



KENYA SCHOOL OF GOVERNMENT

WEEKLY

KSG Bulletin

9th - 15th March, 2024

AMDIN GETS NEW OFFICE



Members of African Management Development Management Institutes Network during the General Assembly held at Mombasa Campus comprising the Network’s Newly Elected President Guillaume Wakimesa Banga of DRC (Center), Outgoing president Prof. Ludeki Chweya (Right) and Director General of National School of Government South Africa Prof. Busani Ngcaweni (Left).

BY FAITH MUSOGA

Mr. Guillaume Wakimesa Banga of the Democratic Republic of Congo (DRC) has been elected President of the African Management Development Management Institutes Network (AMDIN) at the General Assembly that was held on March 1, 2024 at the Kenya School of Government in Mombasa, Kenya.

He takes over from Kenya’s Prof. Ludeki Chweya who has

been President of the Network from September 2021 to March 2024. Prof. Chweya is also the Director General of the Kenya School of Government and will now serve as an Ex Officio member of the Executive Committee for the next two years.

Being over a decade old, AMDIN is an association of schools of government on the African continent; the continent’s premier body that coordinates the work of public service management training

HIGHLIGHTS

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AMDIN GETS NEW OFFICE

institutes and holds bi-annual meetings to review training and research programs that aim at improving quality standards in delivery of public services in Africa.

The newly elected Members of the Executive Committee of AMDIN are Directors-General of their respective schools of government or public administration. President Banga will be deputized by five regional Vice-Presidents with James Nkata of Uganda covering the East Africa region and Prof. Busani Ngcaweni, South Africa (RSA) Secretary General.

The General Assembly designated South Africa's National School of Government as the permanent secretariat of ADMIN.

Kenya School of Government is a member of AMDIN representing the Republic of Kenya, in the East African region.

As he passes on the baton of leadership to his successor, Prof. Chweya emphasized the urgency for a unified mission among public servants across the continent. "I urge the Network to establish a common course and bilateral engagements between Schools of Government in Africa. Let us align our efforts and pull together our resources to amplify our impact in empowering public service professionals", he said, adding that with a unified front,

AMDIN stands poised to not only enhance capabilities of individuals within the public sector but also effect broader systemic change for effective governance and administrative excellence throughout Africa.

A highlight of the achievements during his tenure includes development of guidelines for the AMDIN Journal that facilitated the appointment of new Board Members of the Journal and publication of two issues of the Journal. With the Support of NSG, there was development of a Post-graduate Diploma program while other achievements include increased bi-lateral cooperation between schools and institutes of administration of different countries, signing of Memorandum of Understanding between AMDIN and AAPAM; and the support and partnership to the IAS-KSG 2024 Conference that just concluded in Mombasa. The Network also saw the addition of new members; Mauritius, Angola, Somalia, Malawi and Seychelles.

The success of Prof. Chweya's Presidency has been due to the distinction of KSG as a leading center in Africa for training and knowledge development in the Public Service.

In his speech as the new AMDIN President, Mr. Banga expressed gratitude for the remarkable work done by Prof.

Chweya and his team and recognized his peers for the trust they have in his leadership to preside over the destiny of the Network over the next two years. "I am well aware of the privilege given to me to serve you, and I am firmly committed to doing my best to continue to fulfill this noble and delicate mission," he said. "Aware of the responsibility incumbent on me, I undertake to do everything I can to advance our common cause: the influence of the Public Administrations of our respective States."

AMDIN Secretary-General Prof. Ngcaweni said that a new cadre of African civil servants can be developed and shaped "steeped in ideals of Pan-African and continental integration especially in the areas of trade, trans-national infrastructure development, poverty alleviation and effective governance. This is the agenda of the Network during this two-year tenure, to shape ideas that advance Agenda 2063.

