

KSG Campuses

- Baringo
- Embu
- Matuga
- Mombasa

Institutes

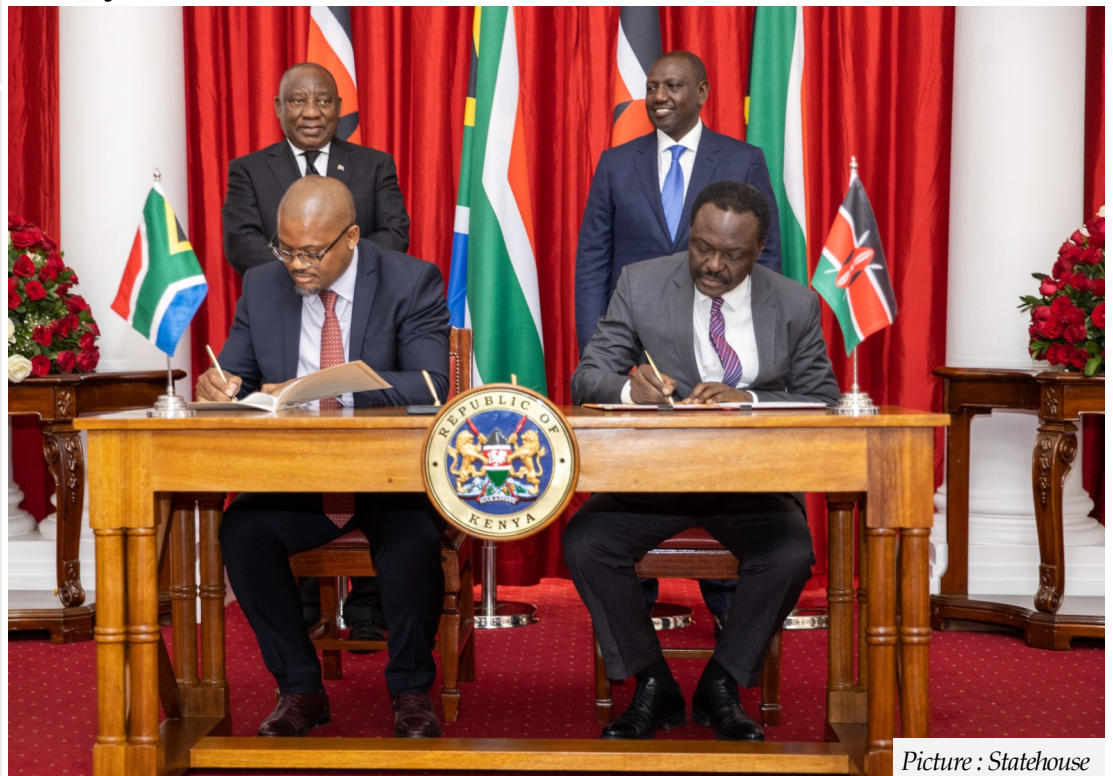
- e-Learning and Development Institute
- Security Management Institute
- Margaret Kenyatta Institute

KSG Centres of Excellence

- Centre for Devolution Studies
- Centre for Public Service Values, Ethics and Integrity
- Centre for Public Finance Management
- 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

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*Weekly Bulletin**Published by the KSG Communications Department***Kenya and South Africa's Schools of Government MoU***Picture : Statehouse*

Kenya School of Government Director General, Prof. Ludeki Chweya (right) and the Principal of National School of Government –South Africa, Mr. Busani Ngcaweni (left) signing the MoU between KSG and NSG. The ceremony was witnessed by the President of Kenya, H.E. Dr. William Ruto and H.E. Cyril Ramaphosa, President of South Africa at State House, Nairobi.

BY FAITH MUSOGA

On November 9, 2022, the President of the Republic of Kenya H.E. Dr. William Ruto together with his counterpart, South African President, H.E. Cyril Ramaphosa presided over the ratification of four

instruments of cooperation that will contribute to the relationship between Kenya and South Africa.

