

**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

*Inside this issue:*

Embracing Growth: Celebrating Timothy	4
Clear vision and great strategies; a requisite for a prosperous county	5
Gharama za kutojibu Barua Pepe	6
Weekly activities	8
Humor and Quote	9
Weekly Programs	11

*Weekly Bulletin**Published by the KSG Communications Department***Advancing Food Security in the face of Climate Change**

Delegates at the 3rd Food Security Symposium held at KSG Embu Campus. The theme of the Symposium was: Sustainable Food Security and Nutrition in the face of Climate Change in Kenya

**BY YVONNE LUCY**

**C**ampus Performance Contract for the Financial Year 2022/2023 identifies organizing of symposia as a key deliverable in the Kenya School of Government (KSG) mandate to extend its advisory services. A one-day hybrid symposium themed Sustainable Food Security in Face of Climate Change in Kenya was held at KSG Embu Campus.

At the symposium, Dr. Ann Kangethe, Director

Embu Campus said "The mandate of the Kenya School of Government is aligned with Global, Regional and National Development Goals; the United Nations Sustainable Development Goal (SDGs) AU Agenda 2063, Kenya Vision 2030 and the Kenya Kwanza National Development Agenda.

As a strategic national institution, and a flagship project of Kenya Vision 2030, we seek to enhance collaboration with actors in research and

policy in the food security and nutrition agenda by contributing to the national dialogue on Sustainable Food Security and Nutrition and Climate Change in Kenya."

According to the Food and Agriculture Organization (FAO), food security is ensuring that all people at all times have both physical and economic access to the food that they need. FAO also defines sustainable agriculture as the management and conservation of the natural resource base and the orientation of

# Advancing Food Security in the face of Climate Change

technological and institutional change in such a manner as to ensure the attainment and continued satisfaction of human needs for present and future needs.

A highlight of the discussions focused on; Social protection to ensure food security of the vulnerable, Climate smart agriculture for resilient agricultural practices, Integrating disaster management for food security and Leveraging on information communication Technology to enhance food security.

Mr. Waithavu Ileri from the Embu Professional Forum mentioned that major interventions are required to transform the current patterns and practices in food production, distribution, and storage and consumption levels. The scientific community has an essential role to play in informing concurrent, strategic investments to establish climate-resilient agricultural production systems, minimize greenhouse gas emissions, make efficient use of resources, develop low-waste supply chains, ensure

adequate nutrition, encourage healthy eating choices and develop a global knowledge system for sustainability.

According to Mr. Brian Musyoka a panelist from Ministry of Labor and Social Protection, food security continues to be a critical issue in Kenya. It was a pillar of the Big Four Agenda and Kenya Kwanza has invested heavily in it. "Achieving food security will be even more challenging without the benefits of a well-designed social protection scheme. Food security and social protection go hand in hand and effective mechanisms that protect people's ability to access and use food must be intertwined within the broader development agenda," he stated.

The concept of social protection cushions the poor and vulnerable from hard socio-economic risks and shocks, building their resilience and preventing them from falling further into scarcity situations. He added that the Social Protection Policy (2011)

recognizes and builds on existing social protection initiatives such as education bursaries, school feeding programmes, fee waivers in public health facilities, Orphans and Vulnerable Children's (OVC) program, older persons cash transfer and Youth Enterprise Fund among other revolving funds.

FAO estimates that there are more than one billion people worldwide suffering from hunger; with an estimated 830 million living in developing countries. The impact of Climate Change on food security has drawn attention in the SDGs 2015. A diverse set of technological tools and resources used to communicate, and to create, disseminate, store, and manage information is therefore highly recommended to aid in innovative ways in climate change patterns communication and technology. Mr. Dennis Njagi, a lecture says that technologies should support agriculture development objectives of individuals, organizations and communities giving a case of Jomo Kenyatta university of Agriculture and Technology (JKUAT) that has invented several case study projects to help farmers across the country.

Climate change has and will continue to significantly impact communities living in the rural areas as compared to the urban settlers around the world as weather patterns become increasingly unpredictable stressing farmers to struggle to achieve regular crop yields.

Embu Campus Deputy Director, Dr. Fredrick Mukabi remarked on enhanced collaborations between the School and actors in agriculture and climate change sectors for research and policy advisory projects. "This symposium will largely contribute to sustainability of food security, household food supply and nutrition status," he said.



