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INSIDE FEATURE:

LAIKIPIA UNIVERSITY HOSTS HIGH COMMISSIONER OF THE REPUBLIC OF BOTSWANA TO KENYA FOR A PUBLIC LECTURE



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EDITORIAL DESK



*Naomy Ong'ayo
Public Relations Intern*

I thank you for sticking with LU Info Point. In this edition I bring you the events that have taken place at the University in the recent past. I feature H.E Mr. Gobopang Duke Lefhoko, High Commissioner of the Republic of Botswana to Kenya, who visited the University for a Public Lecture on 'Botswana Foreign Policy & Diplomacy'. I encourage you to continue sharing events taking place in your departments. I wish you a productive month of March 2020.

FUNDAMENTAL UNIVERSITY STATEMENTS



Vision : A University for Valued Transformation of Society



Mission : To serve students and society through research, education, scholarship, training, innovation, outreach and consultancy



Our Motto: Seed of Wisdom



CORE VALUE :
Quality, Integrity and Respect.

We value Quality by:

- A) Achieving excellence in quality teaching, learning, research, leadership, people development, relationship management and integrated systems;
- B) Providing progressive and accessible education, research, extension and consultancy solutions; and
- C) Pursuing innovation and an outward looking focus.

We value Integrity by:

- a) Operating ethically;
- b) Acting professionally and honestly;
- c) Treating people with fairness, respect and dignity; and
- d) Being open and transparent in decision-making.

We value Respect by:

- a) Working collaboratively;
- b) Listening to others and respecting their point of view; and
- c) Valuing the diversity of people who study and work at LU.



H.E signs a visitor's book at the Centre for Human Rights

LAIKIPIA UNIVERSITY HOSTS HIGH COMMISSIONER OF THE REPUBLIC OF BOTSWANA TO KENYA FOR A PUBLIC LECTURE

Laikipia University was proud to host a Mini-model United Nations Assembly on March 4 2020 which was addressed by His Excellency Mr. Gobopang Duke Lefhoko, High Commissioner of the Republic of Botswana to Kenya. The Model staged by unit COM 471: Introduction to Diplomacy class, Model United Nations has always involved researching and debating important global issues, Communication and Media Department and Directorate of External Linkages of Laikipia University would like to see it become an actual agent of change in communities across the globe. This arrangement provides a platform for negotiations and debate gives the young people an insight into the world's problems and enables them to understand the causes of conflict between nations. Laikipia University thus contributes in fulfilling the global aims and goals set forth in the Preamble to the Charter of the United Nations — namely to practice tolerance and live together in peace with one another as good neighbors. The Model United Nations also offers students an excellent opportunity to expand, develop and put into practice their language skills.

In 2018 H.E Mr. Lefhoko was appointed Botswana's High Commissioner to Kenya. He was also appointed the Permanent Representative to the United Nations Environment Programme and the United Nations Habitat in the same year. He served as a Member of Parliament for Shosong Constituency from 2004-2009. He was also an Assistant Minister in the Ministry of Education and appointed in the same capacity to the Ministry of Trade and Industry. Mr.Lefhoko has also served in the diplomatic service as Botswana's High Commissioner to the Republic of Namibia from 2010 to 2013. He replaced Mr.John Moreti. Moreti visited Laikipia University twice. Mr. Lefhoko is a teacher by profession.

H.E Mr. Lefhoko paid a courtesy call to the Vice Chancellor Prof. Kibett Rotich. In attendance were the Deputy Vice-Chancellor Academic Research & Student Affairs (ARSA) Prof. Wanjiku Chiuri, the Dean of School of HDS Prof. Khasandi, Dr. Chacha, Dr. Kirigia and Prof. Gutto. During the meeting, the Vice Chancellor Prof. Rotich noted that the University is working to see how she can expand by offering more programmes. He noted that there has been a lot of communication between the Republic of Botswana High Commission to Kenya and the University and that there is a strong working relationship with the Republic of Botswana. H.E Mr. Lefhoko said it was a privilege to be invited over to Laikipia University. He noted that Botswana is a great beneficiary of Kenyan education. H.E Mr.Lefhoko is the third High Commissioner of the Republic of Botswana to Kenya to visit the University. Mr.Lefhoko visited the Centre for Human Rights where he planted trees.



