



Weekly Bulletin

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Bii Assumes Leadership of Baringo Campus



BY DOUGLAS MOCHAMA

On February 27, 2023, the Kenya School of Government (KSG) Baringo Campus experienced a leadership change when Dr. Solomon Letangule, the departing Director, passed on the reins of authority to Dr. John Bii, the new Director. In attendance at the transfer was KSG Director General Prof. Ludeki Chweya who praised Dr. Letangule's

exceptional and gracious performance.

Dr. Letangule is leaving the School after being recently appointed the Chief Executive Officer at the Kenya Water Institute (KEWI), whereas Dr. Bii has been transferred from the Matuga Campus to take Dr. Letangule's place.

Prof. Chweya congratulated Dr. Letangule who will take

over as director of the water institute in South C.

"This demonstrates the confidence the government has in the KSG team, who are equipped with a plethora of knowledge and experience in the public sector. I wish Dr. Letangule luck in his new position," said Prof. Chweya.

The DG urged staff to seek higher responsibility in the public service as it would expose them to experiences

Bii Assumes Leadership of Baringo Campus



KSG Director General Prof. Ludeki Chweya (L) witnessing the change of leadership from Dr. Solomon Letangule to Dr. John Bii.

that would be useful in providing guidance and improving faculty facilitation when they return to the School. He described Dr. Letangule's appointment, for example, as an opportunity to experience new perspectives that would enrich the delivery of the School's mandate once he resumes his duty from the leave of absence.

He praised Dr. Letangule for his outstanding leadership of Baringo Campus during his time as the team leader, which resulted in notable advancements within the core mandate, including but not limited to the addition of new senior programs, partnerships, and collaborations, an increase in participant enrolment, the expansion of the consultancy portfolio, the upgrading of infrastructure, and an improvement in the caliber of service delivery across various departments.

In his remarks, the departing director thanked the DG and the Council for giving him the opportunity to serve

and for helping him in every way to meet the demands of such a post. (*See separate story*).

The new campus director was praised by Prof. Chweya for being a fine individual with extensive experience in public service, a strong performer, and a committed

"In order for us to progress Baringo Campus front-right together, I am hoping that you would offer me the same support that you have always provided Director Letangule."

Dr. John Bii

professional competent in their field of specialization.

"Today, we appoint a competent colleague to serve as your leader. But most importantly, he needs your help because, no matter how capable he is, he cannot manage the Campus alone. In order for everyone to carry out the mission of the School jointly, he needs to facilitate and embrace the rest of the employees," Prof. Chweya told the staff.

Dr. Bii promised to steer the Campus' higher and to take capacity-building for the entire public sector to the next level.

"I feel pleased and honored to be here in front of you this morning as the new director. I'm pleased by how well you've taken care of this Campus and managed to keep it a popular training location. In order for us to progress Baringo Campus front-right together, I am hoping that you would offer me the same support that you have always provided Director Letangule," Dr. Bii remarked.

Dr. Bii committed to communicate with staff members more in order to build a rapport after pointing out that the Campus had goals to meet.

"For the time being, I would like to express my gratitude to the Director General and the Council for providing me with this chance to serve the nation in this new region."

"The Campus is stunning and the people are nice. Usually, we can sense and admire the Director General's dedication to bringing the School into harmony. In all areas—curricula, research and consulting, teamwork, vision, and culture—the integration is unmistakable. As our team's leader, he needs our help on the field," said Dr. Bii.

Directors, Deputies Inducted on Social Protection

BY SHARON NGINA
& PHYLLIES MUILI

The process of creating a training course tailored to the Kenyan environment, one that would address the knowledge gaps for the social protection policymakers, designers, and implementers, is complex.

Given the role social protection programs play in addressing important developmental issues like poverty reduction, food security, rural development, and economic growth while also putting in place mechanisms for reducing the overall effects of shock, a fit-for-purpose social protection training program is required to support the government's ongoing efforts to increase the reach of services to those who need them the most.

The Kenya School of Government (KSG) collaborated with the State Department for Social Protection and Senior Citizen Affairs with assistance

from the World Food Programme (WFP), the United Nations International Children's Emergency Fund (UNICEF), and the International Labor Organization (ILO) to design a structured program for better implementation and policy decision. This process acknowledges the development and sustainability of any sector as directly dependent on the knowledge and skill base that is available to the actors and practitioners.