One of the strategic instruments that were signed on this day, was the Memorandum of Understanding (MoU) between the Kenya School of Government (KSG) and

South Africa's National School of Government (NSG) that seeks to jointly strengthen and capacitate the African Union through Public institutions, promote mutual national development, proficiency and integrity among public servants. This includes the National Government,

Kenya and South Africa's Schools of Government MoU

County Governments, state corporations, and the private sector.

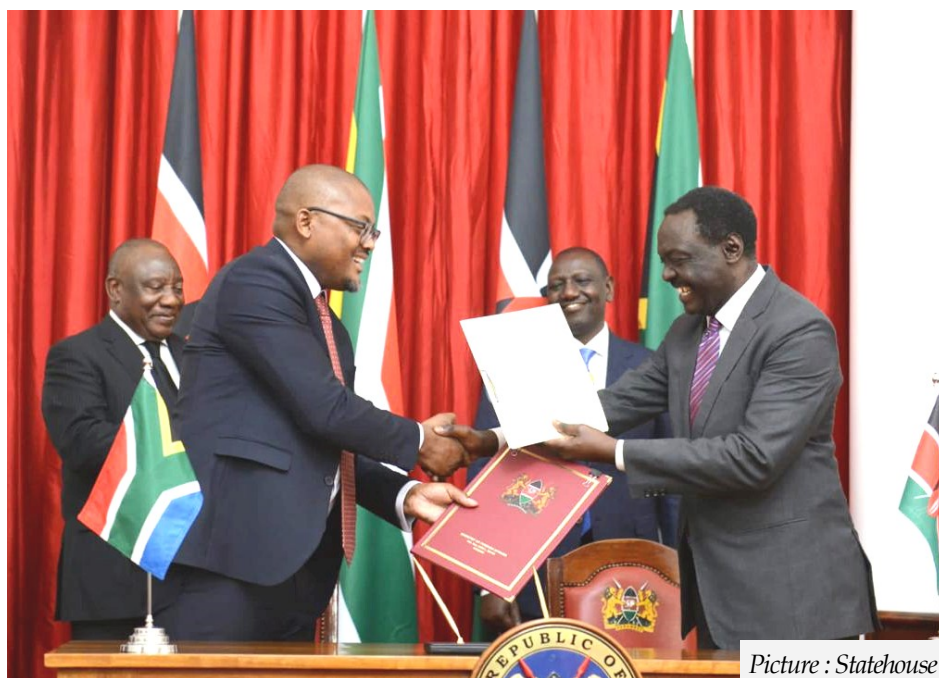
The MoU was signed by KSG's Director General, Prof. Ludeki Chweya, and the Principal of NSG, Mr. Busani Ngcaweni at State House, Nairobi.

This event follows a successful Mid-term Review (MTR) of the inaugural Joint Commission for Cooperation that was held on November 6-7, 2022, to review the status of implementation of agreed areas of cooperation between Kenya and South Africa.

President Dr. Ruto alluded to the cordial relationship between the two nations as having led to the cooperation that has been formed with the hope of strengthening this bond and has directed the respective ministries in his Government to ensure the execution of the agreements.

On his part, the South African Head of State, President Ramaphosa has also expressed commitment by his country to the full implementation of the MoUs following the dialogue that he described as meaningful and constructive in pursuit of sustainable economic development and security among other agendas.

On the MoU between KSG and NSG, it is worth noting that both Schools of Government have similarities in terms of their formation, affiliations, and operations. While KSG is a state corporation established under the Kenya School of Government Act (No. 9 of 2012), NSG was established in terms of section 4(1) of the Public Service Act, 1994 (Proclamation 103 of 1994) in the Republic of South Africa.



Picture : Statehouse

An exchange of the signed documents between the Heads of the Schools of Government.

They are members of the African Management Development Management Institute Network (AMDIN), an association of Management Development Institutes in the African continent liable for exchanging knowledge and sharing of best practices with other like-minded institutions with a common vision in the areas of capacity building in the public service. Prof. Chweya is the President of AMDIN responsible for the coordination of the activities of the Network.

Their similar operations in capacity development, research, policy advisory, and consultancy services are relevant for the partnership that seeks to collaborate in; the exchange of information and expertise through study visits and cross-fertilization of programs, joint research, and conferencing and

seminars, co-publishing of research articles and any other areas of interest.

