

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***CECM Silantoi unveils Crèche for mothers' comfort**

CECM Ms. Suzanne Silantoi at KSG Lower Kabete as she inaugurated the Crèche that will provide privacy, comfort and peace of mind for mothers. Together with her are Dr. John Bii, Director KSG Baringo Campus and Ms. Esther Sitonik, Deputy Director Hospitality Services .

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BY FAITH MUSOGA

Ms. Suzanne Silantoi, County Executive Committee (CEC) member for Inclusivity, Public Participation and Customer Service, Nairobi County has today Friday, March 17, 2023 unveiled the Crèche at the Kenya School of Government,

Lower Kabete. This is in accordance with the Government directive contained in Kenya Gazette Supplement No. 37 of 2017 that makes provision for lactating mothers. Employers have an obligation to avail baby changing facilities for use by the public and for connected purposes. Until recently, lactating

mothers in the workplace have had limited support in regard to the availability of private spaces or facilities for breastfeeding. Additionally, many mothers may lack the support for childcare in their homes, compelling them to hire expensive baby care services or having to juggle between their careers and

CECM Silantoi unveils Crèche for mothers' comfort

attending to their babies.

During the fulfilment of its mandate to serve the Public Service, KSG comes across these dynamic and multifaceted challenges that may affect some of its clients and staff leading to low productivity and interference in course attendance. In response to these demands, KSG has continuously established unique delivery units such as the crèche. The Crèche will cater for mothers; staff members and course participants who may need to be at the School with their babies.

At the inauguration, Ms. Silantoi greatly commended this initiative, which meets the needs of women and covers the gaps that have an impact in the progression of their careers and consequently their pay grades. "It is so admirable that the School would think of solutions that address someone's closest need; the mother's' peace of mind that they greatly need to perform their duties for maximum



performance," she said.

The CEC in charge of Inclusivity, Public Participation and Customer Service noted that this project by KSG is also in tandem with her mandate for inclusivity and what the county stands for. "We should borrow leaf from what you are doing and have facilities such as this at the county level," said Ms. Silantoi. KSG Director Finance and

Administration, Prof. Nura Mohamed, is hopeful that the County Government of Nairobi will support initiatives like these at the School. "The School intends to replicate the project in all its campuses in Baringo, Embu, Matuga and Mombasa to enrich the experience of women and mothers in the workplaces and also as guests of the School," he said.

Ms. Esther Sitonik, Deputy Director Hospitality Services confirmed that this has been a long-awaited initiative that has come to fruition. "The crèche has been made to help mothers that have young children who still need their care. Sometimes house helps can go missing and you are left with no one to take care of your child."

The Creche is fitted with functional and sanitary facilities that provide baby changing stations, sleeping areas, an equipped kitchen, restrooms and friendly floors for all who use the amenities to feel comfortable and well cared for.



KSG Director Finance and Administration, Prof. Nura with CECM Suzanne Silantoi share a lighthearted moment at the crèche.

In the driver's seat: Dr. Kithinji pledges to move Matuga front right



Dr. Florence Kithinji, Ag. Director
Matuga Campus

BY BULLETIN WRITERS

Kenya School of Government (KSG) Matuga Campus Deputy Director, Dr. Florence Kithinji, has been installed to take on the responsibilities of Campus Director in an acting capacity following the transfer of Dr. John Bii to Baringo Campus as the Director.

She will be responsible for the strategic direction of the Campus, effective academic and administrative leadership, and efficient use of resources. Specifically, Dr. Kithinji will be accountable for the implementation of decisions of the management and the Academic Board, initiation, development, and delivery of the learning and development programs as well as research and consultancy services. She will also prudently manage resources and assets, and monitor, evaluate, and report Campus performance to the appointing authority.

KSG Director General, Prof. Ludeki Chweya, who was present during the change of guard congratulated the duo

for their new roles. He commended Dr. Bii for being very instrumental in enabling the government to realize intended achievements when he headed Matuga Campus. Prof. Chweya also admired the rapport that Dr. Bii and his successor Dr. Kithinji forged with the members of staff which largely provide grounds for achieving the mandate.

