

July 8-14, 2023

Baringo Campus Celebrates Culture

Ms. Janet Bii, an SLDP participant showcases the significance of a pot during the cultural event. With her are Campus Director Dr. John Bii (centre) and Mr. Kennedy Mukangai. Course participants and staff members sampled Tugen delicacies, art and a wealth of information at the event.



BY MICHAEL WAIGANJO

Culture; the essence of a vibrant society, expressed in the ways we narrate our tales, celebrate ceremonies whether happy or sad, remember the past, the entertainment we engage in and even the food that we prepare and how we prepare it. Culture gives us a glimpse of the world through the eyes and lives of others.

Keen to enhance understanding of cultural diversity and cohesiveness, Kenya School of Government Baringo

Campus held a Tugen-themed Cultural Dinner on July 6, 2023.

Bringing together staff and course participants from different ethnicities and backgrounds, this particular feast was to appreciate the Tugen tribe led by Campus Deputy Head of Hospitality Ms. Magdalene Kurgat who shared insights and traditions of the Tugen.

The Campus held a cultural exhibition with artifacts, data, music and cuisine that reflected culinary heritage, traditions, and cultural influences about the community:

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Baringo Campus Celebrates Culture



KSG appreciates the tribes and cultures that are represented in Kenya. Every so often Campuses hold cultural events that celebrate by way of cuisines, exhibitions, and presentations. A cross section of participants and staff illustrating some of the culture.

The Tugen are a sub-tribe of the Kalenjin people occupying Baringo County and some parts of Nakuru and Elgeyo Marakwet Counties. They have their own unique language called Tugen, which belongs to the Nilo-Saharan language family.

Socially, the Tugen people are organized into clans and families, with a patriarchal system prevailing. The community is also known for its traditional attire, which includes colorful beaded

jewelry and garments adorned with traditional patterns.

The oral traditions of the Tugen indicate three areas of origin located north, west and east of the present Tugen homelands. The bulk of the population originated from the west, from a place known as Sumo which is located between Mount Elgon and Cherangany Hills.

They engaged in trade, especially in salt and iron products. Traditionally they relied on agriculture with the majority being subsistence farmers cultivating grains such as maize and wheat and rearing cattle, goats and sheep for food production. They ate together as families mostly using food bowls called tubei that were passed around in the spirit of sharing.

The School has been keen to build cohesiveness amongst staff and positively influence staff-client relationships. Through the cultural events that are held

across the campuses, staff and course participants have been able to appreciate the diverseness of Kenyan tribes and what they have to offer. Some of the positive impact that is anticipated includes rest and relaxation, social solidarity, social inclusion, community empowerment, promoting civic pride, and tolerance.

Campus Director, Dr. John Bii urged staff and course participants to carry the spirit of the cultural event beyond its boundaries, to embrace diversity and nurture solidity adding that community despite differences should develop to advance unity and help shun divisive tribal alignments.

At the Baringo Cultural Dinner, Ms. Janet Bii, representing course participants acknowledged the efforts of KSG in building cohesion across the nation. "We are delighted to be at KSG, a home where we have found every conceivable good," she said.



A participant samples the famous mursik at the dinner.

Dr. Akinyemi: Communication for Collaborative Success

BY GLENN LUMITI

Dr. Wale Akinyemi, a celebrated voice of inspiration, author of numerous publications, a columnist of the Daily Nation, and a business strategist took center stage at the Makueni County Government workshop to impart his insight on various aspects of communication that is fruitful, functional and powerful. The

Delegates of the workshop comprising County Chief Officers and County Assembly have prospects of fostering better collaboration within the county administration, enhanced engagement and building levels of creativity.

Known for his captivating oratory style and expertise in communication, Dr. Akinyemi addressed the participants drawing from his wealth of experience. Constructive communication plays a role in building lasting relationships, resolving conflict, and attainment of goals.

Normally, people underestimate the power of listening and empathetic communication to which Dr. Akinyemi said, "Government officials can establish trust, stimulate stronger connections, and address the needs and concerns of the community they

serve," encouraging the officials to actively listen to their colleagues and constituents, as they demonstrate genuine interest and understanding.

"Communication is the key that unlocks success in any organization; it creates an environment of trust and cooperation. It is not just about speaking, but also about being considerate in the process," Dr. Akinyemi emphasized.

The workshop offered an opportunity for delegates to exchange information; sharing experiences, challenges, and best practices related to communication in their respective roles. Open and honest dialogue is a culture that should be adopted by organizations to avoid confusion and vagueness and instead breeds respect, clarity and mutual understanding.