In order for development to be realized, support for implementation is essential and this is a major challenge for most countries. Hence, the directive from the two Presidents for their ministries to ensure the execution of the agreements as well as involvement from other agencies in different capacities will greatly enhance local, regional and international progress.

The Kenya School of Government is indeed honored to be part of the bilateral relations between South Africa and Kenya and will continue to play a key role in Public Administration and Governance for a responsive Public Service to citizen needs and demands.

Validate the Dreams of your People

BY PHYLLIES MUSYOKI

Kenya School of Government, Lower Kabete conducted an Induction Program for the newly appointed Chief Executive Committee (CEC) Members from Nyandarua and Embu counties.

Chief Guest, Nyandarua Governor Dr. Kiarie Badilisha, at the opening ceremony, reminded the CECs of their mandate to transform people's lives by holding an office of public trust. "We must be honest and dedicated public servants who seek the genuine transformation of the lives of our people. It is only then that we will validate the dreams of those who walk long distances looking for opportunities," he said. "It is only then that our hospitals will be model healthcare facilities, our roads memorable, and our agriculture paying through affordable inputs, value addition, and accessible and available markets."

The Governor counseled the officers to alleviate poverty in the counties saying, "Change means getting our people from the chaos of poverty and hopelessness."

Nyandarua Deputy Governor, Mr. John Mathara in his remarks noted that the legitimacy of any Government rests on its ability to serve the people, fulfill promises, and remain accountable to the electorate. "We are mandated to serve the public with efficiency," he said.

In her speech read by Deputy Governor Justus Mugo, Embu Governor, Ms. Cecily Mbarire said, "This Induction will help you reflect on your moral principles, and how accountable you can be with your new position." The Governor emphasized to the CECs, to take responsibility when they are reprehensible, "We are all accountable to the people whom we lead, and as the CECs we should work collectively,

observing team spirit, this way we will shine together."

KSG Director General, Prof. Ludeki Chweya, underscored the importance of knowledge stating that it is important to keep up with the dynamism of information in the changing world. "Some of the things you already know can quickly become obsolete. Reach out to the new knowledge, new laws being enacted, new gazette notices being issued and all of these are sources of knowledge to help you perform your duties well," he said

The role of CECs is captured in the Constitution of Kenya 2010 which includes the implementation of county legislation; implementing, within the county, national legislation to the extent that the legislation so requires; managing and coordinating the functions of the county administration and its departments; and perform any other functions conferred on it by this Constitution or national



Governor of Nyandarua County, Dr. Moses Kiarie Badilisha gives his address at the induction training for County Executive Committee Members at the School in Lower Kabete.

Natembeya's dream team inducted at KSG



Trans Nzoia County Deputy Governor, H.E. Philomenah Bineah Kapkory, addresses her team during upon completion of the one-week Induction Course at KSG Baringo Campus.

BY DOUGLAS MOCHAMA

Governor George Natembeya is employing training as a strategy that will position Trans Nzoia as a model County. Significant to this process, the Governor brought his maiden County Executive Committee Members (CECMs) to the Kenya School of Government for induction upon their appointment to empower them to adequately serve first, the residents of Trans Nzoia and Kenya in general.

On Monday, November 7, 2022, at the start of the program, Mr. Natembeya, stressed the need to eliminate the silo mentality that had earlier manifested leading to entanglements and endless supremacy battles. Under his leadership, he said, this would be a thing of the past as his focus would be ensuring residents receive their rightful services.

On leadership, the Governor said, "There is nothing certain in leadership,

and it is on you to maximize your effectiveness and capitalize on the various situations that come your way. You are responsible for the welfare of the residents on behalf of the Government."

Mr. Natembeya, who was represented by his Deputy Governor, Hon. Philomenah Bineah Kapkory acknowledged the School for being instrumental in addressing institutional problems through knowledge sharing and networking. The Governor took cognizance that as organizations continued to diversify, opportunities intensify, and so do workplace challenges creating the need to respond to these problems.

"How leaders structure and direct an organization, as well as how they behave within the organization is critical to efficiency and effectiveness," said the Deputy Governor.

