

**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*

## Realizing a barrier free society, a forte of MKI



Stakeholders representing the Margaret Kenyatta Institute for Gender and Social Development (MKI), Anti-FGM Board, Beyond Zero, Maendeleo ya Wanawake Organization (MYWO) and community champions from the North Rift during the Community Outreach Program on Eradication of Female Genital Mutilation at KSG Baringo Campus on Monday, March 6, 2023.

This week coincides with the auspicious official launch of the Margaret Kenyatta Institute (MKI) for Gender and Social Development, domiciled at the Kenya School of Government Lower Kabete, during the 2022 International Women's Day.

Set up as a specialized Institute to provide focused attention to real-life needs and concerns of citizens, MKI was envisioned as one that would provide leadership in

emerging challenges around gender and provide specialized training on the problem areas, in addition to advising the government on ways of rapidly bridging the gender divide. MKI's mandate oscillates between ensuring a safe space for inspiring youth and women, young, emerging and established, providing them with a platform for engaging, connecting and dialoguing

on possible solutions for transforming the society in Kenya, the region and internationally, apart from the provision of swift interventions to redress socio-economic barriers impeding women and the vulnerable from releasing their potential. Today, MKI with the support of Anti-FGM Board, and Beyond Zero Initiative among other stakeholders, has trained over 200 community champions; male and female, from 22

# Realizing a barrier free society, a forte of MKI



Maendeleo ya Wanawake Organization (MYWO), Chief Executive Officer, Ms. Isabella Mutinda making a presentation during Community Outreach Programme on Eradication of Female Genital Mutilation at KSG Baringo Campus on Monday.

hotspot counties in Kenya with a high prevalence of Female Gentle Mutilation (FGM), including Migori, Bomet, Elgeyo Marakwet, Samburu, Baringo, Kajiado, Isiolo, Meru, Tana River and Bungoma, an effort geared towards cutting out this vice wreaking havoc on the lives of many girls and women.

Other champions already trained by MKI hail from Kisii, Nyamira, West Pokot, Mandera, Narok, Laikipia, Embu, Marsabit, Wajir, Garissa and Tharaka Nithi.

During the commencement of a community outreach workshop at KSG Baringo Campus on Monday, March 6, 2023, the Margaret Kenyatta Institute of Gender and Social Development Ag. Director Ms. Lynette Otworri rallied the trainees to use the new knowledge to sensitize communities and seek sustainable approaches to protecting girls from harmful practices.

"Your presence at the grassroots matters the most as the voice against female genital mutilation and other

social vices. We, therefore, exude confidence in the outcome of this community outreach program to strengthen your work at the grass root levels.”

The Director disclosed that the Institute is working on more interventions, key among them retooling public officers and communities on mainstreaming issues and social protection of the vulnerable, saying that requisite knowledge among actors would help in tilting the social protection landscape to address the chunk of challenges arising from knowledge and information deficits in society.

The National Chairperson of Maendeleo Ya Wanawake Organization (MYWO), Ms. Rahab Muiu, pointed out how social protection interventions need strengthening as they are the ones to help stem vices, including those hindering the girl-child from realizing full possibilities.

"We have the responsibility as mothers to stop harmful cultural acts

that have serious negative effects on girls and women exhibited, for example, when girls between 8-14 years are having babies and are made grandmothers at 25. We must carry on the efforts of keeping girls from harm's way," said Mrs. Muiu.

To effectively support Government delivery in various sectors, the School continues to review its training programs in tandem with modern challenges, apart from buttressing the courses with aspects on special needs.

MKI is expected to continue the singular role of provision of knowledge and advice on matters of gender, social protection, and empowerment enshrined in the Constitution and various legislations on aspects such as the representation of women in leadership, support the implementation of legislations in collaboration with public and private institutions focusing on other interventions such as Anti-FGM, youth agenda, poverty reduction, child welfare and the protection of the vulnerable including the elderly.



## Leaving No-one Behind: SLDP Cohort 341 Ensures Amenability

*"Somewhere along the way, we must learn that there is nothing greater than to do something for others." Martin Luther King Jr.*

Persons with disabilities (PWDs), according to the UN Convention on the Rights of Persons With Disabilities, include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.

Generally, some of the hindrances that jump out for PWDs include, but are not limited to a physical environment that is not accessible, lack of relevant assistive technology (assistive, adaptive, and rehabilitative devices), negative attitudes and stigma of people towards disability and services, systems and policies that are either non-existent or that deter the involvement of all people with a health condition in all areas of life.

