



WEEKLY

Bulletin

September 16-22, 2023

Accounting Officers Program: 12th Cohort of CEOs



The Accounting Officers Program participants during the field visit at Konza Technopolis. The Program was conducted at the School from September 11- 15, 2023.

BY FAITH MUSOGA AND
BETH MUIGAI

The five-day Accounting Officers Program has been conducted at the Kenya School of Government, Lower Kabete from September 11 - 15, 2023. This is the 12th Cohort of CEOs since the program launch in May 2018 offering a useful platform for them to engage with seasoned professionals in different fields.

The Program was developed jointly between Cabinet Secretaries for the National Treasury and the then Ministry of Public Service Youth & Gender Affairs at a forum of Chairs of Board and Chief Executive Officers of state corporations held at KSG Lower Kabete to provide knowledge

required for strategic positioning in overseeing transformation and accountability in the use of public resources.

State corporations have different purposes and responsibility depending on their establishment. CEOs in these agencies are obligated make sound investment decisions resulting in high returns even in terms of performance and service delivery.

Severally, KSG Director General has expounded that State Corporations are established by governments to recognize the importance of state involvement not only in maintaining law and order but also in regulating the market to ensure fairness and protect citizens from exploitation.

The 12th Cohort brought together, amongst other accounting officers,

HIGHLIGHTS

- 3 Lower Kabete Weekly Activities
- 4 Isiolo County: In search of Performance Excellence
- 5 Mombasa Weekly Activities
- 6 KSG Choir; Impacting Lives
- 7 Weekly Activities
- 11 Leadership/ quote
- 12 Weekly Programs
- 13 Editorial team / Campus contacts

Accounting Offers Program: 12th Cohort of CEOs

those from the National Irrigation Authority, the Kenya Meat Commission and the Kenya Bureau of Standards.

The schedule covered themes on: Governance Context of Accounting Officers; National Values and Principles of Governance Matter; Managing Financial Resources; Public Procurement and Management of Projects and Steering Institutional Transformation.

For institutional change and transformation; coping with demands of time, Mr. Yo Han Kim, Director of Goodnews Broadcasting Services illustrated the power of the mind using the economy of Kenya, with lessons learned from South Korea. Whereas Kenya has grown economically to a great extent, more growth calls for things to be done differently and the best way to see and experience change is when a society embraces the vision of the kind of country that they would like to have.

State corporates have sometimes suffered the challenge of mismatch of

competencies with job placement affecting job satisfaction and consequently performance of staff and the organization. Mr. Simon Angote, a seasoned Public Service official and senior faculty member gave a discourse on Finding, Developing and Retaining the Right Skills for the Job.

Other content on the understanding the complex organization of Government for effective delivery of institutional mandate was instructed by Security Management Institute, Director Humphrey Mokaya while Dr. Prisca Oluoch imparted knowledge on the decision-making context; balancing variables in both internal and external contexts.

The School employs various methods of delivery that include field visits. Field visits provide practical lessons, experiential learning and opportunity to learn using real time experiences by personnel in those organizations. On Thursday, September 14, 2023 the Accounting Officers visited Konza Technopolis to

practically learn about successful management of contracts and public investment appraisal and risk management.

Like KSG, Konza Technopolis is a flagship project of Kenya Vision 2030. Konza stands out as one with notable successful projects such as the Data Centre, a key enabler towards Kenya's digital economy supporting data, voice, video, services, systems and applications. Other projects include initiatives in environmental conservation; adopting an acre and greening the country.

The program has been successful, having trained CEOs of over one hundred state agencies. More cohorts have been planned on a monthly basis in the different campuses of the School for a chance to establish lasting professional networks for transformation, growth and sustainability for State Corporations and the Public Service as a whole.



From the Admissions Desk



BY GEOFFREY MWANIA

“Your career is like a garden. It can hold an assortment of life's energy that yields a bounty for you. You do not need to grow just one thing in your garden. You do not need to do just one thing in your career.”

