



WEEKLY

# KSG Bulletin

24th –30th August, 2024

## Timeless Ties: KSG Alumni Association



Principal Secretary of the State Department for Public Service, Mr. Amos Gathecha, with management and staff of the School together with the attendees of the KSG Alumni Association, after a consultative meeting held at the School on August 22, 2024.

BY SHARON NGINA AND DAVID MUTURI

**K**enya School of Government Alumni Association has today, Friday, August 23, 2024, the Association organized a hybrid consultative meeting at the School in Lower Kabete that was officiated by Principal Secretary, State Department for Public Service, Mr. Amos Gathecha who is also an alumnus of the School having undertaken Advanced Public Administration program.

“The Kenya School of Government bears the responsibility of ensuring that the Public Service is perpetually endowed with competencies necessary for the realization of the transformation vision, and it has indeed stayed the course,” he said, proudly.

“Today marks an auspicious occasion for us to assemble here to consult and dialogue on how we could make use of our shared

experiences as alumni and members of the Public Service fraternity,” he added.

According to the PS, those who have attended Induction programs at the School have illustrated distinction in their work and their understanding of the Public Service more than those who have been in the private sector and have to catch up with the ethos and workings of the public sector.

Of the Association, Mr. Gathecha has encouraged members to see the bigger picture and reflect on: ways to positively influence the society; creating synergies around competencies gained from KSG programs; codes that will hold members accountable to the shared aspirations; and recognition of members who have demonstrated heroism and legacy colored with positive impact.

As if reading the PS’s mind, Director General of the Kenya School of Government expressed his

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# Timeless Ties: KSG Alumni Association



PS Amos Gathecha arrives at the School for the Alumni Association meeting. With him are Director Academic Affairs, Dr. Josephine Mwanzia, Ag. DFA, Dr. Tom Wanyama, Director Learning and Development, Dr. Rachel. Ngesa and Government, Lower Kabete, and Director Linkages and Collaboration; Dr. P.risca Oluoch.

pleasure at what the School is doing in churning a strategic vision and direction for the future of our public service which is beckoning for change. "Your presence signifies the bond shared by you and the School, a bond built on shared experiences, common goals, and collective commitment to excellence," he said.

The DG confirmed that the School has big plans for the Alumni Association which includes establishing a Hall of Fame of those who have exemplified remarkable performance. Additionally, there will be an awards ceremony for the alumni in various categories of community impact, leadership and innovation amongst many others. The Association will also be involved in major activities of Corporate Social Responsibility.

"The strength of our nation lies in its people, and today, as always, we are committed to investing in our most valuable asset, you," the DG said.

Dr. Nicholas Letting, Chief Executive Officer of the Kenya Accountants and Secretaries National Examination Board, who is the interim Chairperson said that part of the responsibility of the Association is to give back to the School and the society at large which they have done from time to time. He remembered

the lessons from the Strategic Leadership Development Program which include managing self, managing others and delivery. "It is our duty to change the perception of the public about Government workers, that we are knowledgeable, and rich in experience, and we can deliver the best services," he stated.

It was interesting and encouraging to hear the perceptions of some of the alumni; Prof. John Manda, a veterinarian by profession expressed that through the lessons he received from the Senior Management Course; he happened to have most improved faculty member. To him, the best teachings from the School were on the value of formalizing leadership and management. Currently attending the Strategic Leadership Development Program, he hopes to attain even more knowledge.

For Mr. Joshua Onyona, alumni of the Accounting Officers Program, said, "Integrity is what will grow this country; integrity in all levels of Government that will only be practiced by us. If we practice integrity, the economy will grow."

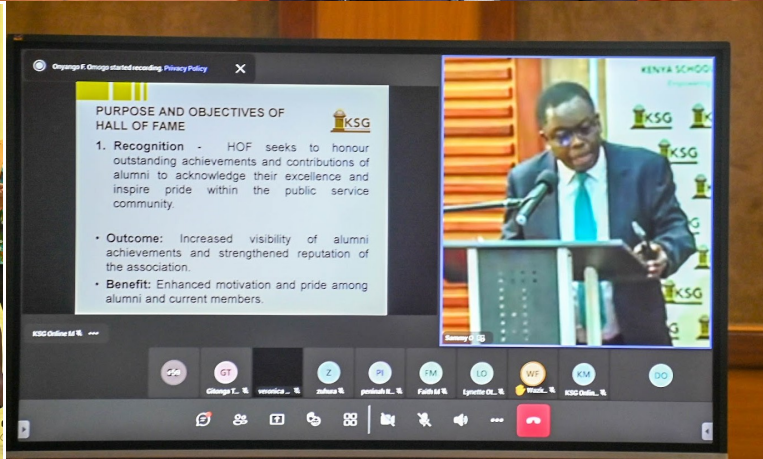
Dr. Rachel Ngesa, Director Learning and Development at Lower Kabete acknowledged the critical role of the School partnering

with the alumni for the national and global mandate of socio-economic transformation. "We look forward to more public engagement, public lectures and CSR activities together. We also look forward to your feedback on what we can improve," she said.