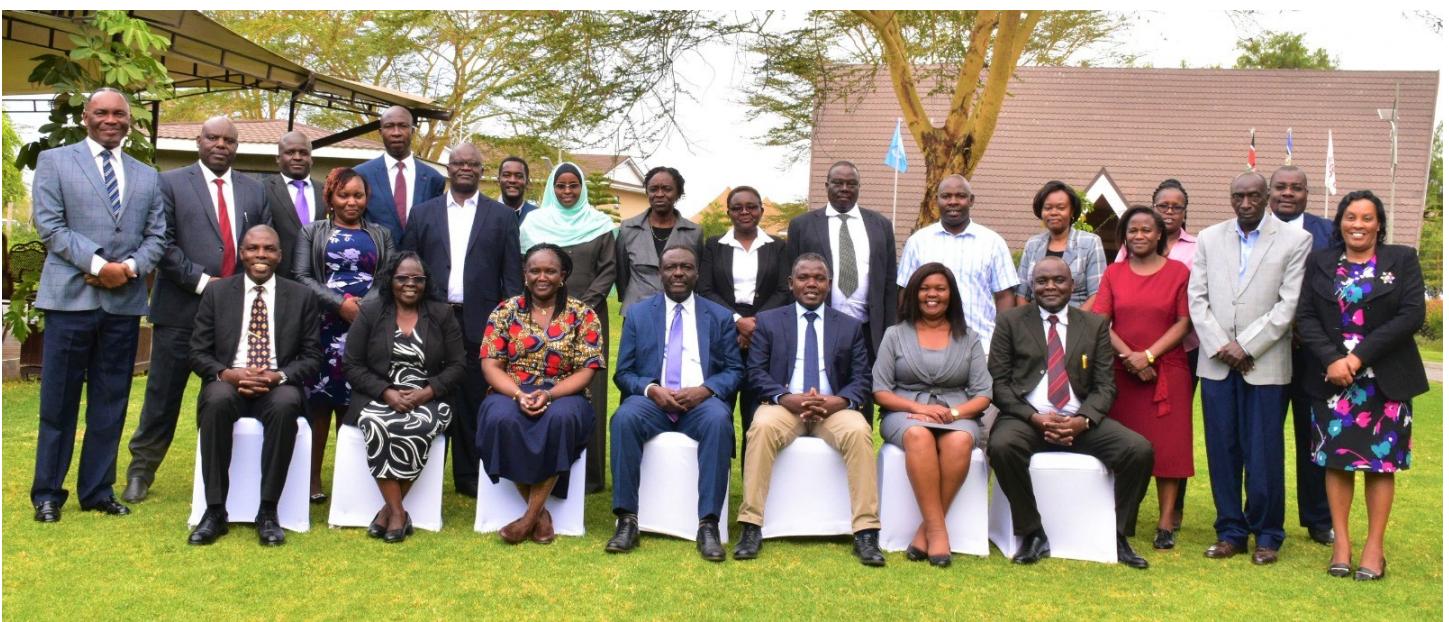
The Kenya School of Government, whose mission is to transform the public service through the development of human resource capacity, and the State Department for Social Protection deemed it necessary to induct the directors and deputy directors on social protection in order to achieve these efforts. This was done to institutionalize a Kenya-focused training program.

Director General Prof. Ludeki Chweya graced the opening of the Induction at Naivasha on Monday,

February 27, 2023, and expressed his gratitude to the stakeholders for working together to protect the future of social protection and develop a clear road map for a society without barriers where all categories of individuals would participate equally in all aspects of life.

In order to ensure that the social protection interventions reach the intended beneficiaries and do not perpetuate stigma or negative stereotypes, Prof. Chweya noted that the success of social protection programs depends on a number of factors, including program design, implementation, monitoring, and evaluation.

"The collaboration between the Kenya School of Government and the State Department for Social Protection and Senior Citizens Affairs, the WFP, the ILO, and the UNICEF in developing this vital training program to build a network of social protection practitioners in Kenya cannot go unclaimed. Available evidence



Management of the Kenya School of Government at the Induction in Social Protection Program in Naivasha. The training also brought together stakeholders from the World Food Program, and the State Department for Social Protection, and Senior Citizens Affairs.