Jennifer Ritchie Payette

Empowering the Public Service; The Kenya School of Government (KSG) is a national institution that responds continuously to capacity development needs across the

Public Service by providing training; consultancy services; research and advisory services; and public outreach programs to promote uptake of Government programs. The School is open to private entities, nationally and internationally.

The Admissions Office at the School is at the heart of the function of career development, growth and progression of public officers. We have had the honor of witnessing the journey through training, of officers in all cadres from entry level to senior management in service.

Every day we sift through thousands of prospective applications with goals, desires, and aspirations. This position of the Admissions officers entails more than just analyzing applications; it also entails providing guidance to the applicants in making an appropriate choice of program that will impact them professionally. Admissions officers have a great deal of

duty. We understand that the decisions we make have the potential to change the direction of a participant's life.

While facts and numbers are important, there is a human element to the admissions process that is often overlooked. We consider each applicant's life experiences, including family background, socioeconomic situation, and personal challenges. This comprehensive approach ensures that we perceive potential where others may only see constraints.

Being an admissions officer is a journey of continuous learning. Each year, the landscape of empowerment evolves, and we must adapt accordingly and keep up with current trends.

Despite the challenges, there is nothing quite like the joy of sending out acceptance letters to participants who have worked hard and are about to embark on their professional journey. These moments remind us of the positive impact we can have.



Admissions Officers; Mr. Geoffrey Mwanja (top photo). Ms. Mary Rukenya (in black, bottom photo) attends to a client at the Admissions Office at the Kenya School of Government, Lower Kabete.

Isiolo County: In search of Performance Excellence



Participants from the Isiolo County Government attending the Performance Management Systems Course at the Mombasa Campus. Isiolo County's Deputy Governor, H.E. James Lowasa, officially opened the 5 day course .

BY GLENN LUMITI

Isiolo County Deputy Governor, H.E. James Lowasa, graced the Performance Management System Course opening ceremony at the Kenya School of Government (KSG) Mombasa Campus as Chief Guest. The training, which took place earlier this week, emphasized the significance of performance excellence in the public sector.

Addressing the team of officers from Isiolo, H.E. Lowasa highlighted that the county government is committed to fostering progress and distinction among its employees. He stressed that leadership and accountability are crucial in delivering the services that the people rightfully deserve.

"The County Government is investing in your training for growth and excellent performance as expected by the various stakeholders in the county and the nation in general," stated the Deputy Governor echoing the county's enthusiasm to

provide its employees with the necessary training and tools to execute their roles.

Accountability has become an integral part in any organization; as such, the Deputy Governor emphasized the need for all individuals to be mindful of their actions and decisions, a reminder for all participants to carry out their duty with integrity and diligence.

"Leaders have the obligation to surpass expected results to the people they govern," H.E. Lowasa continued, adding that they must uphold the principles of good governance in order to set standards for other countries to emulate. Kenya is known to have one of the strongest Public Service in Africa due to its relevance and rising standards of quality.

Mr. Andrew Rori, Deputy Director, KSG Mombasa Campus expressed his gratitude for the participants who had selected KSG as their institution of choice. "This important training is the bedrock of improvement of the processes that are carried out in an organization," said Mr. Rori.

Performance Management System is a vital component in the efficiency of the public service designed to enhance the understanding of performance measurement, contract signing, and the role of serving the county effectively.

Participants were taken through many topics; one of the outstanding ones was performance contracts, a tool employed to ensure that public servants are held accountable for their actions and outcomes. Performance contracts provide a clear framework for setting objectives and assessing performance.

The 5-day program engages participants through lectures, case studies, group discussions and presentations. The knowledge and insights gained during this course are expected to have a ripple effect, positively impacting various sectors within the county. The role of public servants is evolving, and the need for continuous improvement in service delivery is more pressing than ever. Performance excellence remains at the forefront of the public sector's goals, and this course is a significant step in that direction.

