

15th–21st March, 2025

## KSG Celebrates Double Recognition at DIAR Awards



KSG Director General, Prof. Nura Mohamed, receives awards that were presented to the School during the 7th DIAR Dinner Awards from the Senior Director Academics Affairs Dr. Josephine Mwanzia. They are flanked by the Director Security Management Institute (SMI) Mr. Humphrey Mokaya and Corporate Communication & Marketing Officer Ms. Ephline Okoth.

BY EPHLINE OKOTH

The Kenya School of Government (KSG) has been recognized for its commitment to inclusivity and good governance, receiving two prestigious accolades at the Diversity Inclusion Awards and Recognition (DIAR) Dinner Awards Ceremony held at the Sarit Centre Expo on Friday, March 7, 2025.

The School was named Finalist for Best State Corporation in PWD Representation, highlighting its dedication to creating an inclusive environment for persons with disabilities (PWD).

This recognition accentuates efforts by the School to ensure equitable opportunities and representation within the workforce and programs.

Additionally, KSG was recognized second Best State Corporation and SAGAs in Good Governance, Transparency, and Accountability, in acknowledgement of the robust governance structures, transparent operations, and commitment to upholding the highest standards of accountability.

During the presentation of certificates at his office, Director General Prof. Nura Mohamed articulated that the School was profoundly honored to receive

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# KSG Celebrates Double Recognition at DIAR Awards



Representatives from the School led by Dr. Josephine Mwanzia, Senior Director Academic Affairs (2nd left), Mr. Humphrey Mokaya, Director Security Management Institute, Dr. Florence Kithinji, Acting Director Matuga Campus, and Ms. Ephline Okoth, Corporate Communication and Marketing Officer (Right) during the Dinner Awards Ceremony Expo held on Friday, March 7, 2025 at Sarit Centre, Nairobi.

recognition among the numerous institutions that participated in the vetting process for this accolade.

"These prestigious awards are dedicated to the remarkable staff of the School, whose steadfast commitment to excellence, inclusivity, and integrity continually generates significant impact. Their dedication reaffirms our shared mission to cultivate a diverse, transparent, and Accountable Public Service," observed Prof. Mohamed

The annually held awards which celebrate excellence in governance and inclusivity within state corporations and semi-autonomous government agencies (SAGAs), apart from individuals, recognized the School's exemplary performance among its peers.

This achievement is a testament to the School's ongoing efforts to promote best practices in

public service and contribute to Kenya's development goals. The School continues to play a pivotal role in shaping the future of public service in Kenya by equipping leaders and

professionals with the necessary competencies to drive positive, impactful change.

Celebrating these achievements, KSG community remains committed to championing best practices in leadership and governance, ensuring that it remains at the forefront of building a future-ready public service for Kenya and beyond.

The awards brought together various stakeholders, including government agencies, the private sector, civil society organizations, and advocacy groups. The School was represented at the award ceremony by Dr. Josephine Mwanzia, Senior Director Academic Affairs, Mr. Humphrey Mokaya, Director Security Management Institute, Dr. Florence Kithinji, Acting Director Matuga Campus, and Ms. Ephline Okoth, Corporate Communications and Marketing Officer.



# High-level HR professionals' forum



Dr. Idris Salim Dokota, Principal Secretary, State Department for Cabinet Affairs, Office of the Deputy President, addresses the Human Resource professionals at the two day forum held at KSG Mombasa Campus.

BY GLENN LUMITI

As the Government of Kenya continues to implement a robust framework to provide strategic guidance for public sector organizations, human resource professionals are becoming recognized as a vital component in achieving organizational goals and fulfilling core mandates. Human resource professionals reorient organizations by identifying suitable talent, facilitating onboarding, and promoting the continuous development of staff across ministries, departments, counties, and agencies.

The Kenya School of Government (KSG) and the Ministry of Public Service and Human Capital Development acknowledge the significance of this role. In support of this initiative, KSG hosted a high-level

Consultative Forum for Directors of Human Resource Management and Development in State Corporations, Constitutional Commissions, and Independent Offices from March 13 to 14, 2025, at the KSG Mombasa Campus.