The Kenya School of Government (KSG), a capacity development public agency empowering individuals with requisite knowledge, skills and right attitudes and behaviors to fulfil their

professional aspirations endeavors to leave no-one behind; to be inclusive in regard to those that are admitted to take part in its programs.

When Mr. Andrew Kimeto sought admission into the Strategic Leadership Development Program at KSG Lower Kabete, he was ready for anything, as whenever he visits institutions, he is usually meted with stigma, unfriendly facilities that he is supposed to use and the staff to serve him. Mr. Kimeto is visually impaired.

In his own words, however, the Director of Children's Services & Social Protection in Bomet County, says his experience at the School was different. "I felt a favourable spirit and inclusivity in this institution; facilities are relatively disability compliant," he observed.

Priority is given to those living with disability meaning that staff are sensitized on such matters. "The catering staff easily shared with me what is on offer. When I return, I would wish to find that you have raised the bar." Mr. Kimeto expressed.

Whereas the School has provided modernized infrastructure tailored to

ensure the welfare of the Persons Living with Disability (PWDs), including the provision of access ramps and designated parking slots, there were areas of improvement that Mr. Kimeto's class suggested, key among them being accessibility of Maasai Mara lecture hall. The class observed that Mr. Kimeto had to navigate a small set of stairs.

To make life easier for him and other PWDs using this particular lecture hall, the 29 participants together with the Administration Department constructed an access ramp as part of their Corporate Social Responsibility (CSR).

"I am grateful to my classmates for their kindness; for choosing such a noble project and going out of their way to support the construction of this ramp to ease the mobility of PWDs using this hall. As participants of the SLDP, we have truly walked the talk to enhance inclusivity in our society," Mr. Kimeto noted while also acknowledging the KSG Administration for approving and being part of the project.

The Class President, Ms. Sarah Akwabi, an Assistant Director, of Zoological Services, at the Directorate of Veterinary Services explained that the class brainstormed several ideas for a CSR project but settled on constructing the ramp since it would positively impact the lives of many other participants in the subsequent cohorts.

"I sincerely thank my colleagues for taking up this activity enthusiastically. We collectively supervised the works to ensure that the final product was fit for purpose." She said.

The ramp was officially commissioned on Friday, March 3, 2023.

*By Mugambi Mutegi.  
Manager Communication & External  
Relations at CAK and KSG SLDP alumnae*



KSG Director Learning and Development, Dr. Rachel Ngesa (Center), joins Mr. Kimeto (Left) and class president, Ms. Sarah Akwabi (Right), during the commissioning of the new ramp at the Maasai Mara Hall in Lower Kabete.

# Refined leadership for today's world



KSG Mombasa Campus, Deputy Director Mr. Andrew Rori (left) presents a trophy to Ms. Mercy Nzwii and her colleagues during the graduation ceremony for SLDP No. 343/2023. The trophy is awarded to the team that develops the winning Position Paper in the Program.

## BY GLENN LUMITI

**I**n honor of the International Women's Day, we had the pleasure of speaking with Mercy Nzwii, the Assistant Manager - Credit at the Women Enterprise Fund. Mercy was participant in the Strategic Leadership Development Program (SLDP) at the Mombasa Campus; she shares the impact the Program has had on her competencies as a woman in leadership.

### What was your overall experience with the Strategic Leadership Development Program?

Joining Cohort 343 of the Strategic Leadership Development Program

was a revitalizing for me. It was a privilege to have gained from professional and knowledgeable members of faculty who gave invaluable information and insights. The program draws a diversity of participants; individuals from all backgrounds and professions gather to exchange experiences and viewpoints providing deeper understanding of leadership and thus a rich learning environment. I truly appreciate the associations built with people from diverse industries.

### What were some of the most valuable lessons you learned during the 6-week training?

To be an inspiring leader, one has to

possess the gift of creating a vision for the people that they lead, providing a sense of purpose and direction. Additionally, emotional intelligence in leadership is normally understated yet it is essential in developing self-awareness, managing emotions, and building lasting relationships.

The power of strategic communication brings about understanding of team members' goals and desires and also solving their grievances when necessary. It helps foster an open and good rapport between leaders and their teams.

Finally, developing a strategic mindset, how to analyze complex problems, identify opportunities, and make informed decisions all align with the organization's mandate.

### Were there any specific topics or areas of focus that you found particularly helpful or interesting?

The personality test explained a lot about how I react to different situations at the workplace. It gave me perception on my strengths and weaknesses. By understanding my personality type better, I have been able to adjust my working style to better fit the needs of my team and organization. I learned to communicate more clearly and directly with my colleagues, to take breaks when I needed them, and to seek out opportunities that played to my strengths.