During the handover, the DG introduced the new acting Deputy Director, Mr. Charles Onkundi who previously headed the Advanced Training and Consultancy at the Baringo Campus. Prof. Chweya termed Mr. Onkundi as one, who keeps his word, is compliant, and is always ready to give up personal comfort for the sake of the organization. "I have highlighted just a few examples; there are dozens of others worthy of mention. Moving forward please continue sharing the camaraderie of remarkable resilience, zeal, and synergy. As a School, we purpose to remain a community with an uncommon capacity to weather challenges, learn, adapt and move forward, and remain trendsetters," acclaimed Prof. Chweya.

In a conversation with the Bulletin writer, Dr. Kithinji expressed her appreciation to the Management for her elevation and the honor to head the Campus. She hinges on their success in driving the Campus on teamwork and the understanding of the strategic direction already established for the School in general and Matuga Campus in particular, saying she will truly guard that vision as well as make substantial strides on the core mandate.

Dr. Kithinji spoke passionately about the values that define Matuga Campus and emphasized her commitment to excellence, innovation, and collaboration.

"Considering the unique characteristics of this Campus and the kind of keen interest the Director

General has in making it attractive for the uptake of services, all our efforts, will be coalescing with the philosophy, interest, and direction set by the School," she said.

Dr. Kithinji encourages members of staff to bring forth their best ideas and efforts, share collegiality with teams in the most amazing manner, and accord seamless gelling amongst all staff, to create a working environment and relationships that would ensure a unified flow of work at Matuga.

Of particular importance is open communication and transparency which she seeks to harness essential coupled with feedback from different platforms. She is enthusiastic about the opportunities that lie ahead; challenges too will be turned into prospects to realize the full potential of the Campus.

KSG Matuga Campus which is located on the Southern Coast of Kenya in Kwale County enjoys a unique blend of a warm coastal climate and a serene environment created by natural forests and coconut trees. The Campus has a clear view of the Indian Ocean, and visitors can enjoy the sounds of the waves in the evening.

All efforts by the Government to open up this region such as the Ukunda airstrip, the Standard Gauge Railways (SGR), the Likoni ferry, and the new highway connecting the coast and the mainland make it accessible to anyone interested in learning here. Furthermore, Mombasa is just 22km away from Matuga, and visitors can cross using the Likoni ferry to get there.

KSG Matuga Campus niches itself in providing focused attention to the Government's agenda in Environment & Climate Change, Digital Superhighway & Creative Economy, among others to rapidly help achieve the Kenya Kwanza manifesto, Vision 2030, SDGs, and international agreements and treaties made by the Republic of Kenya and other nations, through providing appropriate training in the aforementioned areas.

KSG Embraces a More Diverse Food Menu



Director General, Prof. Ludeki Chweya, leads course participants and staff at the Food Sampling Festival at the Kenya School of Government, Lower Kabete

On Thursday, March 16, 2023, the Kenya School of Government (KSG), Lower Kabete Campus held one of a kind event; the Food Tasting Festival. Organized by the Department of Hospitality Services, the Festival showcased a massive variety of foods with an objective to review and enhance the menu options that are usually on offer during meal times and celebratory moments.

Further, the Festival was an expressive way to celebrate our glorious heritage, culture, and traditions in Kenya and beyond. It fostered community pride and having to learn new skills in the culinary arts and is also a time when the teams involved realize their capacities, challenges, and areas they should build on to make such events and meal

moments memorable at all times. After all, a fun food quote by M.F.K. Fisher quips: 'First we eat, then we do everything else'.

Planning and conducting festivals involves many members of a department and the organization in general. In this case, a lot of groundwork went into the event that required additional participation and contribution from officers from our campuses in Baringo, Embu, Matuga, and Mombasa. Different

*'First we eat,
then we
do everything
else'.*

M.F.K. Fisher

kinds of recipes had to be sought, and a lot of practice was done before the main day just to be certain of the outcome.

