

**KSG Campuses**

- Baringo
- Embu
- Matuga
- Mombasa

**Institutes**

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- 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 Environment and Climate Change Response

*Weekly Bulletin**Published by the KSG Communications Department***Climate Awareness: KSG Launches Curriculum**

KSG Deputy Director Learning and Development Dr. Rukiya Atikiya hands in a copy of the curriculum on County Climate Change Fund to partners during the launch at Lower Kabete.

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**BY SHARON NGINA**

The Centre for Environment and Climate Change Response Curriculum on County Climate Change Fund as well as a Facilitator's Guide was unveiled at the Kenya School of Government in Lower Kabete on

Thursday, August 4, 2022.

Deputy Director, Learning and Development Dr. Rukia Atikiya led in the launch of the training curriculum for public officers from National and County Governments aimed at preparing counties to access and manage

climate change funds geared towards adaptation, resilience building, and mitigation of climate change impacts.

The journey that started in 2014 has relied heavily on the support of development partners including the National Drought Management Authority (NDMA), ADA Consortium, and Financial

# Climate Awareness: KSG Launches Curriculum

Sector Deepening Trust Kenya (FSD) among others to see this milestone graced by representatives from all over Kenya.

Highlighting the achievements of the School towards realizing environmental mainstreaming and climate change, Dr. Atikiya noted that the School is strong on linkages and partnerships also evident in the recently concluded Climate Change Curriculum developed for Puntland State as she added, "I am delighted that part of the piloting was done in my county-Isiolo, as a nation, we cannot do without concerted efforts to combat issues of climate change".

The Deputy Director acknowledged the opportunity given to the School to work

towards the realization of the just-launched program, as she looked forward to the Trainers of Trainers Master Class noting that the team is dedicated to offering their best.

Mr. Seiyan Lempala Chief Executive Officer of NDMA recognized the contribution of the team to the process and ensuring its success, which marks a major milestone. He noted that, in their technical mandate, information on climate is critical since scenario contingency planning can only be done with this type of information." We are looking at having harmonized approaches in terms of climate resilience, of which the joint curriculum is a result," Seiyan added.

Mr. Lempala emphasized the need to assess how climate change is inducing climate risk hazards.

"With climate awareness, we can prepare better and invest in disasters," he noted.

Chief Officer from FSD, Mr. James Gachagaki noted that Kenya's economy is heavily dependent on natural resources, climate change framework mechanisms support counties to develop and implement climate change laws and policies. This creates the need for climate change committees that work with communities to ensure that the projects funded are those that support climate change initiatives or are climate-proof. "I am delighted to partner with a team of experts who will ensure that we come up with solutions and I hope for better and sustainable policies to benefit the people," he said.



Dr. Rukia Atikiya, Mr. Stephen Thuku and Eunice Weveti of KSG with partners and participants after the launch of the curriculum.



# Musembi: Experiential learning pushed me out of my comfort zone

**C**omfort zone. Status quo. Familiarity. Insecurity. Feeling in control. All these constitute some of the reasons that limit one from exploring opportunities for growth and self-actualization. Yet human beings are endowed with innate abilities that differentiate them from everyone else. Thus determination to unlock full potential is an indispensable ingredient for greatness.

Bulletin Writer, ELIAS MAKOKHA, brings you a three-part series of write-ups detailing participant accounts of experiential learning and lessons on why it is commonplace to aim low and not exploit the range of possibilities available.

The writer conferred with Ms. Damaris Mukui Musembi, the Head of Information Technology Support at Kisii County Government. Ms. Musembi graduated from the Strategic Leadership Development Program (SLDP) at Baringo Campus early this year.

Underscoring the significance of the experiential learning component of the program Ms. Musembi describes the module as an avenue to holistically sharpen the leadership abilities of public officers using a simplified approach.

## Accepting status quo

Patrick King asserts that people are insecure about attempting to fulfill their potential and take chances because they fear failure. Although human beings are the most powerful creatures on the planet, he argues that most imprison themselves in a state of incapacity. King says that the prison walls created are detrimental to



Ms. Damaris Mukui Musembi  
Head of Information Technology  
Kisii County Government

unleashing full potential, adding that a life without the possibility of failure is a life without growth. He notes that avoidance of trying encourages one to continue in the status quo hence performing below potential.