### How have you applied what you've learned in the program to your work or personal life?

Professionally, the leadership principles and practices module gave me focus on creating a positive work environment and inspiring my team to improve on their outputs and performance. When people are



# Refined leadership for today's world

inspired, they are more motivated to achieve greatness.

Through strategic thinking, I now take a more proactive approach to problem-solving, analyzing issues from multiple angles, and making informed decisions for the good of the organization.

Things on the home front have improved a great deal in regard to interactions with my family; I more intentional on communicating better and creating better synergy that have helped us achieve personal and family goals.

**What challenges did you face during the program? How did you overcome them?**

There are intervals I struggled with

time management; I found myself struggling to keep up with the pace of the program and sometimes felt overwhelmed and concerned that I would not be able to fully absorb and apply all the information being presented. I had to develop a few strategies to help me cope; I prioritized tasks and topics, and dedicated attention to review the material and complete the assignments.

I also sought help from my colleagues and faculty to provide me with additional resources and finally, I developed a study schedule for time allocation for different modules.

**Would you recommend the Program to others who are interested in improving their leadership skills?**

Having gone through the Program, I would highly recommend it to anyone who is interested in refining their leadership abilities; it is an exceptional opportunity for individuals to gain deeper understanding of what it takes to lead successfully in today's ever-changing world. SLDP has a comprehensive curriculum designed to challenge participants to grow both personally and professionally in their leadership positions and to become better versions of themselves. As a woman in a leadership position, I have had to navigate through challenges and opportunities that come with it. Indeed the Program was a turning point in my career.



## Executive Office Administrators Course

**Date:**

April 10-28, 2023

**Cost:**

Non-Residential - KSh.56,550

Residential - KSh. 100,920

**Campus:**

Lower Kabete



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## KENYA SCHOOL OF GOVERNMENT MOMBASA CAMPUS

### APRIL 2023 PROGRAMS

PROGRAM	DATE	COST (KSH)	
		(Res.)	(Non-Res.)
Strategic Leadership Development Program	April 17 – May 26, 2023	136,648	121,800
Public Service Values and Ethics Program for Senior Officers	April 10 - 12, 2023	35,264	24,360
Public Policy formulation, Implementation	April 24 – May 5, 2023	60,320	48,720
Senior Management Course	April. 3 – 28, 2023	120,640	97,440
Integrated Library Management Information System	April 24- May 5, 2023	60,320	48,720
Report Writing Course	April 24- 28, 2023	35,264	24,360
Training of Trainers	April 10- 14, 2023	35,264	24,360
Supervisory Skills Development Course	April 17 - 28, 2023	60,320	48,720
Management Skills Course	April 3 - 28, 2023	120,640	97,440
Management Course for Office Administrators	April 3 - 28, 2023	120,640	97,440
Proficiency Course for Clerical Officers	April 3 - 14, 2023	60,320	48,720
Retirement Planning	April 24 - 28, 2023	35,264	24,360
Dispute Mediation in the Public Service	April 24- 28, 2023	46,400	23,200
Performance Management Systems	April 10 - 21, 2023	60,320	48,720
International Public Sector Accounting Standards (IPSAS)	April 17 - 28, 2023	60,320	48,720
Local Economic Development	April 10 - 21, 2023	60,360	48,720
Green Growth and Circular Economy	April 3 - 7, 2023	60,320	46,400
Integrated Environmental Impact Assessment and Audit in Development	April 10 - 28, 2023	90,000	73,030



# IWD Celebration at Embu Campus





# IWD Celebration at Mombasa Campus



Page 7: Embu Campus staff in a celebratory mood on the International Women's Day.

Page 8: Mombasa Campus also commemorate the Day in song, dance, speeches and food.

The International Women's Day is celebrated every 8th of March. This year the theme of IWD is DigitALL: Innovation and Technology for Gender Equality #EmbraceEquality. The colour purple denotes justice and dignity, and now it is used to represent women.



# Weekly Activities in Summary



Kenya School of Government Director Linkages and Collaborations, Dr. Prisca Oluoch, and Margaret Kenyatta Institute Ag. Director Ms. Lynette Otwor, on Thursday, March 9, 2023 met with NIRAS Chief of Technical Advisory, Ms. Michelle Ell, and Program Officer, Ms. Kamathi Marambii. The meeting discussed prevention and response to gender violence in Kenya. KSG has been identified as a key capacity-building partner for officers within the State Department for Social Protection, local level administration, and vulnerable groups

Dr. Ann Kang'ethe facilitates a session in the Essential Computer Course offered at the Embu Campus. KSG is keen to support the Presidential agenda of creating a digitally enabled environment for the youth to take up online platforms for information and business opportunities.



