

**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***NPSC Induction: Aligning with Government Priorities**

Mr. Arthur Osiya, Principal Administrative Secretary of the Cabinet, delivers an address on behalf of Mr. Felix Koskei, Head of Public Service and Chief of Staff, at the National Police Service Commission Induction Program at Lower Kabete. Together with him are Chair of NPSC Mr. Eliud Kinuthia and KSG Director General Prof. Ludeki Chweya.

**BY PHYLLIES MUSYOKI**

In today's professional landscape, the significance of a well-structured induction program cannot be overlooked. Stepping into a new role or joining a different organization can be a transformative experience of adaptation, growth, and building new connections that should shape one's journey.

The National Police Service Commission

(NPSC) plays a crucial role within the government framework, responsible for among others, providing terms and conditions of service for civilian members of the Service, summoning witnesses for purposes of investigations, determine appeals from the members of the Service, recruitment, promotions and disciplinary control.

An Induction Program for the NPSC

was held at the School in Lower Kabete to bring new members up to speed with emerging issues, new work methods, and the expectations that come with their high-level appointments. Going beyond mere orientation and familiarization, the program served as in-service training for already serving officers as well. The program aims at empowering officers to be well-versed in the prevailing legal

# NPSC Induction: Aligning with Government Priorities

and policy frameworks governing their institution.

At the opening of the Induction, Chief of Staff and Head of Public Service, Mr. Felix Koskei, in a speech conveyed by Mr. Arthur Osiya, Principal Administrative Secretary of the Cabinet stressed on the critical role of induction in Public Service that assists new employees in smooth transition to their newly assigned duties. Mr. Koskei emphasized the interconnectedness between NPSC and the National Police Service, necessitating the need for a complementary and collaborative relationship.

Expounding Government's commitment to creating an enabling environment for independent institutions, he highlighted recent directives aimed at relieving certain administrative burdens from the

Inspector General of the National Police Service by strengthening the Commission's functions.

Mr. Koskei anticipates that the addition of new members will help address some of the challenges faced by the Commission, encouraging utilization of co-option power to complement existing expertise within the NPSC.

Chairperson of NPSC, Mr. Eliud Kinuthia, was categorical about the delivery of the conditions outlined in the manual that should enhance officers' abilities in the contribution to the Government agenda; "Better-for-one bottom-up transformation framework."

Indeed the Induction Program provided a platform staff and senior management of NPSC to discuss and internalize the bottom-up transformation agenda of Kenya Kwanza; the

evolving language of Government which NPSC commits to aligning with Government priorities.

In his remarks, Director General of Kenya School of Government, Prof. Ludeki Chweya, emphasized the significance of skills and competence as crucial factors that should result in tangible outcomes. He highlighted that training programs, such as induction, are not merely educational exercises but valuable investments that should yield practical benefits.

According to Prof. Chweya, acquisition of new knowledge and skills should translate into improved performance and effectiveness in officers' respective roles within the National Police Service to drive positive change and deliver measurable results.



Newly appointed members attending the Induction Program. Together with them are: Mr. Arthur Osiya, PAS of the Cabinet; Mr. Eliud Kinuthia, Chairman NPSC; and Prof. Ludeki Chweya, KSG Director General. The induction program runs from May 15 - 19, 2023.



# Zero Tolerance To FGM

BY CHRISTINE RWAMBA

**F**emale Genital Mutilation (FGM) has been a major problem in our society with its prevalence at 15%, and an approximated total of 475,000 girls being at risk of undergoing FGM by 2030.

To contribute to the mitigation of this problem, KSG's Margaret Kenyatta Institute (MKI) for Gender and Social Development organized a two (2) day community outreach programme on Eradication of Female Genital Mutilation at KSG, Embu Campus from 15 - 16 May 2023. The Outreach programme was supported by Beyond Zero, Maendeleo Ya Wanawake Organization and the Anti-FGM Board with participants drawn from seven (7) counties that have high prevalence of FGM: Embu, Kajiado, Meru, Garissa, Tharaka Nithi, Isiolo and Taita Taveta.

The first community outreach programme was conducted in February 2023 at KSG, Baringo campus.

