



WEEKLY

KSG Bulletin

10th - 16th February, 2024

The Coming of KSG Vihiga Campus



His Excellency President William Ruto (R) in a hearty handshake with KSG Director General, Prof. Ludeki Chweya in Vihiga County as he pledges his support for KSG Vihiga Campus. Together with them are County Governor, Dr. Wilber Ottichilo and CEC for Education, Dr. Ruth Agesa.

BY FAITH MUSOGA &
DOUGLAS MOCHAMA

Kenya School of Government Vihiga Campus has received the blessing of His Excellency President William Samoei Ruto. The President has indeed boosted the construction of the Campus through a generous annual allocation of Kshs. 200M, during a recent visit to Vihiga County, where he met with KSG Director General, Prof. Ludeki Chweya.

The Campus on the offing is a priority in the Kenya Kwanza Government plan to spur

development in the region this Financial Year. This lift comes as a result of the School's mandate and success, which has led to the need for expansion into new areas and bringing services closer to the people.

The establishment of the Campus follows a series of meetings between Prof. Ludeki Chweya and Vihiga County Governor H.E. Dr. Wilber Ottichilo. A crucial moment was in 2019 when the County Government of Vihiga handed over the land title deed for the proposed Campus, which will be located between the stream and the valley, overlooking the hills at

HIGHLIGHTS

- 4 Coastal Security Teams to Tackle Regional Threats
- 5 Of Symbolic Gifts from SMC Participants
- 7 Zinazokera Wenzako Afisini
- 8 Weekly Activities Across Campuses
- 11 Programs: Upcoming and Ongoing
- 13 Train with us
- 14 Contacts

The Coming of KSG Vihiga Campus

Boyani in Vihiga.

KSG Vihiga Campus holds a bit of historical significance. The region where it is being established used to have a Government Training Institute (GTI) at Maseno. However, with the advent of Maseno University in the 1990s, the institute was taken over, which made it difficult for public officers from the Western part of Kenya and nearby areas to access the performance improvement and career progress training. The closest service point for them has been Baringo Campus in Kabarnet.

KSG is a flagship project of Kenya Vision 2030 and is the primary capacity development institution for the Public Service in Kenya and the region. KSG's mandate is to enhance knowledge, skills, and competencies of public officials with expected transformation that will lead to an efficient, innovative conduit for service delivery and public empowerment.

To address accessibility to the wider region, the School continually seeks innovative avenues to make its services accessible to counties with the aim to build the capacity of government institutions to meet the elevated expectations of citizens. KSG's efforts will enable devolution to work effectively, which will help government institutions provide better services to all.

Public officers based in Kisumu, Siaya, Migori, Homa Bay, Narok, Bomet, Kericho, Kisii,

Nyamira, Busia, Bungoma, Kakamega, Nandi, Vihiga, and Trans Nzoia, which are all part of the Lake Region Economic Block (LREB) covering the former Nyanza and Western Provinces, as well as part of the North Rift, could greatly benefit from the upcoming campus. This Campus signifies progress towards improving Kenya's future economic and social conditions.

Programs that will be offered address areas in Financial Management, Local Economic Development, and Environmental and climate change mitigation as well as those that respond to skills and competency gaps. Furthermore, there will be induction programs to acquaint newly appointed staff into the Public Service.

These and more programs as well as workshops and seminars will be conducted in state of the art buildings that are soon to be constructed. KSG will invest in installation of the latest ICT equipment for learning and conferencing in order to serve clientele using the highest standards.

Last year, a team from the management of KSG and the leadership of Vihiga County had a consultative meeting to plan activities, assess the venue and requirements, and set the logistics for the construction process of the KSG Campus in the Region. The purpose of the meeting was to move forward with the agenda of establishing the KSG presence in the region.

The School's presence is

expected to be beneficial to the residents of the region, particularly for those seeking training opportunities. Additionally, the School is exploring the possibility of establishing a Youth Innovation Centre on the Campus to help young people identify their talents and reach their full potential.

The opening of Vihiga Campus would mark KSG's initial step in the region towards providing leadership in the restoration of forests and protection of the environment through collaborations with other entities and involvement of area leaders.

It would accelerate devolution and support the counties in their fight against poverty. The proposed Campus envisages a boom of activities, creating job opportunities for the residents in line with the government's economic reforms aimed at sustainability and empowering everyone.

