

August 12-18, 2023

## Dr. Mudavadi: Sail Together or Sink Together



Prime Cabinet Secretary, H.E Dr. Musalia Mudavadi (Centre) arrives for the official closing of the Induction Program for Officers of the Office of the Prime Cabinet Secretary. Looking on are: KSG Director General, Prof Ludeki Chweya, Country Director of Tony Blair Institute, Ms. Lisa Karanja, Chief of Staff Joseph Busiega and other officials.

BY FAITH MUSOGA

On September 27, 2022, His Excellency President William Ruto issued and signed a Presidential Executive Order establishing the Office of the Prime Cabinet Secretary (OPCS) of the Republic of Kenya. The Office is mandated to assist the President and the Deputy President in co-ordination of national legislative agenda and supervision of Government Ministries and State Departments. OPCS is the most senior office in the Executive after that of the President and the Deputy President. It is only

befitting then that officers of the OPCS undertake high level induction conducted by the Kenya School of Government, supported by Tony Blair Institute for Global Change (TBI).

Prime Cabinet Secretary H.E Dr. Musalia Mudavadi is clear on the path he desires for his Office, one that performs and delivers to the utmost expectation of the citizens of Kenya. This requires that all officers work as a unit that builds systems working towards creating positive impact, and a positive impression on the country. His primary concern is that officials

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# Dr. Mudavadi: Sail Together or Sink Together

should be modern reformers while being professional, thoughtful and truthful on the commitments made to the country, giving significance and justification to the establishment of OPCS. "Can I rely on you? Can Kenya rely on you?" he posed.

H.E Mudavadi said he is honored to partner with the Tony Blair Institute and the Kenya School of Government in this endeavor that will create an environment that will show case coordination, facilitation and bringing people together.

On her part, Ms. Lisa Karanja, Country Director of TBI is delighted about the collaboration that she hopes will be implemented through inclusivity, active engagement, and tailor made solutions enhanced by technology. "We look forward to a time of digital transformation that will lead to data driven decision making, responding effectively to emerging issues," she said.

According to the Principal Secretary of Performance Management and Delivery Services, Ms. Anne Wang'ombe, the pivotal role played by the OPCS requires a workforce that brings about highest levels of effectiveness and reliability for possibilities that lie ahead. "The Kenyan public has a lot of expectations from the OPCS, a huge task, the success of this government will be measured by the success of this Office," she stated. Kenya School of Government Director General, Prof. Ludeki Chweya said that the OPCS being a new establishment in the government structure brings together colleagues drawn from

various sectors and departments with mixed experience and perspectives forming a richly diverse office.

"Performance and delivery matter most in our work in the contribution to the Bottom-up Economic Transformation Agenda (BETA) which must be achieved; KSG is determined to play its part well in Induction of officials," he committed. Taking into account the nation's objective to realize transformation through performance, understanding of Government, setting clear goals, accountability, utmost dedication, integrity and optimization of resources are essential and yet these are some of the challenges that government officers may face in their daily operations.

At the Induction, these matters were addressed through content delivered by experts from the KSG, OPCS, Ministry of Foreign and Diaspora Affairs, National Defence College, National Intelligence Service, and the National Treasury among other seasoned officials in their particular fields and who have wide exposure in the Public Service.

The topic on Organization of Government provided insight into levels and structure of government so that officials would understand their contribution to the system that will increase the prospects of Kenya getting to a higher level through industrialization; nations must be defended through hard work as seen through the lessons from the Northern Hemisphere.

"Government is formed by social

contract that is the Constitution and without Government there would be disorder. We must defend it and protect it because everything else in the country flows from Government," Chweya emphasized.

The five-day program also covered content on Diplomatic Etiquette and Protocol, e-Government, Responsibilities of Commissions, Human Resource Management in Public Service, Whole-of-Government Approach, and National Interest and Employee Obligations among other topics.

The diverse experiences and backgrounds from the officials will contribute to the overall success of OPCS as they continue to have a deeper understand of their roles and embed the lessons to safeguard the image of the Office and the Government in general. KSG is honored to be part of the journey of the Office of the Prime Cabinet Secretary where everything must be Prime! Induction is only the beginning.



