



WEEKLY

Bulletin

3rd –9th August, 2024

KAPAM Announces Changes in Leadership



Principal Secretary State Department for Public Service Mr. Amos Gathecha receives KAPAM documents from Prof. Margaret Kobia during the handing over ceremony that was held at Kenya School of Government, Lower Kabete. Mr. Gathecha assumes office as the Chairperson of the Association, a position previously held by Prof. Kobia

BY PHYLLIES MUSYOKI

The Kenya Association for Public Administration and Management (KAPAM) has announced changes in its leadership, marking a new chapter in the Association's efforts to enhance public administration and governance in Kenya.

The incoming leaders of the Association have assumed office following the handover ceremony that took place at the

Kenya School of Government, Lower Kabete, on Tuesday July 30, 2024. The Incoming Interim Chair of the Association is Mr. Amos Gathecha, the Principal Secretary for the State Department of Public Service, who takes over from Prof. Margaret Kobia. The Incoming Executive Secretary is Prof. Nura Mohamed, the Director General (DG) of the Kenya School of Government, taking over from Prof. Ludeki Chweya, the former DG of the School.

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KAPAM Announces Changes in Leadership

Other outgoing leaders of the Association are Commissioner Titus Ndambuki who was the Executive Member and Commissioner Njoki Kahiga who was the Treasurer.

Mr. Gathecha praised the outgoing officials for their significant role in elevating KAPAM to the top in Africa. He urged the new Committee to continue championing the crucial role of the Association in the future of Kenya's public service. He highlighted that KAPAM has played a key role in the professional development in Kenya and in promoting high standards of professionalism and resilience in the public sector.

"There is a growing interest from the public officers to join KAPAM. Therefore, there is a need to revitalize the body to benefit many people working in the government. The new Committee has successfully begun revitalizing the body for a better future," said Mr. Gathecha.

Noting that the current public servants have become disengaged and lack commitment, the PS accentuated the significance of building capacity through training, highlighting the contribution of the Kenya School of Government and KAPAM.

"There is no way we can abandon courses being offered at the Kenya School of

Government, induction of public servants being a significant part of the onboarding process. I recommend that emphasis is placed on the induction, supervisory, management and leadership courses offered at KSG," he emphasized.

The outgoing Executive Member Commissioner Ndambuki, commended KAPAM's significant contributions in public administration. "Public administration is the cornerstone of government work; with public service, all other functions can be delivered successfully. This handover ceremony will ensure a smooth transition from what it was to a new KAPAM administration," he noted.

Further, Mr. Ndambuki observed that "The public service of Kenya is one of the

best in Africa, and even beyond. Looking at other countries, and comparing with what we have done, KAPAM has a key role to play in enabling the public service and the public administration in Kenya to stand strong."

Prof. Margaret Kobia, on the other hand, highlighted opportunities through which KAPAM can continue engaging public servants. She cited research and publishing of policy papers, promotion of scholarship opportunities, and promotion of personal development as some of the areas the incoming leadership could consider.

"KAPAM should interrogate data and take interest in research work which KSG and other research institutions can support. Public servants are looking at intellectual engagement while still active on duty in the



KAPAM Member Mr. John Musau at the handing over ceremony

KAPAM Announces Changes in Leadership



Principal Secretary State Department for Public Service Mr. Amos Gathecha (Center) with KSG Director General Prof. Nura Mohamed and former Cabinet Secretary Ministry of Public Service, Gender, Youth and Senior Citizens Prof. Margaret Kobia at the handing over ceremony of KAPAM Office.

public service. Partnering and collaborating with other professional associations is important," Prof. Kobia said.

Prof. Nura Mohamed, the Incoming Executive Secretary, praised the incoming officials for the work that has been done in revamping the Association.

"The incoming team has delivered on a number of activities including organization of the gala dinner and preparing for this handover. The annual dinner was one of the strategies to revitalize and strengthen the Association, providing public service administrators and managers with a forum for engagement and development. I am glad to say a good number of KAPAM members attended."