"Communication is a two-way process; conveying information and receiving feedback that should lead to meaningful conversations for government officials to gain valuable insights from diverse perspectives within their teams," stated Akinyemi.

At the lecture, he also touched on the significance of nonverbal cues; body language that conveys messages successfully. Officials should be aware of their nonverbal cues



Mombasa Campus Deputy Director, Mr. Andrew Rori (I) with Dr. Wale Akinyemi, a celebrated motivational speaker who spoke to Makueni County officials.

and that align with the intended message. Mastering these subtle aspects of communication can help officials in their leadership roles in the county.

Effective communication is regarded as the modern currency of interactions, one that can lead individuals from merely knowing each other to friends, business associates, long-time colleagues and acquaintances.

Thus, Dr. Akinyemi recommended practice of some techniques, such as seeking clarity, offering constructive feedback, use turn-taking signals, and practicing self-awareness, also stressing the importance of adapting communication styles to different situations and individuals, recognizing that fruitful communication requires flexibility and an understanding of diverse perspectives.

Government officials have an obligation to serving their society and therefore it is imperative that they engage with the public; with the community, be accountable and provide clear and transparent information nurturing environment citizen participation and promoting a sense of ownership and collaboration within the county.



Celebrating Decades of Excellent Service

BY CHRISTINE RWAMBA

Abraham Lincoln once said “And in the end, it’s not the years in your life that count. It’s the life in your years.” After many years of serving the Kenya School of Government at the Catering Department, Mr. Patrick Kinyua Wanjiru is currently a contented senior citizen prepared to exit the service. Having seen and been part of the institution’s transition, Mr. Kinyua retains a rich history having mentored many employees who worked with him.

On Wednesday July 5, 2023, a celebration was held at the Embu Campus in his honour. Colleagues at the Campus described him as an approachable, industrious and diligent team member who made noticeable differences.

Campus Deputy Director Dr. Fredrick Mukabi said of Mr. Kinyua, “It is indeed humbling to acknowledge that we have had a very devoted and productive colleague amongst us is now leaving. I do admit that he is responsible for the very many wonderful happenings at the Catering Department.”

Finance Manager, CPA John Njiru cheered on the celebrant stating that



Mr Patrick Kinyua, Retiring officer From KSG Embu



Embu Campus Deputy Director Dr. Fredrick Mukabi in celebration of Mr. Patrick Kinyua together with staff of the Catering Department

retiring does not mean getting tired. “If an opportunity comes up for entrepreneurship, cease it. This is a new journey, only this time, you are your own boss,” he said as he urged fellow colleagues to be passionate in their service that always has a way of paying back.

Mr. Kinyua shares some highlights of career:

Give us a brief of your work history

I was first employed in Mombasa in March 1985 at the then Government Training Institute (GTI) where I worked for twenty years before being transferred to Embu in May 2005 as support staff.

During your career, what are some of the things you enjoyed?

Due to the nature of my work, I was privileged to interact with people of all walks of life; it felt honorable to make lasting connections with the “who’s who” of this country, so to speak. Exiting the service knowing I have trusted companions is very valuable to me.

My career has also enabled me to make major investments; aside from my 9-5 occupation, farming takes a chunk of my time. Being a land owner, I am working on a building project facilitated by finances acquired from my career.

What are some of the challenges you faced during your employment?

My biggest challenge came after I was transferred to Embu. The operations were different from my former place of work; the logistics were dissimilar and not what I expected and not what I was used to. It took a lot of adjustment on my part. Specifically, I was used to cooking with gas in Mombasa, but the situation in my new station was different and therefore challenging. It was difficult to change, but eventually, with the help of my colleagues, my transition smoothened.

What is your exit strategy?

I plan on working with my investments now. I am still going to be occupied, and that is a win for me. Many of us retiring officers tend to panic due to being unprepared for the exit. However, I am optimistic about the future because I made the right investment choices.

Any advice to employees still in service?

It is inevitable that at some point, we will all have to exit the service. My advice to my fellow colleagues is to commit to a saving and investing culture as early as now while still in service. Most people may not know it yet, but small investments go a long way in fulfilling your future hopes and dreams.

Baringo Campus Delves into Farming

BY ROBINSON MWINJIRO

In the wake of challenges and turbulence that have mounted as part of nature, self-sustainability has become a vital goal in reducing ecological imprints and promoting resilience.

Kenya School of Government Baringo Campus has embarked on income-generating activities to reduce dependence on externally sourced food commodities.

