

**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***KSG-NSG Maiden Economic Governance Program**

The KSG Director General Prof. Ludeki Chweya speaks to attendees of the Economic Governance Program hosted in Pretoria, South Africa.

**BY BETH MUIGAI**

Globally, the adaptability of leadership and governance systems to steer government and institutions has been put to test during unprecedented macro and micro headwinds, volatility, uncertainty, complexity and ambiguity. These ongoing pressures challenge established systems of globalization, global supply chains, multilateral governance structures, regionalism, and governance

in general.

The outbreak of Covid19 pandemic further brought about the potentiality of the collapse of old instruments of economic policy thinking and compelled nations to reimagine fiscal, monetary, labour market and social policies. The post-pandemic period has presented opportunities for rebuilding economies necessitating countries to have the necessary capabilities and leadership on policy in tandem with

modern requirements.

African Countries have grappled with managing economic stability with many shocks, also known as "polishocks", happening in the World. The African Union Agenda 2063 focuses on the growth of the continent economically and socially. Its two major aspirations envisage a prosperous Africa based on inclusive growth and sustainable development, an Africa of good governance, democracy, respect for

# KSG-NSG Maiden Economic Governance Program

human rights, justice and the rule of law, and the associated goal of capable institutions and transformative leadership in place at all levels.

In light of the foregoing, Kenya School of Government (KSG) and South Africa's National School of Government (NSG) developed a joint training program on Economic Governance in accordance to the Memorandum of Understanding (MoU) signed between the Kenya School of Government (KSG) and South Africa's National School of Government (NSG) at Statehouse Kenya, on November 9, 2022, in the ceremony that was presided over by the President of the Republic of Kenya H.E. Dr. William Ruto together with his counterpart, South African President, H.E. Cyril Ramaphosa.

The Economic Governance program seeks to fortify the capacity of senior policymakers in the public service in the continent for purposes of promoting innovation and depth of thought in policy formulation, implementation and review in the wake of intensifying national and global level complexities and uncertainties that call for pragmatic

and intentional solutions.

In this arrangement, the program is being midwived in two segments. The initial module is tenable in South Africa, and module two is in Mombasa, Kenya.

The 2023 program is open to senior public officials and political office bearers designated as Director General and Heads of Departments, Ministers and Deputy Ministers, Cabinet Secretaries, Principal Secretaries and Secretaries, Premiers and Members of the Executive Council, County Governors and Members of the County Executive Committees, Mayors and Members of the Mayoral Committees.

Module one successfully took place in South Africa from 26th March to 31st March 2023 in Pretoria.

The five-day training promoted collaborative leadership for innovation in climate and energy transition, digital transformation, public sector innovation, and state capacity. Other areas included in the module are trade, industrialization, fragmenting supply chains and geo-economics and economic regulation between Kenya and South Africa. The

five themes address the bedrock the two countries hinge on; economic and social growth.

KSG'S Director General, Prof. Ludeki Chweya, and Director Linkages and Collaborations Dr. Prisca Oluoch were among the executive leaders who attended the program and coordinated the Kenyan delegation.

Prof. Chweya appreciated all the participants and institutions that nominated their members to attend the forum terming it a demonstration that beyond the various divisions in terms of execution of responsibilities, levels and mandates, the government is one.

"I would like to thank all the Institutions we approached and who went further to respond positively and nominate participants. It shows that all these institutions believe that government is one single institution," he stated.

He further recognized the importance of the approach in leadership because it means that all the arms support each other while complementing each other's role.

"Sometimes we see each other as the executive, legislature, the judiciary, but really we are under one umbrella, the government," he expressed.

He also recognized the NSG for the expertise and organization skills demonstrated throughout the training period terming them impressive and remarkable.

"I would like to convey my sincere gratitude to Prof. Busani, the entire team at the NSG, by large, the government and the people of South Africa because you have shown us tremendous love and hospitality since our arrival to this great country," he commended.

Kenya's preparation for holding the second module in Mombasa, on May 21 – 25, 2023, is on top gear. The segment will address Climate change mitigation with a focus on Forestry, cybersecurity in digitized government services, and the primacy of industrialization in the development of Africa, among other well-thought-out topics.



KSG Director Linkages and Collaborations Dr. Prisca Oluoch (R), engages with NSG's Program Director Deputy Director General, Learning and Professional Development Ms. Phindile Mkwanazi and Executive Education Program Coordinator Prof. Milly Paile during the Economic Governance Program in Pretoria, South Africa.