Directors, Deputies Inducted on Social Protection

indicates that social protection is a powerful tool for improving human wellbeing, easing the effects of shocks, mitigating risks, and promoting household level resilience and wider economic growth," Prof. Chweya highlighted.

He emphasized the proactive approach the School is taking to social protection, becoming the first organization to carry out extensive capacity building for effective interventions in Africa. Before launching the curriculum, it is crucial to prepare the directors and their deputies. With the investment in this training, KSG would be able to fill a specific social protection need in Kenya and the surrounding area, establishing it as the Africa Centre of Excellence for domestic social protection learning and development.

In order to ensure the success of the multifaceted investment and the mutuality of well-designed programs

intersecting with social protection policies, which have significant long and short-term effects on the people of Kenya, the directors and deputies would play a crucial role in implementing social protection training at the School.

Speaking on behalf of WFP and other UN agencies, Mr. David Kamau expressed his continued optimism that the investments in curriculum creation and subsequent capacity building of course facilitators will significantly improve the lives of Kenyans. He noted that the transformative course would help social protection programs be put into practice. The curriculum is well-positioned to play a pivotal role in the nation's effort to achieve its goals of ending hunger and reducing poverty, among other national developmental priorities, at the result level.

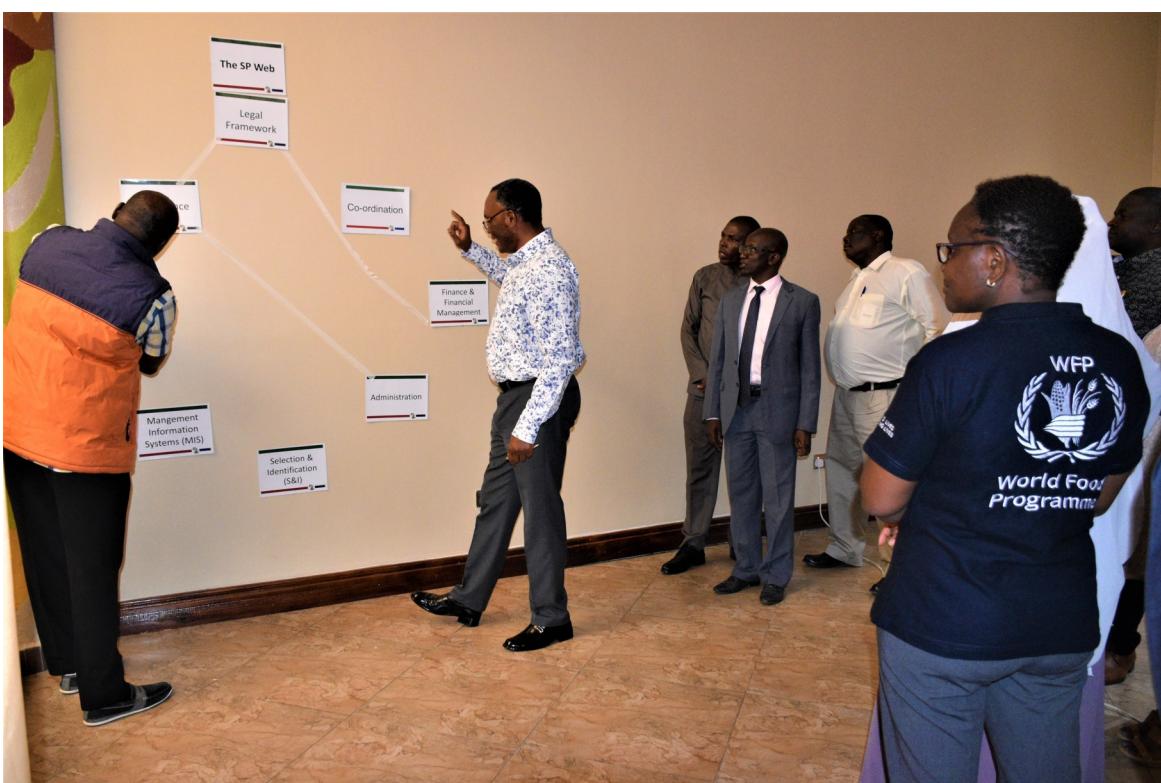
Mr. Kamau expressed appreciation for KSG and the

Ministry for spearheading this initiative which benefits Kenyans in general and the most marginalized and vulnerable populations in particular. Mr. Kamau was speaking on behalf of the UN system in Kenya.

