

29th March—4th April, 2025

## Strategic Alliance: KSG-NRF to Bolster Research



KSG Director General Prof. Nura Mohamed and Prof. Dickson Andala of NRF display the signed Memorandum of Understanding on behalf the two institutions.

Dr. Josephine Mwanzia, Dr. Rachel Ngesa, Dr. Muita Ndung'u, Mr. Andrew Rori from Kenya School of Government witnessed the signing that happened at KSG Lower Kabete on March 28, 2025.

**BY SHARON NGINA**

**N**ational Research Fund Kenya CEO, Prof. Dickson Andala, today officiated the closing ceremony of a two-day Research Conference themed "Advancing Competencies for Transformative Policies," organized by KSG.

The conference culminated in the signing of a Memorandum of Understanding (MoU) between the Kenya School of Government (KSG) and the National Research Fund (NRF). This collaboration is driven by a shared vision to enhance research and policy development in support of

Kenya's public sector and national development goals.

Kenya School of Government and National Research Fund Kenya have joined forces to revitalize research in a bid to accelerate socio-economic progress in the country. This formal agreement penned in a Memorandum of Understanding, aims to amongst others, develop a joint strategy for sustainable funding of public sector research and training, enhance the transfer of knowledge from research to policy implementation, adopt best practices in financial oversight, transparency, and impact

### HIGHLIGHTS

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# Strategic Alliance: KSG-NRF to Bolster Research



Directors of the School together with members of faculty from across KSG campuses, staff and participants of Non-Finance for Non-Finance Managers Course, Senior Management and the Strategic Leadership Development Program at the completion of their programs. The closing of these programs coincided with the successful ending of the two-day KSG-Commissioned Research Conference held from March 27 to 28, 2025.

assessment of funded research.

KSG and NRF, in addition have agreed to spearhead collaborative training programs, conferences, and exchange initiatives with other like-minded institutions. This partnership will cultivate a culture of research-driven governance and ensure the effective dissemination and application of knowledge and it is anticipated that the new-found relations between the two institutions will put the research function of the School on the wavelength and strength with other core functions.

Prof. Nura Mohamed and Prof. Dickson Andala penned their signatures on the MOU on behalf of KSG and NRF respectfully.

Speaking during the signing, Prof. Andala commended KSG's efforts in capacity building and expressed strong confidence in the impact of this collaboration. "Through this Understanding, we agree to pursue cooperation in areas such as training, curriculum development, certification, conferences, workshops, capacity

development opportunities, and information sharing. We will also collaborate on joint research, leveraging the expertise of resource persons from both institutions," he stated.

The signing of the MOU coincided with the closing ceremony of a two-day KSG-Commissioned Research Conference where faculty from across KSG Campuses converged to present and validate Research Papers aligned with the Bottom-up Economic Transformation Agenda. The event gave opportunity to attendees to voice their observations and add value on the research papers which could form basis and recommendations for decision making and policy interventions in the public Service.

## Back to the Mou...

Whereas NRF is mandated to mobilize, allocate, and manage financial resources to facilitate an effective national innovation system. They aim to generate the knowledge and innovations required across all fields of science and technology to

support Kenya's growing economy. KSG on the other hand is the premier capacity building institution of Government mandated to inculcate national values and competences for quality service practices.

The two will bank on their strengths to complement each other's role as articulated in the MoU.

KSG's Prof. Mohamed expressed his appreciation on the new strategy to bolster the research function adding that this collaboration a game changer the research field especially on topical issues including Management, Local/Decentralized Government, Environmental Governance and Climate Change, Peacebuilding, and Digital Governance.

Senior Director Academic Affairs Dr. Josephine Mwanzia, Director Learning and Development Dr. Rachael Ngesa, Deputy Director Academic Affairs Mr. Andrew Rori and Dr. Muita Ndung'u, Ag. Deputy Director Research, Consultancy and Advisory Services.



# Congratulations

## Mr. Gathecha! New Deputy Head of Public Service

The Kenya School of Government Council, Management, and staff take this opportunity to congratulate Mr. Amos Gathecha on his promotion as Deputy Head of Public Service and to wish him a successful tenure as he steps into his new docket at the Executive Office of the President.