This particular Food Tasting Festival was an amalgamation of themes and cuisines with plans to have more dedicated themes in the future. From the 5 course meal, you could see cuisines from the Coast, Western and Eastern parts of Kenya among others. The Americans were also represented with the very popular Chicken Maryland which soon ran out. The Indian Tikka and Naan bread, traditional vegetable options, and the dessert corner with Banana Jelly, Sponge Cake with Custard Sauce, Zucchini Cake, and Fruit Cake left the tasters spoilt for choice.

Perhaps the most interesting part was the Choma Zone with chefs at hand to serve choice meats of chicken, lamb, goat, beef, and liver straight from the grill to the plates of clients.

The layout for such a festival requires ample space and great art to make the arrangement look interesting and captivating. The logistics to have all the participants at the School enjoy the experience without a hitch are not a simple fete. The Department was up to the task and to be sure that all went according to plan, the attendees were requested to rate the meals and provide feedback that is under review to inform the next festival, at the next campus that would be coming soon near you. Participants and guests of the School are assured of a different experience, every time.

KSG Embraces a More Diverse Food Menu



Personal Branding: Making Yourself Distinctive in Today's Workplace

BY GLENN LUMITI

“Personal branding alludes to an individual's presentation of themselves to the world; their appearance, communication, behavior, and values”. These were sentiments of Mombasa Campus Director, Dr. Tom Wanyama at the graduation ceremony for a series of combined courses, including the International Public Sector Accounting Standards, Retirement Planning, Conduct of Meetings and Minute Writing, Productivity Measurement & Improvement, and the Customer Care Skills Course. The Director also stressed the significance of personal branding being critical for public servants as it makes them distinctive in the competitive job market.

“Today's cut-throat job market, demands more than a great resume or a wealth of experience in your field; to truly succeed, develop a personal brand that sets you ahead of the pack,” added the Director.

According to Dr. Wanyama, when one has a brand mentality, you begin thinking of yourself as a product or a service. Identify and package your unique abilities, strengths, and expertise, in a memorable, interesting, and capturing manner that makes you different in your industry.

Personal branding is especially important for employees who desire to advance in their careers; while we may start out as employees, we need to transform into personal brands for better

success. This way, we can distinguish ourselves from our colleagues and become the go-to experts in our fields.

The Director emphasized that besides appearance personal branding is also about an individual's attitude towards their work and the people they interact with. One must take a holistic approach by paying attention to communication skills, work ethics, and values.

“The experience that people will have with you should be different and unique because you have modified your brand,” Dr. Wanyama advised. He believes that the essence of attending training programs is a sure way of being refined.

Personal branding is a continuous process that requires constant improvement and adaptation to changing circumstances. Participants are encouraged to continuously evaluate and develop their brands, seeking feedback that will help them grow in performance and productivity.

But how do you go about building a personal brand? Dr. Wanyama delivered some useful pointers:

- *Identify your exceptional strengths and expertise; reflect on what sets you apart and the knowledge that you have or you may need to build up on*
- *Develop a clear and consistent message; these are messages that communicate your expertise and your value. They should be reflected in your resume, your social*

media profiles, and your personal interactions with colleagues and clients.

- *Build a strong online presence.* In today's digital age, it is essential to have a strong online presence that showcases your brand. This might also include creating a professional website or blog, and activity social media on platforms such as LinkedIn or Twitter.
- *Network strategically.* This means seeking opportunities to connect with other professionals in your field, attending industry events and conferences, and actively participating in online communities and forums.

Programs by the Kenya School of Government are designed to fill identified competency requirements, strengthen leadership, policy-making and strategic envisioning, and enhance skills for improved operations. These programs are offered throughout the public as well as the private sector.

The International Public Sector Accounting Standards Course, for instance, aims to provide officers with the knowledge and skills to implement globally recognized accounting principles in public sector organizations.