Indeed Emma Mardlin, in, *Out of Your Comfort Zones: Breaking Boundaries for a Life Beyond Limits*, argues that, "If you like your comfort zone: you are more likely to be averse to risk, more fearful of making mistakes and taking chances, and resistant to change. You tend to be more cautious and anxious to push boundaries, and you would rather play safe and remain content than risk pursuing anything greater."

Ms. Musembi offers that one can adjust to the path of personal growth only if one commits efforts that befit the envisaged goal.

## Change of mindset

According to Ms. Musembi, most people fall into habits that make them more comfortable to forget pushing the walls of their comfort zone.

"SLDP transformed my service delivery through several key lessons; taking action and getting results in a manner that is for the greater good of my organization. I see my role as a leader, a caretaker of my organization for its future prosperity," Ms. Musembi observed.

## Memories

The Head of IT Support says that experiential learning remains the most memorable aspect of the Program. "We were urged to move out of our comfort zones and find solutions to challenges as strategic leaders do under all circumstances," she said with a glowing smile and a tinge of reminiscence evident on her face.

She observes that the current situation is a temporary destination, but where one would want to be is up to them. According to her, without proper focus, one can merely remain where they are hence the need to turn vulnerability into a strength by considering a different approach.

Experiential learning entails learning by doing and reflecting on the activities. The program aims at building resilience through exposure to situations that call for pragmatic, innovative, and creative interventions. By the end of the experiential learning, Ms. Musembi realized her capability to push herself to greater heights.

"I can endure challenges and seek their solutions; be it in motherhood, workplace, business, and social life," she posited.

# A procrastinator? Beat the habit through these proven techniques

BY CAROLINE MULINGE

I am no saint when it comes to procrastinating as I have a tendency to forget well-laid-out plans by a little distraction. At times I need to scribble notes on my phone, create a reminder for a to-do list or walk around with a journal just to keep up with my plan. However, distractions always abound. These distractions range from conversations with colleagues or friends, scrolling through the cellphone, being in a noisy environment, coffee breaks, and frequent trips to the washroom.

Distractions make one lose focus on important tasks. In most cases, they lead to procrastination, the action of delaying or postponing things, a habit that can deeply be ingrained in an individual and cannot merely wake up in the middle of the night and decide to break. It is like a person trying to gain muscle at the gym. It takes time hence there is a need for a person to work hard to curb it. To break the spell of procrastinating, it is important to understand the reasons behind the habit and how to beat it.

Why do we procrastinate? Nick Wignall, a clinical psychologist documented four simple reasons that make people procrastinate. He begins by stating that low self-efficacy leads people to lose confidence in their task performance thus pushing it aside and focusing on other things. This way they do not feel pressured and a feeling of easiness surges within them. He adds that if you find a task to be of no value or boring then a person finds it unenjoyable or painful to work on. He urges that the more enjoyable the task is, the higher the chances of avoiding procrastination.

Impulsiveness also leads to procrastination according to Wignall. Impulsiveness, he writes, is the "Difficulty in maintaining focus in the face of immediate and more appealing distractions," he says.

He goes on to add that if a person is vulnerable to lots of distractions—or works in a highly distracting environment—and has a hard time resisting those distractions, they are much more likely to procrastinate.

Lastly, delay in making decisions is a trigger for procrastination. This occurs mainly because of fear of failure or the unknown.

How then can we beat procrastination? Vanessa Loder, Women's Leadership and Mindfulness Expert write scientifically proven tips for beating procrastination.

## Focus on one task at a time

Start by choosing just one thing that you have been procrastinating and commit to completing that task in the next week. "That task you've been putting off for a while, focus on it," she urges.

Steve Mehr said, "You get what you focus on, so focus on what you want." By doing so, one acquires the ability to build momentum, concentrate on the task beforehand and meet the deadline.

## The Five Minute Miracle

This technique involves identifying the tasks that can be completed in five minutes and then setting a timer to gauge progress. A psychological phenomenon called the Zeigarnik effect by a Russian psychologist notes that unfinished tasks are more likely to get stuck in the memory. While at a restaurant in Vienna, Bluma Zeigarnik noticed that the waiters seemed only to remember orders which were in the process of being served, and once completed, the orders evaporated from their memory.