At the forum, Dr. Idris Salim Dokota, Principal Secretary, State Department for Cabinet Affairs,

*"You cannot mandate productivity; you must provide the tools to let people become their best."*

*– Steve Jobs*

Office of the Deputy President, emphasized the critical role of human resource management in continuous capacity development, data-driven decision-making, and strategic foresight to enhance service delivery. Speaking on public service transformation, he stated, "An effective public service is characterized by its adaptability, innovative approach, and ability to meet the needs of the community it serves."

Dr. Dokota also underscored government's commitment to modernizing HR practices through the implementation of the Human Resource Information System (HRIS-KE), a web-based system automating HR functions across public institutions. "All public service institutions must fully implement HRIS-KE by June 30, 2025, to enhance efficiency and accountability," he announced.

Prof. Nura Mohamed, the Director General of KSG, delivered the keynote address, emphasizing the critical importance of human capital in fostering national transformation. He articulated that an efficient Public Service relies on a workforce that is competent, agile, effective, and centered on the needs of citizens.

"This forum presents an opportunity for us to reflect, collaborate, and establish a clear path forward for enhancing public service delivery in Kenya," Prof. Mohamed articulated.

The dialogues at the forum were consistent with the Bottom-



# High-level HR professionals' forum



KSG top management and Directors of Human Resource Management and Development in State Corporations, Constitutional Commissions, and Independent Offices during the high level consultative forum held from March 13 to 14, 2025.

Up Economic Transformation Agenda, which emphasizes efficient and effective public service as a catalyst for national progress.

The forum's key objectives included evaluating past efforts, identifying challenges, and establishing a capacity development framework for public service professionals.

"We convene to explore avenues for enhancing capacity development programs at KSG. This forum will yield tangible outcomes, including a strategy for performance and productivity improvement, as well as a structured framework for collaboration," stated Dr. Josephine Mwanzia, Senior Director of Academic Affairs, who accompanied the Director General to the forum.

The Director of Compliance at the Public Service Commission, Mr. Simon Washinga, reflected on the evolution of training initiatives for public service professionals, noting how

previous programs have influenced the current workforce. He advocated for adaptive and forward-thinking approaches to human resource development to ensure efficiency and accountability in governance. "It is incumbent upon you to ensure that the Public Service is staffed with competent, agile, and responsive professionals. The success of public service is contingent upon our investment in capacity development," he informed the participants.

As the forum progressed, delegates engaged in specialized sessions addressing the specific needs of county governments, state corporations, and independent offices, enabling the formulation of tailored solutions to sector-specific challenges. The event is anticipated to conclude with a comprehensive communiqué that outlines strategic recommendations for the development of human capital within the public service.



Mr. Simon Washinga, Director of Compliance at the Public Service Commission at the forum.

# Director General roots for scholarship opportunities for staff

BY DOUGLAS MOCHAMA

In light of the stature of the Kenya School of Government as a key agency responsible for the training of public servants across diverse sectors, many of whom have extensive global exposure, the importance of continuous international exposures of KSG faculty and member of staff through learning opportunities cannot be gainsaid.

As such the School is keen on scouting for opportunities for the staff to grow their career and reach their full potential.

In a recent meeting to advance this agenda, KSG Director General, Professor Nura Mohamed, and Professor Asha Rangappa, Assistant Dean and Senior Lecturer at the Yale Jackson School of Global Affairs, focused on among others Yale's fully funded two-year Master in Public Policy in Global Affairs (M.P.P) and the one-year Master of Advanced Study in Global Affairs (M.A.S), tailored for mid-career professionals, that are open for scholarship application yearly.

The Yale Jackson School of Global Affairs is also exploring the possibilities of setting its foot print in Africa at Kenya School of Government (KSG).

"Your visit is timely, as we are currently in discussions with schools of government across the region to create a continental school of government under the auspices of the African Union. We feel privileged that you view KSG as a potential partner in establishing your footprint in Africa. This indicates a genuine appreciation for what we offer,



KSG Director General, Prof. Nura Mohamed, and Prof. Asha Rangappa, Assistant Dean and Senior Lecturer at the Yale Jackson School of Global Affairs

and we are eager to collaborate in shaping the future of Africa," Prof. Mohamed observed.