Mr. Gideon Wandabwa (3rd left) led the first cohort of the Business Process Re-Engineering course to a field study at the Huduma Centre in Mombasa. The course, which is aimed at equipping participants with the necessary skills to improve business processes, is designed to take a hands-on approach. The field study is a critical component of the training. The participants were able to observe first-hand how the Center operates and identify areas that need improvement. The study was also an opportunity for the participants to learn from a successful case study and apply the lessons learned in their own organizations.

## Leadership Lesson

### Great leaders are not driven by people-pleasing

The most significant leaders stand for a cause. They are not out there to make everyone happy or get everyone to like them. They know that sharing their message is going to anger some people – and they're powerfully called to share it because it's their responsibility to give a voice to the people who need them

-- -Michele Obama

### *Have Your Say*



Francis Kibara  
218 reviews

★★★★☆ 6 months ago

Kenya School of Government is a school that trains mostly the government officers but also the private sector on management, leadership and supervisory skills. It is based in Kabete a few metres from the University of Nairobi Lower Kabete Campus.

The place is very cold for the Kenyan climate with temperatures dropping to 12 degrees.

To access the school you need to be in official wear. This is a very strict requirement though I don't know what purpose it serves.

The lecturers are well seasoned and speak their mind out. Very good for character and values development in a country that is lacking in these.

The courses offered are a requirement for some job groups in government like Senior Management Courses and Strategic Leadership Development Program.

Reply 1

### Humor of the week



### Quote of the Week

"To girls and women everywhere, I issue a simple invitation. My sisters, my daughters, my friends; find your voice."

-Ellen Johnson Sirleaf -First Female President of Liberia



**Baringo Campus**

Strategic Leadership Development Program	20th February - 31st March, 2023
Senior Management Course (Online)	20th February - 14th April, 2023
Senior Management Course	6th - 31st March, 2023
Public Relations and Customer Care Course	6th - 17th March, 2023
Supervisory Development Skills Course	6th - 17th March, 2023
Retirement Planning Course (KENGEN)	13th - 17th March, 2023
NHIF workshop	15th March, 2023

**Embu Campus**

Senior Management Course No.185 /2023	13th February - 7th April, 2023
Essential Computer Skills	20th February - 17th March, 2023
Diploma in Social Work No.44/2023	6th March 2023 - 7th March, 2025
Strategic Leadership Development Program No. 349/2023	6th March -28th April, 2023
Project Planning and Management No. 7/2023	6th - 31st March, 2023
Unified Human Resource Information system workshop	13th - 24th March, 2023

**Matuga Campus**

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

**Mombasa Campus**

Strategic Leadership Development Program No.345/2023	20th February - 31st March, 2023
Public Relations & Customer Care	13th - 24th March, 2023
Supervisory Skills Development Course	13th - 24th March, 2023
Result Based Monitoring & Evaluation	13th - 24th March, 2023
Public Finance Management Course	13th - 17th March, 2023
Induction Program for CECs (Mombasa County)	13th - 17th March, 2023
Senior Management Course No.163/2023	6th - 31st March, 2023
Communication Skills for Public Service Officers	6th - 17th March, 2023
Records Management Course	6th - 31st March, 2023
Program Based Budgeting	13th - 17th March, 2023
Kenya Ports Authority Workshop	15th March, 2023

**Lower Kabete**

Strategic Leadership Development Program No. 344/2023	13th February - 24th March, 2023
Board Members Interview (Agriculture and Food Authority)	28th February - 22nd March, 2023
Strategic Leadership Development Program No.350/2023	13th March- 21st April, 2023
Strategic Leadership Development Program No.346/2023	13th March-19th May 2023
International Justice Mission Workshop	13th -17th March, 2023
Public Relations and Customer Care Course No. 73/2023	6th - 17th March, 2023
Supervisory Development Skills Course No. 121/2023	6th - 17th March, 2023
Senior Management Course No.396/2023	6th - 31st March, 2023
Transformative Leadership Course No.20/2023	13th - 17th March 2023
Finance For Non-Finance Managers Course No.14/2023	13th - 17th March 2023
Induction Program for Public Service Officers (Universities Fund)	13th - 17th March 2023
Induction Program for Chief Officers (Nyandarua County)	13th - 17th March, 2023
Data Protection Course	13th - 17th March, 2023
Induction Program for Public Service Officers (National Research Fund)	13th - 17th March, 2023
Culture Change Management Program (Kenya Roads Board )	13th - 17th March 2023
Board Members Interviews (Agriculture and Food Authority)	28th Feb-15th Mar 2023
Office of Data Protection Interviews	2nd - 14th March 2023

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