Dr. Solomon Letangule, Director of Baringo Campus, expressed KSG's desire for successful program

delivery. He called for high-quality proficiency because everything done in Public Service has a ripple effect on the current and future generations.

According to Dr. Letangule, leadership is about self-imagining. It is common knowledge that those in positions of influence always know when their actions need to be in sync with the country's interest. "A story is told of a mason who had worked faithfully for his boss in a real estate enterprise for a very long time. One day the mason approached his boss seeking retirement. The boss, instead, gave him the assignment of building the last house. The design of the house was so elaborate that it would take longer to make than the previous assignments. Annoyed that the boss had disregarded his request to retire, he went about building the new house with resentment. He was a good worker, but this time he did not show regard for the finer details in the design. He worked hurriedly, thinking about his unjust boss. He built the house hurriedly, knowing in his heart that this was not his best effort, but he did not show concern. Finally, he gave his boss the keys to the new house, insisting it would be the last to build for the boss. Upon inspection, the boss handed the keys to the retired mason rewarding him for many years of service to the company," narrated Dr. Letangule.

"Have you ever stopped to interrogate the decisions you make on behalf of your organization? Would you hesitate to employ someone of your conduct?" he posed.

He concluded, "Your deeds should be scrupulously observed with great effort to serve the country in the best interest as what you do now will always hit back at you no matter how long it takes."

In Support of Mental Wellness Champions Training



Outgoing Principal Secretary State Department for Public Service, Ms. Mary W. Kimonye with the 4th Cohort at the Essential Counselling Skills Program in Embu Campus. The training is recommended for human resource management, development officers, and line managers.

BY MARY NJENGA

The Government of Kenya has intensified efforts to arrest mental illness among public servants. Significant to this is having more health champions to provide psychological and psychosocial support across the public service.

The Ministry of Public Service, Gender, and Affirmative Action through the State Department for Public Service increasingly trains more Mental Health Champions to provide psychological and psychosocial support to public servants in their respective workplaces. To date, more than 300 health champions in the Ministries, Counties, Departments, and Agencies

(MDACs) have been trained. The training is recommended for human resource management, development officers, and line managers.

Outgoing Principal Secretary State Department For Public Service, Ms. Mary Kimonye, officially opened the 4th cohort For the Essential Counselling Skills Program at The Kenya School Of Government (KSG), Embu Campus.

The PS disclosed that the course was developed after the realization that the majority of people still panic upon receiving their Retirement Planning training letters, which are issued two years prior. She cited with great concern the current mental health trends that have led to increased incidences of psychological disorders, in

particular anxiety, drugs and substance abuse, and depression which is the number one cause of suicide, homicide, and femicide cases.

Of much effect are the COVID-19 pandemic and the emotional aftermath of the 2022 General Elections. "The Essential Counselling Skills Program seeks to create champions who are equipped with the right skill set to assess and identify those who are prone to mental health and wellbeing issues at the workplace. People will judge an employee who constantly comes to work late or one who is always drunk until they know what they are going through. Some might be battling different illnesses, others handling divorce, and others going through life stressors. Deploying such an officer would be the best option.

In Support of Mental Wellness Champions Training

Armed with the right skills, one is better placed to choose the best cause of action," she explained.

The psychological health of public servants is a major determinant of quality of life and consequently, productivity. Human Resource Management, development officers, and line managers are the first lines of intervention once a psychological challenge is identified.

The Principal Secretary, while hinting at her exit from office encouraged the trainees to avoid defining life along parameters of material wealth, but rather pursue contentment and happiness. "There is time for everything, now it is my time to leave office but be assured of my full support

"The Essential Counselling Skills Program seeks to create champions who are equipped with the right skill set to assess and identify those who are prone to mental health and wellbeing issues at the workplace."

Ms.. Mary Kimonye

whenever need be. Let us support this program as it will enhance dignity at the workplace and allow public servants to enter service and

leave with dignity," the PS implored.

In the same breadth, Campus Director, Dr. Ann Kang'ethe said that in any organizational setup, officers at the management level are responsible for giving direction as well as disciplinary measures. It is therefore critical that they evaluate their own mental wellness first before applying the same to the other employees. "It is important that we assess our mental health status. Let us be the first beneficiaries of this training before practicing and dispensing it to others," Dr. Kang'ethe advised.