KSG Director General, Prof. Nura Mohamed states that the School is delighted for this appointment; one that Mr. Gathecha well deserves given his history of success in the public service and his consistent effectual governance in various positions of leadership.

The School appreciates and has benefitted greatly from the guidance and acumen of Mr. Gathecha during his time at the State Department of Public Service, and looks forward to further guidance, partnership to further guidance, partnership and influential disposition in execution of his duties for the betterment of the Public Service.

“Hongera! Mr. Gathecha upon your promotion as Deputy Head of Public Service. I wish you a rewarding role as you continue to carry out the plans you have for the Public Service.”





# QUEST FOR PEOPLE CENTRED POLICE SERVICE



Police officers at a round table meeting at the Kenya School of Government that sought to realize a service that is people centered, and professional. The meeting was chaired by CS for Interior and National Administration, Hon. Kipchumba Murkomen, EGH.

BY TABITHA KEMUNTO

**T**he National Police Service NPS is the latest institution destined to benefit from the new Customer Service Excellence Training (CSE), offered jointly by KSG and Huduma Kenya, a move intended to professionalize and make the police service professional and people-centered.

The Cabinet Secretary for Interior and National Administration, Hon. Kipchumba Murkomen, recently at a roundtable meeting reaffirmed his commitment to tap on the expertise of KSG in an endeavor that could accelerate the realization of recommendations by the National Taskforce on Police Reforms and the National Police Service strategic plan of 2023-2027. This roundtable meeting held on March 26, 2025, at KSG Lower Kabete sought synergies among development partners to facilitate the uptake of CSE training by all police officers.

It brought together key stakeholders, including the

representatives from Missions and Embassies, the European Union (EU), the Chandaria Foundation, the United Nations Development Programme (NCPWD), the Safaricom Foundation, and the M-Pesa Foundation.

“A professional, efficient, and responsive National Police Service will ensure a safe, secure, and prosperous society. It would also ensure greater global peace owing to our security personnel’s contributions to peace missions around the world. As such, we will continue to invest in the welfare of our officers, training, and modernization of the infrastructure, ensuring that the service has the necessary tools and support to protect our nation and contribute to global peace,” Hon. Murkomen stated.

The Customer Service Excellence Program which was developed jointly by KSG and Huduma is a training solution designed to instill a service-oriented culture within the Public Service. The program seeks to empower officers in the entire

public service with practical skills such as excellence, responsiveness, empathy, and commitment to duty, thereby ensuring citizens receive delightful services whenever they visit government institutions. Successful implementation of this program hinges on the collective support and commitment of all stakeholders.

The leadership of the police service is among the first to embrace this new training solution which was launched by Mr. Felix Koskei, the Head of Public Service and Chief of Staff last year at KSG, from where he further directed that the leadership of all Ministries, Departments, and Agencies (MDAs) prepare training projections and release staff to uptake the prioritized CSE programs at KSG.

Speaking at the round table meeting, the Principal Secretary for Internal and National Administration, Dr. Raymond Omollo, reiterated the significance of strong partnerships in transforming the police service.

“Stakeholder support—whether through funding, training, capacity building, or resource provision—is integral to modernizing police records, improving citizen services, strengthening infrastructure, and equipping officers with the necessary tools,” he noted.

Speaking at the event, KSG Director General, Prof. Nura Mohamed, reaffirmed the institution’s commitment to ensuring the success of the program.

“The Kenya School of Government is honored to collaborate with Huduma Kenya and the National Police Service



# QUEST FOR PEOPLE CENTRED POLICE SERVICE



The Cabinet Secretary for Interior and National Administration, Hon. Kipchumba Murkomen, received at the School by Principal Secretary for Internal and National Administration, Dr. Raymond Omollo, Ph.D, CBS (Right) and KSG Director General, Prof. Nura, Ph.D, EBS, Mohamed.

in rolling out this transformative training program, which is designed to enrich service delivery across the service”

He further noted that it is important to continuously equip police officers with the necessary skills to handle public engagement with courtesy, efficiency, and

responsiveness.