At the Outreach, Embu County Governor, H.E, Cecily Mbarire pointed out that the severity of FGM at the county level, needed to be addressed. "It is our business to protect these girls; even those who lack education because of this dangerous practice."

The Governor gave the commitment to the County Government to work closely with the Gender Department to warrant that there is a safe home for women and girls who will also be included in local activities pointed at ending FGM.

Acting Director of MKI, Ms. Lynette Otworu expounded the focus of the Institute; gender and social-related concerns. "Our emphasis is on empowering women, youth, and other vulnerable groups who are likely to fall behind the margin of



Delegates of the Outreach Program conducted by Margaret Kenyatta Institute of Gender and Social Development, Beyond Zero and MYWO. Embu County Governor Ms. Cecily Mbarire presided over the opening of the two-day Program that was held at KSG Embu Campus on May 15 - 16, 2023.

development," she said.

Ms. Jane Kiragu from Beyond Zero also at the event to support the fight against FGM said, "We convene to support the championing to end FGM, a human rights violation. It violates the rights of the girl and undermines her security and her full self-expression. Beyond Zero hopes to energize you to continue retaining girls in school where they have a sense of community to be able to resist, fight and run to safe houses for rescuing," she said.

KSG Embu Deputy Director, Dr. Fredrick Mukabi in his remarks recognized the partnership of the School with organizations such as Maendeleo ya Wanawake. "Through MKI, we shall continue collaborating in the sensitization of society against vices such as FGM which are silently prevalent. We commit to support through the provision of sensitization fora, conducting research as currently being undertaken, and policy formulation to help curb the

malpractice."

Maendeleo ya Wanawake Chairperson, Ms. Rahab Muiu expressed her concern about the time taken to eradicate FGM. "Maendeleo started this journey 32 years ago and it is sad that it has taken this long to end FGM," pointing out that in the 21st century, FGM should not be happening.

Among the challenges highlighted while on a mission to end FGM was the fact that it is done in high secrecy, to the point where some nurses and doctors in hospitals are involved.

In 2011 the policy and legal framework was revised to acknowledge the work of MYWO which started the alternative rites of passage many years ago; there is a law that prohibits FGM. "There is some backlash. The practice goes on underground and in secret and even law enforcement has a challenge. Nurses and doctors who practice FGM ultimately undermine the intentions of the law," summarized Ms. Kiragu.

# Isiolo County Chiefs Embark on Enhanced Governance

BY GLENN LUMITI

In a significant step towards strengthening leadership and governance in Isiolo County, Chief Officers from various departments embarked on a comprehensive Induction Program at Kenya School of Government, Mombasa Campus. The opening ceremony, presided over by the Director of Finance and Administration, Prof. Nura Mohamed, and Director of Mombasa Campus, Dr. Tom Wanyama, marked the beginning of an the training program that should orient the officials into the requirements of their duties at the county.

The induction program, spanning five days, will provide Chief Officers with an opportunity to delve into various aspects of effective governance, leadership, financial management, and strategic planning. It seeks to ensure that top-ranking officials in Isiolo County are well-versed in modern governance practices, enabling them to address the county's challenges with confidence and efficiency.

Prof. Nura Mohamed, renowned for his expertise in financial management, delivered the opening address accentuating the obligations of Chief Officers in steering the county towards sustainable development.

"The Induction Program is an investment in the future of Isiolo County. By empowering our Chief Officers with the essential knowledge and aptitudes, we are paving the way for effective decision-making, efficient resource management, and improved service delivery," Prof. Mohamed stated.

"It is our responsibility to foster a culture of accountability,



Director Finance and Administration, Prof. Nura Mohamed at the Induction Program of Chief Officers of Isiolo County. Prof. Mohamed has urged the senior officials to foster a culture of responsibility and professionalism in their operations.

transparency, and professionalism within the county administration. This program will contribute significantly to achieving these goals", he added.

The Induction Program will cover a wide range of topics, including strategic planning, budgeting, financial management, project management, and effective communication. The curriculum has been carefully designed to address the specific needs and challenges faced by Chief Officers in Isiolo County, ensuring practical relevance and applicability.

Dr. Tom Wanyama expressed his enthusiasm about hosting the training highlighting the significance of hands-on learning and interactive sessions in fostering a conducive environment for knowledge exchange and skill development.