Also present at the General Assembly was Prof. George Scott, Secretary General of the African Association for Public Administration and Management (AAPAM). AAPAM is working with AMDIN to enhance and advance liaison between organizations in public administration and management to augment development in Africa.

AMDIN General Assembly



KSG Director General and outgoing AMDIN President Prof. Ludeki Chweya chairs the Network's General Assembly on March 1, 2024 at Mombasa Campus. Prof. Chweya has served as President for one term of two years



African Association for Public Administration and Management Secretary General Prof George Scott (Right) and National School of Government, South Africa Prof. Busani Ngcaweni were present at the General Assembly.



Members of AMDIN from different countries in Africa follow proceedings during the Network's General Assembly. The Network's membership is open to all public African Management Development Institutes and Schools, and research institutions within the scope of Governance, Public Administration and Public Policy.

KCBMP Edition II: Strengthening Border Management

BY TERESA MURUGI
& TABITHA KEMUNTO

On Monday, March 4, 2024, Dr. Raymond Omollo, Principal Secretary for the State Department for Internal Security launched the reviewed Kenya Coordinated Border Management Program (KCBMP) Curriculum at Kenya School of Government (KSG), Lower Kabete.

Border environments offer both economic and political opportunities, but at the same time, face various cross border threats from diverse sources considering management and control of borders is complex and involves multiple entities with competing interests. Kenya's border agencies face challenges such as mistrust, overlapping mandates, staffing and capacity limitations, and hoarding of information; challenges that impact their efficiency. To address these issues, Kenya's Border



KSG Director Finance and Administration Prof Nura Mohamed delivers his speech during the launch of the reviewed KCBMP Curriculum at the School in Lower Kabete.

Management Secretariat (BMS), in collaboration with the Kenya School of Government-Security Management Institute (SMI) has rolled out this program to advance the productivity and professionalism of border management officials in the country.

PS Omollo believes in strengthening national security

and has acknowledged the significant progress Kenya has made in border management, transitioning from a reactive approach to a proactive, coordinated approach considering Kenya's strategic location in East Africa which has long underscored the importance of effective border management in enhancing trade, national security, and promoting regional integration.

He also recognized the achievements at the border environments including: implementation of the Integrated Customs Management System (ICMS) and active development of the Standard Operating Procedures (SOPs) for consistency and adeptness across all Points of Entry/Exits (PoEs), and laid the foundation for the concept of Coordinated Border Management, emphasizing collaboration, information sharing, and a focus on both



Director of the Security Management Institute, Mr. Humphrey Mokaya at the launch of the revised curriculum.

KCBMP Edition II: Strengthening Border Management

security and trade facilitation.

Affirming the launch and rollout of the program signifies a vital step towards security of Kenya's Ports of Entry and Exit. Dr. Omollo acknowledged the Border Management Secretariat (BMS) and KSG Security Management Institute and development partners International Organization for Migration (IOM), the United Nations Office on Drugs and Crime (UNODC), and the United States Customs and Border Patrol (USCBP) for their tireless efforts in building the capacity of frontline officers.

The Secretariat, in collaboration with IOM, has planned the National Border Conference that will be held in Nairobi from April 2 to 4, 2024, offering a platform for stakeholders to engage in enhancing Coordinated Border Management and support the implementation of BCOCC's five-year Strategic Plan.

BMS Secretary Mr. Kennedy Nyaiyo recognized SMI for being a dependable partner and IOM for supporting the 10th and 11th cohorts of KCBMP, BCOCC 5-year Strategic Plan and the development of Standard Operating Procedures (SOPs) for Land, Air, and Maritime environments which has enabled officers in all PoEs work seamlessly in a coordinated manner.

Mr. Faisal Sharif, Deputy Chief of Mission IOM commended security improvements at the Kenyan borders; Kenya border management is becoming a

benchmark for countries in Africa and beyond. He gave his assurance that IOM would continue to support the program for continuity and sustainability of KCBMP.