# Call for Application



## KENYA SCHOOL OF GOVERNMENT MOMBASA CAMPUS

### MAY 2023 PROGRAMS



PROGRAM	DATE	COST (KSH)	
		(Res.)	(Non-Res.)
Senior Management Course	May 1 – 26, 2023	120,640	97,440
Training of Trainers	May 1- 12, 2023	60,320	48,720
Public Service Values and Ethics for Managerial Officers	May 8- 12, 2023	35,264	24,360
Government Protocol, Etiquette and Event Management	May 22- 26, 2023	35,264	24,360
Public Relations & Customer Care Course	May 1 – 12, 2023	35,264	24,360
Speech Writing Course	May 1 – 5, 2023	35,264	24,360
Communication Skills for Public Service Officers	May 15 - 26, 2023	60,320	48,720
Supervisory Skills Development Course	May 1 – 12, 2023	60,320	48,720
Productivity Measurement and Improvement	May 15 - 19, 2023	46,400	23,200
Strategic Leadership Development Program	May 1- Jun 9, 2023	136,648	121,800
Job Evaluation in the Public Service	May 24 – 28, 2023	46,400	23,200
Human Resource Management & Development Course	May 1 – 5, 2023	35,264	24,360
Performance Contracting in the Public Service	May 1 – 5, 2023	35,264	24,360
Balanced Score Card Course	May 1 – 5, 2023	58,000	29,000
Essential Counselling Skills in the Public Sector	May 15- 26, 2023	60,320	48,720
Public Finance Management Course	May 15- 19, 2023	35,264	24,360
Public Procurement & Contract Management	May 15- 19, 2023	35,264	24,360
Program-Based Budgeting Training	May 8 – 12, 2023	35,264	24,360

# Mental Health: The Elephant in the Room

BY SHARON NGINA

In recent years, mental health in the workplace has become a more prominent topic of discussion. With growing awareness of mental health issues, it is clear that a person's mental health can significantly impact their work and overall growth. As an employee or employer, you have a duty to acknowledge the importance of mental health priorities in the workplace.

Mental health affects all aspects of a person's life, and it is not limited to the work life.

Poor mental health can notably reduce productivity, increase absenteeism, and turnover, as well as cause significant headaches and fatigue, which can further complicate job performance. Moreover, mental health issues can be distressing and isolating, leading to low self-esteem, embarrassment, and poor judgment.

Available studies have confirmed that employees spend the most time in their workplace, and their work environment could be a factor in mental health issues.

Job demands, workplace culture, and the absence of social support impact mental health and hence continue to impede mental health and well-being.

To promote a favorable working environment that ensures mental health is well taken care of, employers can do

the following:

**Promote open communication:** Encourage employees to discuss their mental health concerns and provide a safe and confidential space to raise concerns. This should be coupled with Employee Assistance Programs, and having a qualified counsellor and a functioning office can be helpful.

**Create a supportive workplace culture:** Encourage staff to embrace a positive and inclusive work environment. Above all, offering mental health training for managers, promoting work-life balance, and providing flexible work arrangements, is a worthy cause.

**Address workplace stressors:** Identify and redress workplace factors that could impede employee security, such as sexual harassment, hazards and drugs.

Providing amenities such as relaxation and recreation areas can also be helpful.

**Offer mental health benefits:** Provide employees access to mental health resources and support, such as mental health days. Additionally, ensure that mental health benefits are covered under the company's health insurance plan.

On the other hand, employees have a role in ensuring the following:

**Set boundaries:** Establish clear boundaries between work



and personal life. Setting limits on after-hours work communication or taking breaks during the workday to engage in self-care activities is discernible.

**Seek support:** Reach out to colleagues, friends, or family members in scenarios that could impede your well-being. Additionally, take advantage of any mental health resources at the workplace that include counseling services.

**Practice self-care:** Engage in activities that promote positive mental health, such as exercise, meditation, or hobbies outside of work. Speak up of workplace stressors and concerns to a supervisor or HR representative.

Promoting mental health in the workplace is a worthy cause that should not be relegated and termed a waste of time and resources. It is incumbent upon employers and employees alike to create a more productive and positive workplace culture. It all begins with self-care and advocating for mental health needs. Together, we can work towards a healthier and happier work environment for all.

# Do you get frustrations when you apply for a job?

**S**earching for a job can become an occupation itself hence the need for those seeking to advance careers to discern packaging the application with the recruiters in mind. In this three-part series, the writer Douglas Mochama sheds light on some plausible nuggets to pay attention to when compiling your job application.

After graduating in 2013, John used to borrow newspapers and aggressively searched for a job in his finance training field. But the search proved fruitless when he failed to receive an invitation to interview, not even from one job hunt.

He borrowed newspapers and searched the internet for vacancies in local firms. He had also optimism about the job openings at the national and county governments without success.