Moreover, the Campus is expected to transform the region and beyond by moving research to the Lake Region and improving the capacity to reach, partner, and collaborate with neighbouring countries such as Rwanda, Uganda, and Southern Sudan on policy think-tanks. This will also help to realize value for money and improve the KSG's ability to reach and engage with these countries.

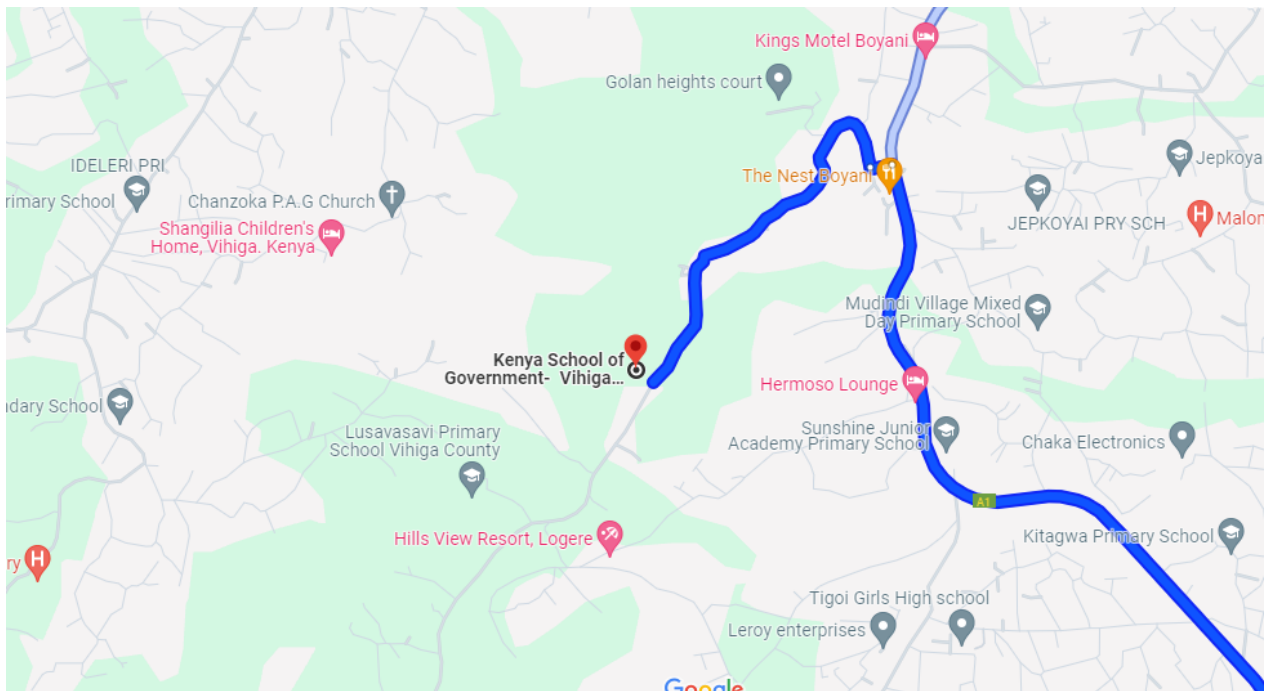
We look forward to the realization of this Campus for the people of Vihiga County, the Western Region and beyond.

The Coming of KSG Vihiga Campus



Vihiga County Governor HE. Wilber Otichilo together with officials of the County had earlier met with a team from KSG; Director Institute of Devolution Studies Dr. Tom Wanyama (Center Left), Deputy Director Hospitality Services Ms. Esther Sitonik, Administration Manager, Ms. Agnes Laikera, Manager Business Development and Marketing Ms. Pamela Nyaga, Manager Corporate Communications Ms. Faith Musoga and Principal Administration Officer, Ms. Elizabeth Ngava.

About Vihiga County



Vihiga County is located in the Western Region of Kenya whose headquarters is in Mbale, bordering Nandi to the East, Kisumu County to the South, Siaya County to the West and Kakamega County to the North. It is about 24.9kms from Kisumu and 23.8kms from Kakamega.

KSG Vihiga Campus is in Boyani which is in Hamisi Sub-county, Vihiga County.

Characterized by tropical rainforest climate, visitors to the Campus would usually experience (very) warm, humid and rainy all year round. It is good to note that February is the warmest month with highs of 31°, while the coldest temperatures in July could get to about 16°.

