

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

*Weekly Bulletin**Published by the KSG Communications Department***Mbarire: Everyone has a right to dignified healthcare**

Embu County Governor, Hon. Cecily Mbarire gets a warm reception from Dr. Ann Kang'ethe and staff of KSG Embu Campus. The Governor was at the Campus for a breakfast event ahead of the Jamhuri Day celebrations.

BY MARY NJENGA

On December 12, 2022, Embu County Governor, Hon. Cecily Mbarire made her maiden visit to the Kenya School of Government (KSG), Embu Campus. At a breakfast held ahead of the Jamhuri Day celebrations that were to be at the Kairuri Grounds in Manyatta Sub-county,

the Governor expressed her appreciation of the warm reception by the Campus management and staff and for the continued partnership towards the enhancement of the County and the nation as a whole. She said, "I have witnessed a special kind of Public Service today, this Institution defines a revolutionized government entity. It

absolutely sets the bar high and I will definitely visit more often."

At the celebrations, Governor Mbarire addressed several topical issues that included quality healthcare, agriculture, water, and the status of drought in the county among others.

She stressed more on matters of health as she emphasized the importance of the County's dedication to a

Inside this issue:

Letangule: Go beyond duty and be part of the solution 3

CSDorothy: KSG our family, our home 5

Mombasa Family Fun Day 6

Weekly activities 7

Humor and Quote 8

Weekly Programs 9

Mbarire: Everyone has a right to dignified healthcare

Health Recovery Plan that will focus on best practices, sustainable healthcare financing, improved governance, adequate and fit-for-purpose human resource for health, leveraging research and statistics to ensure informed decision making that ensure dignified health service delivery to communities. She also confirmed that health care systems are now functional, with increased numbers of both inpatient and outpatient outlets.

"Every Kenyan has a right to safe, effective, quality, and affordable essential health care services, which I will tirelessly endeavor to deliver," the Governor vowed. This she said on the same day that H.E. President William Ruto announced that Embu County will host the 2023 Madaraka Day celebrations, under the theme of Universal Healthcare.

On the same note, the

Governor has encouraged parents and healthcare providers to take advantage of the Linda Mama Programme, under the NHIF, which covers pregnancy, childbirth, and after-childbirth expenses for mother and baby. She said this as she referred to pre-mature births as the number one killer of newborn babies in Kenya.

Hon. Mbarire went ahead to award a parent, Mr. Stephen Ngari, who had assisted his daughter-in-law to practice Kangaroo Care after she had had a premature delivery. "I am proud of Mr. Ngari for playing a noble role in his granddaughter's life. Kangaroo care is a shared responsibility in the family; not only does it enhance the physical growth of a baby but also encourages emotional development and special bonding. Mr. Ngari serves as an example and a beacon of hope in

male involvement in child care," the Governor said as she acknowledged the residents of Embu County for their patriotism and support of the ongoing National and County Government projects.

KSG Embu Campus Director, Dr. Ann Kang'ethe admitted that the county is indeed 'the land of opportunities' that has created a favourable environment for everyone to thrive in terms of investment, employment, and self-improvement. Further, she said that the Campus owes much to the host County and expressed continued collaboration in the delivery of government business for the benefit of the residents. "We are two different entities but belong to the same Government and therefore the need to work on a collective share of talents, skills, ideas, and even resources towards the betterment of our county."



Hon. Mbarire in a celebratory mood with staff of the School, Embu Campus. The County Government and the School have partnered severally to deliver programs for the residents. The Governor promised to be back at the School for more visits.

Letangule: Go beyond duty and be part of the solution



Public Relations and Customer Care Course participants at the Baringo Campus.

BY DOUGLAS MOCHAMA

Dr. Solomon Letangule, Director KSG Baringo Campus has cautioned that ignorance could upset work performance and productivity. It is a misconception that an employee's personal life should not interfere with their professional life. Gone are the days when employers ignored employees' personal issues. As such, all training programs at the School broadly influence public officers' conduct at work and in their personal life

"I am not asserting that you should control the private life of your peers and juniors, however, I urge you to look closely at what could be upsetting their concentration at work and be part of the solution. They could be facing issues elsewhere and failing to remedy them could affect their overall productivity." Dr. Letangule told participants attending the Public Relations and Customer care Course at the Campus.