Prof. Nura Mohammed, Director Finance and Administration, acclaimed KSG's long standing relationship and partnership with the Ministry of Interior and Coordination of National Government and underscored commitment to continued development of bespoke programs in the security sector that will address emerging complex security threats in Kenya and the region. KSG programs are aligned to the Government's plan for socio-economic transformation and taking services closer to the people.

SMI Director, Mr. Humphrey Mokaya, provided a brief history

of the program: The previous KCBMP curriculum was launched in June, 2021 and had trained 8 cohorts of 192 participants before the review. In June 2023, a Training Needs Assessment elicited gaps in the program hence the review to address the issues. The review was complete by November, 2023 leading to the launch of the reviewed program in 2024.

Kenya must balance security with legitimate trade and travel. This training is aimed at ensuring officers are able to use resources efficiently, including financial, human, and technological assets, to facilitate legitimate trade and travel at the borders and strengthen the capacity of border officials in managing Ports of Entry/Exit (PoEs) with a focus on professional development and operational excellence.



Principal Secretary State Department for Internal Security Dr. Raymond Omollo (Left) is joined by KSG's Director Finance and Administration Prof. Nura Mohamed, BMS Secretary Mr. Kennedy Nyaiyo (Extreme right) and IOM Deputy Chief of Mission Mr. Faisal Sharif (Extreme left) at the launch of the reviewed KCBMP

Emotional Intelligence at the Workplace

BY LISPER MURURU

Te a m w o r k , understanding, and flexibility contribute to comfortable and conducive our work spaces. Emotional Intelligence (EI) plays a vital role in achieving successful leadership, leading to positive outcomes for organizations. Effective leadership acts as a bridge that nurtures strong relationships, demonstrates empathy, enhances communication, and cultivates positivity.

Daily stress, dissatisfaction, and lack of engagement are some of the issues that may arise when employees are assigned tasks that do not align with their passion. Rather than applying innovation and creativity, employees result to completing their assigned tasks as quickly as possible, putting in minimum required effort and hours, and limit their interactions with supervisors, all just to get a paycheck.

In contrast, studies have shown that empathy in the workplace, a concept that is closely related to emotional intelligence, has constructive impact on job performance.

Kenya School of Government provides special training on Emotional Intelligence as a unit in programs offered by the School where leaders appreciate the importance of honing the skill.

Demonstrating empathy is a key component of emotional

intelligence, which enables leaders to appreciate and share in the feelings of others. These skills are critical in leadership where decision-making has personal impact on individuals. Leaders who care for a supportive workplace help to boost employee loyalty, resulting in a more productive workforce.

High emotional intelligence in leaders also helps them to communicate with clarity and sensitivity. They are aware of the impact of their words on others and take care that their message is conveyed effectively, minimizing misunderstanding. Additionally, leaders are capable of managing stress and can guide their teams through difficult times. They face challenges with resilience, which is essential for maintaining organizational stability.

Emotionally intelligent leaders are skilled at adapting to changes and managing uncertainties effectively. This is achieved by regularly checking in with their team to evaluate experiences, enabling them to contribute to organizational learning and preparation for future changes. These leaders are also capable of addressing resistance to change by attempting to understand their team members' perspectives and addressing their fears through open dialogue. As a result, this creates a culture of openness and growth opportunities by providing the necessary support.

Leaders who possess emotional intelligence have the

ability to grow healthy work relationships with their employees as they understand their needs creating comfort. Such leaders can tackle conflict accordingly and resolve them in a manner that is beneficial to the entire team.

Cultural and contextual factors also influence the effectiveness of emotional intelligence in leadership. Due to cultural differences, certain emotional competencies may be prioritized over others, affecting leaders' effectiveness. Additionally, contextual factors, such as organizational demands, shape the expectations for emotionally intelligent leadership. Therefore, leaders can enhance their ability to navigate diverse environments successfully by adapting their leadership styles to align with the cultural and contextual requirements.