On her part, Prof. Rangappa detailed her institution's commitment to providing students from around the world with personalized learning experiences through the Master's programs. She her institutions offers a flexible curriculum and accords individualized attention to help graduates acquire specialized policy toolkits that cater to their professional aspirations, enabling them to make a meaningful impact in their chosen fields.

One distinguishing feature of the Jackson School is the small

size of the M.P.P cohorts, ranging from 30 to 35 students, and the M.A.S cohorts, which comprise just 2 to 8 students. This intimate setting fosters a flexible curriculum led by distinguished practitioners. Additionally, it's worth noting that all M.P.P students receive full tuition, with about half also receiving a stipend for living expenses.

Of particular importance are the application deadlines for the M.A.S and M.P.P programs, which are set for November 1 and December 1, respectively. Interested applicants for the programs can find further details on the Jackson School's website at [jackson.yale.edu](http://jackson.yale.edu).



# Are you a steward?

BY TABITHA KEMUNTO

A narrative is recounted of a prodigal son who, upon approaching his father, demanded his share of the inheritance. Despite the unusual nature of the request, the father acquiesced. The son subsequently journeyed to a distant land, where he engaged in extravagant living. However, his indiscriminate expenditure rapidly exhausted his resources, leaving him impoverished and struggling to uphold his dignity, although he possessed ample potential resources.

This story imparts a significant lesson regarding the necessity of strategic planning and effective resource management to avert future adversities. In organizational contexts, practices such as budgeting, forecasting, and strategic planning are paramount in preventing financial crises. Just as individuals must manage their resources prudently, organizations must allocate resources efficiently for both short- and long-term sustainability. Nevertheless, ineffective management and wasteful behaviors can precipitate shortages, resulting in avoidable crises.

In light of current economic challenges, it is imperative for institutions, such as the Kenya School of Government (KSG) and its staff members, to cultivate a

culture of prudent resource utilization to ensure sustainability and operational efficacy

Acknowledging the urgency of this issue, KSG Assistant Director of Administration, Ms. Agnes Laikera, organized a virtual staff sensitization on prudent resource utilization session on March 13, 2024. This session was designed to educate employees across all campuses on the significance of resource management and to provide them with practical strategies for minimizing waste.

### Key Takeaways from the Sensitization Session:

Energy Conservation: Turn off lights and electrical appliances when they are not in use.

Water Management: Ensure taps are properly closed after use and repair leaks promptly to prevent unnecessary water loss.

Office Supplies Optimization:  
Reduce paper consumption by  
printing only when absolutely  
necessary and by utilizing digital  
documents. Plan meetings and  
tasks efficiently to avoid  
duplication of efforts.

Motor vehicle and machinery:  
Take good care of the machine.  
Requisition transport when  
extremely necessary.

Office and lecture hall  
furniture: Carry these resources  
with care to avoid breakages.

In everything you do,  
minimize, avoid wastage and  
ensure sustainability.



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# Week's Activities Across our Campuses



Officials from Huduma Kenya during their Quarterly Service Leaders meeting held on Wednesday, March 12, 2025, at KSG Lower Kabete at a platform for collaboration and knowledge sharing for continuous improvement amongst officers. The event was graced by Huduma Kenya CEO, Mr. Ben Kai Chilumo and Director General Kenya School of Government, Prof. Nura Mohamed.



The Kenya School of Government management believes that advanced risk profiling and the development of a robust disaster mitigation plan are essential for addressing potential challenges. In line with this approach, KSG Baringo Campus organized a week-long staff sensitization on basic first aid and firefighting skills to raise awareness of potential risks and ensure swift response actions in case of emergencies.

This hands-on training focused on firefighting and suppression techniques, crucial for empowering employees to handle fire emergencies effectively. Key highlights included practical drills on using fire extinguishers, strategies for fire containment, safety evacuation procedures, and the importance of teamwork during emergencies.



# Week's Activities Across our Campuses



The Young Leaders Program, marked a successful completion of an enriching leadership development initiative. The program brought together participants from the East Africa School of Aviation, equipping them with essential leadership skills, strategic thinking, and problem-solving abilities. The young leaders were encouraged to apply their newfound knowledge to create positive change in their respective fields, reinforcing the program's mission of nurturing future leaders for sustainable development.