Mombasa Weekly Activities



KSG Director Finance and Administration, Prof. Nura Mohamed, and Mombasa Campus Deputy Director, Mr. Andrew Rori, hosted CS Mining Hon. Mvurya Salim and Principal Secretary of the State Department of Mining, Mr. Elijah Mwangi, alongside officials from the State Department of Mining for a dynamic and knowledge-rich performance-based workshop. The highlight of the event was the signing of performance contracts by the officials, solidifying their dedication to driving positive change and innovation within the industry. This collaboration promises a brighter and more sustainable future for mining operations and practices.



Inspector Moses Wambugu, representing Kenya Prisons' Shimo la Tewa Industry, held a productive meeting with Mombasa Campus Administrative Officer, Ms. Catherine Katee, and Ms. Grace Randu to strategize the operational details of enhancing the School's furniture infrastructure.

KSG Choir; Impacting Lives



KSG Choir perform at the ASK Show in Mombasa, Mkomani Grounds

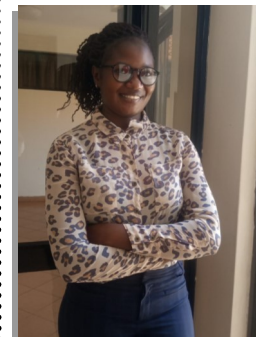
The Kenya School of Government (KSG) Choir was among those that entertained guests at the ASK Show 2023 in Mombasa at the official opening ceremony and at the KSG exhibition stand. Under the leadership of the conductors; Mr. Kevin Sunga and Mr. Patrick Ajanga, the singers displayed remarkable vocal ability as they integrated traditional and contemporary songs.

KSG Director General Prof. Ludeki Chweya at one point joined the Choir in their performance, illustrating the link between leadership and extra-curricular activities. The School has been supportive of initiatives that seek to nurture talent and promote unity through sport, music and dance, and literature among others. As such members of staff are

encouraged to exploit their talent during such events that have also played a role in embracing cultural diversity and inclusivity.

The KSG Choir was formed in 2018 with membership comprising staff from all departments who attend rehearsal on designated days. From an initial 20 members, it has grown to the current 42 with three (3) trainers/ conductors. The team has been privileged to take part in corporate and national events such as competitions, festivals and ceremonies as called upon.

The Bulletin team gathered some perspectives from a section of the members on their experience in being part of the KSG Choir; how has this engagement impacted their lives; personally and professionally?



Faith Mutunga,
eLDi,
Training
Department

Participating in the KSG choir has been a dream come true for me. It has provided me with opportunity to demonstrate my talent while also enhancing the prestige of the School. Discipline, clear communication and time management have been some of the valuable traits that I have acquired; further, it has taught me to harmonize with others, follow the conductor's lead, and collaborate to make beautiful music. The dedication required for rehearsals and performances has impacted my professional life; and the increase in confidence has helped me

KSG Choir; Impacting Lives

overcome stage fright, and enhanced my public speaking skills, all of which have benefited my relationships with participants at the Institute.

Singing songs in several languages has made me more accepting of different cultures and has formed cultural awareness and given me a broader perspective. My experience with the KSG Choir has considerably aided my personal and professional development, and ultimately making me proud of my participation.

Grace Gichuru, Research Assistant, Directorate, Linkages and collaboration



Participating in national competitions and events such as the Mombasa's ASK Show has exposed us to different audiences highlighting the beauty of choral music. This gives us opportunity to represent the Kenya School of Government as brand ambassadors as well as building a sense of community of the choir members drawn from various professional backgrounds who share a love of singing.

As a public officer some of the skills I have acquired from choir involvement include resilience, synergy toward common goals, regard for others, and being receptive to feedback. These abilities have been extremely beneficial in project management, team collaboration, and dispute

resolution, ultimately leading to my effectiveness as a government officer with leadership abilities and civic responsibility.