The Kenya School of Government Alumni Association has a bright future filled with brilliant plans. One of these plans is a premeditated initiative to fundraise for Corporate Social Responsibilities activities; scholarship for young people starting in Public Service. Moreover, the Association strives to coordinate Mentorship programs, the annual Leaders Conference, leadership seminars and a launch of the KSG Alumni website to be linked with the main website. The future is Alumni!

- ◇ The Association will provide a platform that includes a significant pool of experts for allocating government positions, and growth through service, and training;
- ◇ This forum will be a place to share ideas, hold each other accountable, transfer knowledge, and deliberate on ways to improve KSG. It will serve as a community of practice, offering mentorship and coaching programs;
- ◇ The Alumni Forum will also feature a Hall of Fame to honor the outstanding achievements of individuals in public service.
- ◇ Additionally, the forum will introduce the KSG Alumni Impact Award, which will feature various categories- Professional Excellence category; the Community Impact category for impactful initiatives in the community; the Leadership category; and the Young Alumni
- ◇ Awards for young professionals making a positive impact in their workplaces.

# Moments: Alumni Association Meeting



# Congratulations to a KSG Alumni



## Congratulations!

Council, Management and Staff of the Kenya School of Government is proud to be associated with one of our alumni- Kenya's Attorney-General Dorcas Odour.

Congratulations on your appointment. We wish you a successful tenure in this fulfilling role. God bless you!

[www.ksg.ac.ke](http://www.ksg.ac.ke)



**Dorcas Oduor, SC, EBS, OGW**  
**Attorney- General of the Republic of Kenya**

BY FAITH MUSOGA

**O**n February 22, 2024, the Kenya School of Government (KSG) launched the newly developed Leadership Program for National Transformation (LPNT). LPNT and its design, emphasizes its potential to harness the diverse strengths and abilities of all African nations; each African country possesses unique strengths and capabilities that, when shared, can enhance the collective effort in confronting challenges across the continent. Kenya leads as it is the country offering this program through the Kenya School of Government.

Many leaders starting with the Principal Secretary for State Department for Public Service Mr. Amos Gathecha,

are passionately appealing for governments to consider the role of training in addressing issues of governance that usually impacts the nation.

LPNT shape minds of public officials to value knowledge, respect technical expertise for strategic planning, ensure practical implementation, cultivate skills for adept task execution, and promote professional integrity, ultimately fostering public trust and institutional pride. The Program aims to cultivate a citizen-centric attitude and promote professional objectivity.

The program roles out for seven weeks with a component of an international field study incorporated where participants will visit other Schools of Government of selected host countries.

The program covers units

such as; Evolution of Kenya's Political Economy, Democracy, Leadership and Development, Social and Economic Transformation, Nationalism and Patriotism, Leadership, Values and Development, Global and Domestic Financial Markets, Population and Development, Internal and External Trade Relations and Agricultural Transformation.