Kenya School of Government recognizes the importance of Corporate Social Responsibility (CSR) in response to societal concerns such as poverty, crime, drug and substance abuse, low literacy levels, environmental degradation and climate change all of which cause a dent on national development. As part of its contribution to Corporate Social Responsibility in the country, the School donated beds and mattresses to the Kenya Prisons Service in a bid to improve the conditions in the correctional facility.



## Leadership Lesson

**“Leadership is the capacity to translate vision into reality”**

Leadership is not just about having ideas but about taking action, inspiring others, and achieving real, meaningful outcomes.

*Warren Bennis*

*Have your say*



Mohamednoor Yarrow

The team at baringo led by deputy director Nepoo was good. I had positive experiences during my DPA Class at the campus. I can't forget the team **Kenya School of Government, Baringo Campus** the course coordinator hilarious man Mr Ayao evans.

*Humour*



*Word of the Week*

**Surat Al-Anfal, verse 70**

O Prophet! Tell the captives in your custody, “If Allah finds goodness in your hearts, He will give you better than what has been taken from you, and forgive you. For Allah is All-Forgiving, Most Merciful.



**Baringo Campus**

Senior Management Course No. 202/2025 (Online)	20th January 14th March, 2025
Senior Management Course No. 205/2025	10th February-2nd May, 2025
Strategic Leadership Development Program No. 458/2025 (Online)	20th January-28th March, 2025
Strategic Leadership Development Programme No.464/2025	24th February-4th April, 2025
Senior Management Course No.204/2025	3rd-28th March,2025
Supervisory Skills Development Course	10th-21st March, 2025

**Matuga Campus**

Strategic Leadership Development Program No. 462/2025	3rd February - 11th April, 2025
Senior Management Course No. 134/2025	3rd February - 28th March, 2025
Supervisory Skills Development Course No. 23/2025	3rd -28th March, 2025

**Mombasa Campus**

Strategic Leadership Development Program No. 457/2025	17th February – 25th April, 2025
Senior Management Course No. 194/2025	17th February – 11th April, 2025
Senior Management Course No/195/2025	3rd - 28th March,2025
Records Management Course	2rd - 28th March,2025
Retirement Planning	17th- 21st March,2025
Strategic Leadership Development Progarm	17th March - 25 April, 2025
Workshop- Kenyatta International Convention Center	17th- 21st March,2025