Some of the benefits in my personal life include a sense of social connection, improved mental and physical health, self-assurance, enhanced creativity, and cognitive abilities such as improved memory and problem-solving skills.

Lisper Murugi; Administration Assistant, DFA's Office

Being in the School choir has raised my self-esteem and has been therapeutic from stress and anxiety as it brings about the much-needed work life balance. It has also strengthened my social contacts with colleagues from the different departments at the School. Participating in the Choir has helped me mentally; improving my focus, memory, and listening, all of which are useful in the workplace. In my view, participating in such events is re-energizing. These are platforms that should never be overlooked. For KSG, they should be embraced as promotional and publicity initiatives



Esther Wambua; Supervisor Hospitality Department

Choir performances provide exciting experiences that have allowed me to connect with other



choral performers from different organizations.

The highlight is normally seeing the enthusiasm of different

audiences who also get to learn about the School through the music such as the KSG Anthem.

Being a member of the School Choir has developed my relationships with colleagues, and improved my focal abilities. Taking heed to instructions of the music director is a major factor of any successful choir performance; this aspect has positively impacted the delivery of my duties as I work with my supervisors and fellow colleagues.

Sometimes the Choir is called upon at short notice; time management and flexibility become critical, emphasizing the necessity of preparation in any eventuality.

For me, the Choir has played the role of icebreaker, drawing officers from all cadres and backgrounds encouraging conversation and learning. It has also sharpened my problem-solving, analytical, psychomotor, and imaginative thinking abilities, particularly where choreographing is required. I am confident that Choir membership has had significant impact on personal and professional development, ultimately transforming individuals into well-rounded professionals.

The article has been compiled by; Glenn Lumiti, Tabitha Kemunto and Pauline Ngurukie

Lower Kabete Weekly Activities



KSG Lower Kabete hosted a consultative meeting between National Government Administrative Officers (NGAOs) the Executive Office of the President with the objectives to assess the performance for the FY 2022/23 and deliberate on the initiatives to undertake in the FY 2023/24. The meeting was chaired by Head of the Public Service and Chief Guest Mr. Felix Koskei, alongside Principal Secretary of the Ministry of Internal Security and National Administration Dr. Raymond Omollo. They engaged with Senior NGAOs from various regions across the country. They were received by the School by the Director General, Prof. Ludeki Chweya.



KSG has successfully completed the 12th Cohort of the Accounting Officers Program at Lower Kabete. This program drew participation from CEOs representing various State Agencies across the country. As a component of this program, participants undertook a field visit to Konza Technopolis, a Kenya's Vision 2030 project aimed at developing a thriving sustainable smart city and a vibrant innovation ecosystem contributing to Kenya's knowledge Economy. The team was under the guidance of KSG Director Linkages and Collaborations Dr. Prisca Oluoch and Ms. Jane Gichuki.

SMC No. 177 Field Study Session in Baringo



Principal Lecturer Mr. Evans Ayao, a faculty member at the Baringo Campus, and the Senior Management Course No. 177 participants during their field study session at Lake Baringo Secondary School. It is through these field studies that they get to learn the various phases of the project, identify challenges faced during implementation, and evaluate its overall impact on the community. The team also had a one-on-one interaction with teachers and students and later had a career talk that aimed at helping students understand their strengths, weaknesses, and interests, and provide them with a clearer picture of the career paths available to them. Participants drawn from different job roles were able to give information on different industries, job roles, and the skills and qualifications required to succeed in given fields.

Embu Weekly Activities



KSG Embu Campus hosted the Chief of Staff, Office of the Deputy President, who officiated the opening of the Induction Course for the Office of the Deputy President staff. Patrick Z. Mwangi, Principal Administrative Secretary, and the Campus Deputy Director, Dr Fredrick Mukabi, accompanied him.