Director in charge of Psychological Counselling at the State Department, Ms. Grace Wanjiku, emphasized that the program is passion driven and not as easy as perceived. Participants must score highly in the online training to continue with the training, finalize and attain a certificate. "We are confident to say that the School has set the bars high and the standards must be adhered to for each and every cohort as we create mental health champions to nurture human beings," she said

She further said that this training will come in handy as the government continues to implement the Mental Health Action Plan (2021-2025) which will see the establishment of a mental health wellness program in every organization. It will provide a framework for both National and County Governments and stakeholders to implement the Mental Health Policy through strategic objectives with specified priority targets and indicators.



Ms. Kimonye after plants a commemorative tree at the School's Embu Campus.

Dr. Wanyama: Let us boost our online reach

BY GLENN LUMITI

The Kenya School of Government (KSG) Mombasa Campus held a sensitization forum that aimed at advancing staff awareness and understanding of the recently reviewed corporate Citizen Service Delivery Charter.

The forum guided staff on areas spelled out in the service charter, and the requirements for effective and excellent service delivery to the citizens.

Campus Director, Dr. Tom Wanyama has emphasized that the staff be attentive to the provisions of the Service Charter which spells out the standards of service delivery and interactions with clients as it is also a tool that shapes the behavior of the staff.

"We have an obligation to embrace the Service Charter by promptly following its guidelines. It outlines the kind of service our clients can expect from us as well as the duties of every employee in relation to catering to the needs of each client. We should use this as a pointer of our behavior and attitude as we serve the public," expounded Dr. Wanyama.

Campus Administrator, Ms. Catherine Katee, who took staff through the details of the Charter highlighted the significance of the set protocols in relation to serving the clients meticulously; in addition to the requirements of the Charter, the overall character



Mombasa Campus staff follow proceedings during the sensitization.

of employees should increase the chances of client satisfaction.

The forum also provided an opportunity for staff to be sensitized on the strategic use of social media platforms for personal and organizational engagement. Given that employee advocacy has the potential to increase the reach of your brand on social media channels, it is significant to invest in employees who are an organization's brand ambassadors.

Director Wanyama urged staff to continue pushing online content as one way to market the services and facilities of the School. According to him, potential clients are more willing to believe recommendations from people they know than from advertisements by organizations.

"Giving information

associated with our brand a face and real human feeling on our social media accounts will create interest in our activities," opined Dr. Wanyama.

It is clear that employee-generated marketing leads on social media convert up to seven times more, frequently than leads from other sources.

Leveraging on these sentiments, Ms. Ephline Okoth, the Corporate Communications Officer at Mombasa Campus underscored how important the use of social media is to the School.

"It is simple to think of social media as a lighthearted, informal setting where we can unwind and be ourselves. Social media is still a place to interact with people, share knowledge and opinions, and publish photographs that are relevant to the news, even when it

Dr. Wanyama: Let us boost our online reach



Staff of the Campus, Ms. Catherine Katee and Mr. Simon Mwangi at the sensitization forum

is being used to promote business. Social media platforms have evolved into a hunting field for businesses, in part, due to the amiable, cooperative nature of the platforms,” said Ms. Okoth.

She further embodied the plea to staff to support the KSG brand online stating: “Consider this: We rarely hesitate to click on a post or direct message that appears to be interesting from our connections. We frequently respond to posts from friends of friends. Imagine if we were to do the same with content that upholds the KSG brand, the interactions will increase and this will be a huge boost to our

growth as a Campus”.

The forum was strategically held to advance the knowledge

Previously, social media was thought to be ‘evil’ as it was seen to take too much employee time. In some organizations, employees were not even allowed to access some social sites. Now, it is used to enhance brand awareness and visibility”.

Ms. Ephline Okoth

of the staff towards the essence of embracing the advantage that social media poses to a person and at the same time to the organization.

According to Ms. Okoth, “Previously, social media was thought to be ‘evil’ as it was seen to take too much employee time. In some organizations, employees were not even allowed to access some social sites. Now, it is used to enhance brand awareness and visibility”.