In alignment with the digital superhighway and creative economy pillar of the Bottom-up Economic Transformation Agenda (BETA), the Police Service seeks to ensure excellence in its operation through among others automation of processes, a plan that could

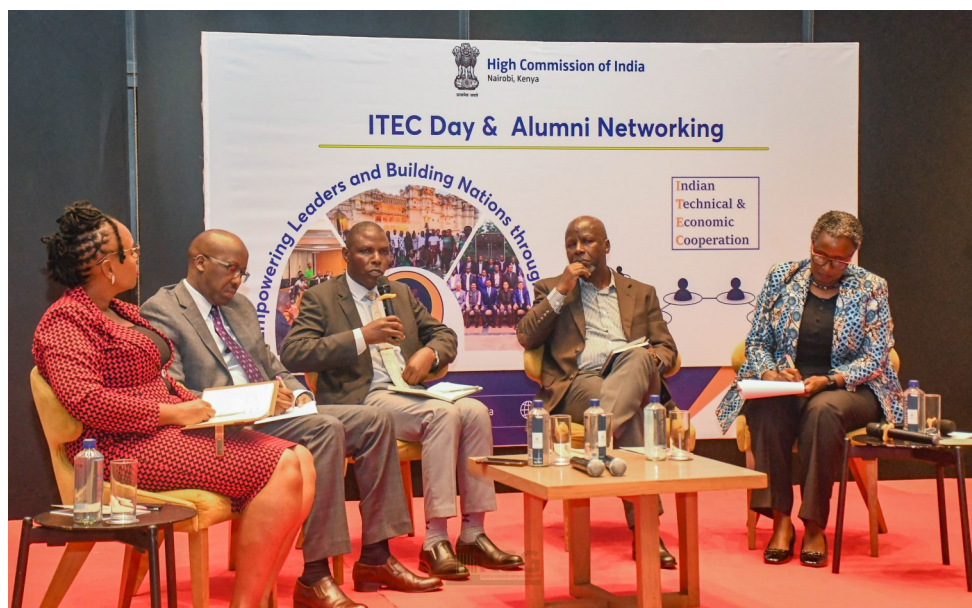
benefit from the KSG Africa Centre of Competence for Digital and AI Skilling, located at Lower Kabete which is fully equipped with state-of-the-art information communication technologies for digital skills training.



Delegates and partners including representatives from Missions and Embassies, the European Union (EU), the Chandaria Foundation, the United Nations Development Programme (NCPWD), the Safaricom Foundation, and the M-Pesa Foundation, were part of the meeting.



# KSG AT ITEC DAY COMMEMORATION



KSG Ag. Senior Director Finance and Administration, Dr. Tom Wanyama (centre) with Amb. Antony Muchiri, Chair of PSC (2nd right) and other panelists at the ITEC Day.

BY DOUGLAS MOCHAMA

The Kenya School of Government grabbed an opportunity to be part of the delegation at the just concluded ITEC Day and Alumni Networking on March 24, 2025, at Trademark Hotel, Village Market in Nairobi.

The event which was organized by the High Commission of India through the India Technical Economic Cooperation (ITEC) program, is part of India's foreign policy tool that brings together former beneficiaries of short courses offered under the umbrella of ITEC.

It brought together beneficiaries of India's premier capacity-building platform to connect, exchange experiences, and explore potential collaborations with the forum underscoring the significance of international connections for mutual development.

Dr. Tom Wanyama, the Senior Director Finance and Administration at KSG, was a

panelist alongside esteemed guests such as Amb. Anthony Muchiri, the Chairperson of the Public Service Commission, and H.E. Flora Mbetsa Chibule, the Deputy Governor of Kilifi County moderated by Dr. Salome Gitoho a seasoned Human Resource practitioner.

"The world is one family and premised on the recognition of our interdependence and our interconnectedness. We have had several trainings in India for our personnel. We view the cooperation between India and Kenya from a strategic perspective. Looking at how India has been able to infuse socioeconomic development ingeniously, Kenya has a very useful model to learn from. These age-old bonds need to be strengthened and studiously guarded," remarked Dr. Wanyama.

Dr. Wanyama highlighted ways in which the world is dealing with volatile, uncertain, complex and ambiguous challenges that know no borders, urging for synergies to provide solutions to challenges

posed through the exchange of knowledge and sharing resources.

In her introductory remarks, Ms. Namgya C. Khampa, the High Commissioner of India, articulated the developmental collaboration between Kenya and India, emphasizing key areas such as poverty alleviation, healthcare, universal education, job creation, employment opportunities, manufacturing, and the empowerment and inclusion of women, among other critical initiatives.

