

4th-10th May, 2024

KSG Hosts Somalia PM in Historic Visit



His Excellency Hamza Abdi Barre, Prime Minister of the Federal Government of Somalia is received at KSG by Principal Secretary State Department of Public Service Mr. Amos Gathecha and Chairman of KSG Council Justice (Rtd.) Charles Nyachae.

BY BETH MUGAI

The presence of the Prime Minister (PM) of the Federal Government of Somalia (FGS) H.E. Hamza Abdi Barre in Kenya stands as a testament of the commitment between the Federal Government of Somalia and the Republic of Kenya towards fostering bilateral collaboration and driving transformative change. H.E Barre was in the country for an official state visit from May 6-8, 2024.

While in the country, His Excellency Hamza Abdi Barre

called on the Kenya School of Government (KSG) on Tuesday, May 7, 2024; a visit that underscores a shared vision for empowering the public service sectors of both nations.

The PM was received at the School by Cabinet Secretary Ministry of Public Service Performance and Delivery Management Hon. Moses Kuria, Principal Secretary State Department of Public Service Mr. Amos Gathecha, Chairman of KSG Council Justice (Rtd.) Charles Nyachae and KSG Acting Director General Prof. Nura Mohamed.

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H.E Barre was accompanied by a delegation from FGS led by the Ambassador of Somalia to Kenya Amb. Jabril Ibrahim.

While addressing staff of the School, Hon. Barre recognized KSG as the training institution to be emulated in Africa, acknowledging the efforts made by the School towards strengthening the capacities of Somalia through partnership with the School of Management and Public Administration of Somalia (SMPA) that has facilitated the training of 600 public officials in the FGS. "Currently, Somalia is working on two main agendas; whole of government transformation as well as public sector reforms. KSG has participated greatly in the



Federal Government of Somalia delegates during their visit at the School

realization of this vision by building the capacity of our officials," he said, pledging to see to the rise of the country socio-economic status during his tenure as Prime Minister.

According to H.E Barea, Performance Management and

Delivery, Leadership and Transformation form key areas of collaboration that the two countries, through their respective capacity building institutions ought to engage in.

This comes after the Federal Government of Somalia



Prime Minister of the Federal Government of Somalia (FGS) H.E. Hamza Abdi Barre with CS. Hon. Moses Kuria, PS. Amos Gathecha, Chairman of KSG Council Justice (Rtd.) Charles Nyachae, KSG Ag. DG Prof. Nura Mohamed and officials from Somalia and staff of KSG.

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submitted a draft Memorandum of Understanding to the Republic of Kenya in the just concluded 3rd Joint Commission of Cooperation (JCC). The document underlined areas of cooperation including Human Resource Management Planning, Top Management Planning, Training of Middle-Level Management, Top Management Development, Service Delivery, and Ethics as well as Institutional Transformation and Capacity building.

While at KSG, CS Kuria championed the need for African countries to continue collaborating for the sake of a whole of Africa transformation. Deliberate efforts by African governments are indispensable for the much needed transformation. "A functioning society is as a result of a functioning government. If the government of the day is not putting efforts towards



Prime Minister Barre plants a commemorative tree at the School on Tuesday, May 7, 2024.

safeguarding the lives of its citizens, then it encourages poverty and vices like increase in crime."

Elaborating on some fundamental pillars that countries need to facilitate Africa's transition to middle-class and developed status, the CS

continues to speak of elevating the status KSG into an institution operating under the African Union, and standardizing training across the continent to help develop homemade solutions. "Africa has the ability to come up with its own solutions; we are capable," he said.

Discussions around Climate Change and Environmental Management are extremely relevant; the impact is dire now more than ever. "We cannot afford to ignore the issues of climate change; Africa has suffered most in this recent flood calamity," he said. There are plans for construction of a Global Centre for Adaptation and Centre for Climate Change at the KSG grounds.

PS Amos Gathecha pledged support from the School towards the capacity of FGS in their continued strive for stability and



Cabinet Secretary Hon. Moses Kuria signs the visitors book upon arrival at Lower Kabete.

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Staff of the Kenya School of Government during the meeting with the Somalia delegation.

therefore the partnership is important for exchange of knowledge and best practices that will resonate throughout the broader Horn of Africa region. Mr. Gathecha took the opportunity to encourage the Somali public officials to attend the Leadership Program for National Transformation (LPNT) offered at KSG recommended for strategic and policy formulation roles. It involves an international trip for development and transformational learning that should be implemented back in the participant's countries.