He did this searching for longer, and he was accustomed to dropping his curriculum vitae together with the copies of his academic certificates and testimonials both physically and online to the recruiting agencies.

Despite the many attempts made, no prospective employer contacted him, and not even an acknowledgment of receipt of his application for an advertised job did he receive.

After 72 months without meaningful employment, John had reached a snapping point because he thought the evil of the villagers had spelt on him and descended all of his prospects for

a job, ruining his many years of academic struggles.

However, as they say, the first impression matters. Perhaps many other suitable candidates like John have been missing out on the interview stage because of the contents of their CVs.

## The skill of CV writing

- Avoid negative information in your CV, as this is tantamount to self-destruction.
- The format is very key, and font size 12 is recommended. Times new roman is one of the recommended fonts. On the other hand, Cambria and Calibri are ideal for applications made through digital platforms.
- Make your job history work for you and avoid gaps in the CV because a question will surface why this was so in the interview if you are lucky to be called for one.

## Nods

There are three commonly used CV types, and you should employ the one that looks fit. They include:

- A chronological CV is the most widely used format. It outlines work experience and education qualifications in descending order.
- Functional CV, also known as skills-based, gives prominence to achievements and skills rather than education.
- The combination format involves blending the chronological and functional styles. It outlines

career history, starting with the most recent first and helps one clarify gaps, if any.

- Remember to use compelling words such as developed, initiated, achieved, supervised, launched, and coordinated when describing your work achievements.
- List your education and qualification, starting with the most recent. Include your skills, relevant training and spoken language.
- However tempting, don't make your CV too long instead craft it to reflect only your selling points.
- Ask someone to proofread and correct grammar and spelling mistakes before sending it.

## Glares

- Do not include a photograph of yourself on the CV because, in the contemporary world, employers are always looking for the best competent candidate, not facial impressions or looks.
- Having an email address incorporating the first name, middle or last name initials into the user name can be the first way to identify yourself professionally.

Furthermore, at the application stage, it would help if you keep silent on the issue of money or salary and instead look forward to the interview. In this arena, you can comment about your remuneration if you are selected.

A good CV and well-written cover can make you stand out. They represent the chance to demonstrate to the hiring agency who you are. Next week we give you tips for writing a compelling cover letter.



# The Scholar's Impressive Winning Streak

Results		
KSG Ogopa F.C	3:1	Muthiga F.C
Thika Shinnars F.C	1:3	KSG Ogopa F.C
KSG Ogopa F.C	0:0	Thunderbird F.C
Mwiki United	5:2	KSG Ogopa F.C
KSG Ogopa F.C	2:1	Spitfire
KSG Ogopa F.C	4:0	Shofco Mathare
PlayMaster Lions	0:1	KSG Ogopa F.C
KSG Ogopa F.C	5:0	Rhino Kamangu
Ruiru Sports Academy	0:1	KSG Ogopa F.C
KSG Ogopa F.C	2:0	JKUAT F.C
Top 5 F.C	0:2	KSG Ogopa F.C
KSG Ogopa F.C	3:1	South B All Stars

Ogopa FCs performance chart in the past 12 matches

Ogopa F.C continued to strengthen their push last weekend with an impressive win of 3-1 over the South B All-Stars in a match staged at the University of Nairobi, School of Business, Lower Kabete.

The Scholar's Captain Antony Mwanjala scored a brace with Collins Mkauta and Douglas Mbugua also finding the back of the net while the opponent's only goal was scored by their captain, Bernard Nasri Syongo.

Touted as one of the most excellent teams in the league this season, South B All-Stars were out to provide a stern test to the immaculate scholars. The all-conquering scholars had won an impressive seven consecutive games, kept six clean sheets, and conceded just one goal in the process. The team's excellent performance had been witnessed

both at home and away, with the team losing one game away and drawing one game at home out of the 12 games played so far while winning 10 games.

Ogopa was out of the block fast as they carved open their opponent's defense line with slick passes. Ogopas striker, Derrick Kaunda, however, missed several chances in the first half before a wonderful cross-ball by Mkauta which was tapped in by Douglas Mbugua at the far post to give Ogopa the lead. South B All Stars leveled matters after intricate passing on the left wing before a wonder cut-back was expertly dispatched by Bernard Syongo to make it 1-1.

Alert and alarmed, Ogopa went all out once again to restore their one-goal lead. The scholars scored their second goal in the last minute of the first half after the opponent's goalkeeper

was caught; napping, as he could not deal with Mkauta's cross-cum-shot, which nestled in the back of the net. The first half ended 2-1 in favor of the Scholars.

The second half started as the first, with Coach Wise's charge on the front foot. The team's wonderful display was capped off by an amazing solo goal from Captain Antony Mwanjala as he breezed effortlessly past the South B All-Stars backline before unleashing a shot to give Ogopa a 3-1 lead.