In utilizing its expansive arable land, the Campus is farming vegetables and keeping livestock with the overarching goal of resource utilization, climate change mitigation, food security, and community empowerment.

As a part of achieving Vision 2030 and the Bottom-up Economic Transformation Agenda (BETA), the Campus identified agricultural venture as one of the ways of demonstrating through practice that the Government

agenda on community empowerment is attainable.

KSG Baringo Campus Director Dr. John Bii, while leading staff in inspecting ongoing projects within the farm, lauded the ingenuity and progress witnessed in income-generating ventures already initiated at the Campus.

During the tour of the farm, the team assessed the progress of the project, identifying the possible site for a poultry venture in the offing.

The Director's engagement with employees and participation at the farm fosters a sense of community and teamwork by solidifying relationships, improving morale, and enhancing communication as part of employee motivation.

The initiative implements resource-efficient practices that optimize the rate of agricultural production through harvesting rainwater, and irrigation practices that guarantee reduced



Dr. John Bii tours the project at the Campus. Dairy farming is one of the initiatives being carried out.

reliance on external water sources, minimal water waste, and enhance crop productivity.

In the long run, these initiatives would be cost-effective through decrease of purchased products and ingredients from external sources.

Integrating animal husbandry and crop growing is an assurance of the mutual benefits between the farming components. The Campus farm is making good use of animal waste for soil enrichment as part of organic and sustainable farming practices.

Additionally, the Campus seeks to grow Napier Grass and other fodder crops for the livestock to substantially reduce expenses incurred to feed the livestock during dry spells.



Ending the Financial Year on a Thankful Note



Embu Campus Director, Dr. Ann Kang'ethe with staff members celebrating their birthday. The celebrations are a tradition of all campuses in appreciation of employees.

BY CHRISTINE RWAMBA

The right job at the right organization can be rewarding, fulfilling and occasionally even enjoyable. Kenya School of Government (KSG) Embu Campus had an array of activities on Friday, June 30, 2023 that included closing ceremony of three programs; Strategic Leadership Development Program No. 349/2023, Senior Management Course and the ASAL Induction Course, and Embu's bi-annual Prayer Day which preceded the 4th quarter birthday celebrations concluding 2022/2023 Financial Year.

The Campus values prayer and gratitude; it is from prayer that we derive strength, focus and motivation, as well as spiritual guidance for difficult situations at work and in our personal lives.

Luke 17:15

One of them, when he saw he was healed, came back, praising God in a loud voice. 16 He threw himself at Jesus' feet and thanked him – and he was a Samaritan.

As such, Embu Campus management organized the bi-annual Thanksgiving Prayer Day uniting staff for thanksgiving and worship as they came to the end of the Financial Year.

Speaking at the event, Campus Director Dr. Ann Kangethe, emphasized gratitude to the Almighty quoting the parable of the ten lepers found in the Bible, where only one came back to say give thanks.

Thereafter, the Director led the Birthday celebrations for staffers who were born in the months between April and June.

Ogopa F.C. Miss Vital Victory against Shofco Mathare F.C.

BY BRIAN OLOO

Ogopa F.C., currently in pursuit of the league title, suffered a setback on Sunday as they failed to secure a crucial win, settling for a draw and dropping two valuable points against Shofco Mathare F.C., who hold the 9th position in the league standings. Despite their resounding victory over Mwiki United just days prior, the scholars aimed to narrow the gap between themselves and the table-topping Spitfire F.C. to a single point by defeating third-place Royal Fresh F.C. at home on the same day. However, their aspirations were dashed as they registered a goalless draw against Shofco Mathare, allowing Spitfire to extend their lead at the top to four points after a narrow victory over Royal Fresh with a solitary goal.

In the first leg, the scholars had triumphed convincingly with a 3-0 victory over Shofco thus hoping to replicate their success in the second leg. Nevertheless, the home team had other plans. Despite the boisterous crowd at Mathare Depot Stadium, the scholars found no respite. The game commenced with both teams attempting to assert themselves through tactical pressing and cautious passes. However, as the match progressed, a flurry of tackles led to frequent stoppages, disrupting the flow of the game and making it challenging for the scholars to impose their style.

Coach Wise expressed his dissatisfaction with the opposition's tactics, stating, "They ensured that we did not have an easy game. The numerous fouls hindered the smooth flow of the

game, significantly impacting our game plan." Ogopa is renowned for their possession-based football, but the pitch conditions and frequent interruptions worked against their strategy. To inject fresh energy into the team, the coach made several changes from the previous game against Mwiki United, bringing in Yussuf and Ken Maina to replace Douglas Mbugua and Geoffrey Gavole.

