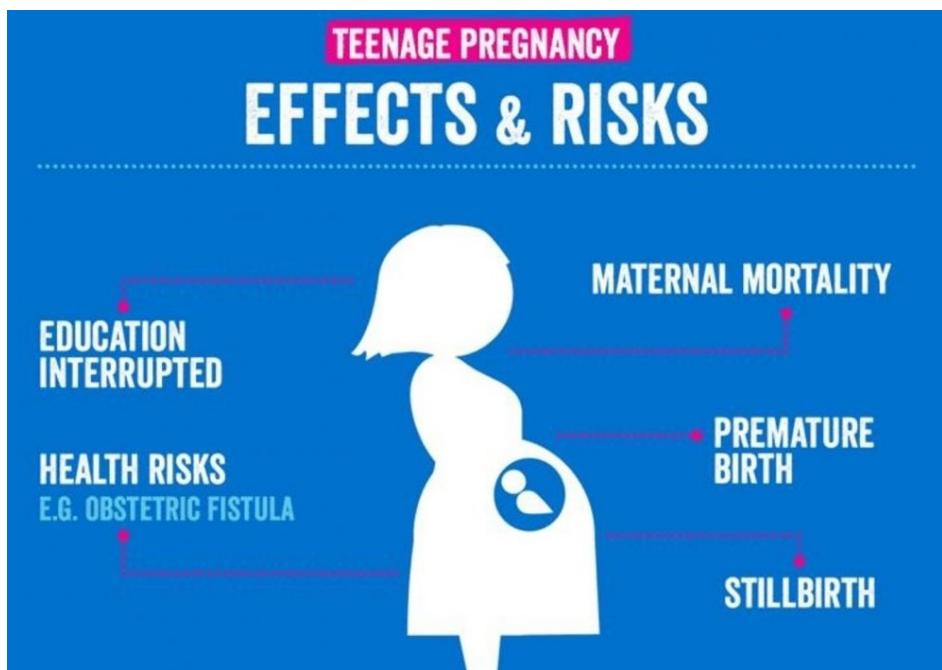


Kenya School of Government
wishes

Eid Al Adha

To all Muslim brothers and sisters

Communication, outreach programs to address rising teen pregnancies



BY YVONNE LUCY

A study by the Ministry of Health on Gender-Based Violence between January and February this year registered an increase in the number of teenage pregnancies and sexual and gender-based violence.

This concern was also highlighted during the National Aids Control Council and National Council for Population and Development National Dialogue in Mombasa on April 7, 2022.

The requirement that teenage mothers should continue schooling after delivery seems not to have been fully adopted despite the huge efforts and support given to the girl child in Kenya in terms of supporting their rights and re-entry back to school. The recent study, therefore, presents a gloomy picture to many girls.

By societal norms, it is immoral and illegal for students and pupils, or rather adolescents aged between 12-19 years to engage in sexual activity. The untimely and unwanted pregnancy due to a high level of poverty is cited as one of the major causes of underage sexual engagement activities. Other causes are broken homes, peer pressure or influence, family

separation, lack of knowledge, environmental influence, drug abuse, rape, and sexual abuse.

Adverse consequences level not only on the individual but the family, church, and the society at large who also fall victims, though indirectly. The importance of enhancing provision of the sex education as well as tolerance on matters of human nature for society, the church, the provincial administration as well as the education stakeholders cannot be underestimated.

If the issue of teenage pregnancy is not looked into keenly, some of the consequences are increased school dropout, dependency burden, and an increase in economic hardship, street children, death in some cases, the spread of sexually transmitted diseases, illegal abortion as well as family conflicts.

Many teenagers who become expectant stop their studies and the few lucky ones who may rejoin school lag behind due to low self-esteem. Herein, the burdens will now be on the relatives for support hence expanding the problems to already burdened family members.

In economic development, it causes increased population in the nation bringing more economic

hardship. Relatives are forced to stretch their family budgets to accommodate the added responsibilities.

Calls should therefore be heightened to provide solutions to this scourge affecting the girl child before it dilates to unknown magnitudes. This can be achieved through, inter alia, stringent law enforcement, community outreach programs such as sex education, good parenting, HIV awareness as well as provision of studying materials not forgetting religious and biblical counseling.

There is also a need to establish and maintain strong working collaborations with county officers to be more vigilant and enhance some field engaging activities such as community policing, community peace and security committees, and disaster relief coordination mechanisms to share more literature and civic education and awareness.

Further, opening communication channels is key as we cannot brag that we can prevent teenagers from acting as they wish, they too have the ability to make their choices. However, a concerted effort in addressing the matter can help teenagers to make the right decisions for the betterment of their life.

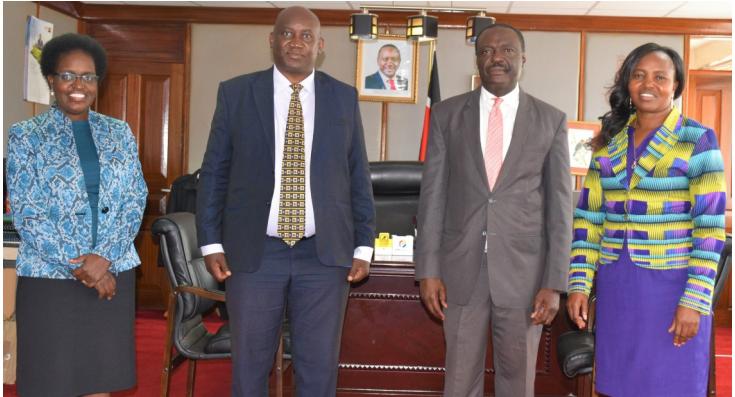
The Government of Kenya, having already signed numerous regional and international declarations guaranteeing all children the right to education and protection, makes it easy to work closely with strategic actors in this area to implement friendly preventive strategies and re-entry guidelines to reintegrate affected girls back into school.