According to the Director, promotions come with additional responsibility which entails guidance and counseling and is not limited to supervision.

"The elevated position requires a shift in one's disposition because you will deal more with people than

machinery. It should be clear to you that employees' personal lives affect work and they are workplace issues an employer has a stake in addressing. You must go beyond duty and alleviate the situation," he said.

Specifically, Dr. Letangule alluded to the dilemma that employees face when promoted to being in charge of a section; dealing with the people aspect of the organization.

He said: "Personal issues that some have could be positive or negative, but all of them could still be a distraction. I am talking about relationships, parenthood, retirement, and many more and how you come in as a colleague to guide them. Some come to you with health and economic hardships, while others face domestic violence, all of which modulate their concentration at work. Do not say, 'It's not your problem.' You must provide support."

The Public Relations and Customer Care Course is geared toward providing practical training to officers, preparing them for higher responsibilities. It provides a wide range of communication approaches and practices, practical leadership skills, understanding of government

function, safeguarding the government's image, management communication, and management of public resources, good governance, and nationalism.

Further, the course emphasizes a humane approach to issues including drug and substance abuse, stress, gender, disability, domestic violence, and living with scarcity, among others. This effort aims at creating a friendly and conducive work environment capable of providing much-needed services to the citizens whilst ensuring employee welfare.

"As a School, we take pride in imparting knowledge, skills, and competencies necessary for one's professional career and life. Also, know that humility, and service to the nation, are essential ingredients to be successful," said Dr. Letangule, who affirmed his belief in the Aristotelian concept of community. Aristotle stated that man is by nature a social animal; anyone who cannot lead an ordinary life or is so self-sufficient as not to need is either a beast or a god. "It is a noble task to be asked to serve your fellow citizens. You should take it up with humility wholeheartedly and serve all without discrimination. It is an honour to serve the nation's interests through our service to others," he concluded.

CS Dorothy: KSG our family, our home



CS Dorothy Kimathi, faculty member and the Head of Training at Embu Campus

BY MARY NJENGA

The Kenya School of Government has continually evolved over time shaping the institution and its operations since its rebranding in the year 2012 as a Vision 2030 Flagship Project. As the School commemorates ten years, KSG Embu Campus celebrates this milestone, by acknowledging staff who have been part of the memory and have shared this journey. In this edition, we celebrate CS (Certified Secretary) Dorothy Kimathi, a member of the faculty and the Head of Training who joined the institution while it was District Development Institute (DDI) in

1998 as a trainer upon re-designation from the Office of the President as a Personnel Officer.

How would you describe the institution then and what was your designation?

The institution offered long term courses whose duration range was six months to two years and had term dates similar to primary and secondary schools. Just like any ordinary teaching institution, the lecturers used handwritten notes scribbled on foolscaps, hardcopy books, and chalkboards. I was a Management Information System (MIS) lecturer and I can confirm that the level of

computer literacy was at zero percent with only one computer in the whole institution accessible only to authorized persons including myself, an Information Systems tutor.

How would you compare professionalism then and now?

During those days, most government officers were assigned arbitrary duties not necessarily in their career line and therefore there was a gap in the level of professionalism. Some of the issues that needed to be addressed were time management both for the workers and course participants, infrastructure in terms of office space, and hospitality services both catering and housekeeping.

Today, KSG has become an international benchmark, the services offered, the management, and the staff are highly rated and widely recognized.

Due to the manual system, the workload was cumbersome with large volumes of paper in the offices. This has since reduced drastically due to growth in technology with much of the paperwork replaced by emails and phone calls that mostly do not require filling. The modern working space is very neat with most of the documents available at the click of a button, and others in an organized registry office with professional staff.

How was the transition from GTI to KSG?