Mr. John Musau, Project

Manager at the Kenya Medical Research Institute and representative of the incoming KAPAM Interim Committee stressed that the Association is best positioned to nurture young people in research and development. This is key because we live in an era of data analytic settings.

"We would like to get KAPAM back on its feet so we can build the capacity of all public servants by making it fit for its purpose. We will leverage on the past foundation to build skills and capacity for the present and the future. I want to give special thanks to the Kenya School of Government for nursing KAPAM until we revive it and prepare for future challenges," Mr.

Musau declared.

Kenya Association for Public Administration and Management was established in 2007 as a chapter of the African Association for Public Administration and Management (AAPAM) to provide networking and continuous learning opportunities for public administrators and managers. The Association provides public officers a platform for continuous professional development, networking, and sharing knowledge and expertise. Membership is open to individuals, students, corporations, and honorary members, and it provides benefits like regional and continental networking and access to publications.

A New Dawn as Embu Campus signs PC 2024/25



Kenya School of Government Director General Prof. Nura Mohamed and Embu Campus Director Dr. Anne Kang'ethe sign the 2024/25 Performance Contract in a ceremony held at the Campus. The signing was witnessed by staff from the Campus and Ms. Pauline Kemunto of the Strategic Planning and Performance Department .

BY CHRISTINE RWAMBA

Kenya School of Government Embu Campus had the honor of hosting Director General (DG) Prof. Nura Mohamed during his first visit to the Campus since assuming office.

During the visit, the Campus also held the signing ceremony of the Performance Contract for the Financial Year 2024/2025 witnessed by Prof. Mohamed who was accompanied by among others

Director Academic Affairs Dr. Josephine Mwanzia and Acting Director Finance and Administration Dr. Tom Wanyama and were received by Campus Director Dr. Anne Kang'ethe.

In his address to Embu Campus staff, the DG pledged his commitment to enhancing the institution's capacity and exposure. He is enthused about his vision for the future of KSG that involves developing capacity of all staff that will in turn influence their service delivery. "We are

on a journey of setting standards for the public service. This entails empowering our staff through comprehensive training programs, which will not only be local but will also provide international exposure, ensuring that our staff are well-equipped for this quest," he said.

He elaborated on the plans to boost the institution's infrastructure, a move that is aimed at creating remarkable performance and ambiance that would be a benchmark for

A New Dawn as Embu Campus signs PC 2024/25

others in the area and beyond. As always, Prof. Mohamed is keen on collaboration and cooperation, highlighting that unified effort is key for staff engagement and productivity. "Our success depends on our ability to work together," he stressed, adding, "Each one of us has a role in achieving our objectives, and it is through collaboration that we will realize our obligations."

Embu Campus Director, Dr. Ann Kangethe, celebrated the achievements and the milestones of the Campus. As she appreciated the efforts of the management and staff the Director posed a challenge for compliance and attainment of the targets for set 2024/2025, as stipulated in the Campus Performance Contract. "We must realize our part in the PC that will be signed today. I am confident that through our combined efforts as a Campus, we are going to realize this Contract," she said.

The 2024/25 Performance Contract is set to have Embu Campus align with the broad vision of the School, fostering a clear understanding of KSG expectations. This alignment is designed to enhance overall performance and drive success, ensuring that all efforts are strategically focused and efficiently executed.

Director Academic Affairs, Dr. Josephine Mwanzia urged staff to remain accountable and stay steadfast in serving,

leading to the overall performance of the School. "All of us should consider and reflect on where we have been, where we are, and where we are going, and make a resolve, to be accountable and responsible. This way, we renew our energy, our performance, our commitment and our synergies. Indeed, we will be able to turn around many things that look like challenges right now," urged Dr. Mwanzia.

Acting Director for Finance and Administration, Dr. Tom Wanyama noted the Campus consistent high productivity and its role in nurturing influential leaders. He specifically highlighted the wealth of knowledge he has

gained in Embu, particularly in performance management. Additionally, Dr. Wanyama urged all employees not to diminish the esteemed status of KSG Embu, emphasizing that the institution is renowned for its exceptional contributions in driving important agenda and achieving remarkable feats.