The 1st GBV Prevention and Response Scientific Conference which was recently organized by the Ministry of Health and the State Department for Gender held at the Kenya School of Government Lower Kabete are key among critical interventions that are focused on addressing this societal concern. The forum comes at a time when Kenya is heading into the electioneering period which presents another increased risk of GBV occurrence.

Weekly Activities in Summary



Matuga Campus Deputy Director Dr. Florence Kithinji, Principal Records Management Officer Mr. Vincent Tabuche and Librarian Ms. Caroline Nyaga appreciated by participants of the Transformative Leadership Course at the School of Management & Public Administration, Somalia.



KSG Director General Prof. Ludeki Chweya with members of the KSG Alumni Committee Mr. John Okwemba (Deputy Director of the Kenya Academy of Sports), Dr. Annie Njau (Head of Credit and Loans (Uwezo Fund) and Director Linkages and Collaborations Dr. Prisca Oluoch.



KSG Ogopa FC in action against 360 Media at Mwihoko Stadium at a past match. Ogopa FC is currently in position seven in the league with 25 points.



Kenya School of Government kicked off an Induction Program of the first cohort for the newly recruited Data Protection Commission Officers. The opening of the Program was presided over by Data Commissioner, Ms. Immaculate Kassait (centre) and KSG Director Learning and Development, Dr. Rachel Ngesa (2nd left).

Leadership Lesson

“Treat people as if they were what they ought to be, and you help them become what they are capable of being.”

- Johann Wolfgang von Goethe



Kenya School of Government

Empowering the Public Service

*Have Your
Say*

Supervisory Skills Development Course

Date: July 4-15, 2022

Cost: Residential
Ksh. 75,000
Non-Residential
Ksh. 54,000

Campus: Baringo



Contact: 0734055998, Email: admission.baringo@ksg.ac.ke



Msalame Anthony

This is very a very good course . I'm glad I took mine and looking forward for senior management course..

Humor of the week

RAISE YOUR HAND IF U NEED TO GO TO THE GYM, BUT DONT WANT TO



Quote of the Week

“Do what you feel in your heart to be right, for you'll be criticized anyway.”

-Eleanor Roosevelt

UPCOMING AND ONGOING PROGRAMS

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Baringo Campus

Strategic Leadership Development Program	6th June- 15th July 2022
Senior Management Course No. 160	4th July- 29th July 2022
Supervisory Skills Development	11th July- 22nd July 2022
Public Relations and Customer Care	4th July- 15th July 2022
Supervisory Skills Development Course	27th June-8th July
Strategic Leadership Development Course	18th July- 26th August

Embu Campus

Senior Management Course (Online) No.169	30th May - 22nd July, 2022
Strategic Leadership Development Program No.314	6th June - 15th July, 2022
Strategic Leadership Development Program (Online) No. 315	6th June - 29th July, 2022
Senior Management Course No. 170	27th June - 22nd July, 2022
Senior Management Course Online No.171	27th June - 19th August, 2022
Supervisory Skills Development Course No. 82	4th - 15th July, 2022
Senior Management Course No.172	11th - 5th August, 2022
Kitui County Assembly	11th - 15th July, 2022
Workshop (State House)	11th - 15th July, 2022
Workshop (Kenya Bureau of Standards)	11th - 15th July, 2022

Matuga Campus

Public Relations & Customer Care Course No.1	4th-15th July, 2022
Integrated Environmental Impact Assessment & Audit in Development No. 1	4th - 22nd July, 2022
Retirement Planning Course No.13 (National Youth Service)	11th - 15th July, 2022
Integrated Environmental Impact Assessment & Audit in Development No. 1	11th - 29th July, 2022
Workshop (Kcep - Cral)	13th July, 2022

Mombasa Campus

Supervisory Skills Development Course	4th - 15th July, 2022
Senior Management Course No. 154	4th - 29th July, 2022
Retirement Planning Course	11th - 15th July, 2022
Team Building Training (Makueni County Assembly)	11th - 15th July, 2022
Induction Program for Newly recruited officers (Makueni County Assembly)	11th - 15th July, 2022
Corporate Governance for Public Sector Boards	11th - 15th July, 2022
Strategic Leadership Development Program No.317	11th July- 19th August, 2022
Workshop (International Union for Conservation)	14th - 16th July, 2022

Lower Kabete

Strategic Leadership Development Program	6th June -15th July, 2022
Senior Management Course No.386	4th-29th July, 2022
Strategic Leadership Development Program No.318	11th July- 19th August, 2022
Supervisory Skills Development Course No.114	11th -22nd July ,2022
Job Evaluation for Job Analysts	11th- 15th July ,2022
Corporate Governance Training for Public Sector Boards	11th- 15th July ,2022
Agricribusiness Conference	13th July,2022
Maendeleo Ya Wanawake Forum	13th July, 2022
Office Of The Data Protection Commissioner	11th- 13th July, 2022

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