The Productivity Measurement & Improvement Course focuses on providing officers with a functional understanding of productivity and how it can be assessed correctly and effectively for performance.

PPM participants at St. Angela Children's Home,

BY MARY NJENGA

Participants of the Project Planning and Management Course at the Kenya School of Government Embu Campus visited St. Angela Children's Home as an act of mercy. This decision was aimed at ensuring that they leave a mark in the county hosting them for their four weeks of training.

Representing management during the visit, Mr. James Mutinda, Head of Research, Consultancy, and Advisory Services at the Campus, was keen to note that the participants had set the pace for both KSG staff and stakeholders through their acts of kindness. "The Bible says that he who is gracious and lends a hand to the poor lends to the LORD, and the LORD will repay him for his good deed. This is not an obligation but a self-motivated gesture that is only rewardable by God. This is discipleship," he said.

Mr. Mutinda lauded the dedication and hard work of the caretakers which was evident from the neat, healthy, and radiant kids, and the pleasant environment expressing the need for people to have empathy and respect for humanity.

"It is not funny that the things we take for granted are the most essential necessities to others. It is apparent that these innocent kids yearn for love, care, and protection; holding them into your arms seems like a lifetime privilege they never wish to let go," he noted.

St. Angela Children's Home currently hosts at least forty children ranging from one month old to grown-ups in boarding schools. It is managed by the Little Sisters of the Sacred Heart



Participants of the Project Planning and Management Course No. 9/2023 share items with St. Angela Children's Home in Embu County

headed by Sr. Sylvia Polidori who admitted that the Home is always in need of encouragement and donations from well-wishers. The children's requirements are constant and sometimes they are overwhelmed by the numbers.

It is a fact that every child has a family somewhere who knows or knows not of their existence, they also have a duty to trace these relatives in order to reunite them whenever possible, and/or ensure they are adopted into a suitable family.

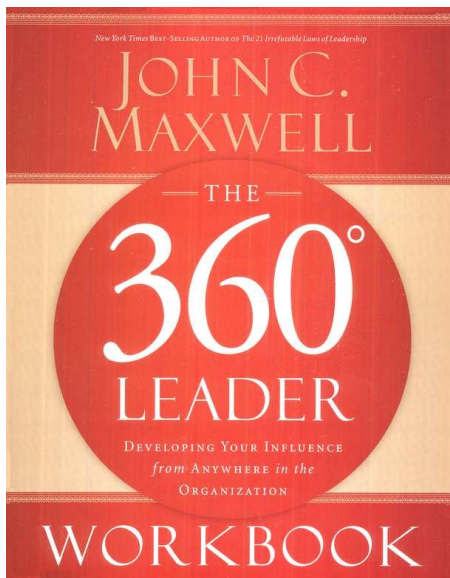
Further, she disclosed that the home largely depends on international support; locally, there is a need for sensitization on donating towards children's homes albeit being in their locality. They confirm having small projects like a nursery and tailoring school to support their maintenance and management. "We appreciate having new friends because we are certain it will add to our list of well wishers and motivators," Sr. Sylvia said.

For Ms. Rose Kinyua, the class president, it is a noble act to leave a mark wherever one visits, not to be seen but for fulfillment. She appreciated that KSG has been a point of convergence for a diversity of personalities from different parts of the country, and for supporting the noble initiative of touching lives through its CSR component in programs.

"In our thoughts, this is a simple arrangement but to this family, it means a whole lot. Let us continue contributing towards these little ones, and popping in once in a while to share our love," she urged.

Mr. Japheth Ocharo, one of the course participants was confident that their decision to settle for this Home will continue to make an impact through a commitment to support; occasionally they hope to send their ambassador to represent them. "I am certain that in the near future, some great personalities will trace their roots to this Home," he said.