CS Dorothy: KSG our family, our home

Kenya School of Government brought about a paradigm shift in service delivery both within the institution and other public organizations. Being a State Corporation, there is Performance Contracting (PC) as a performance measurement and management tool that brings various components in Human Resource to achieving the set operational objectives and expected outcomes. Through the PC, increased employee motivation and morale are achieved, as well as consistency among the organization's departments. Despite this, the 2012 transition brought about a mixture of emotions to the employees where Management had to seek counseling services for some who were stressed out by the change; some stayed back while others opted for other pastures.

Currently, the Campus prides itself on ultra-modern infrastructure, professionally equipped staff, and enhanced curricula that have yielded the intended results in regard to its mandate. Also, through the years, the majority of the employees embraced advancing their education thus developing specialization of skills, and unity of direction for enhanced productivity.

What can you term as your biggest accomplishment in the institution?

Being part of the KSG faculty is fulfilling; being part of a team that develops and improves the curricula for the School and even for other countries, and observing the positive impact on the clients is a huge accomplishment for me.

Attaining a Master's degree in Human Resource Management (MBA, HRM option) has enabled me to utilize my career to counsel and improve individuals' lives both in professional and social spheres. My mission in life is 'Touching lives positively' which I endeavor to do daily. It is for this reason that I joined Lions Club International and therefore earned another title Lion CS Dorothy.... Because 'We Serve'.

"Today, KSG has become an international benchmark, the services offered, the management, and the staff are highly rated and wideSly recognized."

CS Dorothy Kimathi

What is your most memorable moment?

It is funny how I laugh at some memories today but they were a crisis back then. I remember when I was an MIS lecturer; we walked to the Office of the Provincial Commissioner at night to borrow a computer just to finish an assignment that was due for submission the following morning. This was after a power outage around the Campus.

Also, one day after teaching MIS Theory, participants requested to see a physical computer. It was an awkward moment as I could not differentiate the physical parts of a computer which I theoretically taught with lots of confidence. I requested a colleague for assistance; and unfortunately, he was not kind as he made me feel inferior before the participants. I still laugh whenever I remember this.

What do you feel can be done better towards improving the school?

Engaging in more activities to enrich staff integration; events that involve staff from all campuses such as intercampus forums and sporting events that enhance inclusivity, employee motivation, appreciation, and more are worth partaking. This is our home; KSG is a family that should continue to stay united toward the achievement of our goals.

Mombasa Family Fun Day



Children showcase their talents through dance at the Family Fun Day in Mombasa.

BY GLENN LUMITI

A whirlwind of an event with a positively huge turnout for the Family Fun Day at the Mombasa Campus that took place on December 10, 2022. The car park quickly suffered an overflow with attendees gathering around to participate and make merry alongside their loved ones, the heat of the Coast notwithstanding.

Children showed off their oratory talents through poem, song, and dance, as well as narration of stories to an enthusiastic response and involvement of the audience. The arts indeed encouraged their creative spirit to come through. The adults took part in races, balloon and water games and musical chairs amongst others.

Campus Deputy Director, Mr. Andrew Rori affirmed: "The event was meant to inspire children and parents to get out and enjoy being

together, and hopefully meet other families, but also to help understand how KSG Mombasa Campus embraces the families of all the employees."

Welfare Chairperson, Mr. Cornelius Kimilu expressed excitement at the turnout of people at the event. "From the great attendance and interest, it seems demand is going to be high. Keep your eyes peeled and follow us on our social media pages to get notifications on the dates of the next event in the coming year," he said.

One activity that brought a lot of enthusiasm was the tug-of-war which was staged in two phases with the first phase involving kids. There was a huge tussle for the prize between the boys and the girls. In a twist of events, the girls brought out some tactical moves and overpowered the boys creating a lot of exhilaration. For the adults, the traction between the surface and the shoe would hilariously

determine the suitable winner.