**Lower Kabete**

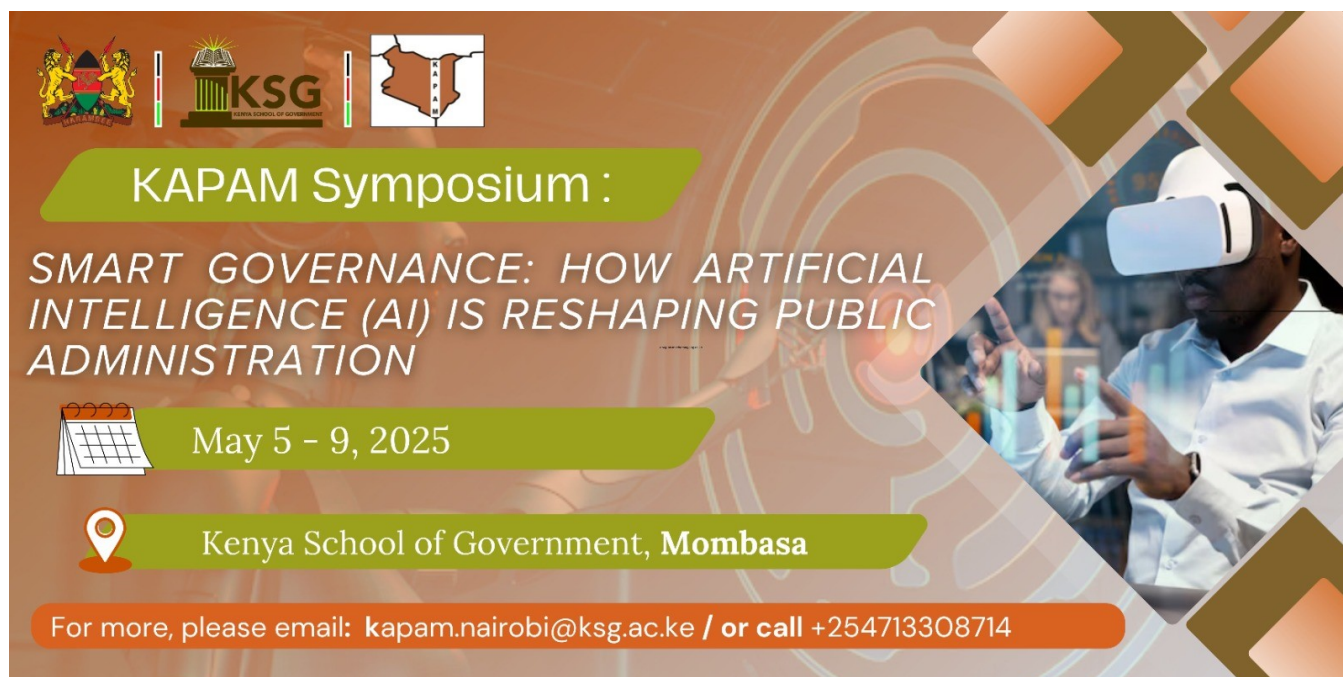
Strategic Leadership Development Program No. 453/2025	13th January – 21st March, 2025
Strategic Leadership Development Program No 463/2025	17th February – 28th March,2025
Senior Management Course Online No. 432/2025	3rd February- 28th March,2025
Senior Management Course No.433/2025	3rd -28th March,2025
Financial Management for Project Accountants in Government & WB Funded Projects	10th-21st March, 2025
Supervisory Skills Development Course	17th-28th March, 2025
Finance for Non-Finance Managers	17th-28th March, 2025
Retirement Planning program	17th-21st March, 2025
Sensitization Seminar on PCVE IOM/SMI	17th-21st March, 2025
Advanced Excel & Data Modelling	17th-21st March, 2025
Workshop- National Assembly of Kenya	15th-21st March, 2025
eGP Workshop eLDi	17th-26th March, 2025
Workshop-Egerton	19th-21st March, 2025
Launch of Strategic Plan -Power of Mercy Committee	20th March,2025



## Embu Campus

Strategic Leadership Development Program No. 459/2025	17th February – 25th April, 2025
Management Course for Office Administrators Online-State Department for Lands	27th January – 21st March, 2025
Senior Management Course No.229/2025	27th January – 21st March, 2025
Strategic Leadership Development Program No. 459/2025	20th January – 4th April, 2025
Essential Computer Skills	3rd March - 11th April, 2025
Senior Management Course No. 234/2025	17th March - 9th May, 2025
Strategic Leadership Development Program No. 468/2025	17th March- 23rd May, 2025
Strategic Leadership Development Program No. 465/2025	3rd March - 11th April, 2025
Senior Management Course No. 233/2025	3rd - 28th March, 2025
Management Skills Course	3rd - 28th March, 2025
Skills Enhancement Course	3rd - 28th March, 2025
Supervisory Skills Development Course	17th -28th March, 2025
Public Relations & Customer Care	17th -28th March, 2025
Report Writing Course-Kiambu Water & Sewerage Co.	17th -21st March, 2025
The National Treasury	17th -21st March, 2025
Kenya Power & Lighting Company Ltd	21st March, 2025

## Save the Date!



**KAPAM Symposium :**

**SMART GOVERNANCE: HOW ARTIFICIAL INTELLIGENCE (AI) IS RESHAPING PUBLIC ADMINISTRATION**

**May 5 - 9, 2025**

**Kenya School of Government, Mombasa**

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- Centre for Leadership and Public Policy
- Centre for Advanced Training and Consultancy Services
- Centre for Research and Advisory Services
- Centre for Environmental Governance and Climate Change
- Centre for Customer Service Excellence
- e-Learning Development Institute
- Security Management Institute
- Institute for Gender and Social Development
- Institute for Devolution Studies

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