"Our approach on this from India's perspective has been how can we work together with our fellow partners in the developing South. As we went along the journey of nation building, new challenges got added on to the development and the governance campaigns, including climate change that we are dealing with at the moment, as we also sought to find solutions to address these challenges."

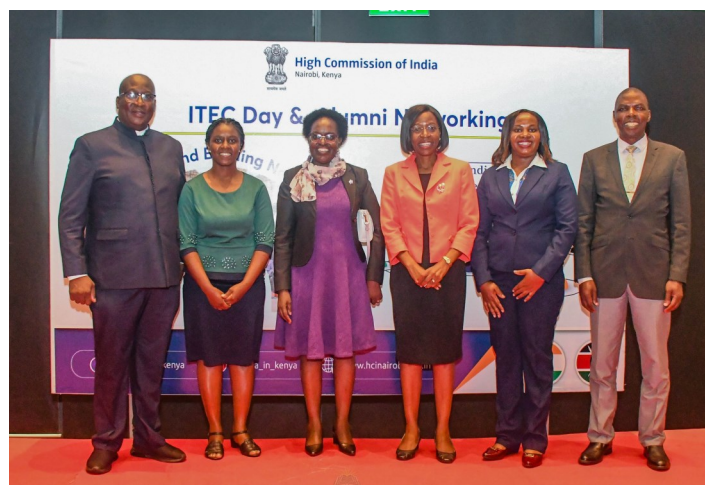
Amb. Muchiri focused on the role of exchanging knowledge and resources between countries in strengthening technical growth and capacity.

He gives prominence to the developments in the country where the government is keen on public service in-service training and the resumption of mandatory training programs for all public officers under the stewardship of the Kenya School of Government.

Other KSG officers present at the event included Dr. Prisca Oluoch, Director of Linkages and Collaboration; Ms. Vera Obonyo, Deputy Director of the eLearning Development Institute; and Ms. Eunice Weveti, Researcher.



# KSG AT ITEC DAY COMMEMORATION



Dr. Tom Wanyama, the Senior Director Finance and Administration at KSG, Director Linkages and Collaboration Dr. Prisca Oluoch, Deputy Director eLearning Development Institute Ms. Vera Obonyo, and Researcher, Ms. Eunice Weveti at the Indian Technical and Economic Cooperation (ITEC) Day and Alumni Networking Forum that took place on March 24, 2025, at Village Market in Nairobi.



Left: Senior ICT Officer and Data Analyst, Aggrey Busolo delivers a presentation at the Government Analytics training that was held from March 18 to 27 2025 in Washington DC. The presentation was on KSG's enhancement of service delivery through customer satisfaction surveys. Right: Mr. Busolo receives a certificate of achievement from Mr. Daniel Rogger, Research Manager at the World Bank. upon completion of the training.



# Kenya Takes Bold Step in Accrual Accounting

BY GLENN LUMITI

In a move set to transform public financial management in Kenya, the Public Sector Accounting Standards Board (PSASB), in collaboration with the National Treasury, has launched a fundamental training program aimed at accelerating the country's transition from cash-based to accrual accounting.

The workshop, taking place at the Kenya School of Government (KSG) in Mombasa from March 24 to 28, 2025, brings together accountants from Ministries, Departments, and Agencies (MDAs) as well as County Chief Internal Officers (CCIOs).

Accrual accounting is set to revolutionize Kenya's public sector financial reporting by ensuring that transactions are recorded when they occur, rather than when cash is received or paid. According to CPA Georgina Muchai, the Acting Chief Executive Officer of PSASB, this shift will eliminate long-standing challenges such as incomplete financial statements and unverified public assets.

"Public sector entities that report under the cash basis of accounting cannot recognize assets in their financial statements, as only cash transactions are recorded. While these assets may be



From right: Mr. Isaiah Omondi, KSG Mombasa Ag. Deputy Director, CPA Georgina Muchai, Ag. Chief Executive Officer of PSASB, PSASB Chairman Mr. Pius Nduatih together with representatives of the National Treasury

disclosed, their completeness and accuracy may not always be verifiable," she explained.