The team was exhorted by Ms. Jacynthe Omondi, who represented the State Department for Social Protection and Senior Citizens Affairs, to take in all the information and exercise personal initiative to make sure the program is successful after it is implemented. She urged stakeholders to collaborate in order to enrich the body of knowledge and support the efforts of those working in the social protection field.

The induction of directors and their deputies follows a rigorous process of curriculum development, training of trainers and master training of facilitators conducted in 2022. These will be the champions of the social protection capacity development

training program and will facilitate its roll out at the campus level.



Attendees of the Social Protection Induction Program engage in practical activities during the weeklong induction.

Letangule's Farewell as he Exits Baringo Campus



Dr. Solomon Letangule addresses Baringo Campus members of staff who he bid goodbye as he exited the Campus as director.

Dr. John Bii, former director of the Kenya School of Government Matuga Campus is now in charge of the Baringo Campus in place of Dr. Solomon Letangule.

With his recent appointment, Dr. Letangule, who oversaw Baringo Campus for eight years, reported to the Kenya Water Institute as the new Chief Executive Officer. He sums up his tour of duty at the Campus as one that was full of fond memories and valuable lessons about the need to put in the extra effort, hard work, courage, and personal development required to stretch tentacles to the frontiers of progress.

Dr. Letangule spoke passionately to his former boss, KSG Director General Prof. Ludeki Chweya, and staff at the Campus as he transferred the reins to his successor (*see his speech below*).

"It is an honor to be selected to serve your country. The tenure is meted with pleasurable moments of serving humanity, and rewards of living out the values of duty, leadership, loyalty and determination while behind the scenes, one has to grapple with testing

scenarios, unclear pathways, near impossibilities, and normality of risks, and the unequivocal obligation and expectation to provide solutions.

I am indebted to the Council of the Kenya School of Government and the Director General, Prof. Ludeki Chweya for the honor, privilege, and opportunity you gave me to serve as Director of KSG Baringo Campus since June 2015.

Prof. Chweya, under your leadership and commitment to duty and patriotism, the School has made substantial progress in many spheres and it is locally and internationally accepted because of your foresight and sacrifice. Several times you have put aside your personal life for the School to attend to official duties traversing long distances to reach out to campuses in good and particularly the difficult times.

As my tour of duty ends, I am confident that we have respected and endeavored to exceed expectations of the Campus. I have worked with teams of great people to solve big problems whose scope exceeded personal gain; I have shared some rare

collegiality with the staff of Baringo Campus that created a working environment and relationships that ensured seamless workflow.

Together we were able to facilitate the introduction of new programs and increase uptake in different programs from as low as 547 in 2014/2015 to over 2900 in the recent past. Some of the milestones we have realized that have made this Campus a preferred training destination include upgrade of infrastructure, robust landscaping, consistent maintenance, carpeting of most roads and walkways, construction of the Prof. F. Kibera cottages, establishment and operationalization of the water plant, alongside the general renovations that have continued that give the Campus a face synonymous with the standards at the School. These are some of the indelible memories of your zeal I will carry with me.

In the face of significant challenges, we made noticeable progress.

It is another opportunity, a new dawn in this Campus when we welcome the new Campus Director, one of the most committed transformational leaders, a man of unwavering resolve, a distinguished public servant, a renowned scholar, a go-getter and a long-time friend and colleague, Dr. John Bii, to take over the mantle of leadership from where I have left to a new level.

Continue sharing the camaraderie of remarkable resilience, zeal, and synergy and purposefully remain a community with an uncommon capacity to weather challenges, learn, adapt and move forward."

Compiled by Douglas Mochama & Elias Makokha

Prof. Chweya Hosts Judiciary Stakeholders



Above and below: Justice Smokin Wanjala and other stakeholders of the Kenya Judiciary Academy are guided on a tour of the KSG Mombasa Campus Convention Centre by Director General Prof. Ludeki Chweya.