Vice Chancellor Prof Rotich(Right) and Mr. Lefhoko plant a tree the Centre for Human Rights (Left)

H.E MR. LEFHOKO'S PUBLIC LECTURE ON 'BOTSWANA FOREIGN POLICY AND DIPLOMACY' FOCUSED ON THE FOLLOWING AREAS:

- Botswana at a Glance;
- 1. The pillars (tenets) that inform Botswana's foreign policy posture and how these have withstood the test of time:

DEMOCRACY:

- Democracy at home translated into a foreign policy pursuing democracy abroad through, inter alia;
- Establishment of diplomatic relations with democratic countries;
- Advocacy for democratic ideals and governance abroad (democratic world);
- Peaceful resolution of conflict as a modus operandi globally;
- Strong advocacy for self-determination of peoples and decolonisation;
- Providing refuge for victims of racial domination and segregation from neighbouring racist and white minority ruled regimes; and;

NATIONAL UNITY:

- A critical element of nation building and national virtue at home.
- In all post-colonial societies, national unity inspired a foreign policy calling for utilitarian unity or solidarity, especially among countries of the South, to defend and promote common interests in the international system.
- International solidarity initiatives include: Membership to Frontline States (FS), Southern African Development Coordination Conference, SADCC (now Southern African Development Community, SADC), Organisation of African Unity, OAU (now the African Union, AU), the Commonwealth and the United Nations;

DEVELOPMENT:

- The development imperative at home (to provide/ improve infrastructure, jobs, healthcare, skills, food security e.t.c) led to a foreign policy call for, inter alia:
- Official Development Assistance (ODA) flows from the North to the South; Foreign Direct Investment (FDI) flows from the developed to the developing world (to boost industrialisation and diversification);
- Protection of infant industry; A New International Economic Order (NIEO) generally including fair trade;



H.E Mr. Lefshoko speaks during the public lecture

Self-Reliance (Ipelegeng):

- A national operational philosophy at home to help reduce dependency syndrome (on government support) and encourage collective / community effort as a virtue, self-reliance inspired in Botswana's foreign policy;
- Advocacy and positive disposition for South / South co-operation generally (Botswana was instrumental in the creation of the Southern Africa Development Community).

2. What did Botswana want from the international system (that is, the country's foreign policy goals):

- First, what Botswana wanted in the international system was based on what the policy makers saw as key national interests, namely, national security (protection of territorial integrity and national sovereignty) and economic development. These key imperatives were pursued in the context of equally important national values of democracy, national unity and self-reliance, as well as internationally accepted principles of peaceful co-existence, peaceful resolution of conflicts and non-interference in the internal affairs of states;
- The chief focus of foreign policy was therefore the concrete goals of physical and economic security, as well as non-quantifiable attributes, in the form of national values which defined the country in the eyes of the world. These were practical goals, limited to the primary needs of the country at the time, but still relevant for any assessment of the country's performance in the foreign policy space today.
- These factors may not have totally derailed Botswana's foreign policy train, but they surely tempered with some of her cargo. For example, the country maintained technical level contacts with racist South Africa through SACU (Southern African Customs Union), but had no formal diplomatic relations with the apartheid regime;
- Botswana's foreign policy achievements should thus be assessed in the context of this unconducive domestic and external environment, elements of which still encumber Botswana's foreign policy choices today;

3. What was the context (both domestic and external), under which Botswana pursued these goals

- Botswana conducts multilateral diplomacy in the context of international organisations like the UN, AU, the Commonwealth as well as regional mechanisms such as SADC (which Botswana played a critical role in establishing), to promote national interest abroad;

- The UN, the largest of these, confers universal legitimacy across the widest possible spectrum of collective human undertakings.
- The new state system paved the way for liberal institutionalism (cooperation through international institutions using multilateral diplomacy as a modus operandi) as one of the global governance mechanisms of the liberal international order, aimed at enhancing dialogue, cooperation and peace among states;
- Pursuit of common endeavours (common security, economic integration etc), has become even more imperative as a result of increased economic interdependence and globalisation generally. Multilateralism allows in principle, every nation, irrespective of size or resources, the legitimate right to be heard, and an expectation to have its plight addressed, if not resolved;
- Botswana has had recourse to the UN and other multilateral bodies—not as a substitute for bilateral or regional approaches, which she continues to maintain with her allies, but as the most appropriate tool for a specific purpose under given circumstances - to advance her foreign policy goals;
- This stance however also made the country a target for various forms of retribution by the neighbouring minority regimes, including threats to her national sovereignty. But the endorsement and support of Botswana's political position by these established international bodies, served as a moral deterrence against threats to her sovereignty, as well as a source of international legitimacy for - and moral vindication of - her political values, beliefs and indeed actions in support of human freedom beyond her borders;
- Third, international institutions extended to the then poor nation much-needed resources to alleviate various economic challenges associated with her support for decolonisation and democratisation in southern Africa, such as the sustenance and protection of refugees in the country;



A section of students during the public lecture

4. Botswana foreign policy agenda/objectives in the 21st Century

- Economic growth and development;
- Regional cooperation and integration;
- Maximising the benefits of globalisation;
- Intensified economic diplomacy;
- Strengthening food security;
- Securing opportunities for education and training;
- Securing development and technical assistance;
- Protecting and promoting Botswana's image abroad; and protecting the planet we live in against negative effects of climate change.