In an era where the world is evolving into a global village, society is confronted with a host of socio-economic, political, and environmental challenges. In response, collaboration across various societal strata remains essential, a move underlined by Justice (Rtd) Charles Nyachae in his speech. He recognized the longstanding relationship between KSG and institutions in

Somalia, dating back to the era of independence. "I wish to most sincerely thank you for affording us an opportunity to explore future collaboration opportunities with the Institute of Public Administration in FGS," he said. He assured the delegation from Somalia of the welcome idea of a stronger

partnership stating that, "This global south-south collaboration is therefore most welcome and we assure you of our commitment to this partnership."

Ag. Director General Prof. Nura Mohamed was delighted to have the officials explore the diverse array of products of the School. Providing the history between the School's interest in partnership with the Federal Government of Somalia that was initiated by the then Ministry of Public Service, Gender and Affirmative Action, Prof. Mohamed confirmed that KSG has so far developed and conducted 24 programs for the Public Service of FGS. "The programs are carried out in Somalia and KSG at the convenience of the officials ensuring that there is indeed a comprehensive learning experience tailored to various professional levels and objectives," he stated.



Principal Secretary State Department for Public Service Mr. Amos Gathecha when he arrived at the School. With him are: Prof. Nura Mohamed and Dr. Prisca Oluoch of KSG.

Ethical Leadership: Building Trust, Inspiring Excellence



Mr. Victor Wahome
ICT Officer- Matuga Campus

In corporate culture, ethical leadership should be the guiding star, illuminating the path to organizational integrity and success. Imagine a bustling office, a diverse team, and at the helm, leaders embodying the values of integrity, fairness, transparency, and accountability. These are not just buzzwords; they are building blocks of leadership, steering decision-making and shaping the very fabric of organizational culture.

Now, let's zoom in on the essence of ethical leadership. It is like having a compass in a dense jungle – it keeps you on track, providing a sense of direction. Integrity forms the foundation of this compass. See leaders who are firmly rooted in their values, honesty and sincerity. Their integrity earns them the admiration and trust of their team, creating a fertile ground for collaboration and growth. Fairness, another vital component, is like the ultimate referee in the game of organizational dynamics where opportunities are distributed equitably, fostering inclusivity that reverberates throughout the organization.

Let's switch gears and talk transparency. Ethical leaders don't

hide behind closed doors; rather they invite their team on a journey of shared vision and purpose for a culture of trust, camaraderie, and open communication.

So why does all of this matter? The Senior Management Course (SMC) is typically designed to prepare participants to take up managerial positions in their organizations and bring about positive change in their work environment. In the course, they delve into discussions on corporate governance, ethical frameworks, and stakeholder management that shape their approach to leadership. It is anticipated that they will be part of a team that champions growth and excellence driving long-term success and sustainability.

The Strategic Leadership Development Program (SLDP), on the other hand, is where participants embark on a quest to spearhead and sustain organizational reforms and improve performance, enhancing leadership competencies and leading organizational. Interactive sessions and case studies help in inculcating the much needed lessons on ethics and integrity that should be embedded in their operations. As they progress, they build upon this foundation, gaining a deeper understanding of the interconnectedness between ethical leadership and organizational effectiveness. It is like adding layers to a cake – each layer enriches the flavor, creating a masterpiece of leadership excellence.

Ethical leadership, while essential for organizational success, often encounters various challenges in its implementation. Conflicting interests, external pressures to compromise values, and ethical ambiguity are among the obstacles that leaders may

face. However, organizations can proactively address these challenges by integrating lessons learned from programs offered at the Kenya School of Government (KSG).

Open communication is one of the keys to overcoming these challenges. The Management Skills Course complements the ethical leadership framework by emphasizing the importance of communication, collaboration, and conflict resolution in nurturing an ethical organizational culture. Leaders must create an environment where team members feel comfortable raising concerns and discussing potential conflicts of interest. Organizations would then be able to identify and address ethical issues before they escalate.

Ethical decision-making frameworks provide a structured approach for leaders to navigate complex dilemmas with confidence. These frameworks guide leaders towards actions that align with organizational values and standards, even in the face of uncertainty.

The benefits of ethical leadership are manifold. Organizations experience increased employee engagement, as team members feel valued and respected. Enhanced reputation follows, as stakeholders recognize the organization's commitment to integrity and transparency. Moreover, ethical leadership contributes to sustainable growth through a climate of trust, loyalty, and productivity. By prioritizing ethical leadership, organizations not only navigate challenges with integrity and resilience but also position themselves as leaders in their industries, setting the standard for others to follow.