Hon. Justice Smokin Wanjala, Judge of the Supreme Court of Kenya, led stakeholders of the Kenya Judiciary Academy on a visit and tour of the Mombasa Campus of the Kenya School of Government.

On March 1, 2023, Director General Prof.

Ludeki Chweya hosted the team that convened at Mombasa for a high-level technical discussion on anchoring the Kenya Judicial Academy in law and treated them to dinner at the campus's brand-new Convention Centre.

In the high-level stakeholder meeting, Prof. Chweya and Prof. Nura Mohamed, Director of Finance and Administration, participated in discussions some which delved on areas about how to improve training for the Judiciary, in particular the Kenya Judiciary Academy.

Hon. Wanjala made mention during the meal of an agreement (MoU) between the School and the Judiciary Academy to pursue shared objectives, saying he looked forward to a stronger working relationship with the School.

Hon. Wanjala acknowledged his delight for the Campus' noteworthy infrastructure development, staff expertise and competence, and hospitality.

"None of us could have anticipated having a government facility like this. I appreciate your goodness, kindness, generosity, and friendship," he remarked, adding that his team would hold meetings at the Campus in the future.



Wanyama: Information is essential for organizational success



Eighty three (83) participants of the recent cohorts of the Supervisory Skills Development Course, Report Writing Course, and Project Planning and Management Course attend a graduation ceremony at the end of their professional training at Mombasa Campus.

BY GLENN LUMITI

Kenya School of Government Mombasa Campus Director, Dr. Tom Wanyama, recently emphasized the need of having a thorough awareness of one's field of work, organization, and personal obligations. He said that this is key to an organization's success.

According to Dr. Wanyama, putting an emphasis on employees' knowledge and ongoing learning would help an organization stay ahead of the competition by fostering innovation, which will lead to long-term success.

"We have the capacity to learn, develop, and broaden our knowledge as individuals. From setting foot on the moon to developing technologies that have changed the globe, our ingenuity and capacity for innovation have allowed us to accomplish amazing achievements. Our capacity to learn, however, is not innate. We must work hard to continue to learn and develop," he remarked.

Dr. Wanyama underlined that because the knowledge necessary varies at each level of public service, advancement and

learning must continue to be made. Furthermore, he said that while having access to money is important, it cannot replace education, thus we must take advantage of all opportunities to learn.

"A public servant with adequate knowledge is more likely to make decisions that benefit the organization's performance than one with a huge budget but little experience. As a result, the director stressed, public employees' expertise and abilities are what allow them to offer high-quality solutions that are economical."

Public employees must adjust to the ever-changing environment since the public service is continuously changing. To deliver value for money, the knowledge learned during training must be used in the real world rather than remaining theoretical. Dr. Wanyama stressed that the world is changing quickly across all industries, and he noted that this speed of change is due to the constant pursuit of knowledge that must be maintained.

"Knowledge changes with time. It needs to be developed and strengthened over time, and public service is a situation where this is especially important.

Particularly, organizations that resist change run the risk of becoming obsolete," he stated.

Dr. Wanyama emphasized that for businesses to remain competitive, they need to give employees' knowledge and skill development top priority. With training, mentoring, and other development initiatives, organisations must promote a culture of continual learning and continuous progress.

His comments are in line with the current situation in the public sector, where the delivery of services is becoming more complex, making it necessary for public workers to keep up with environmental changes. Hence, knowledge acquisition is crucial for developing an awareness of the complexities of public service delivery and for producing high-quality solutions. Dr. Wanyama highlighted these as he was addressing graduates of the Supervisory Skills Development Course No. 35/2023, Report Writing Course and Project Planning and Management Courses on 24th February at the Mombasa Campus of the Kenya School of Government.

Embu's In-house Bakery Enhances Creativity and Output



Chair and members of KSG Council sample accompaniments from the recently established bakery at Embu Campus.

BY MARY NJENGA

In 2022, the Kenya School of Government Embu Campus set out to develop a bakery to produce fresh, high-quality, and healthful refreshments and tea accompaniments for students and campus personnel.