Mr. Douglas Njeru, Director HRMD, Performance Management and Delivery Unit



## Induction of Officers of the Office of the Prime Cabinet Secretary



**Left:** His Excellency Dr. Musalia Mudavadi awards a certificate to a participant upon completion of the Induction Program. Looking on is Ms. Lisa Karanja of TBI. **Right:** The closing ceremony in action.



KSG's Director Learning and Development Dr. Rachel Ngesa (left) who was the co-coordinator of the Induction Program and Ms. Lynette Otworu (right) delivering her presentation on Official Communication in the Public Service. Ms. Otworu is Director of the Margaret Kenyatta Institute at KSG.



H.E. Dr. Musalia Mudavadi together with Kenya School of Government, Tony Blair Institute and Office of the Prime Cabinet Secretary officials after the closing ceremony of the 5 day Induction Program for Officers.

# E-Government: Modernizing Public Sector Organizations

BY GIDEON WANDABWA

In this era of rapid globalization and digital advancement, the concept of governance has transcended conventional bureaucratic frameworks. The rise of electronic government, or e-government, presents a transformative opportunity for public sector entities to enhance efficiency, transparency, and overall effectiveness. E-government involves leveraging digital technologies to deliver government services, exchange information, and engage with citizens, businesses, and other governmental bodies. This article delves into the concept of e-government, exploring its potential to drive significant advancements in the governance of public sector organizations.

The adoption of e-government marks a paradigm shift in the functioning of public sector entities. It entails integrating information and communication technologies (ICT) to streamline administrative processes, enhance service delivery, and facilitate communication between government entities and citizens. By digitizing and automating traditional government operations, e-government aims to establish a more efficient, responsive, and citizen-centric administration.

E-government initiatives encompass a range of services, including online service delivery, where citizens can access government services and information online, reducing the need for physical visits to

government offices. Digital communication necessitates governments to engage with citizens through digital channels, providing real-time updates, alerts, and notifications on various matters, from emergency situations to policy changes. Transparency and accountability ensure that information is readily accessible to the public, empowering citizens to hold governments accountable for their actions. Moreover, e-government systems generate vast amounts of data that can be analyzed to gain insights into citizen needs, preferences, and patterns, informing more effective policy-making.

The implementation of e-government offers numerous benefits to public sector organizations and the governance processes they uphold. First, it enhances efficiency by automating routine tasks, reducing paperwork, and streamlining workflows. This allows public sector employees to focus on strategic and value-added activities. Second, e-government provides round the clock access to government services, eliminating geographical and time constraints. Citizens can access services conveniently from their homes or workplaces, reducing waiting times and enhancing satisfaction.

Third, e-governance establishes a robust platform for transparency and accountability, crucial components of effective governance. It provides platforms for sharing information about government

activities, budgets, policies, and decision-making processes, fostering trust and reducing opportunities for corruption. Fourth, e-government empowers citizens to participate actively in governance processes, enabling them to voice opinions, provide feedback, and engage in policy discussions. This participatory approach promotes inclusive decision-making and citizen satisfaction.

While the initial investment in e-government systems can be substantial, the long-term benefits often outweigh the costs. Automation, reduced paperwork, and increased efficiency can lead to significant cost savings over time. Kenya has exemplified remarkable progress in e-government, with successful initiatives like Huduma Kenya, iTax, Integrated Financial Management Information System, e-Procurement System, and National Transport and Safety Authority portal, among others, improving governance, service delivery, and citizen engagement. These achievements underscore Kenya's commitment to leveraging technology for a more efficient and citizen-centric government.

However, despite its potential, e-government implementation is not without challenges. Bridging the digital divide is essential, ensuring equal access to e-government services, especially in developing countries. Robust cybersecurity measures are vital to protect sensitive data and prevent breaches. Resistance to change and the need for change management strategies, training



## E-Government: Modernizing Public Sector Organizations

programs, and compliance with data protection regulations are essential considerations. Additionally, developing and maintaining technical infrastructure for e-government can be complex and resource-intensive.

Turning to the Kenya School of Government (KSG), e-government implementation has revolutionized its services. The institution plays a pivotal role in training and developing public servants, enhancing their skills to improve governance and public service delivery.

KSG has established an online Learning Management

System (LMS) offering remote access to training courses. Virtual classrooms, webinars, and online assessments enable real-time interactive sessions and personalized learning experiences among participants and the trainers. Expanding e-government services at KSG could, therefore, involve resource sharing, enhanced performance tracking, robust alumni engagement, data security, automation of administrative processes, and digital credentials storage.