The event culminated in the signing of the Performance Contracts and the Work-plan, a moment that will set the trajectory for Embu Campus in the Financial Year. These contracts will be instrumental in shaping the strategic direction, productivity, and overall success, reflecting a commitment to excellence and growth.



Director General Prof. Nura Mohamed (Center), Ag. Director Finance and Administration Dr. Tom Wanyama (Left), Director Academic Affairs (Right), Director Embu Campus (Second Right) and Deputy Director Embu Campus Dr. Fredrick Mukabi (Second Left) together with staff from Embu Campus and representatives of from Strategic Performance and Delivery Unit based in Lower Kabete during DG's inaugural visit to the Campus which culminated in the signing of Performance Contract 2024/25

Ochieng: Real-world Scenarios beyond the Classroom



Mr. Eric Ochieng from the Ethics and Anti-Corruption Commission Mombasa, a participant of the Strategic Leadership Development Program Matuga Campus

BY VICTOR WAHOME

A fundamental component of contemporary educational methods is experiential learning, particularly in leadership development programs. At the Kenya School of Government (KSG), the Strategic Leadership Development Program (SLDP) leverages experiential learning to prepare future leaders for the complexities of their roles and mostly how to deal with emerging challenges that may occur from time to time. This comprehensive approach transcends traditional classroom instruction, offering participants real-world experiences that integrate theory with practice. Here's what Mr. Eric Ochieng from the

Ethics and Anti-Corruption Commission Mombasa had to say about his experience.

How did you find the Strategic Leadership Development Program?

The program approach of integrating theory with practice has really given me a new way of looking at life's challenges and as such, the program has given me a different perspective in dealing with leadership and governance issues in our organizations. The outdoor activities pushed me out of my comfort zone and helped me understand the importance of strategic thinking and cooperation amongst colleagues.

What are some of your take-aways from the program?

I plan to apply these skills

by approaching problems from various angles and developing innovative solutions. The hands-on activities have taught me to communicate more openly and effectively, which is essential for collaboration in my team; the value of diverse perspectives, listening actively, and articulating ideas clearly. Through the activities I also learnt the significance of being ingenious- a core value for any organization to thrive in today's dynamic workforce. I am sure that this knowledge will help me to adapt to changing circumstances and unexpected challenges that I will most certainly find along the way.

What was your favorite moment during the program?

The Blindfold Obstacle Course; the game essentially involved one person, who is blind-folded, standing on one end of the field while their partner is on the other end. The partner without the blind fold had to guide his teammate through a series of obstacles by only using directions like left, right, forward and back. It required a lot of trust and communication between teammates. I am sure most of us can agree that that was the most engaging and insightful game, we learnt to trust our partners as well as gaining trust by making fast and efficient decisions on the spot. Overcoming the obstacles together was incredibly

Ochieng: Real-world Scenarios beyond the Classroom

rewarding and taught me the importance of clear information and dependence within a team. It was a perfect blend of fun and learning.

Any parting shot?

Experiential learning is incredibly powerful. The hands-on experience gained through the Strategic Leadership Development Program at KSG has empowered me with confidence and a deeper understanding of my strengths and areas for improvement. I

believe this approach is essential for developing adaptive, resilient, and effective leaders. It is not just about learning theories but applying them in real-world scenarios, which make all the difference.

Through this interview, it is clear that programs offered at KSG should leverage practical learning to prepare future leaders comprehensively. This approach not only bridges the

gap between theoretical knowledge and practical application but also instills a sense of resilience and adaptability in participants. The diverse activities and real-world simulations create a dynamic learning environment where individuals can experiment, reflect, and grow. As a result KSG alumni emerge as well-rounded leaders who are ready to face the challenges of the modern world with confidence and competence.

About SLDP

The Strategic Leadership Development Program (SLDP) is offered at the Kenya School of Government lasting 6 weeks. In these 6 weeks, the first and third parts of the program involve face-to-face training at the School. During these sessions, participants interrogate policy and practice in relation to a cross-section of leadership issues. The second part takes place at the participants' workplace and is a practical application of the knowledge acquired during the training.