A Cry from the Earth

BY CHRISTINE RWAMBA

Climate change has become an alarming reality that has tangible consequences, in all areas but particularly in that of food security and nutrition. For some time now, the world has and continues to experience a rise in temperatures, leading to erratic and extreme weather patterns causing cyclic floods, droughts, and wildfires, and they are becoming increasingly common. These changes are threatening the stability of our food systems and putting the future of food security at risk if nothing is done.

One of the most noticeable impacts of climate change is being felt in agriculture. Warmer temperatures and changing rainfall patterns are pushing farmers to alter the normal sowing seasons where crops are being planted earlier or later than usual,

disrupting traditional agricultural calendars. As a result, there is a mismatch between planting times and optimal growing conditions, leading to reduced yields and food shortage.

The effects of climate change on agriculture are not limited to planting times alone. They are creating more favorable conditions for diseases such as anthracnose, bacterial blight, leaf streak, Guignardia leaf spot, apple scab to thrive, posing a significant threat to crops. Warmer temperatures allow pests to expand their range into new territories, while changing weather patterns disrupt natural predator-prey relationships. As a result, farmers are facing greater challenges in pest management, leading to crop losses and reduced food availability.

Through its Centre for Environmental Governance and

Climate Change the School also offers training, conduct research, provides consultancy and advisory services to build capacity of public service in matters environment. It is expected that the Centre will contribute to resolve environmental complexities through research initiatives to support evidence-based policy formulation and decision-making by government institutions and agencies on environmental governance and climate change.

KSG has its work set out in creating partnerships and promoting outreach programs to enhance community awareness and public participation in environmental management. This includes encouraging communities to make activities such as tree planting continuous and deliberate especially targeting the youth whose involvement is central in achieving a healthier and sustainable environment.



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SUSTAINABLE WATER FOR FOOD SECURITY AND NUTRITION IN THE FACE OF CLIMATE CHANGE IN KENYA.

16TH MAY, 2024

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Empowering Mothers This Mother's Day

BY GLENN LUMITI



Dr. Rukia Atikiya
Ag. Director Mombasa Campus

As Mother's Day approaches, KSG Mombasa Campus stands as a beacon of support for mothers within its community. With a notable surge in women leaders, the Campus proudly showcases the pivotal role that mothers play in shaping its dynamic space. Here, women are not just celebrated on one day but are key drivers of the institution's success.

The management team at KSG Mombasa, comprising the Directors, and all section heads, reflects a remarkable shift towards gender equity, with more women assuming leadership positions. What is even more remarkable is that all these women leaders are mothers, exemplifying the balance between professional excellence and maternal responsibility. This is not a mere coincidence; it is a

conscious effort to create a space where women can excel while nurturing their families.

In recent years, the Campus has witnessed a significant rise in the number of women joining the faculty section, contributing their expertise and perspectives to various academic disciplines. Leading this charge are the Director and Deputy Director, who tirelessly steer the Campus toward greatness while upholding their roles as nurturers and caregivers.

In a society where women often juggle multiple roles and responsibilities, the presence of female leaders at KSG serves as a testament to the transformative power of motherhood. These women not only excel in their professional capacities but also champion inclusivity, empathy,



Ms. Cecilia Mageto
Ag. Deputy Director Mombasa Campus

"As mothers, we bring unique perspectives and insights to the table. By nurturing a culture of inclusivity and empowerment, we build not just ourselves but also future generations of women leaders."

Ms. Cecilia Mageto

and collaboration, creating a conducive environment for growth and development.

This Mother's Day, Mombasa Campus celebrates not just the mothers within its walls, but the mothers it inspires. They are paving the way for a future where leadership has no gender, and where mothers are empowered to reach their full potential.

Ag. Campus Director Dr. Rukia Atikiya, a dedicated mother and visionary leader, expressed her pride in the institution's commitment to support mothers. "We understand the unique challenges faced by mothers, especially those juggling careers and family life. At the Mombasa Campus, we are committed to creating a supportive environment that allows mothers to thrive. We are proud of the strong female leadership we have, and we

Empowering Mothers This Mother's Day

believe it sends a powerful message to our participants and the wider community."

Ag. Deputy Director Mrs. Cecilia Mageto echoed similar sentiments, emphasizing the importance of gender diversity in leadership. "As mothers, we bring unique perspectives and insights to the table," she noted. "By nurturing a culture of inclusivity and empowerment, we build not just ourselves but also future generations of women leaders."