"Our aim is to provide a platform for senior officials to enhance their leadership capabilities while promoting

collaboration and networking, enabling Chief Officers to share their experiences, challenges, and best practices. This collective learning experience will undoubtedly yield tremendous benefits for Isiolo County," said the Director."

As the induction program progresses, participants can look forward to lectures from industry experts, case studies, group exercises, and interactive workshops. These activities will foster critical thinking, problem-solving, and decision-making skills, equipping Chief Officers with the tools they need to overcome obstacles and achieve their objectives.

As the Chief Officers embark on this transformative journey of knowledge acquisition and skill development, it is expected that their newfound expertise will have a positive ripple effect across various departments, ultimately leading to improved governance, increased accountability, and enhanced public service delivery.



# Of employees unwinding away from routine

**U**nwind. Relax. Observe. Refresh. Self-care. Participate. Cherish. The modern workplace is not where employees appear for work at 8.00 am and quickly disappear at 5.00 pm at the top of the hour. Today the workplace is akin to a home away from home where staff morale, confidence and team spirit are encouraged and exploited.

According to a survey by Gallup, a consulting management firm, staff no longer spend 40 hours at work. The study reveals that time spent at work is 47 hours per week, and about 28% of a week is in the office.

It goes without saying that work has to be a warm and welcoming place where staff look forward to spending time alongside colleagues assuring happiness for them to feel at home in their work environment.

This culture is one that KSG Baringo Campus Director Dr. John Bii seeks to stimulate through cohesive friendship and sharing of moments amongst staff through fun-filled activities.

On Wednesday, May 17, 2023 the African Nite, a vibrant display of team spirit and cultural richness brought together staff and course participants at a well-crafted event with cuisines crafted by professional chefs from the Hospitality Department led by Principal Hospitality Officer, Mr. Gideon Biwott.

The inaugural event held a pool of talent, revealing the depth and diversity of expression in the fraternity; a real expression of art and culture through games, song and dance, and even modelling where James Oyugi and Jerono Songol were crowned as Mr. and

Miss KSG Baringo respectively. There were birthday celebrations in honour of those born in the months of April and May.

Each item was a testament of an organization's dedication, and passion that staff get to experience when given room to exploit their artistic endeavours.

Baringo Director, Dr. John Bii described the event as distinctive and one for conveying unity and cohesive power acquired from open interactions and sharing of ideas and camaraderie.

He appreciated the success of the occasion, being the first of its kind, promising more in future to keep the bond as KSG family, encouraging attendees to create more avenues to build personalities while showcasing and developing their gifts.

*Compiled By Robinson Mwinjiro & Michael Waiganjo*



Dr. John Bii, Director Baringo Campus, celebrates together with staff whose birthdays fall in the months of April and May on the occasion of the African Nite held on May 17, 2023.



# Baringo Campus African Nite



Baringo Campus celebrates art and culture through artistic performance at the *African Nite*, an event that was held to honour different traditions in song, dance and cuisine that also aimed at creating camaraderie amongst staff and course participants.



# Mombasa Campus Welcomes New Attachees and Interns

**K**enya School of Government Mombasa Campus Director, Dr. Tom Wanyama, along with a team from the Campus received attachees and interns on May 15, 2023. The meeting marked the official induction of the young professionals to the institution.

The reception was attended by Human Resource Manager, Ms. Rachel Mwangemi, Head of Customer Service, Ms. Rose Mwaumba, and representatives from Hospitality Department, Ms. Jane Mureithi and Ms. Gaudencia Amwayi.

Dr. Wanyama took the opportunity to shed light on various vital aspects, including the organization's culture, a brief historical background of KSG, its remarkable achievements, overarching goals, and the established rules and regulations aimed at providing guidance on the new officers' journey at the Campus.

The Director emphasized the immense opportunities that await the officers, reiterating KSG's commitment to foster a learning environment that promotes growth, knowledge sharing, and the development of critical skills necessary for a successful career in the public sector.

"Today marks a significant milestone in your professional lives as you embark on a transformative journey here at KSG Mombasa Campus. We have carefully selected each one of you based on your outstanding merit and potential, and we are confident that you will contribute positively to our vibrant community," said the Campus Director.