Embu Campus Directors; Dr. Ann Kang'ethe and Dr. Fredrick Mukabi at the symposium



# Embracing Growth: Celebrating Timothy Ngule

BY GLENN LUMITI

**T**imothy Ngule; an example of persistent dedication to personal and professional development; in this edition, we reflect on his transformational path of resolute commitment and diligence that have propelled him to thrive, unlocking new realms of knowledge and expertise along the way.

We join together in celebrating Timothy's remarkable accomplishments as he leaves KSG for new ventures. It is at KSG Mombasa, that Timothy's potential blossomed, providing guidance and support in his path.

We interviewed him after his farewell party and this is what he had to say:

**What was your initial experience as an attaché at KSG Mombasa Campus? What motivated you to join the campus, and what were your expectations at that time?**

Reflecting on my initial experience as an attaché at KSG Mombasa Campus brings back a flood of memories and emotions. It was a time of excitement, anticipation, and a bit of nervousness. Having just completed my Bachelor's degree, I was eager to put my theoretical knowledge into practice and gain hands-on experience in the Public Service.

The opportunity to join KSG Mombasa presented itself, and without hesitation, I jumped at it. My motivation was fueled by a desire to learn, contribute to the



KSG Mombasa Director Dr. Tom Wanyama shares a moment with Timothy Ngule during his farewell party at the Campus.

public sector, and grow personally and professionally. I will forever be grateful for the opportunities and experiences that the attaché position provided me; it laid a strong foundation and instilled a deep sense of purpose and commitment. It was the starting point of a journey that continues to inspire and drive me as I strive to make a positive impact in the world.

**How has your role as ICT Officer evolved over the years? Were there any specific projects or responsibilities that stood out during your tenure?**

As an ICT Officer, I have witnessed rapid advancement of technology and the ever-

changing landscape in information and communication technology. I have taken on new roles, tackled challenging projects, and embraced increasing responsibilities.

In the early stages I was primarily focusing on providing technical support and troubleshooting for computer systems and networks. It is here that I understood the intricacies of different technologies, software, and hardware components.

As I gained experience and demonstrated my abilities, I was entrusted with more significant responsibilities with opportunity to lead various projects, ranging from network upgrades to implementing new software solutions requiring me to work

# Embracing Growth: Celebrating Timothy Ngule



KSG Mombasa Campus members of staff during Timothy's farewell party.

closely with cross-functional teams for successful implementation and smooth transitions.

One notable project during my tenure was the implementation of a company-wide Enterprise Resource Planning (ERP) system to streamline business processes, improve efficiency, and enhance data management across different departments in our Campus and across the entire school. It was a challenging endeavor that demanded meticulous planning, effective communication, and adaptability significantly transforming KSG operations and paving the way for future digital advancements.

Looking ahead, I am excited to continue my journey as an ICT Officer, embracing new technologies, tackling complex projects, and contributing to the digital transformation of organizations.

## **A ceremony was held in your honor. What went through your mind on that day?**

Being celebrated was humbling and gratifying; a moment filled with a profound sense of appreciation and validation for the hard work, dedication, and achievements that have led me to this point.

Accolades from colleagues and friends were overwhelming and heartwarming as I also got to

reflect on the journey, the late nights, the countless hours, the challenges and the sacrifices made that felt worth it.

I felt a sense of camaraderie with the team of colleagues and supervisors, who have supported me throughout my journey; their guidance, mentorship, and belief in me played a significant role. It also made me appreciative of the expectations upon me and gave me more inspiration to strive for excellence and make a positive difference through my endeavors. I am grateful to the School and the networks that I have built that should last and grow in this interconnected world, where we will meet for bigger and better developments.



## Clear vision and great strategies; a requisite for a prosperous county

**K**enya School of Government, Director Learning and Development Dr. Rachel Ngesa advised County Executive Committee (CEC) Members and Chief Officers of Nyeri County, who attended an Induction Program at Lower Kabete, to embrace change of strategy in the execution of their obligations in their County.

In a world that is constantly evolving, leaders should be able to adapt accordingly. Dr. Ngesa used the analogy of driving a car; just as a driver must shift gears depending on the terrain and other conditions, leaders must be flexible and adjust their approach to achieve their goals. "Leadership is like driving a car. You will need to shift gears appropriately, in order to get to your destination. Changing strategy in leadership will empower the County to attain success in its goals within stipulated time," she said.