Although Ogopa created two promising opportunities in the first half, they were unable to convert them into goals. Ken Maina had the first chance but failed to find the target, while Daniel Ekai conjured the second chance with a dazzling run past defenders but lacked the power to beat the onrushing goalkeeper. The first half concluded with a 0-0 score line. In the second half, the coach altered their approach, urging the team to play more direct football with the towering striker, Derrick Kaunda, as the



FKF NATIONAL DIVISION TWO EASTERN ZONE C

TABLE STANDING AS AT 2ND JULY 2023

Pos	Team	P	W	D	L	F	A	GD	Pts
1	Spitfire fc	19	15	3	1	42	11	31	48
2	KSG Ogopa fc	19	13	5	1	40	15	25	44
3	Royal Fresh fc	19	14	1	4	46	15	31	43
4	Kinsan fc	20	13	3	4	32	15	17	42
5	Fc Playmaster lions	20	12	5	3	34	14	20	41
6	Mwiki United fc	20	11	3	6	30	24	6	36
7	South B All stars fc	20	9	3	8	24	24	0	30
8	Thunder Birds fc	18	8	4	6	25	19	6	28
9	Shofco Mathare fc	21	7	4	10	27	24	3	25
10	Ruiru Sports Academy fc	17	6	4	7	11	12	-1	22
11	Makarios III fc	19	5	7	7	33	38	-5	22
12	JKUAT fc	20	6	1	13	15	35	-20	19
13	Muthiga fc	20	4	4	12	16	41	-25	16
14	Meltah Kabiria fc	18	3	5	10	18	33	-15	14
15	Top 5 fc	20	3	4	13	14	32	-18	13
16	Rhino Kamangu fc	17	3	2	12	11	46	-35	11
17	Thika Shinners fc	21	2	2	17	24	44	-20	8

focal point. Additionally, Jeff and Mbugua were substituted for Lutah and Daniel Ekai, respectively. The two wingers nearly made an instant impact, combining with neat one-twos to create a glorious chance for Ken Maina, who, unfortunately, couldn't put the scholars ahead. Despite relentless pressure from Ogopa, their efforts went unrewarded.

The match concluded in a goalless draw, much to the disappointment of the players and fans alike. Ogopa's captain, Antony Mwanjala, visibly disheartened, rallied the team to continue working hard. He stated, "We still have numerous games to play, so we must maintain our focus and take it one game at a time. I believe we will earn promotion by the end of the season." Ogopa will aim to reignite their title hopes when they face Kinsan F.C. at home on Sunday, July 9, 2023, at the Approved Grounds.

Weekly Activities in Summary



On Thursday, the Teachers Service Commission (TSC) unveiled its Strategic Plan for the period 2023-2027 at the Kenya School of Government (KSG) in Lower Kabete. The event was graced by Prime Cabinet Secretary H.E. Dr. Musalia Mudavadi EGH who commended TSC for its commitment to equipping teachers with competencies and enhancing curriculum delivery in accordance with significant frameworks.

Cabinet Secretary for Education, Hon. Ezekiel Machogu, and KSG Director of Finance and Administration, along with Commissioners and teachers from across the country, were present at the event. The launch marked a significant step in TSC's efforts to shape the future of education in Kenya and contribute to the overall development of the nation



The Director Learning and Development, Dr. Rachel Ngesa, presided over the closing ceremony of the Social Protection Program attended by participants from the National Social Protection Secretariat, Gambia. The program aims to train the participants in developing policies, programs, and measures implemented by governments and other institutions to safeguard individuals and communities against social and economic risks and vulnerabilities. It also involves efforts to promote social inclusion, equal opportunities, and empowerment, particularly for marginalized groups and disadvantaged communities.



Staff of Matuga Campus during the wedding of Ms. Halima Ferunzi and Mr. Hassan Jamal on Sunday July 2, 2023, Ms. Ferunzi is a member of staff at the Campus at the Procurement Department .