Following installation and commissioning, the bakery has since provided pastry chefs with a platform to showcase their abilities, creativity, and skills in order to enhance the client experience during health breaks. For special occasions, the Campus can currently create bread, a variety of pastries, and occasion cakes.

Management, instructors, and students from a number of

schools, including Nkabune Technical Training Institute, Chuka University, and University of Embu, continue to show an interest in the modern bakery, a desired benchmark facility in the hospitality department.

Attendees of the Hygiene and Safety for Hospitality Staff Training and the Hospitality Skills Development Course have the opportunity to engage with staff, use bakery equipment, and receive a rare glimpse into closely-guarded recipes.

The Campus' principal hospitality officer, Mr. Bernard Rajwais, recognizes the role the game changer project plays in meeting the needs of both internal and external clients. He said that the bakery has the

ability to create enough bread and pastries for consumption on campus, as well as turn into a project that generates cash in the future.

"We have top-notch machinery and qualified workers whose skills will be better utilized to ensure consistency in the production of high-quality variety snacks to contribute to the School's earnings," Mr. Rajwais added.

He emphasized the cost-effectiveness of opening the bakery in comparison to the price the Campus had previously paid for tea accompaniments.

The Campus is dedicated to enhancing the institution and how it operates throughout time by offering top-notch hospitality services without sacrificing quality.

Weekly Activities in Summary

Senior Management Course No. 395/2023 paid a visit to the Nairobi Rescue Centre. Formerly Nairobi Children's Home, the Centre is home to children from troubled backgrounds like; neglect by parents and family, abuse by guardians, custodial court battles, and those whose parents are either in prison or facing possible jail terms. CSR is a component embedded in programs conducted at the School as contribution to solve social challenges faced by society.



Weekly Activities in Summary



Empowering Public Sector Leadership: KSG Mombasa Campus inducts the Council and Management of Masinde Muliro University of Science and Technology on Corporate Governance.



The Student Council of Maweni Mixed Secondary School attended an induction program at KSG Matuga Campus. The Induction purposed to equip the student leaders with knowledge on how to better carryout the demands of the offices they hold at the School.

Weekly Activities in Summary



Mombasa Campus staff during a financial management sensitization program that was set up to help them understand and develop a plan. The sensitization was moderated by a team from Old Mutual.

Weekly Activities in Summary



The Kenya School of Government Mombasa Campus Deputy Director Mr. Andrew Rori presides over the graduation ceremony of various programs at the Campus; Strategic Leadership Development Program No. 343/2023, Senior Management Course No. 162/2023, Managing Donor Funded Projects Course, Management Skills Course and Management Course for Office Administrators. During the ceremony, Mr. Rori received a carving of a giraffe that the participants of the Strategic Leadership Development Program presented to the Campus.

Leadership Lesson

Order-takers do not take responsibility for results

"Many people believe that decentralization means loss of control. That's simply not true. You can improve control if you look at control as the control of events and not people. Then, the more people you have controlling events -- the more people you have that care about controlling the events, the more people you have proactively working to create favorable events -- the more control you have within the organization, by definition."