The more one reads and the more one knows. Building capacity is one of the most certain ways of acclimatizing with the ever evolving world and the challenges presented with it. "Always be ready to unlearn and relearn. You will be cognizant of the new waves the World is riding on in terms of technologies and other drivers of change," Dr. Ngesa advised.

She further highlighted that leaders aimed at transformation must have a clear vision and well spelt out desired outcomes, identifying the best strategies to apply. "It when you have thought out plans for the County, that you will know what to do, how to do it and when to do it," she said. "Where there is no vision, there is no developmental agenda, organizations and in this case the County of Nyeri would fail."



Nyeri County Governor, Hon. Mutahi Kahiga presides over the opening ceremony of the Induction Program for County Executive Committee Members and the Chief Officers held at KSG, Lower Kabete on May 8-12, 2023.

The Director advised that the CECs maintain a strong set of internal values and ideals, while focusing on sustaining the greater need of others, motivating staff in the County to support the greater good over self-interest. "It takes a strong and focused leader to put the needs of others before their own, a sure way of registering achievements registered," she said.

Noting that ambitious and thoughtful leadership requires commitment and consistency, Dr. Ngesa urged the CECs and Chief Officers to be willing to stay on course and strive to see the County reach its highest performance levels. Commitment fosters accountability and encourages perseverance in the quest for outcomes. "It is the desire of every leader to see an organization, a County and the Country, excel. But only a committed leader will have the advantage

of steering it, through the various challenges," she concluded.

The Induction Program for Nyeri County was held on May 8-12, 2023 at Lower Kabete. The School runs induction programs to acquaint newly appointed staff, whether in Boards or management into the peculiar public sector doctrines, ethics, ethos and practices that in many ways tend to be different from what obtains in the private and NGO sectors.

The School continues to support County Governments to steer successfully through critical challenges for transformation, to establish county structures, governmental and administrative systems, and development of human resource capacity to manage different functions in the counties.

*Compiled by:  
Beth Muigai and Joshua Lein*

# Gharama za kutojibu Barua Pepe

NA ELIAS MAKOKHA

**K**atika mfumo wa kisasa wa mawasiliano, barua pepe almafuru 'email' imekuwa moja kati ya njia zinazotumika zaidi kuwasiliana, kupitisha habari au ujumbe muhimu kutoka ofisi moja hadi nyingine, kutuma maombi ya kazi na kadhalika. Kulingana na utafiti uliofanywa na *Netomi*, Kampuni ya kijasusi iliyoko marekani kwenye Ripoti yake ya Huduma kwa Wateja ya mwaka alfu mbili na ishirini, kati ya barua mia tano ishirini na saba, zilizotumwa ni mia moja arobaini na saba tu zilizojiwiwa, hii ikiwa ni asilimia 25 pekee.

Lakini je? Utahisi vipi iwapo utatuma barua pepe na mwisho wake usipate majibu au hata ujumbe wa kuashiria barua yako imepokelewa? Mwitikio wako wa kwanza labda utakuwa, ana shughuli nyingi tu. Baada ya siku chache, utajiuliza, je, a l i p a ta barua pepe yangu? Siku chache baadaye, nilifanya nini kibaya mpaka nikakosa kujibiwa? Kisha, daima.

Mara nyingi tunasahau kwamba walio upande ule mwingine wa jumbe hizi ni binadamu tunaofaa kuwahudumia sawa na unavyowahudumia wengine ana kwa ana.

Katika miaka ya hivi karibuni, imekuwa "halali" zaidi na zaidi kutojibu barua pepe mara moja, au mbaya zaidi, kutojibu kabisa. Sikiliza, ninaelewa, tunaweza tukawa na shughuli nyingi lakini hili halifai kuwa kisingizio cha tabia za aina hii.

Kuna sababu halali kwa nini usijibu. Watu walio na shughuli nyingi kawaida huwa na nia nzuri lakini hushindwa katika utekelezaji. Ni hali ya "mambo ni mengi, masaa ni

machache". Unaweza kuona ujumbe, ukapanga kuujibu baadaye, lakini kwa bahati mbaya ukasahau. Kwa kweli, ni kweli kwamba watu walio na majukumu makuu hawaitikii kwa sababu tu ya wingi wa ujumbe wanaopokea, kwa hisia binafsi muda mwafaka unaweza ukatengwa au kuyatelekeza majukumu hayo kwa timu.

Kutojibu kwa barua pepe hizi kunaweza kutuathiri kwa kiasi kikubwa zaidi kibiashara, na hata uhusiano mwema.