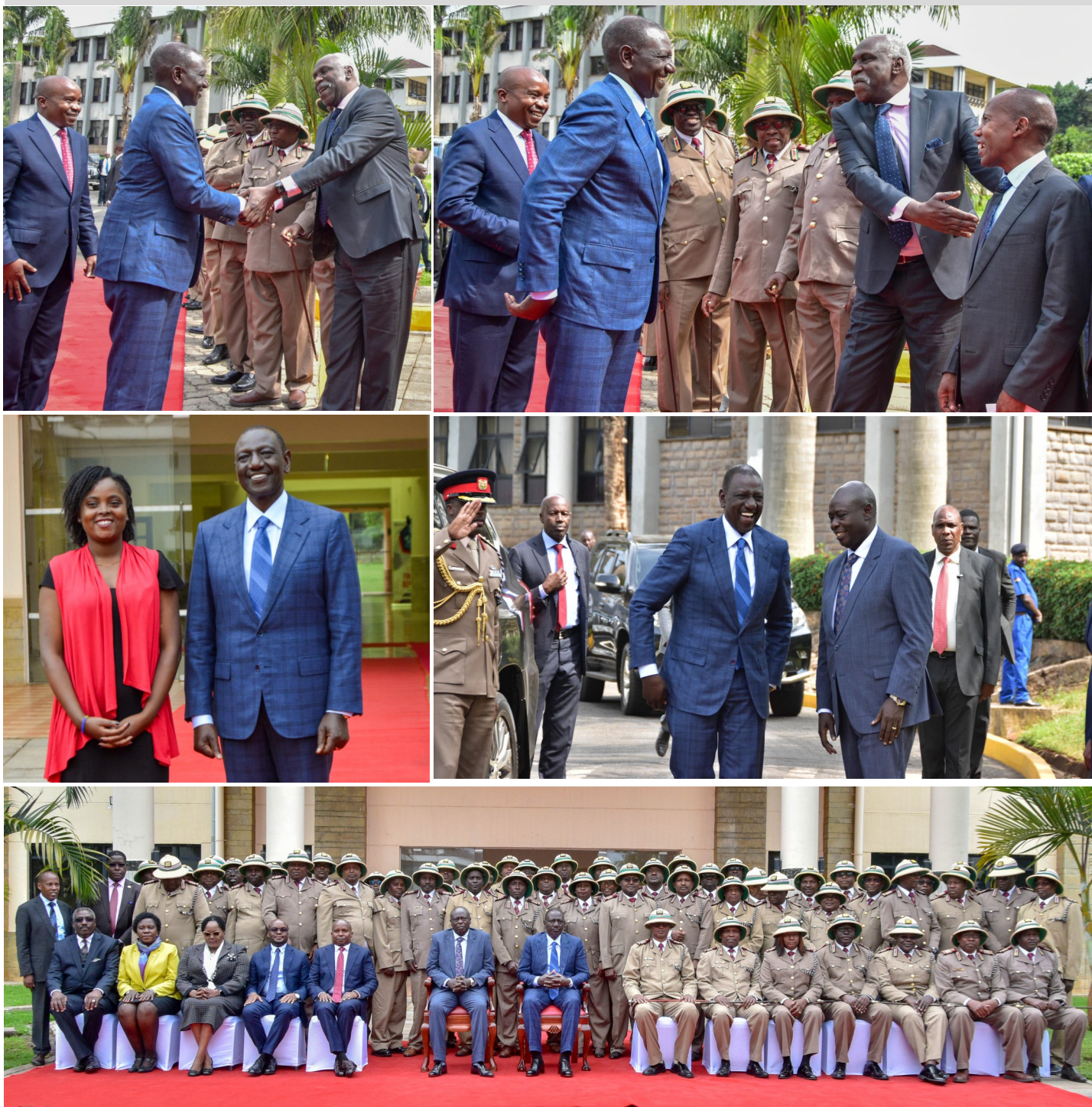
### About Dorcas Oduor- the new Attorney General of the Republic of Kenya:

The newly appointed Attorney General was one of the course participants who formed the first cohort in the Leadership Program for National Transformation. The School is proud to have taught Ms. Dorcas Oduor prior to her appointment as one of the highest officials in Kenya.

# H.E. William Ruto at KSG

The President of Kenya, H.E. William Ruto, met with Regional Commissioners, County Commissioners, and Deputy County Commissioners at the Kenya School of Government, Lower Kabete. The President engaged the officers on the efficient implementation of various government interventions and pledged to support and facilitate them in offering leadership in their respective jurisdictions to help unlock Kenya's potential and move the country forward. He was accompanied by his Deputy, H.E. Rigathi Gachagua.

KSG Council Chairperson, Justice (Rtd.) Charles Nyachae, and Director General, Prof. Nura Mohamed, received them at the School. Hon. Kithure Kindiki ,Cabinet Secretary for Interior and Administration of National Government and Raymond Omollo PS for the State Department of Internal Security and National Administration were in attendance.



## Setting the Stage for Transformative Public Service Governance



Head of Governance and Public Service Reforms, Mrs. Mary Kimonye, is received at the School Mombasa Campus by the Director Academic Affairs, Dr. Josephine Mwanzia (center), and the Ag. Campus Director Rukia Atikiya.

BY GLENN LUMITI

Kenya's public service is set to experience a boost in integrity and ethical conduct through a partnership between the Kenya School of Government (KSG), the Office of the Head of Public Service, and the Ethics and Anti-Corruption Commission (EACC). Together, they are developing comprehensive curricula on Public Service Governance, Ethics, and Integrity. This initiative, formalized during a workshop at KSG's Mombasa Campus, represents a crucial advancement in the ongoing fight against corruption and the promotion of accountability within Kenya's public institutions.

The workshop, a gathering of minds from various sectors of

public service, was officially launched by Mrs. Mary Kimonye, Head of Governance and Public Service Reforms, Mr. Abdi Mohamud Ahmed, Deputy Chief Executive Officer of the EACC, and Dr. Josephine Mwanzia, Director of Academic Affairs at KSG. The event brought together senior officials, educators, and ethics experts, all united by a common goal: to build a robust public service that can withstand the challenges of corruption and inefficiency.

In her opening remarks, Ms. Mary Kimonye emphasized the importance of this initiative in the broader context of public service reform. She articulated the Head of Public Service's vision for a public sector characterized by independence, stability, neutrality, and

efficiency. According to Ms. Kimonye, these core values are essential for a public service that can effectively transition political regimes while maintaining its mandate to serve the Kenyan people impartially.