One of the most pressing financial challenges in Kenya has been the accumulation of pending bills. Under the current cash-based system, liabilities are often not recognized until payments are made, leading to delays and budgetary complications. The adoption of accrual accounting is expected to address this issue by ensuring that obligations are recorded as soon as they arise, thereby improving financial planning and resource allocation.

The transition to accrual-based financial reporting is a major step in aligning Kenya with the International Public Sector Accounting Standards (IPSAS), a globally recognized

framework for transparent and accountable financial management. By implementing the accrual-based reporting template, the government aims to enhance decision-making, strengthen fiscal discipline, and ensure better resource management.

"Accrual accounting provides a clearer picture of government finances, allowing for better long-term planning, improved public service delivery, and enhanced investor confidence," CPA Muchai noted.

Mr. Isaiah Omondi, the KSG Mombasa Acting Campus Deputy Director, emphasized the importance of capacity-building in financial reforms, noting that well-trained accountants are key to ensuring seamless



# Kenya Takes Bold Step in Accrual Accounting



Participants at the launch of a training program for accountants from MDAs and CCIOs at KSG Mombasa.

expertise on accrual-based reporting, enabling them to drive the implementation process within their respective institutions. The initiative reflects government's commitment to financial accountability, reducing fiscal inefficiencies, and bolstering economic growth.

With the transition gaining momentum, Kenya is well on its way to joining the ranks of nations that have successfully embraced accrual accounting, setting the stage for a more transparent and accountable public financial management system.

implementation of accrual accounting. He applauded the collaboration between PSASB and the National Treasury, stressing that knowledge transfer and technical expertise

would play a critical role in Kenya's public finance transformation.

The workshop is expected to empower public sector accountants with technical

## To all our Muslim brothers and sisters!



# Crafting a Purposeful & Joyful New Chapter



**Dr. Florence Kithinji**  
Acting Director  
KSG Matuga Campus

**R**etirement is a significant milestone – transition from the structured demands of work to the freedom of self-discovery, growth, and fulfillment. We bring you a two-part series where, Dr. Florence explores the essential aspects of retirement planning, including letting go of the past, and finding a new niche. A fulfilling retirement is built on thoughtful planning and a positive mindset.

## **Letting Go of the Past: Embracing Change and Moving Forward**

One of the greatest challenges retirees' face is letting go of the past. For many, identity and purpose have been closely tied to their careers, titles, and roles in the workplace. In retirement, clinging to past roles can lead to frustration, disillusionment, and even a sense of loss. The key to thriving in retirement is gracefully embracing change. It involves acknowledging past achievements

while realizing that life's journey is not limited to a job description. By releasing the hold on past roles, retirees open themselves to new opportunities, allowing them to evolve and grow. Retirement is an opportunity to rediscover who you are beyond your professional identity.

## **Finding a New Niche: Redefining Purpose and Passion**

Retirement offers the freedom to explore new possibilities and redefine purpose. It is an ideal time to pursue passions, hobbies, and dreams that may have been set aside during the busy years of work. This could mean exploring creative pursuits such as painting, writing, photography and trying out new experiences and explore unfamiliar territories. This might involve learning a new language, traveling to new destinations, or even attending workshops. Others may find joy in community service, joining interest groups, or starting a small business. The secret to a fulfilling retirement lies in finding activities that ignite passion and purpose. This approach transforms retirement into a time of meaningful engagement, personal growth and fulfillment.

## **Living in the Present: Appreciating Every Moment**

One of the most profound lessons of retirement is learning to live in the present. It is easy to dwell on past glories or regrets, but retirement is a reminder that life is happening now. Embrace

each day with gratitude and curiosity. Living in the present means appreciating the small joys of life. Retirement is about making new memories and living fully. It is also a chance to reconnect with oneself, reflecting on life's journey and embracing a sense of contentment.