Furthermore, Dr. Wanyama emphasized the importance of teamwork and mutual respect

amongst them and all other employees. In order to encourage and recognize exceptional performance, he announced his intention to award the most productive officer among them.

"Throughout your time here, I encourage you to build strong associations and synergy. Collaboration is a powerful force that allows us to achieve remarkable outcomes. Together, we can tackle complex issues, innovate, and create positive change in our communities", highlighted the Director.

The induction provided an invaluable platform for the young professionals to familiarize with the ethos, values, and expectations of Kenya School of Government. Dr. Wanyama's comprehensive overview of the organization's culture and rich history allowed them to gain a deeper understanding of the Campus they were now a part of.

The Director also pointed out the

institution's goals for the future. With a focus on continued growth and improvement, KSG aims to expand its services, incorporate cutting-edge technologies into its training methodologies, and strengthen collaborations with various stakeholders. By doing so, the institution aims to remain at the forefront of public sector training and contribute significantly to the development of a skilled and competent workforce.

The induction ceremony not only marks the beginning of a new chapter for the attachees and interns but also highlights the institution's unwavering commitment to shaping the leaders of tomorrow. As these young officers embark on their professional journeys, KSG stands as a beacon of guidance and support, ready to help them realize their full potential in the public service arena.

*Compiled by Janet Mutua and  
Glenn Lumiti*



Attachees and interns during their orientation session at KSG Mombasa before being deployed to their respective departments. In the briefing session were the Campus Director, Dr. Tom Wanyama, Ms. Rose Mwaumba, Ms. Jane Mureithi, Ms. Rachel Mwangemi and Ms. Gaudencia Amwayi.

# Providing Hope and a Safe Haven for Children

BY JOSHUA LEIN

In a country where economic hardships and high costs of basic needs have pushed some families to desperate measures, including abandoning their own children, the Nairobi Children's Rescue Center emerges as a ray of hope. As the sole government-sponsored institution of its kind, the center provides a safe and nurturing environment for children as young as 32 weeks old up to 7 years. This article delves into the causes of child abandonment, the Nairobi Rescue Center, its challenges, and the commendable efforts of

individuals and organizations supporting these vulnerable children.

Child abandonment has seen a significant increase due to family dysfunction, often taking the form of physical abuse inflicted upon infants by relatives or neighbors. These innocent children bear the burden of an unhealthy home environment, compelling them to seek refuge at the Rescue Center. This situation underscores the importance of addressing the root causes of mistreatment within society to ensure the safety and well-being of all children.

A distressing trend contributing to child abandonment is caregiver neglect.

With many parents unable to afford proper maternity healthcare, they leave their newborns at hospitals, placing an additional load on an already overwhelmed healthcare system. In response, the Nairobi Rescue Center was established as a safe haven for abandoned infants not only to safeguard the lives of these vulnerable children but also to emphasize the necessity of accessible healthcare services for all.

The Center faces several challenges, primarily due to insufficient funding that hinders its ability to effectively share information about missing children. Additionally, infants



Course participants of SLDP No. 354/ 2023 share insights and donations with the children and staff of the Nairobi Rescue Centre. The Centre is home to children between the ages of 32 weeks to 7 years old. The SLDP cohort has been part of the teams that contribute to the livelihood of the home in a bid to improve the conditions of the children.



# Providing Hope and a Safe Haven for Children

received at an extremely young age, require specialized care to meet their unique developmental needs, and the bureaucratic process of registration where some children are labeled as "abandoned" instead of having individual identities. These challenges highlight the urgent need for increased support and investment in facilities like the Nairobi Children's Rescue Center

Despite these hardships, the Center has received valuable support from individuals and organizations, including participants from the Kenya School of Government's Strategic Leadership and Development Program No. 354/ 2023 who have agreed to make their support an annual activity.

Mr. Chris Opati, class president and Principal Clinical Officer in Siaya County, stressed the critical role of nurturing children, particularly during their first three years, for their development while Mr. Geoffrey Orina, a manager at KRA and Chairman of the CSR project recognized the importance of maintaining hygiene, health and safety for children by providing their basic necessities.