"This program has been conceived as a culture change initiative, aimed at transforming the attitudes and behaviors of public servants. We are focused on three primary objectives: ensuring the independence and stability of the public service, preserving its neutrality, and enhancing its efficiency. These are the benchmarks against which the success of this program will be measured," she stated.

Ms. Kimonye further underscored the historical significance of the workshop participants, referring to them as the 'seed planters' of a transformative change within the public service. "This group will go down in history as the pioneers who laid the foundation for a new era in public service governance in Kenya," she declared, urging participants to commit fully to the program.

Dr. Josephine Mwanzia, KSG's Director of Academic Affairs, highlighted the crucial role of public service institutions in achieving the nation's shared socio-economic and political goals. She pointed out that the Kenya School of Government has been entrusted with the responsibility of ensuring adherence to ethical standards and preventing corruption within the public service.

"The public service is a critical enabler of national development.

## Setting the Stage for Transformative Public Service Governance



Mr. Abdi Mohamud Ahmed, Deputy Chief Executive Officer of the EACC, received at the School by Dr. Josephine Mwanzia, Director of Academic Affairs at KSG (*Centre*) and Dr. Rukia Atikiya, Acting Director of KSG's Mombasa Campus

Our role at the Kenya School of Government is to develop programs that equip public servants with the right mindsets, behaviors, and skills needed to fulfill their mandates effectively. This workshop is an opportunity to reflect on how well the public service has lived up to this expectation and to identify gaps that need to be addressed through our governance, ethics, and integrity programs," Dr. Mwanzia explained.

She also spoke about the need for a 'whole of government' approach to ensure that all arms of the government work in unison to achieve the desired outcomes. "The Head of Public Service plays a vital role in holding the public sector together, ensuring cohesion and synergy in our operations. Our task here is to innovate solutions that are not only sustainable but also capable of

stabilizing the public service, making it fit for purpose," Dr. Mwanzia added.

Mr. Abdi, provided a candid assessment of the challenges faced in the fight against

corruption. Despite numerous arrests and prosecutions, he acknowledged that corruption remains a pervasive problem in Kenya. However, he expressed optimism that the collaboration



Mr. Abdi Mohamud Ahmed, Deputy Chief Executive Officer of the EACC, speaking to Workshop participants at the Campus

## Setting the Stage for Transformative Public Service Governance

between the EACC, KSG, and the Office of the Head of Public Service could lead to a breakthrough.

“We have made arrests, we have charged individuals, but corruption persists. This indicates that a different approach is needed. The people in this room have the potential to make a significant difference. It only takes a few committed individuals to bring about meaningful change,” Mr. Abdi remarked.

He emphasized the importance of collaboration among the three institutions, noting that while each has its specific responsibilities, they are all part of the same government and must work together to achieve their common goal.

Dr. Rukia Atikiya, Acting Director of KSG's Mombasa Campus, welcomed the participants to the workshop and expressed her confidence in the success of the initiative. She acknowledged the heavy workload that lay ahead but was optimistic that the team would rise to the occasion.

“We realize the objectives of our clinics. Although this week may be demanding, I am confident that we will manage. We are here to work together to



ensure that we achieve our goals, and I believe that we are capable of ensuring the Head of Public Service realizes his dream of seeing a corruption-free nation,” Dr. Atikiya said.

She also highlighted the significance of the workshop, stating that the team would go on record as the group that worked tirelessly behind the scenes to make things happen. “This is a crucial moment in our history, and we are here to make a difference,” she concluded.

The workshop is more than just an event; it represents the beginning of a transformative

journey for Kenya’s public service. As the curricula on Public Service Governance, Ethics, and Integrity take shape, the collaborative efforts of KSG, the EACC, and the Office of the Head of Public Service are set to usher in a new era of accountability and ethical governance in Kenya.

The success of this initiative will be measured by the ability of the public service to remain independent, neutral, and efficient in its operations. With the commitment shown by the leaders and participants at this workshop, there is hope that Kenya is on the path to building a public service that is not only corruption-free but also a model of integrity and good governance.

As the program unfolds, all eyes will be on the Kenya School of Government, the Ethics and Anti-Corruption Commission, and the Office of the Head of Public Service to see how their efforts will reshape the future of public service in Kenya.



Dr. Rukia Atikiya, Acting Director of KSG's Mombasa Campus at the workshop



## KSG's Approach to Enhancing Diversity and Inclusion in the Public Service



BY BETHSHEBA BOSIBORI

Cultural diversity is a vital component in every thriving society. In today's increasingly interconnected world, embracing cultural diversity has become a strategic advantage proven to increase the overall effectiveness of any space.

The existence and coexistence of multiple cultural groups within a society is referred to as cultural diversity. This refers to the variations in characteristics within a given setting. Racial and ethnic background, gender, age, religion and belief systems, disability, socioeconomic status, cultural backgrounds, educational backgrounds, place of origin, work experience and skills, and political convictions are a few examples of these distinctions.