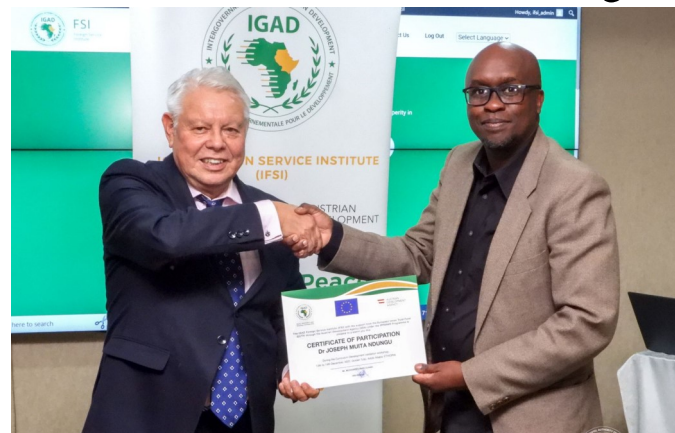
Even though the main aim of the Family Fun Day is FUN, a lot of character is normally revealed during these events such as endurance, passion, the competitive nature in people, confidence building and also how people network. It is even evident to note the introverts and extroverts. Children experience a different side to their parents and it is also a great opportunity for parents to discover more about their children.

The Family Fun Day serves towards employee motivation which is crucial for workers to attain their objectives. It is therefore reassuring that KSG is an open and dynamic organization that is embracing the motivational culture that encourages inclusive activities that contribute to improvement in the efficiency and productivity of staff. KSG

Weekly Activities in Summary



KSG Baringo Campus Deputy Director, Mr. John Napoo and Senior Principal Lecturer Mr. Geoffrey Kipkorir in the company of participants of Senior Management Course No 165/2022 in a cake-cutting ceremony to commemorate the closure of the Course.



Dr. Joseph Ndung'u (Right) of KSG provided technical assistance to IGAD Foreign Service Institute (IFSI) at a workshop in Ethiopia. IFSI aims to become a regional 'Centre of Excellence' for diplomatic training, research and a Think Tank which will support IGAD strategic objectives on Peace and Security and Regional Economic Integration.



Images from Mombasa Family Fun Day: Tug-of-war, sack racing, song and dance were among many activities that both children and adults participated in. This provided a time of bonding and enjoyment for all who attended.



Participants of the Senior Management Course No. 165/ 2022 during their visit to Lake Baringo on Thursday, December 15, 2022.

Leadership Lesson

We would like to express our sincerest appreciation for the trust you have placed in us.

“As the holiday season is upon us, we find ourselves reflecting on the past year and those who have helped to shape our business. It’s been quite a year for us all! We hope that [2022] has been just as memorable for you, your colleagues and your loved ones. We look forward to working with you in the years to come.”

-Unknown

Have Your Say

Rodgers Sandui

Proud to be an alumni of KSG Baringo SMC cohort 154 & SLDP cohort 308. This is where real training is. Heko to the Teaching and Non teaching staff KSG Baringo. Your hospitality is great .

Humor of the week

When the teacher uses your name as a good example



Quote of the Week

“This holiday season, we are looking back with appreciation for your loyalty and looking forward to moving into the New Year together.”

-unknown

Embu Campus

Training of Trainers (National Construction Authority)

13th - 23rd December, 2022

Mombasa Campus

Kenya Education Management Institute (Workshop)

8th - 17th December, 2022

Kenya National focal Point on small Arms (Workshop)

13th - 17th December, 2022

Induction Program for Executive Office Administrators

13th - 23rd December, 2022

Veterinary Medicines Directorate (Workshop)

19th - 23rd December, 2022

Taita Taveta County Public Service Board (Workshop)

19th - 23rd December, 2022

Friends United Meeting

25th - 30th December, 2022

Friendly Water for the World NGO

26th - 30th December, 2022

Lower Kabete

Induction of the County Executive (Kakamega County Government)

13th-17th December, 2022

Conduct of Meetings and Minute Writing Course No.36 (PSC)

19th-23rd December, 2022

Induction of Chief Officers (Wajir County)

19th-23rd December, 2022

GHRIS/UHR Launch State Department of Public Service

19th December, 2022

Nyandarua County Assembly (Workshop)

19th-23rd December, 2022

State Department Public Service and Higher Education Loans Board

20th December, 2022

Kenyatta University Teaching, Referral Hospital (Workshop)

21st- 23rd December, 2022

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