Facilitation is undertaken through interactive participant-centered adult training approaches such as: case studies, demonstrations, presentations, peer-to-peer learning, experience sharing,

self and group assessment, discussions and exercises. The workplace assignment creates linkage between knowledge and practice.

Module 3 done during the last week is the experiential learning that provides a unique opportunity for high quality and value-oriented personal and leadership development that supports exploration of diversity and embodies greatness of collectivism, participation in group processes, and creation of teams. It creates a life-changing experience for organizational efficacy enhancement, community development and care for others and our world.

Take aways of the program:

i. Revamped leadership approaches in the public

- service;
- ii. Instilled increased personal commitment and responsibility for decision making, accountability and results; and
- iii. Developed attitudes and competencies necessary to prosper organizations for optimum performance offering solutions to the challenges that the world is facing daily.

Register with us; your applications may be done through the participant's portal on the website: www.ksg.ac.ke to study at any of our campuses; Baringo, Embu, Lower Kabete, Matuga and Mombasa.

SLDP Experiential Learning in Baringo and Matuga

Experiential learning involves a process that involves learners gaining knowledge and skills by engaging directly in an experience and reflecting on it. This hands-on approach emphasizes learning through action, participation, and reflection, making the learning process dynamic and interactive. This combination enhances learning by engaging participants in challenges and encouraging personal growth and teamwork.



Be a leader to yourself first, says Prof. Mohamed



KSG Director General Prof. Nura Mohamed addresses course participants at Mombasa Campus. With him is Mr. Isaiiah Omondi, Ag. Deputy Director.

BY GLENN LUMITI

It is practice at the Kenya School of Government (KSG) that the Director General (DG) gets to meet participants of different programs in the course of their study. Here, the DG welcomes them to the School and offers insights on various topics as he may deem fit to the audience or even that would be of interest at that time.

At the Mombasa Campus, KSG Director General Prof. Nura Mohamed's meeting with course participants was about embracing the art of self-leadership. Self-leadership is ability to take control of your life and intentionally shaping your journey understanding that you define your own success. It is about the mindset,

competencies, and discipline in any area of your life.

According to Prof. Mohamed being able to lead yourself is a discipline that transcends managerial roles and impacts organizational

success.

He is emphatic on the essence of self-belief and personal responsibility in leadership. "Leaders must have, and advocate for self-belief, personal responsibility, and a full embrace of one's unique strengths," he stated.

He said that leaders should focus on making tangible impacts, leaving an admirable legacy, leading real change from within, and taking ownership of their roles and capabilities to drive progress in their organizations and beyond.

The DG noted that leadership and its successes are made possible through the involvement and commitment of individuals. "It takes human beings to execute leadership roles and responsibilities. It, therefore, means that every individual should first learn to



Mombasa Campus Acting Deputy Director Mr. Isaiiah Omondi addresses SLDP participants at the Campus

Be a leader to yourself first, says Prof. Mohamed

control and discipline themselves, so that they can apply the same principles on others," he said.

Furthermore, he added, that leadership takes many forms, allowing a leader to influence subordinates, peers, and even superiors. Drawing from his personal experiences, Prof. Mohamed shared that his time as Acting Director General required him to perform all the duties of an actual DG, despite his title being Acting DG. "When you are given a leadership position in an acting

capacity, deliver, because acting is just a title; the work still needs to be done, that is the hallmark of true leadership," he stated.

Speaking about the importance of self-appreciation and self-acceptance as a foundation for effective leadership the DG said, "Learn to appreciate and love yourself. It is the only way you will deliver because it gives you the inner strength to work and allows you to impart that same energy to all those you

influence."

In the face of challenges, Prof. Mohamed encouraged the participants to keep their faith and remain resilient and steadfast. "Challenges are inevitable, which means that it takes a good leader to adopt the necessary mindset to tackle when such issues arise," he concluded. "Do not downgrade your dream to match your reality, but upgrade your conviction and belief and faith, so that then you get to your destiny."