Inclusive and progressive spaces are often considered better for several reasons. An efficient public service improves the quality of governance by

encouraging inclusivity, enhancing service delivery, stimulating innovation, and making sure that public institutions more fully represent and cater to the needs of the whole people,

The Kenya School of Government is leading the way in bringing about transformative change in Kenya's public sector by advocating for diversity and inclusivity as essential components of efficient governance. We are dedicated to creating a public sector that embodies the broad spectrum of national diversity. With an eye on training programs that address issues of minority rights in governance, ethnic diversity, and the inclusion of individuals with disabilities, this article examines KSG's endeavors to enhance diversity and inclusion in the public sector.

KSG incorporates lessons on diversity and inclusion into the core curriculum for a range of training courses. It develops and implements specific training

initiatives to advance understanding and utilization of diversity and inclusion principles. These modules center on the value of diversity and inclusivity in the public sector, the laws that support it, and strategies for fostering an inclusive workplace. The goal of these courses is to equip public servants with the knowledge and skills needed to advance an inclusive workplace. KSG guarantees that public servants are knowledgeable about establishing and preserving environments where all workers are treated with equal respect and worth.

Kenya's public service landscape is significantly influenced by its great ethnic and regional diversity. KSG proudly recognizes and celebrates the diverse cultures of its workforce, the public sector, and the nation as a whole. By offering training that emphasizes the importance of representing diverse communities within the public sector, KSG encourages the recruitment of individuals from various ethnic and regional backgrounds. Inclusion ensures that each region in the country receives equal opportunity for development and that public policies and services are more representative of and responsive to the needs of the entire population.

Making sure that our policies and procedures are inclusive and equitable requires intentionality on our part. Designing and implementing impactful public policies that take into account the demands of diverse groups is a topic covered frequently in KSG courses. This includes instruction

## KSG's Approach to Enhancing Diversity and Inclusion in the Public Service

on impact assessment techniques to guarantee that policies do not unintentionally prejudice or exclude particular populations.

KSG facilitates collaborative learning opportunities by bringing together public servants from different backgrounds through peer exchanges, case studies, and group discussions. We are more inclined to question presumptions, eschew groupthink, and approach challenges from various perspectives when we work in a diverse team. These individuals promote a greater comprehension of diversity and its effects on the public service.

KSG's training programs cover issues of diversity on a regional and global scale, equipping public workers with skills needed to interact with a variety of people both domestically and globally. KSG provides advanced training on rising diversity and inclusion challenges as well as refresher courses to support ongoing professional growth. The flexibility required to traverse this changing terrain is provided by diversity and inclusion. This includes being aware of international best practices for inclusion and diversity. This guarantees that public employees are informed on the most recent developments and obstacles in creating inclusive work environments.

The training programs offered by KSG on disability inclusion centers on comprehending the rights of

individuals with impairments, developing accessible public services, and cultivating a welcoming workplace atmosphere for workers with disabilities. The implementation of laws that promote equality of opportunity and accessibility depends on this training. People are more interested, driven, and dedicated to the public service objective when they feel included. They are more inclined to believe that the government is responsive to their needs and acts in their best interests when they see themselves represented in the public sector.

In order to give evidence-based insights on diversity and inclusion, KSG integrates case studies and research into its training programs. These case studies frequently feature effective instances of inclusive policies in other organizations, offering useful insights that Kenya's public sector can implement.

The School also offers monitoring and evaluation training. The course teaches participants how to monitor and evaluate initiatives aimed at fostering inclusion and diversity in public institutions. This supports tracking progress, identifying areas for improvement, and ensuring that diversity goals are met for public servants.

KSG encourages public employees to assess their attitudes and actions about gender in order to promote a more fair and courteous public service for all. Recognizing the

value of gender sensitization, awareness, and capacity building for gender mainstreaming is crucial in order to achieve this. KSG offers training that gives public employees the abilities to recognize, evaluate, and resolve gender-based concerns in their particular responsibilities. This strategy makes sure that gender issues are integrated into every aspect of public service. Building a culture where everyone feels secure, heard, respected, and empowered to fully contribute to the prosperity of our country is dependent on these efforts.

KSG ensures that Kenya's public service is more representative, equitable, and responsive to the needs of every citizen by providing public officials with the information, skills, and attitudes needed to effectively address diversity and inclusion concerns. Creating an atmosphere where everyone feels appreciated, respected, and free to offer their best work is what it means to be inclusive. It entails identifying and removing any obstacles that might keep some people from fully engaging as well as making sure that everyone has a place at the table. It is our duty as public workers to uphold the values of diversity and to advocate for them in our positions, establishing Kenya's public sector as a model of excellence and inclusivity.