## The Power Hour

The analogy of the power hour involves putting away all distractions and working in concentrated chunks of time. Ms. Loder suggests that while performing tasks, one could also have intervals of resting to harness the optimal performance of

both body and brain. Further, playing music while executing some tasks has been proven to relax the body enabling a person to maintain a pace while executing it. To borrow from singer and songwriter Marilyn Manson, "Music is the strongest form of magic."

## Forgiving yourself for past procrastination

Procrastination can also be countered by self-forgiveness. Accepting that procrastination is a problem is one step toward creating a solution. Research shows that when a person can forgive themselves for past procrastination, they are more likely to overcome the problem in the present. Loder gave an example of questions one can use to prevent procrastination; "I'm avoiding this task because..." or "I'm avoiding this task because I'm afraid that..." Knowing this would enable a person to identify the challenge and help cross off your to-do list by completing pending tasks.

## Make a bet

Involving a friend or an accountability partner is effective in ensuring commitment to a plan that needs to be executed. I have a friend who calls me as early as 4 am during examination periods since I barely hear my alarm go off that early. He makes sure that I'm up and settled to study. Such kind of positive peer pressure is important. Once a task is completed, a reward from a friend or even to oneself becomes a motivating factor to keep going.

The above tips have been proven achievable and effective in defeating habitual procrastination. We all can adopt some if not all to better our task performance and time management culture to be productive. Online tools like Procraster and task management apps like Microsoft To-Do come in handy in terms of self-monitoring.

Go on now and have a procrastination-free life!



# Fond memories as Mr. T is laid to rest

BY CAROLINE MULINGE

A somber mood engulfed the home of Jidraph Thiga Nyaga in Kabati Village, Kenol in Murang'a County on Wednesday August 3, 2022 when family and friends gathered to give him a befitting send off.

Jidraph passed away on Sunday, July 24, 2022, while undergoing treatment at the Kenyatta University Teaching and Referral Hospital. The late is father to Mr. Robert Mwangi Thiga, a member of staff in the Administration Department of KSG Lower Kabete.

Jidraph who was once a staff of the Kenya School of Government, then Kenya Institute of Administration, was remembered and eulogized by friends and family as a respectable, caring, loving, democratic, understanding, disciplinarian and God-fearing husband, father, grandfather and friend.

The children paid tribute to their departed father, remembering him as one of a kind! A man who took his role as a provider very seriously and would take offense if 'assisted' in any way.

Popularly known to as Mr. T, the children celebrated him as a legendary man who gave them the freedom to make their own decisions and guided them regardless of the choices they made.

"Dad was legendary for paying school fees for an entire year for all of us. He saved up for our education up to the university level," the tribute by the children read in part.

Caroline Nyambura, his daughter remembered her dad's support to her and the siblings.

"Dad was my number one cheerleader, always proudly enumerating my feats and positive virtues. In his eyes, I was the perfect daughter that did everything right," she said.

The grandchildren also paid tribute to their guka saying, "Our Guka was a quiet man but his silence could speak volumes. We may not remember many of the words Guka spoke but the memories of what he conveyed without speaking a word will stay in our hearts."

Members of staff at the Kenya School of Government condoled with the family, joining in the send-off of Jidraph.

"At such a time of bereavement, there is little comfort that words can bring you. We, therefore, pray for God's grace, love, peace, and compassion to be your tender source of strength. May you take consolation in the knowledge that though Jidraph has gone before us, death is only a transition to a more peaceful existence," said Director Finance and Administration Prof. Nura Mohamed, in a condolence message read on his behalf by the School Chaplain Mr. Mr. Alfer Lempaine.

The church and its elders celebrated the late Jidraph as a devoted man who was active in doing God's work. He was a founder member of ACK St. Paul Kabati Flyover. There he was appointed as a member of the Kabati Church Development Committee.

"Mzee was very passionate about men's fellowship. He has left an indelible mark for his volunteerism and active participation in Kenya Anglican Men Association," the representative said.

May the memory of Mzee Jidraph be eternal and may the Almighty rest him in eternal peace.