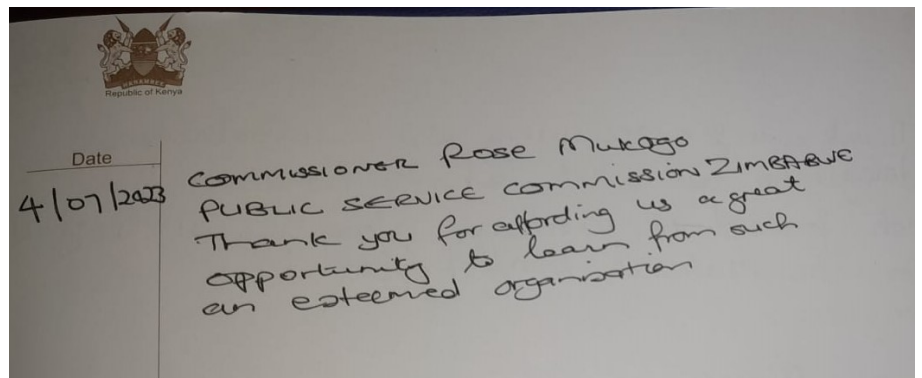
Leadership Lesson

Unleashing Potential: Leadership Development Matters

The single biggest way to impact an organization is to focus on leadership development. There is almost no limit to the potential of an organization that recruits good people, raises them up as leaders and continually develops them

—John C. Maxwell

Have Your Say



Humor of the week



Quote of the Week

“A good leader takes a little more than his share of the blame, a little less than his share of the credit.”

—Arnold Glasgow

Baringo Campus

Strategic Leadership Development Program (Online)	29th May - 4th August, 2023
Strategic Leadership Development Program	3rd July - 11th August, 2023
Senior Management Course	3rd - 28th July, 2023
Supervisory Skills Development Course	3rd - 14th July, 2023
Public Relations and Customer Care	3rd - 14th July, 2023
Presidential Task Force Participation Forum	10th July, 2023
Women challenge to challenged Workshop	11th-14th July, 2023
Kirandich Water Company (Interviews)	11th-13th July, 2023

Embu Campus

Strategic Leadership Development Program (SLDP 369/2023)	12th June - 4th August, 2023
Strategic Leadership Development Program Online (SLDP 373/2023)	10th July - 8th Sept, 2023
Senior Management Course (SMC194/2023)	10th July - 1st Sept, 2023
Senior Management Course No.92/2023	5th June - 21st July, 2023
Proficiency Course for Clerical Officers	3rd - 14th July 2023
Senior Management Course No. 193/2023	3rd - 28th July, 2023
Strategic Leadership Development Program (SLDP 367/2023)	12th - 21st July, 2021
Supervisory Skills Development Course	3rd - 14th July 2023
Proficiency Course for Clerical Officers	3rd - 14th July 2023
OAG workshop- Office of Auditor-General	10th - 14th July, 2023
Environment Committee Induction workshop- Kirinyaga County Government	10th & 11th July, 2023
ICT Policy Review Workshop- Postal Corporation Of Kenya	9th - 15th July, 2023
Data Protection Training For CMA Staff- KSG, eLearning and Development Institute (eLDi)	10th - 14th July, 2023

Matuga Campus

Strategic Leadership Development Program No. 368/2023	5th June - 11th August, 2023
Management Skills Course No.5/2023 The Judiciary	3rd - 28th July, 2023
Workshop KEMFSED (National Government Mombasa Branch)	12th - 21st July, 2023

Mombasa Campus

Strategic Leadership Development Program No. 371/2023	10th July - 18th August, 2023
Strategic Leadership Development Program No. 364/2023	29th May - 4th August, 2023
Senior Management Course No. 168/2023	3rd - 28th July, 2023
Supervisory Skills Development Course	3rd - 14th July, 2023
Report Writing Course	10th - 14th July, 2023
Nyandarua County Government - Workshop	9th - 28th July, 2023
SINAPIS - Workshop	10th - 13th July, 2023
TSC - Workshop	10th - 14th July, 2023

Lower Kabete

Strategic Leadership Development Program No.360/2023	8th May - 14th July, 2023
Strategic Leadership Development Program No. 370/2023	19th June - 28th July, 2023
Senior Management Course No.402/2023	26th June - 21st July, 2023
Senior Management Course No.402/2023	10th July - 4th Sept, 2023
Supervisory Skills Development Course No.126/2023	10th - 21st July, 2023
Project Development and Management Course No.13/2023	10th July - 4th Sept, 2023
Strategic Leadership Development Program No.370/2023	19th June - 28th July, 2023
Senior Management Course 401/2023 (Group A)	26th June - 21st July, 2023
Senior Management Course 401/2023 (Group B)	26th June - 21st July, 2023
Strategic Leadership Development Program No.366/2023	5th June - 14th July, 2023
Strategic Leadership Development Program No.360/2023	8th May - 14th July, 2023
EXBS-Sponsored Training United States of America Embassy	10th - 28th July, 2023
Team Building Kenya Revenue Authority	15th July, 2023
Workshop UNODC	10th July, 2023

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