-- General Bill Creec

Have Your Say

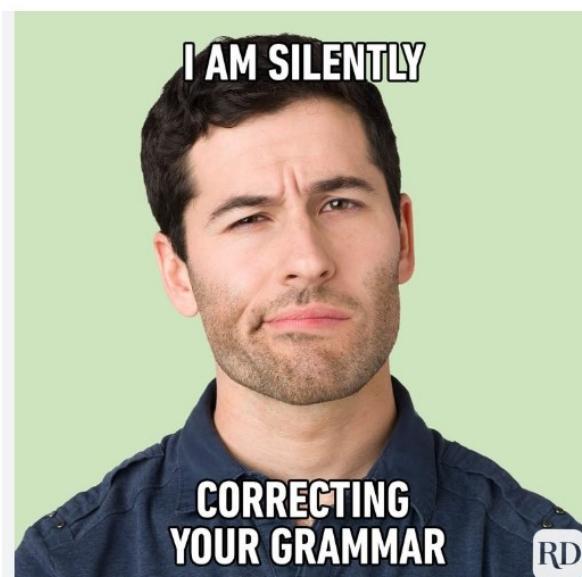


Peter Kigen

Welcome the new director bwana Bii and **congratulations** to Dr. Solomon Letangule for the deserved appointment in the water sector. Some of us look up to Dr. Letangule as role model and admirable public officer. We wish both of you success in your new roles and privileged opportunities to service this Republic at the strategic roles. Dr. Letangule will be fondly remember as the director who brought glory to this Campus with upgrade of training facilities, and introduction of senior programs that made this Campus a preferred training destination. KSG has made a great name as institution of reckon and record courtesy of their contribution. I have had an esteemed chance to witness what Dr. Letangule has done at the Campus. He truly lived up to his vision and I pray for Dr. Bii to have strength and necessary support required to move this great KSG campus to the next level of development. I will always choose **Kenya School of Government, Baringo Campus** for training when give a chance.



Humor of the week



Quote of the Week

"Let no man imagine that he has no influence. Whoever he may be, and wherever he may be placed, the man who thinks becomes a light and a power."

- Henry George

Baringo Campus

Strategic Leadership Development Program	20th February - 31st March, 2023
Senior Management Course (Online)	20th February - 14th April, 2023
Senior Management Course	6th - 31st March, 2023
Retirement Planning Course (KENGEN)	6th- 10 March, 2023
Public Relations and Customer Care Course	6th - 17th March, 2023
Supervisory Development Skills Course	6th - 17th March, 2023
Beyond Zero (workshop)	6th March, 2023

Embu Campus

Senior Management Course Online No. 183/2023	16th January -10th March 2023
Strategic Leadership Development Program Online No. 340/2023	16th January-10th March, 2023
Senior Management Course No.184/2023	13th February-10th March, 2023
Senior Management Course No.185 /2023	13th February - 7th April, 2023
Essential Computer Skills	20th February -17th March, 2023
Management Skills Course	13th February - 10th March, 2023
Diploma in Social Work (DSW44/2023)	6th March 2023 - 7th March, 2025
Project Planning and Management (PPM7/2023)	6th - 31st March, 2023
Induction Workshop for Board of Governors (Mukiria T.T.I)	8th - 10th March, 2023

Matuga Campus

Strategic Leadership Development Program No. 348/2023	6th March - 14th April, 2023
Senior Management Course NO. 113/2023	30th January - 24th March, 2023
Senior Management Course NO. 114/2023	13th February - 10th March, 2023
State Department for Gender & Affirmative Action	13th March, 2023

Mombasa Campus

Senior Management Course No. 163/2023	6th - 31st March, 2023
Communication Skills for Public Service Officers	6th- 17th March, 2023
Conduct of Meetings and Minute Writing Course (UNESCO Secretariat)	6th - 10th March, 2023
Records Management Course	6th - 31st March, 2023
Productivity Measurement and Improvement Course	6th - 10th March, 2023
Business Process Re-Engineering	6th - 10th March, 2023
Induction Program for Tana River County Executive Committee	6th - 10th March, 2023
Customer Care Skills Course (KICC)	6th - 10th March, 2023
Induction Program for Public Service Boards (Kenya Dairy Boards)	8th - 10th March, 2023
Corporate Governance for Public Sector Boards (Kenya Nuclear Regulatory Authority)	6th - 10th March, 2023
Induction Program for Public Sector Boards	8th - 10th March, 2023
Strategic Leadership Development Program 345/2023	20th February - 31st March, 2023
International Public Sector Accounting Standards	27th February - 10th March, 2023

Lower Kabete

Senior Management Course No.396/2023	6th - 31st March, 2023
Public Relations and Customer Care Course No. 73 /2023	6th - 17th March, 2023
Supervisory Development Skills Course No. 121/2023	6th - 17th March, 2023
Business Process Re-Engineering for the Public Service	6th - 10th March, 2023
Human Resource Advisory Committee Training	6th - 10th March, 2023
Induction Program for Public Service Boards	8th - 10th March, 2023
Strategic Leadership Development Program No. 344/2023	13th February - 24th March, 2023
Senior Management Course No.394/2023	16th January - 10th March, 2023
Supervisory Development Skills Course No. 199/2023	16th January - 10th March, 2023
Board Members Interview (Agriculture and Food Authority)	28th February - 22nd March, 2023
Interviews (Office of Data Protection)	2nd - 14th March, 2023

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