The usage of social media has increasingly become a vital point in the business of organizations. Most people are now using social media to connect with their existing and potential clients.

It was noted that the essence of social media is not only based on communication but that it is equally important in recruiting talent. Potential employees may follow the updates by current staff on socials to determine if an organization is fit for their career advancement. Social media also helps in acquiring more business leads. The organization could strategically gain more business from the users who check their social media posts.

Ms. Okoth stressed that the performance of the Campus on socials would be massive if staff used the space to boost awareness of the KSG brand.

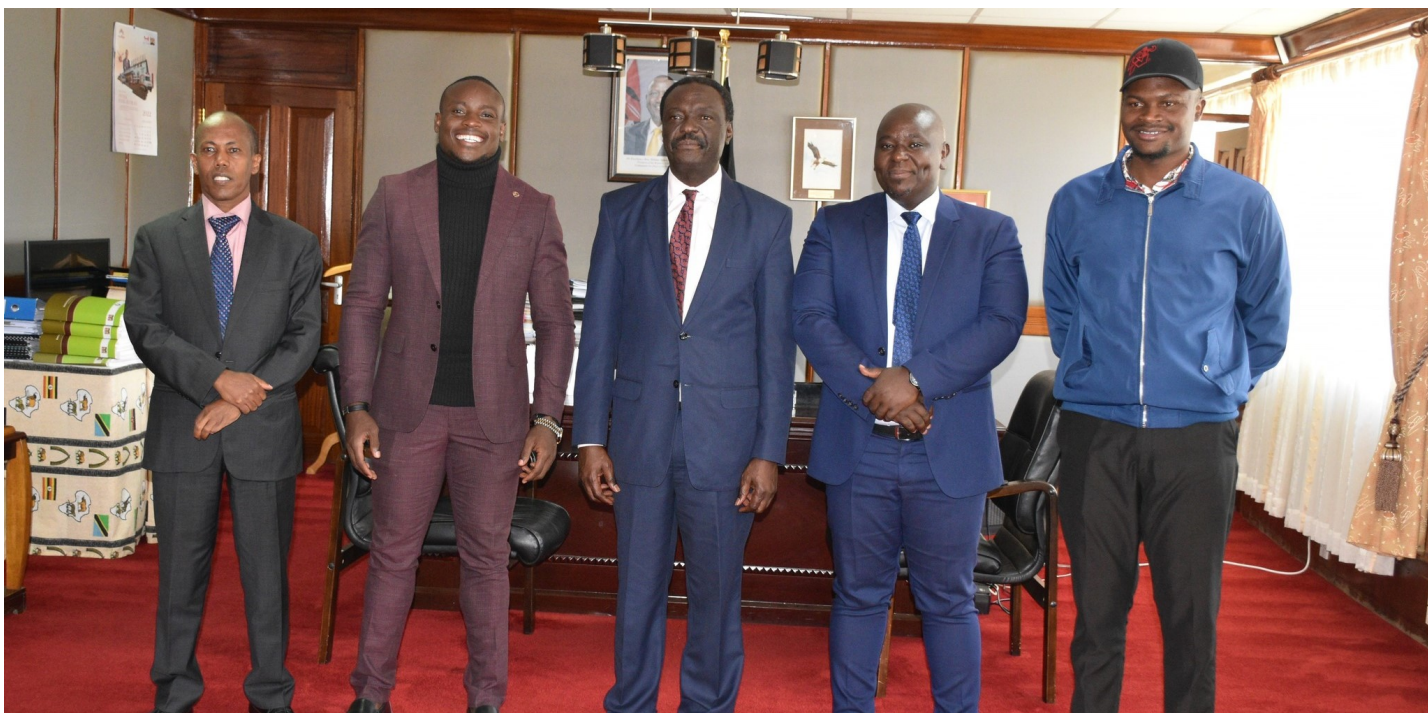
Principal Secretaries Induction Workshop



Weekly Activities in Summary



Baringo Campus hosts an African themed dinner for course participants from Kenya Fisheries Service and Trans Nzoia County who were attending the Induction Program at KSG Baringo Campus.