The Vice Chancellor addresses the audience during the Public Lecture



EMOTIONAL INTELLIGENCE AT THE WORKPLACE

Emotional Intelligence, sometimes referred to as EQ (Emotional Quotient), refers to a person's ability to recognize, understand, manage, and reason with emotions. It is a critical ability when it comes to interpersonal communication. Psychologists Peter Salovey and John D. Mayer define emotional intelligence as the ability to recognize and understand emotions in oneself and others. This ability also involves utilizing this emotional understanding to make decisions, solve problems, and communicate with others. According to Salovey and Mayer, there are four different levels of emotional intelligence;

- Perceiving emotions
- Reasoning with emotions
- Understanding emotions
- Managing emotions

In his book "Emotional Intelligence: Why It Can Matter More Than IQ." Daniel Goleman argued that emotional intelligence could be just as important, if not even more so, at predicting success in life. These emotional competencies also played a particularly important role in the workplace. Other researchers have suggested that emotional intelligence influences how well employees interact with their colleagues. Emotional intelligence is also thought to play a role in how workers manage stress and conflict as well as overall performance on the job. Studies have shown that employees with higher scores on measures of emotional intelligence also tend to be rated higher on measures of interpersonal functioning, leadership abilities, and stress management. Other studies have linked higher emotional intelligence with better job satisfaction as well as overall job performance.

The following domains of emotional intelligence can be utilized at the workplace;

1. Knowing one's emotions (Self-awareness). One of the first steps toward utilizing emotional intelligence skills in the workplace is to practice recognizing one's own emotions.

Self-awareness involves being aware of different aspects of oneself, including emotions and feelings. The ability to monitor feelings from moment to moment is crucial in psychological insights and self-understanding. People with greater certainty about their feelings are better pilots of their lives, having a surer sense of how they really feel about personal decisions. It is one of the keystone components of emotional intelligence.

2. Managing emotions. Handling feelings so that they are appropriate is an ability that builds on self-awareness. Individuals who are poor in this ability are constantly battling feelings of distress while those who excel in it can bounce back far more quickly from life's setbacks and upsets. Goleman identified self-regulation as a critical part of emotional intelligence. Being aware of your emotions is an important first step, but you also need to be able to manage the things you are feeling. People who possess good self-regulation are able to adapt well to changing situations. They don't bottle

things up, but they do wait for appropriate ways to express their emotions rather than just reacting impulsively at the moment. Emotional intelligence also helps people think about how their emotional expressions affect others. There are several ways that one can adopt to start improving one's self-regulation skills in the workplace:

- Find techniques to release workplace stress. Having hobbies outside of work is a great place to start. Physical exercise is also a healthy way to release stress.
- Keep your cool. Accept the fact that you cannot control everything, but look for helpful ways that you can respond that don't add fuel to the fire.
- Think before making decisions. Emotions can overwhelm you in the heat of the moment, but you can make a calmer, more rational choice if you give yourself a bit of time to consider all of the possibilities.

3. Motivating oneself. The ability to be able to marshal emotions in the service of a goal is important for paying attention, for self-motivation and mastery, and for creativity. Another key component of emotional intelligence is something known as intrinsic motivation. People who have strong EQ tend

to be more motivated to achieve goals for their own sake. Rather than seeking external rewards, they want to do things because they find them fulfilling and they are passionate about what they do. Money, status, and acclaim are great, but people who are highly successful in the workplace are usually motivated by something more than that. They are passionate about what they do. They have a commitment to their work, they love taking on new challenges, and their enthusiasm can seem contagious. They don't give up in the face of obstacles and they are able to inspire others to work hard and persist in order to achieve goals.

4. Recognizing emotions in others (Empathy). This often involves considering how one would respond if they were in the same situation. People who are empathetic are more attuned to the subtle social signals that indicate what others need or want. Empathy builds on self-awareness; the more open a person is to their emotions, the more skilled they become in reading other people's feelings. The failure to register another person's feelings is a major deficit in emotional intelligence and a tragic failure in what it means to be human.

Emotionally intelligent people are good at stepping into another person's shoes (without remaining in the shoes) and

understanding how they feel. Empathy is more than just recognizing how others are feeling, it also involves how one responds to these emotions. In the workplace, empathy allows one to understand the different dynamics between colleagues. It also allows people to recognize who holds power and how it influences the behaviors, feelings, and interactions that flow from such relationships.

5. Handling relationships. This is the skill in managing emotions in others. Research on emotion psychology also suggests that people with high emotional intelligence also have strong social skills. Because they are adept at recognizing other people's emotions, they are able to respond appropriately to the situation. Social skills are also highly valued in the workplace because they lead to better communication and overall company culture. Employees and leaders with great social skills are able to build rapport with colleagues and communicate their ideas effectively. People with good social skills are not only great team players, but they are also able to take on leadership roles when needed.