SLDP No 373/2023 with the NHIF CEO, Samson Kuhora and KSG Embu Campus Director Dr. Ann Kangethe.



The Strategic Leadership Development Program, a program designed to make valuable transformations in leadership, goes further than lectures and workplace assignments. On Wednesday 13th September 2023, the participants of SLDP No. 373/2023 went on an excursion to the Kamburu Hydropower Plant, one of the seven forks Dams run by KenGen, as part of the module on Values and Character Development.

Save the Date!

AFRICAN ASSOCIATION FOR PUBLIC ADMINISTRATION AND MANAGEMENT (AAPAM) ASSOCIATION AFRICAINE POUR L'ADMINISTRATION PUBLIQUE ET LE MANAGEMENT (AAAPM)

APRM African Peer Review Mechanism

KSG KENYA SCHOOL OF GOVERNMENT

LEADERSHIP CAPACITIES AND COMPETENCIES FOR AN EFFECTIVE PUBLIC ADMINISTRATION

Kenya School of Government - Mombasa, Kenya

26th - 29th September, 2023

AAPAM - African Association for Public Administration and Management
AAPAM.org

www.aapam.org

Save the Date for this upcoming program:

Title: Leadership Capacities and Competencies for an Effective Public Administration Program

Recommended for: Public Administrators, policy makers, researchers, MDIs, and practitioners in the field of public administration, representatives from international organizations, civil society and NGOs working in the field of crisis management.

Dates: September 26th-29th, 2023 at the Kenya School of Government, Mombasa.

For more information visit: <https://www.aapam.org/leadership-capacities-and.../>

Online Registration is through: <https://www.aapam.org/registration/#id=150&cid=1076&wid=2301>

The program will be conducted by: Kenya School of Government (KSG), AAPAM-African Association for Public Administration and Management and Africa Peer Review Mechanism (APRM).

"The seminar has been meticulously designed to address the specific leadership competencies and capacities required for leadership to effectively address the emerging challenges in the continent. Through a combination of engaging presentations, interactive discussions, case studies, and practical training, participants will gain valuable insights, strategies, and tools to enhance their leadership skills in times of crisis."

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Margaret Kenyatta Institute Director Ms. Lynette Otwori leads staff of the Institute in celebrating Ms. Daisy Mwangi upon completion of her 3 month attachment. During the event, Ms. Daisy was described as hardworking, always eager to expand her knowledge and skills and humble. She resumes her university education to complete her degree in Sociology and Political Science. Present during the send-off party were Director Security Management Institute Mr. Humphrey Mokaya, Director, Institute of Devolution, Dr. Tom Wanyama, Human Resource Manager Ms. Florence Wanguku and fellow colleague Ms. Diana Fifi.

Leadership Lesson

One of the most delightful things about a garden is the anticipation it provides

“Agriculture is the greatest and fundamentally the most important of our industries. The cities are but the branches of the tree of national life, the roots of which go deeply into the land. We all flourish or decline with the farmer.”

~Bernard Baruch

Have your say

7/9/23	JOSEPH MAENO	ST. Charles Luaya	Well attended to
7/9/23	SIMON JEREMIAH	INTERNAL AFFAIRS UNIT H/CORPORATE	Well Received
7/9/23	Tito Chepkibit	NPSC	Excellent team
	Denise Khisa	KARDO HES	Good work
7/9/23	SIDNEY CHIRUMBA	CHURCH 91917-80100	Well received
4/9/23	Irene Mwanba	Mombasa County	Excellent team
7/9/23	Irene Mwangi	USA COUNTY	Good.
6/1/23	KRANA KIAM	USA COUNTY	KEEP UP !!
7/9/23	FUSUNA NCSQ	AGA-HCA NRB	Good work Keep up

Humour



Quote of the Week

“Agriculture is our wisest pursuit, because it will in the end contribute most to real wealth, good morals, and happiness.”