Having kept six clean sheets in a row, Ogopas shot-stopper, Mark Ali aka Goliath, was disappointed to concede a goal against South B All-Stars. "I am gutted because I could not keep a clean sheet today, but the boys played well, and we deserved the win. The most important result is the win for the team. Let's keep working hard, and I believe we shall achieve our season's objectives." said, Mark.

With a tinge of confidence and hope of guarding their lead, Ogopa will be playing on their home ground this Saturday 29th April in a weekend fixture against Makarios 111 Riruta United FC.

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Separately the Ogopa women's team, known as Ogopalets, has been performing exceptionally well in their recent matches, winning four of the five matches recently played with their recent victory of 2-1 win in a match played against Slumscores FC at Mathare Depot.

*Compiled by Brian Oloo and Sharon Ngina.*

# Weekly Activities in Summary



Kenya's Deputy President, H.E Rigathi Gachagua has emphasized the need for a united and multi-sectoral approach towards a better future for the youth as he spoke about the ongoing war against drug and substance abuse. The Deputy President was speaking at a consultative meeting at the Kenya School of Government where he was received by the Director Finance and Administration Prof. Nura Mohamed.



Senior Principal Lecturer, Dr. Vincent Bosire, addressing Participants of various training programs during the Closing Ceremony at Baringo Campus.



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Empowering the Public Service



HAPPY  
LABOUR DAY



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## Leadership Lesson

**Leaders must be close enough to relate to others, but far enough ahead to motivate them**

When leaders throughout an organization take an active, genuine interest in the people they manage, when they invest real time to understand employees at a fundamental level, they create a climate for greater morale, loyalty, and, yes, growth.

-Patrick Lencioni

### *Have Your Say*



**Vincent Amisi**

A great place to be, did my SMC and SLDP at Baringo. I recommend to everybody out there.

### Humor of the week

When someone asks me about directions in the city I lived my whole life



### Quote of the Week

There is always one moment in childhood when the door opens and lets the future in.

Graham Greene



**Baringo Campus**

Management Skills Course	1st - 26th May, 2023
Senior Management Course	1st - 26th May, 2023
Supervisory Skills Development Course	1st - 12th May, 2023
Performance Improvement Course (KEWI)	1st - 5th May, 2023
Strategic Leadership Development Program	3rd April - 12th May 2023
NCCCK Workshop	2nd May, 2023
Sensitization of UHR Champions in Counties Workshop	2nd - 3rd May, 2023
Public Relations and Customer Course	1st - 12th May, 2023

**Embu Campus**

Senior Management Course No. 187/2023	11th April - 5th May, 2023
Senior Management Course No. 188/2023	11th April - 2nd June, 2023
Management Skills Course	11th April - 5th May, 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
State Department for Education	27th April - 3rd May, 2023
Project Planning & Management	2nd - 26th May, 2023
Management Course for Office Administrators	2nd - 26th May, 2023
Staff Performance Appraisal Systems (Kenya Water Institute)	1st - 5th May, 2023
State Department for Basic Education	2nd - 7th May, 2023
State Department for Public Service	2nd - 3rd May, 2023
Independent Policing Oversight Authority (Workshop)	4th May, 2023

**Matuga Campus**

Senior Management Course No. 116/2023	17th April - 12th May, 2023
Senior Management Course No. 117/2023	24th April - 16th June, 2023
Management Skills Course No. 004/2023	24th April - 19th May, 2023

**Mombasa Campus**

Kenya Education Management Institute (Workshop)	24th April - 2nd May, 2023
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
Supervisory Skills Development Course No. 38/2023	2nd - 12th May, 2023
Public Relations & Customer Care Course	2nd - 12th May, 2023
Performance Contracting in the Public Service	2nd - 5th May, 2023
Sensitization of UHR Champions (State Department Public Service)	2nd - 3rd May, 2023
Kenya Film Classification Board (Workshop)	2nd May, 2023
Public Procurement Regulatory Authority (workshop)	2nd - 3rd May, 2023
Independent Policing Oversight Authority (Workshop)	4th May, 2023

**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 352/2023	27th Mar - May 5th 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
Induction program for County Executive (Mandera County)	2nd - 5th May, 2023
Induction program for Chief Officers (Muranga County)	2nd - 5th May, 2023
Conduct of Board meetings and minute writing course (UNESCO)	2nd - 6th May, 2023
State department for Public service	2nd - 3rd May, 2023
National Police Service (Workshop)	2nd - 4th May, 2023
Wellness for Greatness Kenya (Workshop)	2nd - 3rd May, 2023
Public Service Commission	4th May, 2023

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