Colleagues condole with Mr. Robert Mwangi (centre) for the sendoff of his father, the late Jidraph Thiga Nyaga in Kabati village, Kenol in Murang'a County.



# Ogopa Ends Season in Style

BY SHARON NGINA

**K**SG Ogopa recorded yet another spectacular performance at the Nanyuki Stadium after beating host team LYSA FC 2-0 on Sunday, July 31, 2022. This was one of their last two crucial end-of-season games with the next one scheduled 48 hours later.

The game that started on a slow tempo saw the better part of the first half having minimum action; both teams put their best foot forward but all efforts were sent begging.

The host drew first blood that saw a goal-line clearance from KSG Ogopa's shot-stopper William Kimani to maintain the game level. Ogopa grew into the game as the team sought to control the proceeding with chances few and far between. Their first glimpse of a goal resulted in a score. Douglas Mbugua dazzled effortlessly past the defenders before squaring the ball to Anderson Wanjiru to give Ogopa the must-craved lead. The first half ended the cagey affair as the referee blew the whistle.

Having lost 2-0 at home to LYSA FC in a past match, Ogopa's desire to win the second leg was evident in the second half. Ogopa fans cheered the scholars to increase the tenacity and tempo of the game in order to get the second goal and put the game to bed. The opponents made several attempts on goal but Ogopa's custodian William Kimani alias Shaka meant business as none of their shots went beyond him. With Ogopa determined to win and bag all the 3 points, the players blocked every single challenge the opponents had on them. This was to yield fruit in the 80th minute as an orchestrated move by Daniel Ekai made Douglas score the second goal. In the last ten minutes, there was not much the opponent could do as Ogopa kept possession with the game ending 2-0 in



Ogopa FC's Center-back Evanson Liyala during a match at Nanyuki Stadium.

favor of the visiting team.

In the final game of the season, Ogopa welcomed Thunderbirds FC christened Wanaheha at the Lower Kabete Approved grounds on Wednesday 3rd August 2022. A team of dedicated pilots who had defeated Ogopa 2-0 previously at the Laikipia Airbase grounds, were determined to grab a win, a crucial game for them where a win could see them in the playoffs competing for the championship.

Deemed as Ogopa's toughest game of the season, the opponents started the game on a high note as they created a glorious chance barely five minutes into the match when Michael Otieno made a goal-line clearance to keep the game balanced. There were severally heavy challenges as the game continued with both teams looking to take the lead. As the match progressed, Ogopa settled into it and

got their first goal through Ken Maina who curled the ball at the edge of the penalty box. The first half ended 1-0 in favor of Ogopa.

In the second half, Ogopa neutralized their opponent's power play in an exemplary manner. Wanaheha opted for a direct football style of play as they launched several long balls in order to draw level but Ogopa's defense line was resolute. Coach Dennis Nzomo charges opted to keep the ball more as they frustrated the opponents. Wanaheha made three changes as the team sought to fight back into the game. However, in the 87th minute, their hopes of getting back into the game were completely extinguished as Ogopa's Anderson Wanjiru expertly curled a free-kick from 30 yards out into the top right corner. At the end of the 90 minutes, it was KSG Ogopa who emerged 2-0 victorious denying Thunderbirds the chance to be in the playoffs.



# Weekly Activities in Summary



Cabinet Secretary Ministry of Public Service, Gender, Senior Citizen's Affairs and Special Programs Prof. Margaret Kobia led the Maendeleo ya Wanawake celebrations for Nairobi Region at Kenya School of Government Lower Kabete. The organization was celebrating 70 years of nurturing and empowering women through various capacity building interventions and promoting their rights. The CS reminded the attendees to exercise their constitutional right to vote in the upcoming General Elections stating that they too have a voice to determine who leads the country for the next five years. Notable figures present during the celebration was Nairobi Women Representative Hon. Esther Passaris, Nominated Senator Hon. Beth Mugo, the current Chairperson of the organization Mrs. Rahab Muiu, current Patron Dr. Phoebe Asiyo and other former chairpersons.