# Family fun day eve: sensitizing young adults



Director General KSG Prof. Nura Mohammed, conversing with teens at the teens mentorship program at the School in Lower Kabete

BY SONIA MBITHE

In our society, there is a growing need to mentor young individuals to support their personal development and growth, academic excellence, career support, emotional and mental wellbeing, among others. Recognizing this, the event planning committee of Kenya School of Government (KSG) being a champion for youth welfare and development, planned a teens mentorship program on the eve of the School's annual Family Fun Day. The youthful forum was attended by teens from the neighboring community, primarily made up of children of the staff members.

Director General KSG Prof. Nura Mohammed honored the event with his presence and gave a few remarks during his speech. He encouraged the teens to have respect for their parents, to honor and celebrate them while acknowledging the sacrifices that they have made for their well-

being, stating that this is also a commandment from God. On matters personal development and growth, Prof. Mohammed quoted Jeremiah 29:11, and encouraged the young adults to have a plan for themselves and their future, just as God has. He strongly condemned negative peer pressure, and encouraged the teens to believe in themselves, embrace their personality and uniqueness, and even while making use of role models, to always strive to be themselves. In conclusion, Prof. Mohammed encouraged the teens not to rush unnecessarily in life. "When the time is right, I the lord will make it happen." He affirmed.

Director Learning and Development Institute Dr. Rachel Ngesa also graced the event and expressed the School's pleasure in hosting the young adults. Dr. Ngesa addressed the importance of self-motivation and inner drive, as it is essential for personal and academic success.

Drawing on her background on psychology, she touched on the critical aspect of mental health emphasizing that understanding and managing one's mental wellbeing is fundamental to achieving long term goals. With her charismatic nature, she captivated the audience, making the session both informative and engaging.

Also in attendance was KSG Youth Coordinator Mr. Peter Quest, who engaged the youth in an interactive session and delved into the topic on personal branding. How we present



St. Martins KSG Chapel, Reverend Sam Munyiri at the teens' workshop.

# Family fun day eve: sensitizing young adults

ourselves, both in personal and professional contexts is significant. Personal branding is about cultivating a unique identity that reflects one's values, skills and aspirations. For teens, understanding and developing their personal brand early on can greatly influence their future opportunities and success. Mr. Quest advised the young ones that the best way to build a personal brand, is to be original and authentic.

Teens are young adults and at this stage, it is key to instill the values and knowledge that will enable them to form a strong and positive sense of self, guiding them as they navigate the challenges of adolescence. In this accord, the first facilitator Rev. Sam Munyiri who serves at St. Martins KSG Chapel took the teens through an enlightening conversation on identity formation. Identity refers to the characteristics, values and beliefs that define who a person is. Factors that influence identity



The Director of the Learning and Development Institute, Dr. Rachel Ngesa, speaking to the teens

formation are such as culture, peer pressure, personal experiences and choices. Today, the media also plays a vital role in shaping identities but this can quickly turn negative as it sets unrealistic standards. Rev. Munyiri emphasized the importance of having strong values so as to not be swayed negatively by what is portrayed in the media. He concluded his session by advising the audience

on ways through which they can cultivate the right identities; having personal moral values, embracing one's unique personality, being realistic, cultivating positive relationships, having healthy media consumptions. To top up on this, Rev. Munyiri spoke on the importance of faith and spirituality.

Speaking in her session, Ms. Purity Kagenda, a lecturer at KSG and the second facilitator at this forum explained deeply the importance of decision making. "Your life will look like your decisions", she added. Decision making is primarily influenced by our values and beliefs. On this, she encouraged self-discovery since knowing oneself leads to making decisions that reflect on our values. Goal setting, grooming, personal hygiene and etiquette were also part of the topics that she tackled.

Indeed, the forum was well received by the teens which was evident from their enthusiasm and they expressed their interest for such future events.



Teens attentively following the proceedings during the workshop

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# Dress Well: First Impressions Matter Most



It's important to pay attention to your attire for different occasions because people notice various things about a person at first glance. Some may notice your shoes, while others may notice your hairstyle.

In some cases, your outfit or accessories can be a great conversation starter, but ultimately, your clothing will be the focal point of attention during

an interaction. This is why it's important to maintain good grooming at all times.

This week, Ms. Karen Jepngetich, a Communication and Etiquette Lecturer at the School, shared tips about formal dress codes with the participants of Senior Management Course No. 196 at KSG Baringo Campus. Some notable points from the session included the importance of well-

fitted clothing, the golden rule of jewellery, choosing the right handbag, and maintaining a professionally styled hair for women. For the gentlemen, the lecturer emphasized that traditional formal wear in public service usually involves wearing a suit, shirt, tie, and the darker the suit, the better. She also highlighted the significance of the right belt, shoes, quality watch, wallet, and shaving.