Kenya School of Government Director General Prof Nura Mohamed engaged participants enrolled in SLDP, SMC and Road Safety training at KSG Mombasa Campus

The Role of KSG in Addressing Youth Concerns (Gen Z's)



Youth undertaking internship at Kenya School of Government follow discussions held at the School to address cross cutting issues affecting the Youth in Kenya

The recent protests in Kenya led by Generation Z have necessitated the need to address youth-related concerns and improve governmental accountability and transparency in the country. It is important that we, as a country, realize that the interest of different age groups and sectors in the matters that have been raised could contribute to the much needed solutions that are being sought. This may take a short time or a long period depending on the issues and the strategies that are being put in place by different parties.

As such, Kenya School of Government Director General Prof. Nura Mohammed met with the interns and attaches of the Kenya School of Government to seek their input in finding solutions to the ongoing challenges.

A workshop was organized from July 22nd to 26th, 2024, during which the delegates identified key challenges and proposed potential solutions related to the protests. The

dissatisfaction and activism displayed by the youth underscore the urgency of developing a comprehensive plan for address. Issues such as the never ending high rate of youth unemployment, matters of integrity, political interference, and inefficiency in public service delivery have eroded public trust in the government.

KSG has a key role to play in addressing these challenges through its mandate of training, expert consultancy, and research functions by implementing, reviewing and revamping programs to better cater to the specific needs of the youth and promote civic education, public participation, and ethical governance.

The discussions noted that the core problem lies in the ineffective implementation and coordination of youth empowerment strategies, as well as inadequate mechanisms for accountability and transparency in government. A strategic and integrated approach

involving various stakeholders, including KSG, is essential to ensure sustainable development and inclusive governance.

It was resolved that moving forward, prioritizing the active involvement of youth in decision-making processes and policy formulation is crucial. This can be achieved through targeted programs that provide them with the necessary skills, resources, and platforms to contribute meaningfully to society.

Additionally, a culture of accountability and transparency within governmental institutions is vital for restoring public trust and confidence. Addressing concerns and enhancing government accountability and transparency in Kenya requires a concerted effort from all stakeholders. By prioritizing the empowerment of the youth and promoting ethical governance practices, sustainable development and inclusive governance can be achieved.

On a leading trail, the Kenya School of Government has been the brain child behind the Innovation Centres in Isiolo and Tana River Counties providing the technical blue print for the operations at the Centres. The School has the obligation to ensure continued capacity building for the youth, county staff, and staff. The School has done this in collaboration with development partners: UNDP and WFP and is dedicated to the mobilization of additional partners for sustainability of the activities. This should be replicated in other counties and is expected to contribute to the solutions that are being sought to better this country.

BY
ESTHER NDIRANGU

The Role of KSG in Addressing Youth Concerns (Gen Z's)



In response to dynamic and complex public sector challenges, Kenya School of Government has continued to respond to unique societal demands through establishment of dedicated delivery units for specialized programs. Youth Innovation Centres have been established to disseminate knowledge that addresses sector specific issues and phenomena. The School has therefore established Youth Innovation Centres in Tana River and Isiolo counties to empower the youth in ICT, sports, creativity, entrepreneurship, innovativeness and leadership potential amongst young men and women at the grassroots.

In partnership with UNDP established essential computer literacy course to empower the youths of Isiolo and Tana River through the KSG-accredited curriculum that combines computer applications training as well essential life skills. Since its inception, the number of participants who have benefited has steadily grown.

The objectives of the Centres are as follows:

1. Capacity building and setting up of computer labs to support AGPO, ICT training, entrepreneurship and leadership.
2. Establish innovation, creative and film hubs to support talent development in film making, drama and music.
3. Coaching, mentorship and counselling services unit to support guidance and counselling for youth.
4. Creation of sports arena that will host indoor and outdoor games for the youth.

The Isiolo Youth Innovation Centre was established in October 2020. The Centre has engaged the youth by providing space, building capacity in computer literacy, martial arts and entrepreneurship.

The Tana River Youth Innovation Centre was established in March 2022 to train youth on value addition and business enterprise through hydroponic farming, ICT, sports, creative arts, entrepreneurship, and innovation. The centre will collaborate with tertiary institutions that will provide technical skills to bring about the change needed in Tana Rover County.