Coastal Security Teams to Tackle Regional Threats



Coast Regional Commissioner (RC) Rhoda Onyancha at a press briefing after a joint Regional Security meeting held at KSG Mombasa Campus. The meeting was attended by security teams from all 33 sub counties as well as those in the six coastal counties ; Mombasa, Kwale, Tanariver, Taita Taveta, Kilifi and Lamu

BY GLENN LUMITI

The inaugural joint security meeting of the year was held at the KSG Mombasa Campus on Wednesday, February 7, 2024, bringing together key stakeholders from across the region. The gathering, hosted by Ag. Campus Director Dr. Rukia Atikiya, was graced by the presence of Chief Guest Coast Regional Commissioner (RC) Rhoda Onyancha. Security teams from all 33 sub counties, alongside county security teams from the six coastal counties, joined forces with the regional security team led by the Regional Commander to chart a course for a safer and more secure 2024.

RC Onyancha painted a clear picture of the region's security landscape, acknowledging ongoing threats like terrorism and emphasizing the crucial role security plays in enabling both national and county governments to implement development projects. In her words, she expressed gratitude for the collective efforts that brought 2023

to a peaceful conclusion.

"Despite the challenges we experienced, we ended the year strong. I am grateful that we have made it together. We share the joys, we share the pains when they come up as a team in this region," she acknowledged.

Looking ahead, RC Onyancha emphasized the significance of nurturing deeper connections and open communication channels amongst security personnel. "Part of our mission for 2024 is to build our connections, and strengthen our interactions for the good of security in the region. This involves effective communication on social matters, official operations, challenges we face and how to deal with them," she declared.

On her part, Dr. Atikiya has assured the RC of the School's unwavering commitment for collaboration with security teams throughout the year as she also extended a heartfelt welcome to the possibility of hosting future events at the Campus, further solidifying the

institution's role as a hub for constructive dialogue and community engagement.

The joint security meeting served as a powerful testament to the collective will of the region's security apparatus. It is anticipated that at the end of the meeting, the officers departed with a renewed sense of purpose and determination, fortified by the collective resolve to confront the challenges ahead. With security at the forefront of their agenda, the Coastal region security team affirmed their pledge to uphold peace and stability, safeguarding the well-being of the communities they serve.

In a region where the tranquil beauty of the coastline belies the underlying complexities of security concerns, the collaborative efforts of dedicated individuals and institutions stand as a beacon of hope, guiding the way forward towards a safer, more prosperous future for all.

Of Symbolic Gifts from Senior Management Participants



Ag. Campus Director Dr. Rukiya Atikiya (Center) joins the participants of the Senior Management Course Cohort 176/2024 for a photo session during the presentation of the blooming floret upon completion of the Course at the Campus.

BY GLENN LUMITI

Participants of the Senior Management Course (SMC) cohort 176/2024 presented a distinctive gift to KSG Mombasa Campus. Received by Acting Campus Director Dr. Rukia Atikiya, the gift; a vibrant, blooming floret, was indeed different from traditional farewell tokens. The team had the intention of presenting a gift with meaning at the end of their training.

Dr. Atikiya, visibly moved by the thoughtful gesture, said, "This beautiful flower resonates well with the journey you have undertaken during your time at the SMC. Just as it represents new beginnings and fresh prospects, so too does your completion of this intensive program mark a significant turning point in your careers."

The SMC participants, carefully explained their choice that had three distinct meanings

that they associated with the growing flower. First, it embodies the notion of new beginnings, reflecting the participants' embarkation on a new chapter in their professional lives, armed with enhanced

leadership abilities and broadened perspectives. The flower's vibrancy and potential for further growth mirrored the potential they now held to flourish in their respective roles.

Second, the gift symbolized achievement. Completing the demanding SMC program demanded dedication, perseverance, and obligation to personal growth. The flower serves as a tangible reminder of the obstacles overcome and the goals achieved.

Finally, the floret signifies love; not just love for the knowledge and skills that have been multiplied, but also for the camaraderie forged and the network of colleagues established during the training. This endearing connection, like the roots that sustained the flower, promise to nourish and support the participants' future



A cake cutting ceremony for the participants of Senior Management Course Cohort 176/2024 as they marked the close of the long month training at the Campus.

Of Symbolic Gifts from Senior Management Participants

endeavors and interactions.

Dr. Atikiya, touched by the sentiments behind the gift, expressed profound gratitude. "This is more than just a beautiful gift as it represents the values you have internalized - the pledge to growth, the dedication to public service, and the spirit of collaboration," she stated.