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# Building Resilience in Uncertain Times

BY VICTOR WAHOME

Let's face it— life has a knack for throwing unexpected challenges our way when we're least prepared. One minute, you're cruising along, and the next, the world decides to flip upside down. Whether it's a global pandemic, a sudden job change, or just the everyday chaos that life loves to serve up, one thing's for sure: you need resilience. But fear not—resilience isn't just about surviving; it's about thriving and doing it with a smile. So, sit tight, because we're about to dive into the art of bouncing back in style!

You see resilience isn't just about toughing it out; it's about adapting, learning, and maybe even laughing a little along the way. It's the mental and emotional flexibility that keeps you going, even when life gets a little crazy. Think of it as your personal superhero power—it helps you deal with stress, recover from setbacks, and keep moving forward, no matter what life throws at you. And the best part? Anyone can build resilience. It's like a muscle that gets stronger the more you work on it.

If we're being honest, 2020s have been a rollercoaster, and we're all just trying to hang on. In times like these, resilience isn't just nice to have; it's essential. Whether you're navigating work-from-home challenges, trying to keep your social life alive on Zoom, or figuring out how to stay sane during a lockdown, resilience is your secret weapon. So, how do you build this magical superpower? Let's break it down.

## 1. *Adopt a Growth Mindset: The World Is Your Oyster*

First things first: let's talk mindset. Are you a glass-half-full or glass-half-empty kind of person? If you're leaning toward the latter, it's

time for a mindset makeover. A growth mindset is all about believing that you can improve and learn new things, no matter what challenges come your way. Instead of seeing obstacles as roadblocks, see them as opportunities to learn and grow. Did you mess up at work? Great—now you know what not to do next time! Turns failures into stepping stones.

## 2. *Set Small, Achievable Goals: Baby Steps to Success*

When life feels overwhelming, it's easy to get stuck in a cycle of stress and inaction. That's why setting small, achievable goals is so important. Instead of trying to tackle everything at once, break your challenges down into bite-sized pieces. Celebrate every little victory along the way—because each one brings you closer to your bigger goals. Each small win builds your confidence and resilience and before you know it, those baby steps will add up to giant leaps!

## 3. *Embrace Change: Go with the Flow*

Change is inevitable—so why not embrace it? Resilient people know that life doesn't always go according to plan, and that's okay. The key is to stay flexible and open to new possibilities, even when things don't turn out the way you expected. Instead of resisting change, try to see it as an adventure. What new opportunities might come your way? What can you learn from this new situation? By embracing change, you'll be better equipped to handle whatever life throws at you—and who knows, you might even enjoy the ride!

## 4. *Take Care of Your Body: Move, Eat, Sleep, Repeat*

Your body and mind are a package deal—when one is out of whack, the other suffers too. That's why taking care of your physical health is so important



Mr. Victor Wahome ICT Officer Matuga Campus and a seasoned writer

for building resilience. Regular exercise, a balanced diet, and plenty of sleep are your best friends when it comes to staying strong and resilient. When you take care of your body, you're giving your mind the best possible foundation to stay resilient in tough times.

## 5. *Know When to Ask for Help: Superheroes Need Sidekicks Too*

Even superheroes need a little help sometimes, and so do you. If you're struggling to bounce back from a tough situation, don't be afraid to reach out for professional help. Whether it's a therapist, a coach, or a mentor, getting the right support can make all the difference. Asking for help isn't a sign of weakness—it's a sign of strength. It shows that you're committed to taking care of yourself and building the resilience you need to thrive.

Building resilience isn't about being perfect or never feeling stressed—it's about learning to adapt, grow, and keep moving forward, no matter what life throws your way. By adopting a growth mindset, building a strong support network, practicing mindfulness, setting achievable goals, embracing change, taking care of your body, and knowing when to ask for help, you can become more resilient and ready to tackle whatever challenges come your way.

# Weekly Activities across Campuses



The Kenya School of Government (KSG) hosted a group from Huazhong University of Science and Technology (HUST), led by Dr. Wenbo Xu.

The purpose of the visit was to discuss potential research collaboration, advanced training, and staff capacity building. Dr. Joseph Ndugu and Dr. Recheal Ngesa provided an outline of KSG's primary mandate, focusing on the link between training and technology.

The discussions included topics such as public service training, faculty development, emerging technologies, and e-Learning. Senior Lecturer Mr. Nathan Karanja and Mr. Gerald Mahuro Head of Research and Advanced Training spoke about KSG's focus on ICT, data modelling, and knowledge management. The group showed a desire in future collaborations, notably to improve international education and cross-disciplinary research.



## Weekly Activities across Campuses



PS for Public Service Mr. Amos Gathecha, holds a consultative meeting with Heads of Communication in the agencies that fall under his State Department. The aim of this meeting is to improve the communication function in the organizations and make it more pronounced and effective. At the meeting were: Kenya School of Government, Huduma Kenya, HRMPEB, IHRM and the State Department Management and staff.