Africa's fastest man, Ferdinand Omanyala met with the Director General, Prof. Ludeki Chweya and Director Finance and Administration, Prof. Nura Mohamed to deliberate on strategies that will build and nurture talent through sport. Together with them: Peter Quest of KSG and Billy Mukenye, Omanyala's manager.

Leadership Lesson

Change is the law of life and those who look only to the past or present are certain to miss the future.

Change has a bad reputation in our society. But it isn't all bad – not by any means. In fact, change is necessary in life – to keep us moving, to keep us growing, to keep us interested. Imagine life without change. It will be static, boring, dull.”

– Dr. Dennis O’Grady

Have Your Say

Name & Contact	Remarks
Prof. A. M. Ruteve Asst. DVC (AFEP) Lackia University	A serene environment for learning and training. Keep it up

Humor of the week



Quote of the Week

**“The key to change
... is to let go of
fear.”**

– Rosanne Cash

Baringo Campus

Management Skills Course	24th October – 18th November, 2022
Strategic Leadership Development Program	7th November - 16th December, 2022
Supervisory Skills Development Course	7th - 18th November, 2022
Records Management Course	7th - 18th November, 2022
Senior Management Course (164)	7th November – 2nd December, 2022
Senior Management Course	21st November – 16th December, 2022
Induction for CECM (Elgeyo Marakwet County)	14th – 18th November, 2022

Embu Campus

Strategic Leadership Development Program (Online) NO 333	24th October -16th December, 2022
State Department for Public Service	2 4th October - 20th November, 2022
Management Course for Office Administrators No 15	31st October- 25th November, 2022
Senior Management Course No. 180	7th November - 2nd December, 2022
Supervisory skills Development Course	7th- 18th November, 2022
Project Planning & Management	7th November - 2nd December, 2022
Kenya Power & Lighting Company Ltd (Workshop)	7th- 18th November, 2022
State Department of Correctional Services	7th - 18th November, 2022
Retirement Planning Program	14th - 18th November, 2022
Essentials of Counseling in Public Service	14th - 18th November, 2022
State Department for Lands & Physical Planning	14th - 18th November, 2022
State Department for Public works	9th - 15th November, 2022

Matuga Campus

Senior Management Course No. 110	10th October - 2nd December, 2022
Senior Management Course NO. 111	7th November – 2nd December, 2022
KEMFSED (Workshop)	15th -16th November, 2022
KCEP-CRAL (Workshop)	16th November, 2022

Mombasa Campus

Strategic Leadership Development Program No. 330	11th October -18th November, 2022
Senior Management Course No. 159	24th October -18th November, 2022
Management Skills Course	31st October – 25th November, 2022
Strategic Leadership Development Program No. 334	7th November – 16th December, 2022
Project Planning & Management Course	7th November- 2nd December, 2022
Records Management Course	7th November- 2nd December, 2022
Induction Program for CECs	14th – 18th November, 2022
Productivity Improvement & Measurement	14th – 18th November, 2022
Report Writing Course	14th – 18th November, 2022
Retirement Planning Program	14th – 18th November, 2022
Supervisory Skills Development Course	14th – 25th November, 2022
Public Relations & Customer Care Course	14th – 25th November, 2022
Mentorship Program for Office Administrators	14th – 18th November, 2022

Lower Kabete

Strategic Leadership and Development Programme	12th September- 25th November, 2022
Strategic Leadership Development Program No.332	17th October -25th November, 2022
Strategic Leadership Development Programme No.335	7th November-16th December, 2022
Senior Management Course No.392	7th November –2nd December, 2022
Supervisory Skills Development Course No.117	7th-18th November, 2022
International Justice Mission	7th-18th November, 2022
Conduct of Meetings and Minute Writings	14th-18th November, 2022
Kenyatta University Teaching and Referral Hospital	14th-18th November, 2022
Induction of CECs (Narok County Government)	14th-18th November, 2022
Induction Program for Public Sector Boards (Kenyatta University)	16th-19th November, 2022
International Justice Mission (Workshop)	14th-18th November, 2022
Meru University of Science and Technology (Workshop)	14th-16th November, 2022
Kenya Climate Smart Agriculture Project (Workshop)	16th-17th November, 2022

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