Taking the opportunity to inspire the graduating participants, she urged them on; "Nurture the networks you have built, just as you would tend to

this growing flower. Utilize the new capabilities you have acquired, not just for personal advancement, but to serve the public good with even greater effectiveness and compassion."

The presentation transcended the dominion of mere gift-giving; it underscored the transformative power of the Senior Management Course, fostering not just individual advancement but also a renewed commitment to collective progress for the good

of the country and even the world, as we are citizens of the world.

As the participants return to their respective workstations, carrying the lessons learned and the spirit of association nurtured during the course, it is expected that they become agents of positive change digging into their potential, executing their responsibility, and making use of the interconnectedness that fuels genuine leadership.

COMING SOON!



The Kenya School of Government (KSG) together with the International Institute of Administrative Science (IIAS) will hold the annual IIAS-KSG 2024 Conference focusing on the theme of "International Collaborative Governance" The four day international Conference will take place at KSG Mombasa Campus from February 26- March 1, 2024.

About 300 local and international delegates from over 30 different countries have been invited to this forum bringing together a diverse group of professionals, academics and experts to share their insights, experiences and research findings related to international collaborative governance, providing a global platform for exchange of knowledge and practices between public administration and development professionals.

Notable partners for this Conference include African Association for Public Administration and Management (AAPAM) and the African Management Development Institutes' Network (AMDIN) .

Further information about the Conference and registration details can be obtained at <https://www.conftool.org/iias-ksg-mombasaconference2024/>

Zinazowakera Wenzako Afisini

BY ELIAS MAKHOKHA

Mazingira mazuri ya kufanyia kazi ni yale yaliyo na utulivu, ushirikiano, usalama na usawa kuhakikisha malengo ya kazi yanaafikiwa. Ila wakati mwingine utulivu huu unakosa kutokana na tabia za baadhi ya wafanyikazi ikizingatiwa kuwa mengi ya mashirika yanatumia mfumo wa afisi ya pamoja ambapo wafanyakazi wanafanya kazi pamoja.

Mfumo huu ni maarafu katika mashirika mengi nchini Kenya kwani muundo huo huboresha mawasiliano na ushirikiano wa idara mbali mbali hivyo kuruhusu wafanyikazi zaidi ya mmoja kutumia ofisi moja.

Je umewahi kukasirishwa na matendo au mienendo fulani ya wenzako afisini au sehemu yoyote ile unayofanyia kazi? Hili halijakusaza vile vile, zipo tabia au mazoea ulioyo nayo na wakati mwingine tabia hizo zinaishia kuwakera wenzako.

Kulingana na utafiti uliofanywa na 4Com, kampuni ya mawasiliano nchini Uingereza, kwa lengo la kujua jinsi watu wanavyochukulia swala hili mahali pa kazi, asilimia 37 ya wafanyikazi walifichuwa kuwa watawambia wenzao moja kwa moja kwamba tabia zao zinakera, huku asilimia 15 wakipendelea kutuma barua pepe kuelezea kuudhika kwao, na asilimia 11 wakisema wataacha maandishi ya fujo.

Hebu tulitazame hili kwa pamoja, ni Jumatano yenye shughuli nyingi, unasumbuliwa na uchovu katika harakati za kumaliza kazi kwa wakati, Caroline kutoka idara ya fedha anakula samaki aliyejazwa viungo vyenye harufu nzito wakati wenzake wakifanya kazi zao.

Kula mbali na meza ya afisi ni muhimu si tu kwa ajili ya athari kwa wengine, lakini pia inakuza afya

nzuri ya akili kwani itakupa nafasi ya kupumzika muda huo uliotolewa kisheria kwa ajili ya maankuli ya mchana.

Moja kati ya tabia zilizopewa uzito wa juu katika makala haya ni kupiga simu za kibinafsi kwa muda mrefu afisini, ni jambo la kawaida sana katika afisi nyingi. Inaeleweka, kwamba wakati mwingine rafiki au mtu wa karibu anaweza akahitaji kuwasiliana nawe kwa dharura au kwa sababu kadhaa, itapendeza zaidi iwapo utatoka nje na vile vile uchukue muda mfupi zaidi kwenye mawasiliano ya aina hii.

Pia, elewa ya kwamba simu za kibinafsi afisini huenda zisiwe za binafsi tena. Ikiwa jirani yako atakusikia ukijadili maswala ya kibinafsi kama vile talaka kuna uwezekano kuwa itakuwa habari au stori mpya ya afisini kama wanavyosema.