## Athari za kutojibu barua pepe

### i. Unakosa fursa zenye thamani

Watu hupenda kutumia barua pepe kufanya miunganisho ya biashara, kutumia mapendekezo, kuomba habari muhimu kutoka kwa mashirika na mengine mengi na kutojibu barua pepe ni dhahiri kuwa kutaharibu nafasi zako za kupokea mawasiliano haya.

Huenda ukakosa kuelewa hisia za mteja, ushuhuda yani testimonials, Maoni chanya au hasi na hata habari muhimu kutoka kwa washindani wako.

### ii. Hudhuru uhisiano wako na wateja

Sehemu muhimu katika uhusiano wa mteja na mhudumu ni thamani ya huduma inayotolewa na hii inaweza jumuishia usaidizi wa

wateja baada ya mauzo na mawasiliano.

Kutojibu barua pepe huzuia uwezo wako wa kutoa usaidizi au huduma bora zaidi mfano katika mazingira ambayo mteja anahitaji kufuatilia swala muhimu kutoka kwako.

Wakati wateja wako wanakuandikia barua pepe au kujaza fomu yako ya mawasiliano, unawataka wahisi kana kwamba timu yako iko kwa ajili yao. Hili litaafikiwa tu iwapo utabadili mtindo wa jinsi unavyowasiliana nao.

### iii. Hupunguza kuridhika kwa wateja

Kutojibu barua pepe mara nyingi huashiria kwamba hujali wateja wako na unaweza kuonekana mwenye kiburi na hata kuonyesha kuwa una mambo bora zaidi ya kufanya kuliko kuwasaidia wateja.

Kwa kiasi fulani mteja atahisi kwamba aliloliandika kwenye barua pepe hutaki kulisikia hata kama si vyovyona unamaanisha.

\*\*\*

Kulingana na mwandishi Margaret Heffernan, "Jinsi unavyoshughulika na barua pepe inasema mengi ya msingi kuhusu jinsi unavyoaminika."

Kwa ufupi, usipojibu, watu hawatakuamini. Wasipokuamini, hawatakuheshimu. Na wasipokuheshimu, hawatakuona kuwa unaaminika.



Stock Image



# Weekly Activities in Summary



Chief of Staff, Hon Felix Koskei presided over the opening ceremony of the Induction Program for Senior Officers in the Office of Chief of Staff, held at KSG Lower Kabete, on May 11-12, 2023. At the ceremony from the School were Director Academic Affairs, Dr. Josephine Mwanzia and Director Linkages and Collaborations, Dr. Prisca Oluoch.



Senior Principal Lecturer Ms. Hellen Sadi with participants of the Senior Management Course (SMC) No 171/2023 during a class session at KSG Baringo Campus.



# Weekly Activities in Summary



KSG Director, Learning and Development, Dr. Rachael Ngesa presides over the closing ceremony of the Induction Program for Nyeri County Executive Committee Members and Chief Officers held at the School in Lower Kabete . The Program was held on May 8 - 12, 2023.



Lecturers and students from Bomet University visit the Kenya School of Government, Mombasa Campus for a benchmarking exercise to learn about operations and facilities of the Campus.



Kibabii University at the School for a Student Leaders Mentorship and Coaching Program. In attendance and coordinating the program was Mr. Peter Quest of the Kenya School of Government.



## Leadership Lesson

### Leaders see themselves as servants and act accordingly

servant-leadership is more than a concept. It is a fact. Any great leader, by which I also mean an ethical leader of any group, will see herself or himself as a servant of that group and will act accordingly.

— M. Scott Peck

### Have Your Say

The Burundian national School of Administration is really happy to be welcomed at this this great Kenyan School of Government. It is excellencant and has key pillars of programs

Jr Jönise AZAKAZA, DG  
National school of Burundi

### Humor of the week



### Quote of the Week

Focus and Follow  
through now, or  
experience the  
devastating pain of  
regret later

-Les Hewitt

## Baringo Campus

Strategic Leadership Development Program	15th May-23rd June, 2023
Senior Management Course (online)	8th May - 30th June, 2023
Management Skills Course	1st-26th May, 2023
Senior Management Course	1st-26th May, 2023
Women Challenged to Challenged (Workshop)	15th-17th May, 2023
Mid-Rift (Workshop)	16th-17th May, 2023