Growing in emotional intelligence starts with developing strong listening skills and striving to see the world from others' perspectives. Maintaining an open attitude while truly listening to and considering different viewpoints creates a safe environment for sharing and a sense of psychological safety in the workplace. This, in turn, leads to a better understanding of colleagues and a deeper personal connection, which can unlock motivation. As a result, innovation and productivity flourish, attracting and retaining top talent.

IWD: Sentiments from our colleagues

The International Women's Day is globally recognized to celebrate women, recognizing their contribution to society while addressing matters such as gender equality, reproductive rights, and violence and abuse against women. Women through rights and advocacy groups and as individuals have over years fought to be seen and appreciated as significant contributors to society, battling among others conservatism, cultural and political factors

Bulletin writer Ms. Venus Bartena of KSG Baringo Campus conducted a survey to understand women in their professional lives and how they wish to be better valued for their contribution. She interviewed three colleagues; Ireen Owande, Monica Sessat, and Naomi Letantasia - to gather their views on International Women's Day 2024.



Ms Monica Sessat,
Admissions Office
Business Development & Marketing
Department

"In recent years, there has been a significant increase in the recognition of women's rights and their role in the development of our country. Thanks to the Constitution of Kenya, women are now able to actively participate in the socio-economic growth of the nation, making meaningful contributions to various sectors of the economy.

However, despite these gains, Gender-Based Violence remains a significant challenge that threatens to undermine the progress we have made. It is crucial

that Heads of institutions take a proactive approach toward implementation of laws that protect women from all forms of violence and discrimination.

By prioritizing the welfare and safety of women, we can create a more inclusive and favorable society that empowers all segments of our population. This way, we will be able to make significant progress towards achieving sustainable development and creating a better future for generations to come."



Ireen Owande,
Administrative Services
Deputy Director's Office

"The inspiration that fuels my ambition and drives me towards success comes from Michelle Obama, the Former First Lady of the United States. I admire her exceptional leadership qualities

and the way she inspires women to be confident and fearless in their pursuit for success. Michelle Obama's message to women around the world is to strive towards their dreams with focus and determination and to fight for their rightful place in building society.

I am grateful to the leadership team at our Campus for involving me in decision-making processes. As a team, we are committed to providing a level playing ground for both men and women at our place of work. We believe that everyone should have an opportunity to excel and give towards our organization's success. By creating an environment that is inclusive and supportive, we enable everyone to achieve their potential and thrive in their roles."

"There is no limit to what we, as women, can accomplish, whether that's in politics or other fields.

-Michelle Obama
Former First lady of USA

IWD: Sentiments from our colleagues



Ms Naomi Nashipai,
*Office Administrative Services
Office of the Director*

“International Women's Day is a significant occasion that allows women to reflect on their place in the world and understand their role on a global context. As a mentor to young women, I continuously advise them against getting distracted by negative influences. While social media can be a powerful tool for connecting with others and sharing ideas, it can also be a source of negativity. As such, I encourage them to embrace hard work, innovation, and perseverance to achieve success.

As we strive for women empowerment, I think that it is important to recognize men as heads of their families. Still, we must recognize that women have

come a long way in their journey towards gender equity, and their determination and perseverance in overcoming obstacles is truly inspiring. On this special day, let us celebrate their success and continue to work towards eliminating gender violence and other barriers that limit women from realizing their full potential.

I believe that every woman has a unique voice and perspective, which makes it essential to empower them to express themselves and contribute to society. Together, let us create a world where women have equal opportunities to pursue their dreams and reach their full potential.”

IWD: celebrations at the Baringo Campus



Ms. Lucy Vike, a member of faculty from the Baringo Campus leads the celebrations of the International Women's Day.

KSG, Baringo Technical College, and other stakeholders partnered to mark this celebrations at Kapsoo. The event sought to encourage women undertaking science, technology, engineering, and maths (STEM) in TVETS and celebrate their achievements so far.