— Thomas Jefferson

Baringo Campus

Senior Management Course Online. No. 178/ 2023	11th September – 3rd November 2023
Strategic Leadership Development Program No. 381/2023	4th September - 13th October, 2023
Strategic Leadership Development Program No. 378/2023 (Online)	7th August - 13th October, 2023
Senior Management Course	28th August -2 2nd September ,2023
Collaborative Centre for Gender Development Workshop	20th September,2023

Embu Campus

Senior Management Course No.197/2023	28th August - 22nd September, 2023
Strategic Leadership Development Program No. 382/2023	11th September-10th November, 2023
Strategic Leadership Development Program No. 377/2023	7th August - 6th October, 2023
Senior Management Course No.198/2023	4th September-27 October, 2023
Diploma in Social Work No. 44/2023	6th March -7th March, 2025
Internal Audit- KSG Corporate	11th September - 22nd, 2023
KPLC Workshop	18th September 2023
Tender Evaluation Workshop - Huduma Kenya Secretariat	18th t-22nd September, 2023
Human Resource Management & development workshop - State Dept. for Public service	18th - 22nd September ,2023
Management Policy Workshop- State Dept. for Public service	18th – 22nd September, 2023

Matuga Campus

Senior Management Course No.118/2023	31st July -22nd September, 2023
Senior Management Course No.119/2023	28th August -22nd September,2023
Senior Management Course No. 120/2023	4th to 29th September, 2023

Mombasa Campus

Strategic Leadership Development Program No. 384/2023	18th September- 27th October, 2023
Strategic Leadership Development Program No 364/2023	18th – 22nd September, 2023
Climate Change Funding Mechanism -Taita Taveta County	18th – 22nd September, 2023
Cabinet Memorandum Writing -Cabinet Office	18th – 22nd September, 2023
State Department for Public Service -Workshop	18th – 22nd September, 2023
Seminar/Workshop- eLDI/US Embassy	21st – 22nd September, 2023
Senior Management Course No.169 -Online	7th August - 29th September, 2023
Record Management Course No. 1/2023	4th – 29th September, 2023
Management Skills Course No. 1/ 2023	4th – 29th September, 2023
Supervisory Skills Dev. Course No. 42/2023	4th – 15th September, 2023
Public Relations & Customer Care Course No. 1/2023	4th – 15th September, 2023
Social Risk Training & TOT	4th – 15th September, 2023
Senior Management Course No. 171/ 2023	11th September- 6th October, 2023
Retirement Planning Course	11th – 15th September, 2023
Induction Program for Public Sector Boards	11th – 13th September, 2023
Managing Discipline & Disciplinary Procedures in the Public Service	11th – 15th September, 2023
Performance Management Systems – Isiolo County	11th – 22nd September, 2023

Lower Kabete

Senior Management Course No.378/2023	31st July-22nd September, 2023
Strategic Leadership and Development Program No.379/2023	4th September - 13th, October, 2023
Senior Management Course No. 406/2023	4th- 29th September,2023
Strategic Leadership and Development Program No.383/2023	11th September – November 17,2023
Supervisory Skills Development Course No.129/2023	11th-22nd September, 2023
Supervisory Skills Development Course No.130/2023	11th-22nd September, 2023
Data Protection Program	11th – 22nd, September, 2023
Induction of Third Secretary Cadets	16th August -3rd November, 2023
Cabinet Memo Writing by MKI - Cabinet Office	18th-22nd September 2023
Resource Mobilization and Financial Sustainability - National Council for People With Disability	18th-20th September 2023
IFMIS Training for AIE Holders	19th-21st September 2023

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- Centre for Public Service Values, Ethics and Integrity
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- Centre for Research and Advisory Services
- Centre for Environment and Climate Change Response
- e-Learning and Development Institute
- Security Management Institute
- Margaret Kenyatta Institute for Gender and Social Development
- Institute for Devolution Studies

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