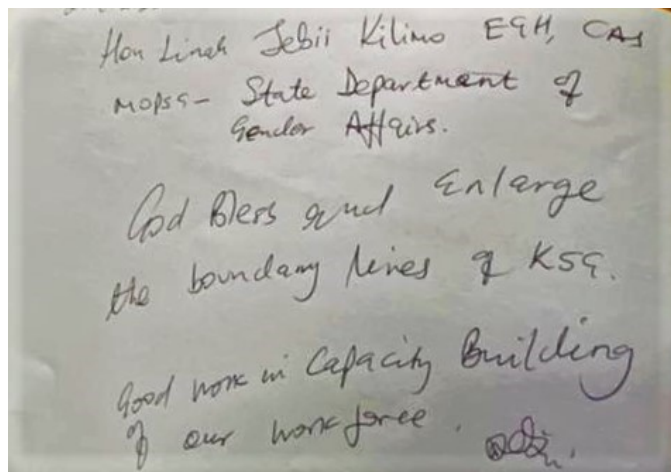
Participants of Supervisory Skills Development Course during a session held on at the Baringo Campus where participants shared insights, case studies, and lessons to replicate at their respective places of work. The forum was graced by the Principal Accountant Mr. Kennedy Bobo and faculty member Mr. Kennedy Mukangai.

## Leadership Lesson

“All of the great leaders have had one characteristic in common: it was the willingness to confront unequivocally the major anxiety of their people in their time. This, and not much else is the essence of leadership.”

– John Kenneth Galbraith

### *Have Your Say*



### Humor of the week

Me clicking on "I have read terms and conditions"



### Quote of the Week

“Stay strong as you live your life story and remember your blessings, no matter what circumstances you face.”

Dr. Damary M. Bonilla-Rodriguez



**Baringo Campus**

Strategic Leadership Development Program  
Senior Management Course No. 161

18th July - 26th August, 2022  
1st - 26th August, 2022

**Embu Campus**

Senior Management Course Online No. 171  
Strategic Leadership Development Program No. 321

27th June - 19th August, 2022  
25th July - 16th September, 2022

**Matuga Campus**

Independent Electoral Boundaries Commission (Workshop)

4th - 13th August, 2022

**Mombasa Campus**

Strategic Leadership Development Program No. 317  
Senior Management Course  
Media Council of Kenya (Workshop)  
Independent Electoral Boundaries Commission

11th July - 19th August, 2022  
18th July-9th September, 2022  
7th - 10th August, 2022  
9th - 10th August, 2022

**Lower Kabete**

Strategic Leadership Development Program No. 318  
Project Planning and Management (Machakos County)  
Strategic Leadership Development Program No. 322  
Senior Management Course No. 388  
Senior Management Course No. 387  
Supervisory Skills Development Course No. 115  
Performance Management Seminar (Umma University)  
Kenya Electricity Generating Company  
Kenya Revenue Authority (Workshop)  
Micro and Small Enterprises Authority (Workshop)

11th July- 19th August, 2022  
25th July - 26th August, 2022  
15th August-23rd September, 2022  
15th August-9th September, 2022  
15th August-21st October, 2022  
15th - 26th August, 2022  
17th- 19th August, 2022  
17th- 19th August, 2022  
16th- 17th August, 2022  
18th August, 2022

**Kenya School of Government**  
P. O. Box 23030 - 00604  
Lower Kabete, Nairobi  
Tel: +254 2 4015000  
Mobile: 0727496698

**Matuga Campus**  
P.O. Box 31-80406,  
Matuga - Kenya  
Tel: +254-0770770021  
Email: info.matuga@ksg.ac.ke

**Mombasa Campus**  
P.O. Box 84027 - 80100,  
Mombasa - Kenya  
Tel: +254 41 3122785, 22227113,  
2228800, +254 41 2227105  
Email: info.mombasa@ksg.ac.ke

**Baringo Campus**  
P.O. Box 91, Kabarnet – Kenya  
Tel: +254-053 22325  
Email: director.baringo@ksg.ac.ke

**Embu Campus**  
P.O. Box 402-60100,  
Embu - Kenya  
Tel: +254- 068-31351, 068-31364  
Email: info.embu@ksg.ac.ke



**www.ksg.ac.ke**

**Editors**

Faith Musoga

**Sub-Editor**

Douglas Mochama  
Ephline Okoth

**Writers**

Pauline Ngurukie  
Daniel Ngeti  
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**communications@ksg.ac.ke**