The celebrations culminated in a CSR event to honor women and girls in Baringo County.

IWD: Celebrations by the Baringo Campus



IWD: Celebrations at the Mombasa Campus



*The Kenya School of Government Mombasa Campus, in collaboration with the Margaret Kenyatta Institute for Gender and Social Development and the support of REINVENT, organized a presentation and panel discussion forum in celebration of this year's Women's Day under the theme: **Fostering Inclusive Leadership for Gender Equality in Kenya.***



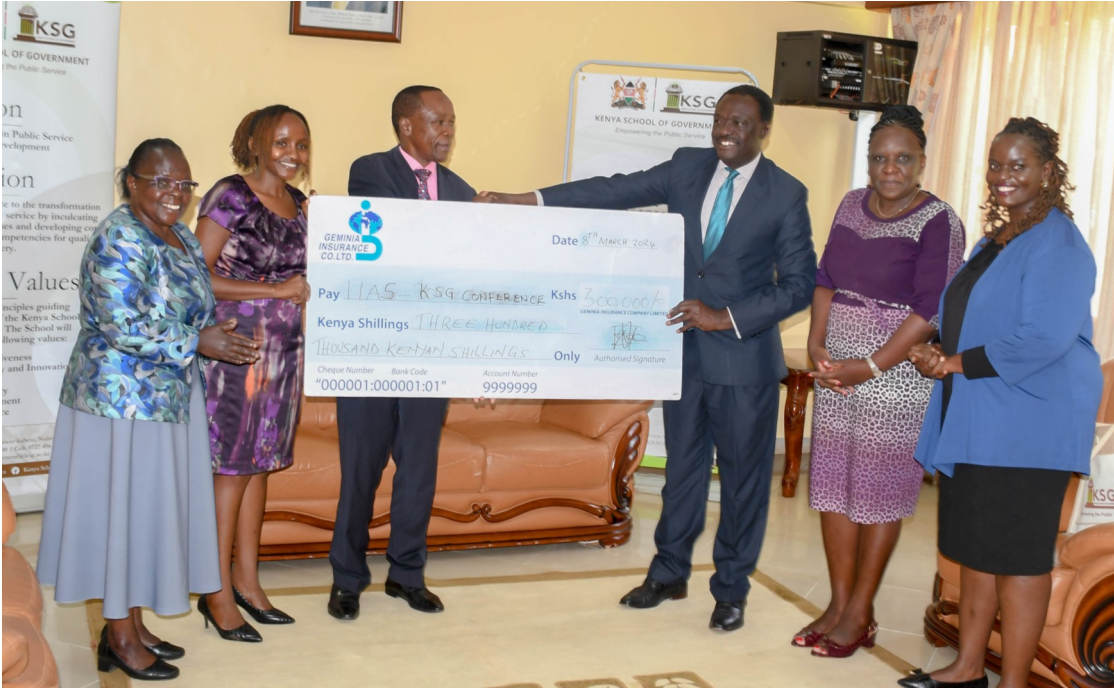
LPNT Visits KONZA Technopolis



The first cohort of the Leadership Program for National Transformation kicked off training on February 19, 2024 for the next seven (7) weeks. It is conducted through training sessions at the School, field study coordinated by KSG and affiliated foreign institutions and preparation and presentation of policy strategy papers.

This week, the class visited KONZA Technopolis as part of their field study. KONZA is anticipated to be a world class city powered by thriving ICT and business friendly governance systems. The team was led by Dr. Muita Ndung'u, a senior faculty member of the School.

Weekly Activities – Lower Kabete



KSG Director General Prof. Ludeki Chweya today received a cheque from Mr. Jonathan Muketha, the General Manager of Gemina Insurance in support of the recently concluded IAS-KSG conference that took place at KSG Mombasa on February 26-29, 2024.