Expand your inner circle to lead across



BY DOUGLAS MOCHAMA

In the workplace, it is a well-known fact that leadership is the currency for success, and to many, it denotes being in charge of something. Similarly, most view leadership as all about moving followers to action mainly through the stick-and-carrot approach. These circumstances lead to the pronouncement of a common phrase: 'I am above you, and you have to do what I tell you.'

It would be more meaningful if employees and their institutions reframe how they approach the concept and translate the true sense of leadership.

This week we give you a snippet of the fourth section of *THE 360° LEADER* by JOHN C. MAXWELL, an American author who discourages fixed mindset

but instead challenges people to embrace zest and cultivate growth through reading and practicing to improve their leadership abilities.

In this section, Maxwell says that being a 360° leader distinguishes the one who can only lead followers from the one who leads other leaders—not just those below them, but also those above and alongside them. Knowing the difference between the two is, therefore, imperative.

Maxwell adds that leading peers is another kind of challenge facing leaders in the middle as the peers would expect trust, respect, and understanding to support the agenda brought forward by their colleagues. They need to know how they stand to benefit when they support their colleague. On the flip side, inherent organizational challenges such as intense competition, outshining each other, feelings of jealousy, resentment and competition over limited resources may make it difficult to influence peers.

All these, he says, make peers feel threatened and insecure and would block any attempt appearing as if it is competing with their progression. This section about leading across wants the readers to ponder the following questions as they strive to become 360° leaders: Why do some leaders succeed in leading

their teams but do not seem to get along with their peers? How can a leader make the most of the interdepartmental coordination fora? What does it take to create camaraderie with peers and equals in the organization? How can one excite admiration from his colleague?

Too often, people think that if they can impress others, they will gain influence over them, but this is a misconception as it creates a problem and people will detect selfishness and pretense. Instead of impressing others, Maxwell offers that one has to change their attitude and develop charisma to become amiable and develop collegiality with others.

He recommends seven principles that those aspiring to lead need; Understanding, Practicing and completing the leadership loop, Putting completing fellow leaders ahead of competing with them, and Being a friend. He also encourages leaders to avoid office politics, expand their circle of acquaintances, let the best idea win, and avoid pretense.

How well are you applying these seven principles? If you are not sure, about these tricks, you should consider finding them in this best-selling book.

Crèche opening at Lower Kabete



Weekly Activities in Summary



The Consultative Meeting on Public University Salaries and Remuneration, organized by the Salaries and Remuneration Commission held at KSG Lower Kabete. The event was inaugurated by the Cabinet Secretary of the Ministry of Education, Hon. Ezekiel Machogu. There to receive head of the delegation was the School's Director General, Prof. Ludeki Chweya.



Left: A cross section of participants in the Supervisory Skills Development Course at Baringo Campus during their trip at Lake Baringo. These trips to the amenities in the County have provided a learning as well a relaxing atmohpere for visitors and clients of the Campus.
Right: One of the groups in the class engaging in a Focus Group Discussion during the course at the Campus.

Baringo Campus Staff and family sensitization on substance abuse



On Friday March 17, 2023, the Management of KSG Baringo Campus organized a health talk and sensitization forum on drug and substance abuse for staff and their family members; spouses and children of teen age and young adults. The event was led by experts from Mediheal Hospital and the National Authority for the Campaign against Drug and Substance Abuse (NACADA). The event could not have come at a better time when the children, particularly those in boarding schools, were home for half term.

Weekly Activities in Summary



Mombasa County Executive Committee members during their Induction Program conducted at the Mombasa Campus



This week, Mombasa Campus had grand birthday celebration in honor of their colleague Ms. Salome Chome, who turned 50! Ms. Catherine Katee of the Administration Department and Glenn Lumiti of the Corporate Communication Department were also feted as they marked their birthdays.



KSG Embu Campus Director, Dr. Ann Kang'ethe hosted Hon. Simon Kiprono Chelugui CS, Cooperatives & Micro, Small and Medium Enterprises(MSME) Development for a luncheon at the Campus. The CS had Visited Embu County with the National Government's Technical Committee to inspect the preparations of the June 2023 Madaraka Day Celebrations.