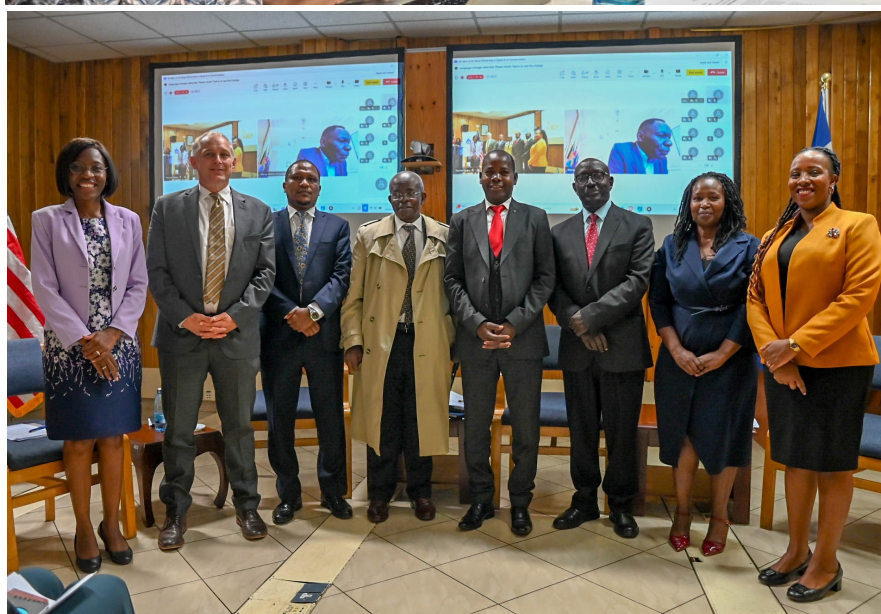
## **Staying Active: Physical and Mental Wellness**

A common misconception is that retirement means slowing down and being sedentary. On the contrary, staying active is the cornerstone of a fulfilling retirement. Regular physical activity, whether it is walking, swimming, dancing, or gardening, keeps the body strong and the mind sharp. It boosts energy levels, enhances mood, and reduces the risk of lifestyle diseases. Mental stimulation is equally important. Engaging in activities that challenge the mind, keeps the brain agile and enhances cognitive function. Exploring new technologies or joining online classes are great ways to stay mentally active. Retirement is also an opportunity to develop a healthy lifestyle by adopting balanced nutrition, maintaining regular exercise routines, and prioritizing sleep. A healthy body supports a healthy mind, contributing to overall well-being and vitality.

*Next week, we bring you part two of the series.*



# 60 years of Kenya-U.S Partnership



**K**SG through the Regional Centre of Competence for Digital and AI Skilling partnered with the University of Nairobi's Africa Center for the Study of the United States of America to host a one-day seminar on Thursday, March 27, 2024.

This marked 60 years of U.S. - Kenya partnership on digitization and technology that has evolved from early collaboration into a strong alliance that combines American technological expertise with Kenyan innovation to drive economic transformation.

Ms. Vera Obonyo, Deputy Director of the e-Learning and Development Institute (eLDi), received the delegates and acknowledged the partnership and support that the School has had with the University of Nairobi and the U.S. in developing programs for both national and county governments in Kenya.

The seminar featured a panel discussion with experts from Government, business, academia, and civil society including: Prof. Bitange Ndemo, Ambassador of the Republic of Kenya to Belgium; Mr. James Potts Economic Counselor, US Embassy in Kenya; Prof. X. N. Iraki, Economic Analyst, University of Nairobi, Faculty of Business and Management Sciences and Ms. Magdalene Chepkemai, Founder & CEO, EldoHub



# Hospitality Building their Team



KSG Lower Kabete Hospitality Department staff at their team-building session facilitated by Mr. Peter Obinda, the School's Fitness and Wellness Instructor. The team through this session purposes to strengthen team dynamics within the hospitality environment that happens to be fast moving and demanding in nature as they interact directly with clients of various types. It is anticipated that this will lead to continued cohesiveness, motivation and a high performing team for improved service and client experience.



## Medical Camp at KSG Mombasa



KSG Mombasa Campus opened its doors to a team from Premier Hospital for a health wellness camp. Participants and staff alike benefited from comprehensive health checkups, ensuring everyone's well-being is prioritized. Let us continue to nurture a culture of health and vitality.

## Team Building at Embu Campus



Mr. Antony Waweru (in yellow) leads staff of the Hospitality Department in various activities during their team building workout.