A consultative meeting led by Ms. Sharon Dimanche, Chief Mission of IOM Kenya, and Prof. Nura Mohamed, Director of Finance and Administration of the Kenya School of Government on potential partnerships to enhance the skills of Kenyan and African youth. At the meeting were Mr. John Njoroge, External Relations Officer at IOM Kenya, KSG Head of Youth Programs Mr. Peter Quest, and Ms. Bisharo Ali Hussein, Government Liaison and External Relations at IOM.

Leadership Lesson

“The true mark of a leader is the willingness to stick with a bold course of action – an unconventional business strategy, a unique product-development roadmap, a controversial marketing campaign – even as the rest of the world wonders why you’re not marching in step with the status quo.”

Bill Taylor

Have your say

Humour

My plans any time I get a day off...



Sillah Conateh is 🥰 feeling grateful with Mariama Darboe Conateh and 4 others at Kenya School of Government - Mombasa.

3 h · Mombasa · 🧑🏿

Mombasa! Mombasa! Soon, I will say goodbye to you and your beautiful and warm people. It has been an exciting and thrilling trip here. The Mombasa people are great and have charming personalities. To the Kenya School of Government (KSG) Mombasa Campus, the people are incredibly wonderful. The place is very highly conducive, clean, quiet and the list goes on. Very grateful to Mr. Said Zamzam, a university mate at the International Islamic University Malaysia (IIUM), who is a native of Mombasa, based here. Thank you so much for your time dedicated to me.

To my KSG people, my profound gratitude and appreciation to you, from the Director General downwards. You gave me a very memorable experience of Mombasa in particular and Kenya, in general. I have made so many new friends around.

I have been able to visit so many places of great interest to me. Looking forward to another trip here!!

Congratulations to AMDIN and the newly elected Executive Members.

Baringo Campus

Senior Management Course	4th -29th March , 2024
Supervisory Skills Development Course	4th -15th March, 2024
Senior Management Course (Online)	5th February 29th - March, 2024
Strategic Leadership Development Program No. 404 (Online)	5th February -27th March, 2024
Strategic Leadership Development Program No.403	19th February -29th March, 2024

Embu Campus

Diploma in Social Work NO. DSW 44/2023	6th March - 7th March, 2025
Strategic Leadership Development Program NO. SLDP401/2024	22nd January - 22nd March, 2024
Senior Management Course NO. SMC205/2024	12th February - 5th April, 2024
Senior Management Course NO. SMC206/2024	12th February - 5th April, 2024
Strategic Leadership Development Program NO. SLDP406/2024	19th February - 19 April, 2024
Essential Computer Skills	19th February - 15th March 2024
Senior Management Course NO. SMC207/2024 (Meru National Polytechnic)	19th February - 15th March, 2024
Hospitality Skills Course - KIHBT	4th - 13th March, 2024
Senior Management Course NO. SMC208/2024 (Nyandarua National Polytechnic)	4th - 29th March, 2024
OAG's Performance Improvement Training workshop	22nd-28th February, 2024
Senior Management Course No.209/2024	11th March-5th April, 2024
Strategic Leadership Development Program No.412/2024	11th March - 19th April, 2024
Supervisory Skills Development. Course	11th - 22nd March, 2024
Public Relations & Customer Care	11th - 22nd March, 2024
Senior Management Course No.210/2024	11th March - 3rd May, 2024
Paye Ledger reconciliation w/shop- State Dept. for Public Service	11th - 20th March, 2024
UAT Asset module-The National Treasury	11th - 15th March, 2024
Sensitization on Productivity mainstreaming conf- State Dept. for Public Service	12th - 15th March, 2024
Shortlisting exercise - KENYA VISION 2030	13th - 15th March, 2024
Induction of Interns- Uwezo Fund	14th - 15th March, 2024
Updating new pricing structure on the ERP- KSG Corporate	13th -15th March, 2024