In conclusion, e-government implementation at the School has the potential to revolutionize

training and development programs. Leveraging digital technologies could enhance accessibility, efficiency, and interactivity, contributing to better governance and public service excellence. Careful planning, technological investment, and stakeholder engagement are critical for the successful implementation of e-government initiatives.

*Gideon Wandabwa is a lecturer at KSG Mombasa Campus specializing in Leadership, ICT and e-governance*





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# The Benefits of Purpose Driven Living: Part 2

*By Letiyon A. Lempaine, Lecturer & Chaplain, Kenya School of Government, Lower Kabete.*

## Introduction

In the week covering 5<sup>th</sup> - 11<sup>th</sup> August in Volume 12, Issue 29 we explicated on the Benefits of Purpose-Driven Living: Part 1. In this regard, this article will expound on Part 2 of the same subject.

## The Benefits of Purpose Driven - Living

In lieu of the foregoing introduction, there are specific benefits of purpose-driven living. For instance:

### Knowing Your Purpose Motivates Your Life. Purpose always produces passion.

On the other hand, passion dissipates when you lack a purpose. In this context, organisations invest in work plan strategy formulation, resource mobilization, recruitment, training, mentorship, coaching and motivation of staff. The ultimate objective of this approach is to ignite and sustain intrinsic and extrinsic motivation of the employees who will consequently help attain organisational vision and mission. In regard to this line of thought, Wright and Taylor (1984) aptly postulate in reference to intrinsic motivation, "Does the person find the task rewarding in itself?, (P. 13). In lieu of this, they further expound, "Given that people

differ widely in the needs which they regard as being important, it follows that to solve a motivational problem the first necessity is to understand the particular needs which are most important to the individual concerned at the time in question. People have such a wide variety of needs that one cannot hope to satisfy all of them. In addition, there are many needs which cannot be satisfied easily or practically within the organisational context", (Wright, P.L. and Taylor, D.S., 1984, P. 17).

George Bernard Shaw wrote, "This is the true joy of life: the being used up for a purpose recognized by yourself as the mighty one; being a force of nature instead of a feverish, selfish little clot of ailment and grievances, complaining that the world will not devote itself to making you happy", (Warren, 2002, P. 33). Therefore, your energy will always be rejuvenated if there is a conviction that what you are doing is worthwhile for yourself and for humanity. "It is usually meaningless work, not overwork, that wears us down, saps our strength, and robs our joy", (Ibid., P. 33). In this sense, nothing energizes like a clear purpose.

**Knowing Your Purpose Prepares You For Eternity. Ultimately what matters most will not be what others**

**say about your life but what God says.**

Jesus focused on undertaking His assignment on earth with an eternal perspective in mind. For example, Roy Zuck in a book entitled Teaching as Jesus Taught explicitly explains how Jesus skillfully applied diverse pedagogical skills as He shared the word of God with diverse audience. For example, He applied andragogy skills in the Sermon on the Mount because He was dealing with adults. And when He taught children the word of God, He taught them in a way that they could easily grasp the main message. Christ avoided semantic noise. His messages were credible on matters logos (content), pathos, (understanding the situation of others) and ethos (ensuring that whatever He said on any given issue was truthful. For this reason, His critics like the Pharisee lacked a credible evidence to accuse Him of violating the Old Testament Law.

In view of the fact that Jesus did His work with an eternal perspective in mind, He ultimately accomplished His work of redemption paradoxically on the cross (John 19:30).

## Summary

The following is a concise summary of the benefits of purpose-driven living:

Knowing your purpose gives meaning to your life. We were made to have meaning. This is

# The Benefits of Purpose Driven Living: Part 2

why people use dubious methods, like astrology or psychics to discover it. Knowing your purpose simplifies your life. It defines what you do and what you don't do. Knowing your purpose focuses your life. It concentrates your effort and energy on what is important.

selective. Knowing your purpose motivates your life. Purpose always produces passion. Knowing your purpose prepares you for eternity. A wiser use of time is to build an eternal legacy (Warren, 2002, P. 30 -35).