Ms. Ruth Muigai, a faculty member said the following regarding this initiative, "Being a mother while working here has been an incredibly rewarding experience. The support system allows me to focus on both my professional and personal roles without feeling overwhelmed. Seeing so many other successful mothers in leadership positions motivates me to keep reaching for

my goals."

The ethos of support and solidarity extends beyond the management team, permeating every aspect of the Campus life. From academic pursuits to extracurricular activities, mothers at the Campus find a nurturing environment where their voices are heard, their talents are valued, and their aspirations encouraged.

In celebration of Mother's Day, KSG Mombasa has organized a series of events and initiatives to honor mothers within the Campus community. From heartfelt tributes to practical support networks, the aim is to recognize the tireless efforts of mothers and the profound impact they have on shaping the future.

As the world commemorates Mother's Day, KSG Mombasa stands as a shining example of

how mothers can thrive in leadership roles while fulfilling their maternal duties with grace and resilience. In honoring mothers, it not only pays tribute to the individuals who nurture and uplift us but also reaffirms its commitment to building a more equitable and inclusive society where every voice is heard and every talent is recognized.

As a school, KSG does not plan to stop here. The aim is to continue attracting talented female educators and leaders, creating a culture of mentorship for young mothers, and offering flexible work arrangements that cater to the needs of working mothers. The vision is to be a national leader in empowering women in education and leadership, proving that motherhood is not a barrier to success, but a source of strength.



Ms. Catherine Katee, Head of Administration at KSG, Mombasa Campus, leads the staff in celebration at a past baby shower. A celebration that brings goodwill for the mother to be.

Weekly Activities in Summary



Nyeri County Governor, H.E. Mutahi Kahiga officiated the opening of the Corporate Governance Program for Boards for Nyeri County Health Services Fund Board at the Kenya School of Government. KSG Ag. Director General Prof. Nura Mohamed while addressing the team urged the health sector stakeholders to ensure transformation of the sector while in office. "As public sector health workers make sure that there is positive change under your leadership," he said.



Kenya School of Government Baringo Campus staff during a training session on the essentials of excellent customer service to create awareness about the KSG Customer Service Charter.

In all its dealings, the School continuously improves its internal process through staff competency development, innovation, and compliance with the statutory and regulatory requirements. We are delighted to empower our staff so that they can then empower the public service.

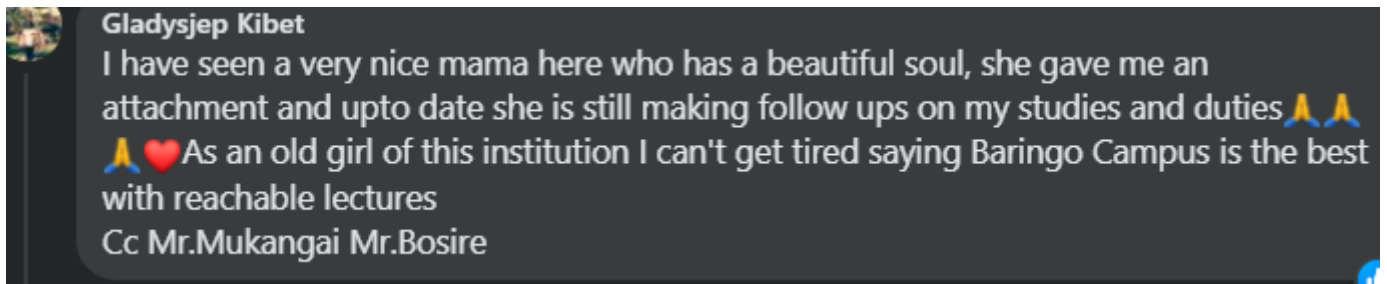
Leadership Lesson

Leaders Embrace Unconventional Paths to Success

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 Taylo

Have your say



Humour

When you don't know anyone in the class and the teacher says to get in groups:



Word of the Week

May the God of hope fill you with all joy and peace in believing so that by the power of the Holy Spirit you may abound in hope.