Matuga Campus

Senior Management Course No. 125/2024	29th January- 22nd March, 2024
Supervisory Skills Development Course No.15/2024	19th February - 15th March, 2024
Senior Management Course No.126/2024	11th March - 5th April, 2024
Ministry of Water Sanitation & Irrigation	11th March, 2024

Mombasa Campus

Communication Skills in the Public Service	4th - 15th March, 2024
Data Analysis Skills Development Course	4th - 22nd March, 2024
Records Management Course	4th - 29th March, 2024
Senior Management Course No. 179/2024	12th February - 5th April, 2024
Senior Management Course No. 178/2023	19th February - 15th March, 2024
Supervisory Skills Development Course	11th - 22nd March, 2024
Public Relations and Customer Care Course	11th - 22nd March, 2024
Public Speaking and Presentation Skills	11th - 15th March, 2024
Results Based Monitoring & Evaluation	15th - 22nd March, 2024
Strategic Leadership Development Program No. 409/2024	11th March- 17th May, 2024
Human Resource Advisory Committee Training Parliamentary Service Commission	11th - 15th March, 2024
Mombasa County Health Stakeholders	15th March, 2024
Strategic Leadership Development Program No. 409/2024	11th March - 19th May, 2024

Lower Kabete

Senior Management Course	4th-29th March 2024
Project Development and Management Course	4th-29th March 2024
Innovation and Creativity in the Public Service (Kenya Railways)	4th-15th March 2024
9th Cohort KCBMP training (Border Management Secretariat)	4th-15th March 2024
Strategic Leadership Development Program No.408/2024	26th February -April 5th, 2024
Leadership Program for National Transformation No 1./2024	19th February -5th April 2024
Strategic Leadership Development Program No.405/2024	12th February-11th April 2024
Pay and Grading Policy Implementations (Somaliland)	4th - 12th March 2024
Strategic Leadership Development Program No.411/2024	11th March - 19th April 2024
Records Management Course	11th-29th March 2024
Supervisory Skills Development Course No. 137/2024	11th-22nd March 2024
Report Writing Course (Kenya Space Agency)	11th-15th March 2024
Transformative Leadership Program (Basin Development Authority)	11th-15th March 2024
Audit and Risk Oversight Program (Technical University of Kenya)	12th-14th March 2024
Collective bargaining in the Public Service (Karatina University)	11th-15th March 2024
Team Building (The National Treasury)	13th March 2024
Technical Review Workshop (KENGEN)	11th-15th March 2024
Workshop National Counter Terrorism Centre	11th-12th March 2024
WARIS Meeting Water Services Regulatory Board	12th-14th March 2024
Workshop Africa 2100 NFP	14th-15th March 2024

Train With Us!



Starting Soon

ONLINE COURSES

DETAILS

SENIOR MANAGEMENT COURSE

For middle level managers in the public service and their equivalent in private sector.

Duration: 8 Weeks

APRIL 29-21 JUNE, 2024

PRICE: KSH 81,204

STRATEGIC LEADERSHIP DEVELOPMENT PROGRAM

For senior officers in the Public Service and Private Sector in who are responsible for making policy-related decisions

Duration: 10 Weeks

APRIL 15-21 JUNE, 2024

PRICE: KSH 90,601

SUPERVISORY SKILLS DEVELOPMENT COURSE

For Officers from National and County Government responsible for sections and service delivery units.

Duration: 4 Week

JUNE 10-5 JULY, 2024

PRICE: KSH 31,322

PUBLIC RELATIONS & CUSTOMER CARE

Officers responsible for customer engagement in National and County government, as well as Non – government.

Duration: 4 Week

APRIL 8-3 MAY,2024

PRICE: KSH 31,322

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- Centre for Public Finance Management
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- Centre for Environmental Governance and Climate Change
- e-Learning and Development Institute
- Security Management Institute
- Margaret Kenyatta Institute for Gender and Social Development
- Institute for Devolution Studies

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Kenya School of Government