## References

The B.B. Kirk bridge (1983). *The Thompson Chain-Reference Bible New International Version*. Grand Rapids, Michigan: Zondervan Bible Publishers.  
Warren, R. *The Purpose Driven Life: What On Earth Am I Here For*. Grand Rapids, Michigan: Zondervan Publishers.  
Wright, P.L. and Taylor,

## Matuga's Inspiring Venture: State-of-the-Art Golf Course



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BY RASHID MWINYI

**R**ecreation is an essential element of a healthy work-life balance, and facilities that provide for relaxation and unwinding after a productive day of work create the much-needed opportunity to live a healthier and holistic life. Many are likely to participate in healthier leisure-time options if they have quick and easy access to such recreational facilities.

One major project taking place at the Matuga Campus is the establishment of recreational facilities where KSG

Director General, Prof. Ludeki Chweya officially commissioned the development of a state-of-the-art 18-hole golf course. Accompanied by the Director for Finance and Administration, Prof. Nura Mohamed, and Campus Ag. Director, Dr. Florence Kithinji, the commissioning saw the official mapping of the vast green land for the golf course. This ambitious endeavor promises to enhance the institution's services and elevate its prestige in the region, highlighting Matuga's unique destination for leisure activities and equally as a

place for learners to unwind after training sessions.

The anticipated golf course is set to provide a plethora of benefits to the institution, its stakeholders, and the public at large. The facility will provide an ideal setting for networking and forging professional connections as is known of golf tournaments. The projected golf course will include a variety of other sports, cottages, and a café lounge for participants, visiting dignitaries, and the public at large.

From a financial viewpoint, the facility, once operational, has the potential to generate substantial revenue as it may be a landing point for sports enthusiast and competitors, serve as an invaluable resource for training and research, more so for learners pursuing courses related to sports management, hospitality, and tourism, as they would have the advantage to enjoy hands-on experience in a real-life setting.

The decision for this venture reflects KSG's commitment for distinction locally, regionally and internationally as it steps into the world of sports and recreation.



# Weekly Activities in Summary



Excursions are a part of the training programs conducted by the School. Participants at KSG Baringo had an opportunity to explore Lake Baringo and the hot springs at Kokwa Islands



A day of knowledge exchange and camaraderie as KSG Lower Kabete staff members, representing Hospitality, Procurement, and Accounts departments, at Mombasa campus. Sharing insights across disciplines, they strengthen the bonds of expertise and collaboration, fostering a culture of growth. Together, we pave the way for new horizons and innovative perspectives.



Hon. Susan Mang'eni, PS of State Department for MSMEs Development arrives at KSG Mombasa for the Youth Enterprise Fund Workshop. Joined by KSG Director General, Prof. Ludeki Chweya, the team celebrated a week of growth and empowerment. On her arrival, Hon. Mang'eni was received by KSG team.



# Fare thee well Senior Sgt. Timothy Njue



Colleagues from the School joined mourners to give a befitting send off to the late Snr. Sergeant Timothy Njue Mwiti of the National Police Service attached to the Kenya School of Government, Lower Kabete. Senior, as he was fondly known at the School had worked at KSG since 2017 upon his deployment. He passed on after a short illness on August 2, 2023 and was laid to rest at his home in Chuka, Tharaka. May Almighty rest his soul in eternal peace.



# Weekly Activities in Summary



KSG Mombasa takes a step in making positive impact by donating essential items to the Prisons Service. The Campus has contributed blankets, sheets, pillows, and mosquito nets to the Service. These simple yet significant essentials will undoubtedly provide some sort of comfort and support to individuals within our prison system.



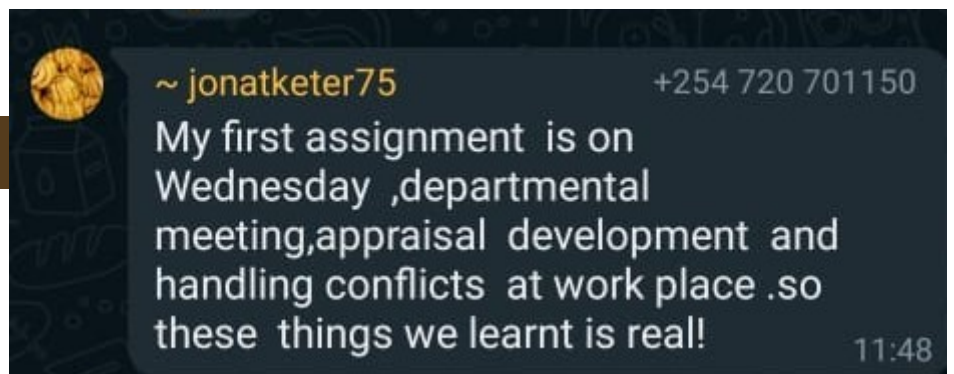
## Leadership Lesson

“The challenge of leadership is to be strong, but not rude; be kind, but not weak; be bold, but not bully; be thoughtful, but not lazy; be humble, but not timid; be proud, but not arrogant; have humor, but without folly.”