Attendees of the program expressed gratitude for the opportunity to serve the community by extending their



Mr. Chris Opati, class president holding one of the babies at the Rescue Centre

support beyond a one-time effort.

Despite the challenging circumstances that lead to child abandonment, the Nairobi Children's Rescue Center stands as a symbol of hope and resilience, playing a vital role in safeguarding the well-being of these vulnerable children. While challenges persist, the support and recognition from dedicated individuals and organizations exemplify a collective determination to make a positive impact on the lives of these children. Their efforts serve as an inspiration to society as a whole to ensure the safety and welfare

of all children in need.

For the Kenya School of Government, CSR has been integrated in all the programs offered at the School, in a bid to respond to the needs of the community. Kenya continues to experience challenges of poverty, drug abuse, illiteracy, environmental degradation, and climate change, and limited educational standards which have a dent in development. The School endeavors to contribute to the alleviation of these societal concerns by initiating and participating in relevant activities and projects for the improvement of society.



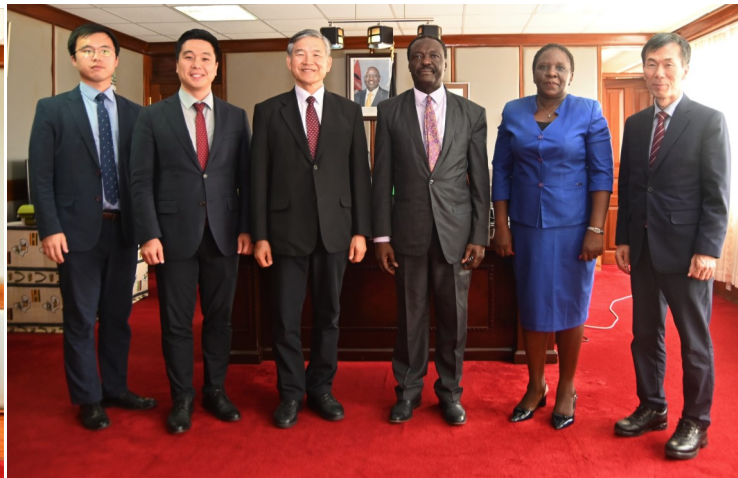
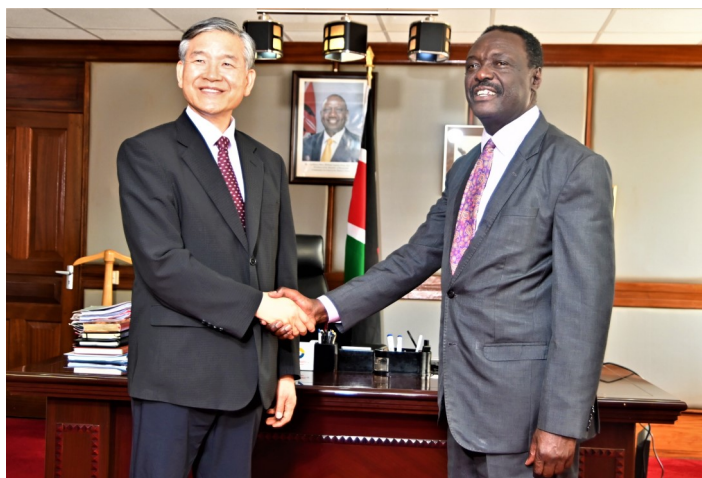
# Mombasa Campus Food Festival



KSG is quickly forming a tradition of food sampling festivals that will be held across the School. Here, KSG Mombasa Campus showcases its specialty in the Coastal cuisine. The festivals are a way to widen menu options, integrate and appreciate different cultures in Kenya and beyond.



# Weekly Activities In Summary



Dr. Kim Jae Hong, President of the International Mind Education Institute in South Korea, delivers a lecture on "Mind Education: Empowering Public Servants for Enhanced Productivity and Transformation" at the Kenya School of Government in Lower Kabete. The lecture was organized by the Learning and Development Department.