County Hall Meeting at Mombasa Campus



President of Kenya His Excellency Dr. William Ruto held a Town Hall meeting with a section of the public of Mombasa County. The event was hosted by Kenya School of Government Mombasa Campus.



Prof. Nura Mohamed, Director General, Kenya School of Government, host of the County Hall Meeting also follows the proceedings of the meeting together with Dr. Rukia Atikiya, Ag. Director of the Campus. Delegates at the meeting and a view of the magnificent Ultra Modern Hall in Mombasa where the forum was held

Weekly Activities across our Campuses



Participants of the Embu Campus Strategic Leadership Development Program enjoyed an excursion at Camp Ndunda in Embu, marking the final week of their training. These excursions are incorporated into the program to encourage personal growth and foster teamwork.



Participants of the Senior Management Course at Baringo Campus undertake training on facilitated by Senior Principal Lecturer Ms. Hellen Sadi. The session highlighted the importance of interpersonal skills in building effective relationships and collaboration among senior officers, colleagues, and the public.


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new goals, new light and new
beginnings.*

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Leadership Lesson

**Without initiative, leaders are simply workers
in leadership positions**

True leaders take
the initiative to make decisions, drive progress, and inspire their teams,
distinguishing themselves from mere titleholders.

~Bo Bennett

Have your say



Philip Katiechi

Waaau a very nice place. I enjoyed the nice facilities at the place sometimes back. Soon will be back

Humour

When you send an email and immediately go to the Sent box so you can "read it from their perspective"



Word of the Week

Proverbs 23:18

For surely there is a hereafter and your hope will not be cut off.

Baringo Campus

Strategic Leadership Development Program 431/2024(online)	24th June - 30th August, 2024
Diploma in Public Administration	20th May- 19th November, 2024
Senior Management Course No. 194	22nd July-16th August 2024
Senior Management Course 192(Online) 10th June-2nd August, 2024	
Senior Management Course (Online) 5th August-27th September 2024	
Strategic Leadership Development Program 5th August-3rd September 2024	

Embu Campus

Strategic Leadership Development Program No. 428/2024	10th June-9th August, 2024
Diploma in Social Work No. 44/2023	6th March – 7th March, 2025
Diploma in Public Administration – Ministry of Interior	20th May – 6th August, 2024
Supervisory Skills Development Course	17th - 28th July, 2024
Strategic Leadership Development Program No.432/2024	8th July - 16th August, 2024
Senior Management Course No.219/2024	8th July - 31st August, 2024
Senior Management Course No.220/2024	29th July -23rd August, 2024
Fundamentals of Road Safety- NTSA	5th- 9th August 2024
Strategic Leadership Development Program No 436/2024	5th- 11th October 2024

Matuga Campus

Diploma in Public Administration No. 1/2024 Ministry of Interior & National Administration	20th May - 23rd August, 2024
Senior Management Course No. 128/2024	15th July - 9th August, 2024
Senior Management Course No. 129/2024	29th July -20th September,2024
Supervisory Skills Development Course No. 18/2024	22nd July- 16th August 2024
Workshop (Eastern African Grain Council Coast Region Agribusiness Expo)	8th August 2024

Mombasa Campus

Strategic Leadership Development Program No. 425/2024	3rd July- 19th August,2024
Strategic Leadership Development Program No. 432/2024	1st July- 9th August, 2024
Diploma in Public Administration- Ministry of Interior	20th May – 15th August, 2024
Senior Management Course	29th July - 20th September,2024
Strategic Leadership Development Program	29th July- 4thOctober,2024
Senior Management Course (Online)	7th August- 2nd October 2024
Induction Course for Public Sector Board	5th August- 9th August 2024

Lower Kabete

Diploma in Public Administration	20th May- 23rd August, 2024
Strategic Leadership Development Program No. 433/2024	1st July- 9th August, 2024
Senior Management Course No. 423/2024	5th-30th August, 2024
Senior Management Course No. 424/2024	5th August- 27th September, 2024
Fundamentals of Road Safety	5th-9th August, 2024

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