Uzungumzaji wa lugha ya mama afisini vile vile ni jambo linalochukuliwa kikawaida sana lakini linaweza kuwa kero na

linaweza kuleta kizuizi kati ya wafanyikazi na kuathiri utangamano mwema ikizingatiwa kuwa baadhi ya afisi zina watu mbali mbali na huenda wasielewe lugha zetu asili.

Utumiaji wa mitandao ya kijamii na kutazama video kwenye mitandao hio kwa sauti ya juu afisini pia ni swala kuu katika siku za hivi karibuni kwani mitandao ya kijamii kwa kiasi kikubwa imekuwa moja wapo ya njia ya kujiburudisha kutokana na maudhui mbali mbali ya kuvutia yanayopakwa kwenye mitandao hiyo.

Ni kweli kwamba wafanyikazi hutumia muda mwingi na wenzao kazini kwa hiyo haishangazi kwamba tabia fulani zinaweza kuanza kuchochea kwa njia mbaya. Katika hali hizo, inapendekewa **u m j u l i s h e m w e n z a k o** kinachokusumbua kwa njia iliyo wazi, ya kirafiki na ya adabu, na pia kuwa na subira iwezekanavyo. Kwani, inaweza kuchukuwa muda kwa watu kubadili mienendo fulani katika maisha.



Picha ya hali isiyofaa ofisini kwasababu ya kelele kutoka kwa afisa mmoja.

Weekly Activities across the Campuses



Participants of the Government Protocol and Events Management Course during their week long training at the Mombasa Campus. **Right:** Ms. Ephline Okoth of the Communications Department presents a gift to a participant.



Mombasa Campus Acting Director Dr. Rukiya Atikiya presided over the opening ceremony for various courses at the Campus; Project Planning & Management, Project Development & Management, Management Skills, Innovation & Creativity in the Public Service, Public Relations & Customer Care, and Government Protocol, Etiquette & Event Management.



Left: Dr. Florence Kithinji, Director Matuga Campus (in maroon) with Strategic Leadership Development Program participants upon completion of the program; and Right: Senior Management Course after their month long training at KSG Matuga Campus.

Weekly Activities Across Campuses



A cross-section of participants of the Strategic Leadership Development Program participants Cohort 398 /2024 and faculty members, Mr. Aggrey Mugenya and Ms. Hellen Sadi during position paper presentation at KSG Baringo Campus. Position paper development is a component of SLDP where the School builds the capacity of the officers to develop research, writing, and presentation skills. Senior public officers are regularly depended upon to provide compelling opinions with a view to inform public policy in the country.



Right: Senior Management Course Cohort 413/ 2024 conclude the program at KSG Lower Kabete. The course is recommended for middle level managers in the public service in Job group K and its equivalent for those in the private sector. The training takes one month and is offered across all KSG Campuses and online.

Left: KSG Security Management Institute Director Mr. Humphrey Mokaya presides over the closing ceremony of the Senior Management Course.

Leadership Lesson

Navigating Life's Currents

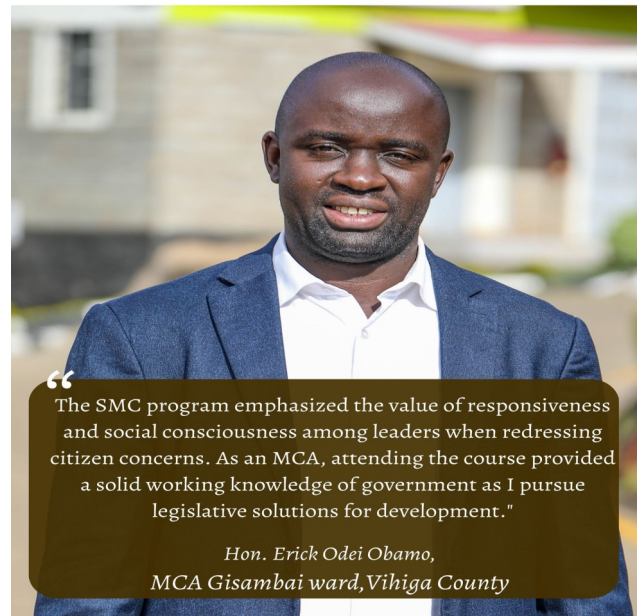
In matters of style, swim with the current. In matters of principle, stand like a rock. It's okay to adapt to what's popular or fashionable at the moment but don't forget the importance of unwavering integrity and steadfastness when it comes to fundamental beliefs and values

– Thomas Jefferson

#yourfeedback



Have your say



“The SMC program emphasized the value of responsiveness and social consciousness among leaders when redressing citizen concerns. As an MCA, attending the course provided a solid working knowledge of government as I pursue legislative solutions for development.”