## Embu Campus

Senior Management Course No.188/2023	11th April - 2nd June, 2023
Strategic Leadership Development Program No.357/2023	24th April - 2nd June, 2023
Strategic Leadership Development Program No.358/2023	24th April - 16th June, 2023
Project Planning & Management	2nd - 26th May, 2023
Management Course for Office Administrators	2nd - 26th May, 2023
State Department for Basic Education	2nd - 7th May, 2023
Senior Management Course No.189/2023	8th May - 2nd June, 2023
Senior Management Course No.190/2023	8th May - 30th June, 2023
Supervisory Skills Development Training	8th - 19th May, 2023
Management Skills Course (The Judiciary)	8th May - 2nd June, 2023
Government Protocol, Etiquette & Events Management (NCA)	15th - 19th May, 2023
Kenya National Examination Council	9th - 15th May, 2023
Teachers Service Commission (workshop)	15th - 19th May, 2023
National Anticorruption Campaign Steering Committee (workshop)	15th - 19th May, 2023
Digitization workshop (Eldi)	15th - 19th May, 2023
MK Institute for Gender and Social Development	15th - 16th May, 2023
KSG Corporate (workshop)	17th May, 2023

## Matuga Campus

Senior Management Course No.117/2023	24th April-16th June, 2023
Management Skills Course No.004/2023	24th April-19th May, 2023
Hospitality Skills Development Course No.1/2023	8th - 19th May, 2023

## Mombasa Campus

Strategic Leadership Development Program No. 355/ 2023	17th April- 26th May, 2023
Senior Management Course No. 165/ 2023	10th April – 2nd June, 2023
Strategic Leadership Development Program No.359/2023	2nd May-9th June, 2023
Senior Management Course No.166/2023	2nd – 26th May, 2023
Public Policy Formulation & Implementation Course	8th – 19th May, 2023
Result Based Monitoring & Evaluation Course	8th – 19th May, 2023
State Department for Public Service- Workshop	8th – 17th May, 2023
Kenya Power & Lighting Company-Workshop	8th – 19th May, 2023
Public Procurement & contract Management Course	15th – 19th May, 2023
Public Finance Management Course	15th – 19th May, 2023
Productivity Improvement & Measurement Course	15th – 19th May, 2023
Induction Program For County Chief Officers (Isiolo County)	15th – 19th May, 2023
Communication Skills For Public Service Officers	15th – 26th May, 2023

For news items, information and comments kindly email:  
[communications@ksg.ac.ke](mailto:communications@ksg.ac.ke)



## Lower Kabete

Strategic Leadership Development Program No.346/2023	13th March-19th May 2023
Strategic Leadership Development Programme No.354/2023	11th April-19th May, 2023
Strategic Leadership Development Programme No.356/2023	24th April-2nd June,2023
Senior Management Course No.399/2023 Online	24th April-16th June ,2023
Senior Management Course No. 400/2023	2nd-26th May ,2023
Strategic Leadership Development Programme No.360/2023	8th May -14th July, 2023
Management Course for Office Administrators	8th May -2nd June, 2023
Supervisory Skills Development Course No.123/2023	8th-19th May ,2023
Advanced Financial Management for Project Accountants	8th-19th May, 2023
Training of Trainers (United Nations Children's Fund)	15th-26th May, 2023
Retirement Planning Course (NSSF) No.50/2023	15th-19th May, 2023
Program Based Budgeting Training	15th-19th May, 2023
Induction of County Chief Officers (Turkana County Government)	15th-19th May, 2023
Induction Program for National Police Service Commission	17th-19th May, 2023
Culture Change Management (Ministry of Youth)	18th-19th May, 2023
Corporate Governance (Machakos University)	15th-19th May, 2023
Induction of County Chief Officers (County Government of Isiolo)	16th-19th May, 2023
KEMRI (Workshop)	16th-19th May, 2023

**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



**Kenya School of Government**  
Empowering the Public Service



 [www.ksg.ac.ke](http://www.ksg.ac.ke)



[www.ksg.ac.ke](http://www.ksg.ac.ke)

**Editor**

Faith Musoga

**Sub-Editors**

Douglas Mochama  
Ephline Okoth

**Writers**

Pauline Ngurukie  
Daniel Ngeti  
Beth Muigai  
Sharon Ngina  
Phyllies Muili  
Yvonne Lucy  
Glenn Lumiti  
Joshua Lein

**Photographers**

Walter Mikwa  
Elias Makokha  
Bosco Marangu

For news items, information and comments kindly  
email:

[communications@ksg.ac.ke](mailto:communications@ksg.ac.ke)