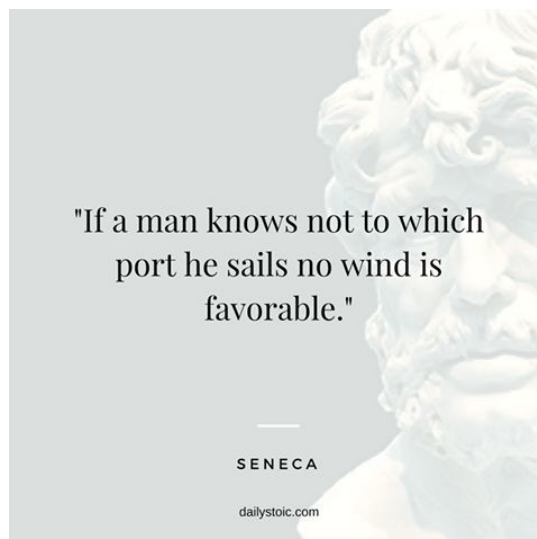
*Jim Rohn, entrepreneur, author and motivational speaker*

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### Have your say



### Quote of the Week



## Baringo Campus

Supervisory Skills Development Course	7th -18th August, 2023
Strategic Leadership Development Programme (Online)	7th August -13th October, 2023
Senior Management Course 176/2023 -(Online)	24th July - 15th September, 2023
Senior Management Course	31st July - 25th August, 2023
Collaborative Centre for Gender and Development Workshop	8th, 9th & 15th August, 2023

## Embu Campus

Strategic Leadership Development Program Online No. 373/2023	10th July - 8th September, 2023
Senior Management Course No. 194/2023	10th July- 1st September, 2023
Diploma in Social Work No. 44/2023	6th March to 7th March, 2025
Senior Management Course No. 195/2023	31st July - 25th August, 2023
Integrated Library Management System	7th - 18th August, 2023
Strategic Leadership Development Program No. 377/2023	7th August - 6th October, 2023

## Matuga Campus

Senior Management Course No.118/2023	1st July -22nd September, 2023
Strategic Leadership Dev. Prog. No. 368/2023	5th June – 28th August, 2023

## Mombasa Campus

Strategic Leadership Development Program No. 371/2023	10th July – 18th August, 2023
Strategic Leadership Development Program No. 374/2023	24th July – 1st September, 2023
Customer Care Skills Development Course(KENGEN)	14th – 18th August, 2023
Workshop- KEMI/ Aga Khan University	14th – 25th August, 2023
Retreat - Institute of Certified Secretaries	15 <sup>th</sup> – 18 <sup>th</sup> August, 2023
Senior Management Course No.169/2023	7th August – 29th September, 2023
Senior Management Course No.170/2023	7th August -1st September, 2023

## Lower Kabete

Induction program for newly Recruited Officers (LAPSET)	14th– 18th August, 2023
IFMIS training for Accountants	14th– 18th August, 2023
Corporate Governance Program for Public Sector Boards (Tanathi)	14th– 18th August, 2023
Productivity Measurement and Improvement Training (KeNHA)	14th– 18th August, 2023
Senior Management Course No.402/2023	10th July- 4th September, 2023
Strategic Leadership Development Program No.375/2023	24 July - 1 September, 2023
Senior Management Course No.378/2023	31st July-22nd September, 2023
Senior Management Course No.378/2023	31st July-22nd September, 2023
Induction program Office of the Data Protection Commissioner	7th-18th August, 2023
Senior Management Course No.405/2023	7th August - Sept ember 1st, 2023
Meeting – Events Committee	14th August, 2023
Family Fun Day	9th August, 2023
Report writing - Culture Audit Survey– GDC	14th-18th August, 2023
Review of Human Resource Instruments – SASRA	14th– 18th August, 2023



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