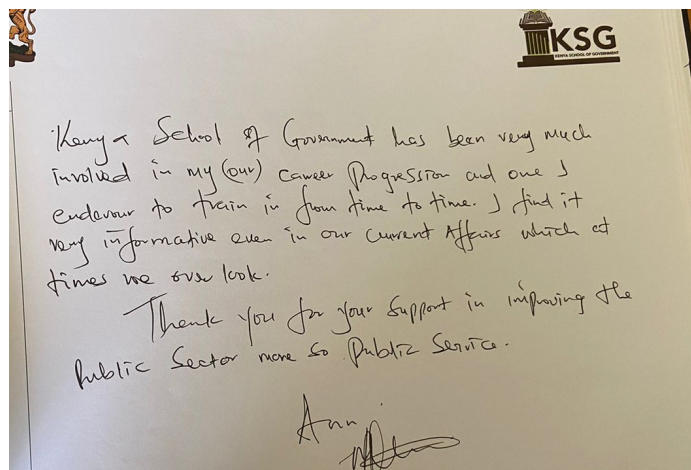
Deputy Director Embu Campus, Dr. Fredrick Mukabi awards the best group presentation in the SLDP class . (Right) SLDP joint class of Cohort 333,340,349 .

## Leadership Lesson

### Leaders must make decisions even when it hurts some people

All leaders must make tough decisions. It goes with the job. They understand that in certain situations, difficult and timely decisions must be made in the best interests of the entire organization. These are decisions that require firmness, authority, and a finality that will not please everyone. Extraordinary leaders do not hesitate in such situations. They also know when not to act unilaterally but instead foster collaborative decision-making.

### *Have Your Say*



### Humor of the week

When I'm introduced to someone and they say "I've heard a lot about you"



### Quote of the Week

Nothing makes  
one feel so strong  
as a call for help.

Pope Paul VI



## 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

## 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
Senior Management Course No.189/2023	8th May - 2nd June, 2023
Senior Management Course No.190/2023	8th May - 30th June, 2023
Management Skills Course (The Judiciary)	8th May - 2nd June, 2023
Government Protocol, Etiquette & Events Management (NCA)	22nd - 26th May, 2023
National Transport & Safety Authority	15th - 19th May, 2023
Retirement Planning Course (East African Community)	22nd - 26th May, 2023
Customer Care Course (Ruiru Juja Water & Sanitation Company)	22nd to 26th May, 2023
Induction Program for Public Service Excellence	22nd - 26th May, 2023
Induction Course for Human Resource Advisory Committee	22nd - 26th May, 2023
Report Writing Course (Ministry of Health)	23rd - 26th May, 2023
Teachers' Service Commission	22nd - 26th May, 2023
AGPO Sensitization (KSG-Embu)	26th May, 2023

## Matuga Campus

Senior Management Course No.117/2023	24th April-16th June, 2023
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## 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
Communication Skills For Public Service Officers	15th - 26th May, 2023
Economic Governance Program for Senior Officers	22nd - 26th May, 2023
Business Process Re-Engineering Course	22nd - 26th May, 2023
Government Protocol, Etiquette & Events Management Course	22nd - 26th May, 2023
KNEC (Workshop)	22nd May- 3rd June, 2023
Pwani University (workshop)	22nd - 24th May, 2023

For news items, information and comments kindly email:  
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## Lower Kabete

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
Training of Trainers (United Nations Children's Fund)	15th-26th May, 2023
Strategic Leadership Development Programme No.362/2023	22nd May -30th June, 2023
Retirement Planning Program (NSSF)	22nd-26th May, 2023
Conduct of Meetings and Minute Writing Course	22nd-26th May, 2023
Induction Program for Public Sector Boards (CAK)	24th-26th May, 2023
Financial Management Course (Ministry of Education)	22 May – June 2, 2023
Data Protection Program	22nd May -26th, 2023
State Department for Livestock Development	23rd May 2023
State Department For Diaspora Affairs	23rd May 2023
2nd Regional Research Conference on Lands and Natural Resources	24th-25th May, 2023
Councilors and Peer Educators Training (NSSF)	24th - 26th May, 2023

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**ECONOMIC GOVERNANCE PROGRAM**  
**For Executive Managers and Members of the Executive**  
**Kenya - South Africa Collaboration**  
**May 21-26, 2023**  
**KSG Mombasa Campus**

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