At a meeting with the Government of Kenya Spokesperson Dr. Isaac Mwaura, Prof. Nura Mohamed discussed strategies to enhance government communication. A key area of focus was the development of specialized training curricula for state and public service officers at various levels. These curricula which will be jointly developed by the Kenya School of Government and the Office of the Government Spokesperson aim to standardize and elevate communication of government programs and policies, ensuring a more informed and effective public service.



Staff from KSG Mombasa Campus visited Mercy Kerubo to offer condolences following the passing on of her late mum Irene Nyaboke Angwenyi.

# Weekly Activities across Campuses



Mombasa Campus Choir delivered a performance during ASK Mombasa Arena Auditions, aiming to secure a spot at the prestigious Mombasa International Show 2024. With a harmonious blend of voices and well-rehearsed choreography, the choir impressed the judges and audience alike, showcasing dedication and talent. The choir's performance was marked by energy, precision, and passion, reflecting months of preparation. Securing a place at this renowned event would be a significant achievement, highlighting the choir's commitment to excellence and the cultural vibrancy of the KSG Mombasa community.



# BOOK YOUR SLOT!

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Empowering the Public Service

## Leadership Lesson

# The Power of Positive Reinforcement

Positive reinforcement has been a powerful tool for motivating my team. By recognizing and rewarding good work, one is able to create a positive work environment where everyone feels appreciated and valued. This also helps reinforce desired behaviors and creates a culture of excellence and going beyond.

~Eddy Abboud

### *Have your say*



**Luis Alexander Mustelier Torres**

Great creative initiative, thank you for so much dedication and making all of us who pass by feel at home. Success and blessings to all.

### *Humour*

My blanket when I try to find the longer side at 3 am



### *Word of the Week*

~1 Chronicles 4:10 NIV

Jabez cried out to the God of Israel, "Oh, that you would bless me and enlarge my territory! Let your hand be with me, and keep me from harm so that I will be free from pain."

And God granted his request

## 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 (Online)	5th August-27th September 2024
Strategic Leadership Development Program	5th August-3rd September 2024
Senior Management Course	12th August- September 6, 2024
Strategic Leadership Development Program	5th August- 3rd September, 2024
Immigration Department	26th August-18th October, 2024

## Embu Campus

Diploma in Social Work No. 44/2023	6th March – 7th March, 2025
Senior Management Course No.219/2024	8th July - 31st August, 2024
Strategic Leadership Development Program No 436/2024	5th- 11th October 2024
State Department for Broadcasting	14th - 26th August,2024
Senior Management Course (SMC221/2024)	26th August - 20th September, 2024
Senior Management Course Online(SMC222/2024)	26th August – 18th October, 2024
Digitization of Government Advertising Agency (State Department for Broadcasting)	14th – 26th August,2024
- National Health Insurance Fund NHIF/ODPP Workshop	26th – 28th August, 2024
Consultative planning meeting- (Fibre Crops Directorate)	28th August, 2024
Student's leaders Induction Training workshop (The Co-operative University of Kenya)	28th – 30th August, 2024

## Matuga Campus

Senior Management Course No. 129/2024	29th July -20th September,2024
Supervisory Skills Development Course NO. 19/2024	19th August -13th September,2024

## Mombasa Campus

Senior Management Course	29th July - 20th September,2024
Senior Management Course (Online)	7th August- 2nd October 2024
Senior Management Course No. 187/2024	12th August- 6th September, 2024
Senior Management Course No187/2024	12th August – 6th September,2024
Induction Course (Taita Taveta)	26th August – 30th August,2024
Police Law Examination (Headquarter Mombasa County)	29th August – 30th August, 2024
United States Geological Survey Training	25th August – 30 September, 2024
State Department for Correctional Services	29th August, 2024
Apa Life Insurance	26th – 27th August, 2024
Githuguri NG-CDF	27th – 30th August, 2024
KICC Proven Innovative Strategies for event Sales & Marketing	26th August – 30th August, 2024

## Lower Kabete

Strategic Leadership Development Programme  
 Senior Management Course No. 424/2024  
 PSC Legislative Supervisory Course (Parliamentary Service Commission)  
 Senior Management Course No. 423/2024  
 Financial Management Course for Project Accountants  
 Human Resource Advisory Committee Training  
 Corporate Governance for Public Sector Boards (Kiambu Water Companies )

19th August – 27th September 2024  
 5th August– 27th September, 2024  
 19th August-7th September,2024  
 5th-30th August, 2024  
 19th-30th August, 2024  
 26-30 August, 2024  
 26-30 August, 2024

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# COACHING AND MENTORING IN THE PUBLIC SERVICE

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**SEPTEMBER 16 – 20, 2024**



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- Centre for Leadership and Public Policy
- Centre for Advanced Training and Consultancy Services
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