~ Romans 15:13

Baringo Campus

Strategic Leadership Development Program	13th May-21st June,2024
Senior Management Course	6th - 31st May, 2024
Supervisory Skills Development Course	6th – 17th May,2024
Record Management Course	6th – 17th May, 2024
Senior Management Course (online)	8th April – 31st May,2024
Strategic Leadership Development Program (online)	15th April- 21st June, 2024
Strategic Leadership Development Program	1st April – 10th May, 2024
The State Department for Public Service	6th – 17th May,2024

Embu Campus

Strategic Leadership Development Program No.413/2024	18th March,2024 -17th May, 2024
Senior Management Course No.212/2024	8thApril h - May 31st , 2024
Strategic Leadership Development Program No.416/2024	22nd April - 14th June, 2024
Strategic Leadership Development Program No.419/2024	29th April-7th June, 2024
Senior Management Course No.211/2024	6th - 31st May, 2024
Senior Management Course No. 212/2024	6th May - 28th June, 2024
Public Relations & Customer Care	6th - 17th June, 2024
Project Planning & Management	6th - 31st May, 2024
Management Course for Office Administrators	6th - 31st May, 2024
The National Treasury	6th - 17th May, 2024
Nairobi Rivers Commission	13th - 17th May, 2024
State Department for Public service	13th - 17th May, 2024
Transformative Leadership Program	13th - 17th May, 2024
The National Treasury	6th - 17th May, 2024
Office of The Deputy President	13th - 17th May, 2024
State Department for Mining	13th - 17th May, 2024
Thika TTI	13th - 17th May, 2024
USAID HERO	13th -17th May, 2024

Lower Kabete

Strategic Leadership Development Programme No.415/2024	8th April - 17th May, 2024
Senior Management Course No.418/2024	22th April - 16th June, 2024
Strategic Leadership Development Programme No 420/2024	6th May -July 12th 2024
Supervisory Skills Development Course No 141/2024	6th-17th May, 2024
Strategic Planning and Implementation	13th-17th May, 2024
Public Policy Formulation And Implementation	13th-17th May, 2024
Report Writing course	13th-17th May, 2024
Professional Standards and Values in the Public Service Course	13th-17th May, 2024
Financial Management course for Project Accountants	13th-17th May, 2024
Data Protection Program	13th-17th May, 2024
IFMIS Training for Accountants	13th-17th May, 2024
IFMIS Training on e-procurement	13th-17th May, 2024
Supervisory Skills Development Course No142/ 2024	13th-24th May, 2024
Public Service Ethics and Integrity	13th-24th May, 2024
Tender Evaluation Kenya Airports Authority	9th-17th May, 2024
TVET CDACC Assessment Workshop -KENGEN	13th-24th May, 2024
State Department for Public Service	14th May, 2024
Kenya Law Reform Commission	15th May, 2024
Northern Water Works Development Agency	13th- 17th May, 2024
Nairobi Metropolitan Area Transport Authority	13th- 17th May, 2024

Mombasa Campus

Project Planning and Management	6th- 31st May May,2024
Strategic Leadership Development Program	6th May- 14th June, 2024
Management Skills Course	6th May - 31st May 2024
Proficiency skills enhancement National Treasury	6th May - 31st May,2024
Data Analysis Skills Development	6th May- 24th May,2024
Result-Based Monitoring and Evaluation	6th May - 17th May, 2024
Supervisory Skills Development	6th- 17th May,2024
Public Relations and Customer Care	6th-17th May, 2024
National Treasury	6th-17th May,2024
Middle Management Course for Police Officers Kenya Police Service	15th April - 5th July, 2024
Senior Management Course	29th April-24th May ,2024
Public Relations & Customer Care	29th April- 24th May,2024
Senior Management Course-online	22nd April-14 June ,2024
Strategic Leadership Development program Online No.410/2024	11th March- 17th May, 2024
Communication Skills for Public Service Officers	13th May - 24th May,2024
Induction Program (Makueni County)	13th May -17th May, 2024
Cash and Treasury Management Course	13th May - 17th May,2024
Strategic Leadership Development Program (Experiential) No 410/2024	13th May - 17th May,2024
Seminar/Workshop Kenya School of Law	10th May - 12th May,2024
Workshop KSG-Security Management Institute	13th May - 17th May,2024
Workshop Veterinary Professionals	13th May-14th May,2024
Workshop Kenya Bureau of Standards	15th May - 16th May,2024

Matuga Campus

Senior Management Course No. 127/2024 Kenya National Bureau of Statistics	1st April -24th May, 2024
Strategic Leadership Development Program No. 417/2024	15th April - 21st June,2024
Executive Office Administrators Course NO. 1/2024	29th April -17th May, 2024
Training of Trainers NO.1/2024	13th May - 7th June, 2024
Induction Program NO. 1/2024 Kwale County Municipality	8th - 14th May, 2024
State Department for Mining	13th -17th May, 2024
State Department for Mining	20th -24th May, 2024

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