The followings are attributable to people with high emotional intelligence at the workplace;

- Making better decisions and solving problems.
- Keeping cool under pressure.
- Resolving conflicts.
- Having greater empathy.
- Listening, reflecting, and responding to constructive criticism.

Those believed to have low emotional intelligence at the workplace may exhibit the following characteristics'

- Playing the role of the victim or not taking personal responsibility for errors.
- Having passive or aggressive communication styles.
- Refusing to work as a team.
- Being overly critical of others or not open to others' opinions.

In summary, emotional intelligence is a valuable skill that helps improve communication, management, problem-solving, and relationships within the workplace. It is also a skill that researchers believe can be improved with training and practice.

By Dr. Lucy Mureithi

***Lecturer:Department of Psychology,
Counselling & Education Foundations***

LU ALUMNI ASSOCIATION DONATES A COOKER TO HYMA DAYCARE CENTRE

The Alumni Association of Laikipia University donated a cooker to the HYMA (Help Young Mother Achieve) Day Care Centre on 17 January 2020. The Vice Chancellor Prof Kibett Rotich, while receiving the cooker noted that he appreciated the kind gesture and encouraged the Alumni Association officials to fund raise and buy something else for the babies. The Gender Centre Coordinator, Dr. Sheila Wandera said she was reaching out to the well wishers and she looked forward to the launch of the centre on in March 2020.



The Vice Chancellor Prof Rotich receives a cooker from Jesse Ndegwa, LU Alumni Association Treasurer

STAFF SENSITIZATION ON NATIONAL COHESION AND NATIONAL VALUES

THE Directorate of Planning and Performance Management organized for a one-day training on National Values and Principles of Governance on 17 January 2020. Sixty-six (66) staff (Management Board members, Deans, Directors, Heads of Departments, Coordinators, and Departmental focal persons) attended the training. The training was officially opened by the Vice Chancellor Prof. Kibett Rotich. In His opening remarks he was emphatic that the University will strive to uphold and embrace National Values and principles of good governance. He thanked the Directorate of National Values and Cohesion for accepting the invitation to Laikipia University and in particular the two facilitators Mr. Richard Rono and Mr. Tasur Talgos. The training focused on the following areas:

- National Values and Principles of Governance (Article 10)
- Understanding National Cohesion and Integration
- Role of National Values Committees in Ministries, Departments & Agencies (MDAs & Performance Contract on National Cohesion and National Values by MDAs FY 2019/2020
- Highlights of the Annual President's Report on National Values and Principles of Governance, 2018.

The Acting Deputy Vice-Chancellor Administration, Finance and Planning (AFP) Prof Isaac Ochieng closed the training. In his closing remarks he appreciated the skills and knowledge gained with regard to National Cohesion and Values and principles of good governance. He noted that the University will hence strive to comply.



LAIKIPIA UNIVERSITY RADIO PROJECT

Laikipia University management has facilitated the improvement of the Electronic Media Studio. Media students are able to do voice overs and recording in the studio. Transmission mast installation is complete and an on-air studio is expected by March 31 2020.

The project is in compliance with the department of Literary & Communication Studies' performance contract for the Third Quarter FY 2019/2020 to have a studio in place by 30 March 2020.



LU UPCOMING EVENTS

- Public Lecture by Cuban Ambassador to Kenya His Excellency Ernesto Gomez Diaz on 17th March 2020
- Research and Innovation Day on 19th March 2020
- 5th Biennial International Conference 26th to 29 May 2020



NEW APPOINTMENTS

CONGRATULATIONS TO THE FOLLOWING MEMBERS OF STAFF FOR THEIR APPOINTMENTS;

- | | |
|-----------------------------|--|
| 1. Dr. Kenneth O. Nyangena | Ag. Chairman of Public Affairs and Environmental Studies Department |
| 2. Dr. Silvanus K. Shisia | Ag. Chairman of Chemistry & Biochemistry Department |
| 3. Dr. Rebecca Jerop | Ag. Chairperson of Economics Department |
| 4. George N.Nyakundi | Ag. Chairman of Computing & Informatics Department |
| 5. Dr. Alexander M.Mbeke | Ag. Chairman of Department Biological and Biomedical Sciences & Technology |
| 6. Dr. Petro Oyoo Maina | Ag. Chairman of Mathematics Department |
| 7. Dr. Peter Mwaura Nguguna | Chairman of Commerce Department |
| 8. Dr. Prisca Tarus | Ag. Chairperson Psychology, Counseling & Education Foundations Department |
| 9. Joel Kibor | Ag. Transport Officer |
| 10. Barnabas Kurgat | Ag. Chairman of Earth Science Department |

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