Hon. Erick Odei Obama,
MCA Gisambai ward, Vihiga County

Humor of the week

When you've been eating healthy for the past 15 minutes and STILL see no progress



Word of the Week

Isaiah 58:8

Then your light will break forth like the dawn, and your healing will come quickly. Your righteousness will go before you, and the glory of the LORD will be your rear guard.

Baringo Campus

Strategic Leadership Development Program	8th January – 16th February, 2024
Senior Management Course (online)	5th February – 29th March, 2024
Strategic Leadership Development Program	5th February– 12th April, 2024
Senior Management Course	5th February– 1st March, 2024
Public Relations & Customer Care	5th – 16 February, 2024
Supervisory Skills Development Course	5th – 16 February, 2024

Embu Campus

Management Skills Course	22nd January - 17th February, 2024
Strategic Leadership Development Program No.400/2024	22nd January - 1st March, 2024
Senior Management Course No.204/2024	15th January - 8th March, 2024
Diploma in Social Work No. DSW 44/2023	6th March - 7th March, 2025
The Public service Payroll Re-engineering Retreat	29th January- 17th February, 2024
Council retreat - KSG Corporate	8th - 10th February, 2024
Senior Management Course No. SMC205/2024	12th Feb - 5th April, 2024
Senior Management Course No. SMC206/2024	12th Feb - 5th April, 2024
Supervisory Skills Development Course	12th - 23rd February, 2024
Retirement Planning Program	12th - 16th February, 2024
Government Protocol, Etiquette & Event Management	12th - 16th February, 2024
Essential Counseling Skills Program-State Dept. for Public Service	12th - 16th February, 2024
Training of trainers-National Transport Safety Authority	12th - 23rd February, 2024
Performance Management System	12th - 23rd February, 2024
Payroll Re-engineering Retreat-State Dept. for Public Service	29th January - 17th February, 2024
MOE Nyamira Project-State Department for Basic Education	9th - 20th February, 2024
Induction for board members-State Department for Vocational	12th - 14th February, 2024
Student leaders retreat-NKABUNE TTI	17th February, 2024
Workshop- Mitunguu TTI	13th - 16th February, 2024

Lower Kabete

Senior Management Course No. 411/2023	11th December 2023- 1st March, 2024
Customer Service Excellence Training (Huduma Kenya)	16th January -23d February, 2024
Induction and Training for Audit Associates (OAG)	15th January-23th February, 2024
Strategic Leadership Development Program No.399/2024	15th January–23 February, 2024
Senior Management CourseNo.414/2024	5th February - 1st March, 2024
Training of Trainers	5th - 16th February, 2024
Strategic Leadership Development Programme-Online NO.405/2024	11th February -19th April, 2024
Supervisory Skills Development Course- Online NO.136/2024	12th February – 8th March 2024
Retirement Planning Program NO.57/2024	12th -16th, February 2024
IFMIS Training on e-Procurement	12th -16th, February 2024
Healthy Life skills Development NO. 2/2024 (The National Treasury)	12th– 23rd, February 2024
Financial Management for Project Accountants (Ministry of Education)	12th – 23rd, February 2024
Data Protection Program (The National Legal Aid Service)	12th - 16th,February2024

Mombasa Campus

Public Sector Financial Management	23rd January – 16th February, 2024
Proficiency Skills Enhancement Course (National Treasury)	23rd January – 16th February, 2024
Public Relations and Customer Care Course	5th – 16th February, 2024
Innovation & Creativity in the Public Service	5th – 16th February, 2024
Management Skills Course	5th February – 1st March, 2024
Project Planning & Management Course	5th February – 1st March, 2024
Retirement Planning Course	12 th – 16 th February, 2024
Financial Management Course for Data Protection	12 th – 16 th February, 2024
Financial Management Course for Project Accountants	12 th – 23 rd February, 2024
Senior Management Course No. 179/2024	12 th February – 5 th April, 2024
Supervisory Skills Development Course	12 th – 16 th February, 2024

Matuga Campus

Senior Management Course No. 125/2024	29th January- 22nd March, 2024
Supervisory Skills Development Course No.15/2024	12th February- 8th March, 2024



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