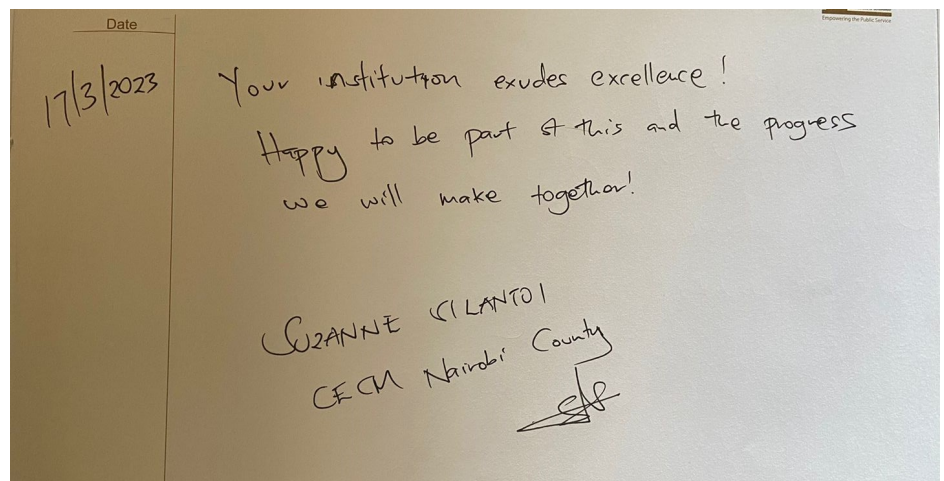
Leadership Lesson

Leadership is not about you; it's about investing in the growth of others

I know of no single formula for success. But over the years I have observed that some attributes of leadership are universal and are often about finding ways of encouraging people to combine their efforts, their talents, their insights, their enthusiasm and their inspiration to work together.

-Queen Elizabeth II

Have Your Say



Humor of the week

Nostalgic person:

"I wish we can go back to the good ol' days!"

Literally every historian:



Quote of the Week

"The art of communication is the language of leadership."

- James Humes

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
Baringo County Assembly Workshop	21st March, 2023
Staff and family sensitization on substance abuse	24th March, 2023
KenGen (workshop)	22nd March, 2023
Retirement planning	20th-24th March, 2023

Embu Campus

Senior Management Course No.185 /2023	13th February - 7th April, 2023
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
Business Process Re-engineering	20th- 24th March, 2023
County Government of Nyandarua	20th - 24th March, 2023
UHRIS workshop (State Department for Petroleum)	13th - 24th March, 2023
Induction workshop (Mathenge TTI)	23rd - 24th March, 2023
Workshop (Teachers Service Commission)	23rd - 31st 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

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
Senior Management Course No.163/2023	6th – 31st March, 2023
Records Management Course	6th - 31st March, 2023
Strategic Leadership Development Program No. 351/2023	20th March – 28th April, 2023
Human Resource Advisory Committee Course	20th – 24th March, 2023
Kenya National Commission for UNESCO (Workshop)	22nd – 23rd March, 2023
Pwani University (Workshop)	21st – 24th March, 2023
Mombasa Water Supply & Sanitation Co. Ltd	28th March, 2023
NTSA (Workshop)	23rd March, 2023
The National Treasury (Workshop)	24th 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
Senior Management Course No.396/2023	6th -31st March, 2023
Report Writing Course	20th – 24th March, 2023
Management Committee Training (Registrar of Political Parties)	20th -24th March,2023
Induction of County Executive Members (Marsabit County Government)	20th-24th March, 2023
Induction of Public Sector Boards (Kenya Revenue Authority)	20th-22nd March,2023
Kenya Maritime Authority	23rd -24th March. 2023
Office of Prime Cabinet Secretary	21st-22nd March, 2023
The National Treasury(FLOCCA) Workshop	20th – 21st March,2023
Inter-Governmental Relations Technical Committee Workshop	24th March,2023

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