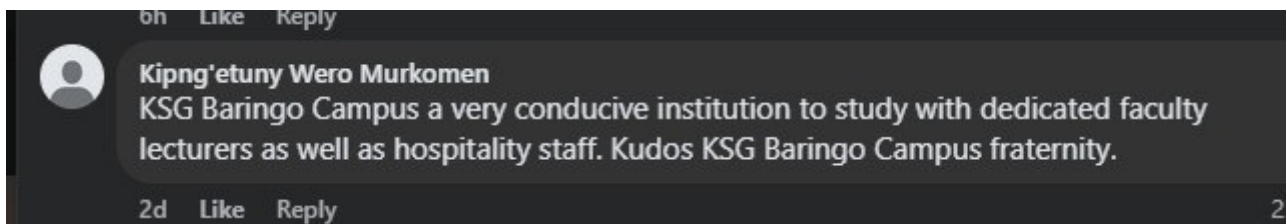
## Leadership Lesson

### Empathy and Sincerity Make a Leader

Leadership is about empathy. It is about having the ability to relate to and connect with people for the purpose of inspiring and empowering their lives .

~Oprah Winfrey

*Have your say*



### *Humour*

**Me when someone  
pronounce my name  
wrong always**



Like whyyy 🤔

### *Word of the Week*

“Kind words and forgiveness are better than charity followed by injury. And Allah is Self-Sufficient, Most Forbearing.”

(Quran 2:263).



**Baringo Campus**

Senior Management Course No. 203/2025 (Online)	3rd March-25th April,2025
Senior Management Course No. 205/2025	10th Feb-2nd May 2025
Strategic Leadership Development Program No. 469/2025 (Online)	31st March 2025-6th June 2025
Strategic Leadership Development Programme No.464/2025	24th Feb-4th April 2025
Strategic Leadership Development Program No. 458/2025 (Online)	3rd March-9th May,2025

**Matuga Campus**

Strategic Leadership Development Program No. 462/2025	3rd February - 11th April, 2025
Supervisory Skills Development No. 24/2025	31st March to 11 April, 2025
Public Relations and Customer Care No. 3/2025	31st March to 11 April, 2025
Diploma in Public Administration No. 2/2024	30th September, 2024 to March, 2025
Senior Management Course No. 134/2025	March to 2nd May, 2025
Supervisory Skills Development Course No. 23/2025	March 10th to 4th April, 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
Strategic Leadership Development Program	17th March - 25 April, 2025
Strategic Leadership Development Program No 468/2025	31st March - 9th May,2025
Strategic Leadership Development Program Online No 470/2025	31st March - 25th April,2025
Senior Management Course No 196/2025	31st March - 25th April,2025
Development of Board Papers (Board Secretariat Kilifi CPSB)	31st March - 4th April,2025
Workshop State Department For National Security Administration	31st March - 4th April,2025
Workshop Interior- Border Management Authority Secretariat	31st March - 4th April,2025

**Lower Kabete**

Strategic Leadership Development Program No 471/2025	31st March – 9th May, 2025
Senior Management Course Online No. 454/2025	31st March - 25th April, 2025
Fundamentals of Supervision- KENGEN	31st March - 4th April, 2025
Senior Management Course No. 433/2025	3rd March— 2nd May 2025
Strategic Leadership Development Program No 454/2025	3rd March – 2nd May, 2025
NPS Final Annual Performance Report – National Police Service	2nd – 4th April, 2025
Gender and Corruption Study - Survey Instrument Validation – UNODC	1st – 3rd April, 2025
Gender and Corruption Study - Survey Instrument Validation – UNODC	4th April, 2025
Training of CPC Members – Public Service Commission	2nd – 4th April, 2025

## Embu Campus

Strategic Leadership Development Program No. 459/2025	24th February – 18th April, 2025
Strategic Leadership Development Program No. 459/2025	20th January – 4th April, 2025
Essential Computer Skills	10th March - 2nd May, 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. 230/2025	24th February – 18th April, 2025
Senior Management Course No. 231/ 2025	24th February – 18th April, 2025
Management Course for Office Administrators-Lands & Physical Planning	10th March - 2nd May, 2025
Training of KTDA officers workshop-Food and Agriculture Organization- FAO	1st - 3rd April, 2025
KUSU-MUST CBA workshop-Meru University of Science & Technology	2nd April, 2025

## Book your slot!



## KENYA SCHOOL OF GOVERNMENT Mombasa Campus

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RESIDENT	RESIDENT
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**April 7 – May 2, 2025**





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## CENTRES OF EXCELLENCE/ INSTITUTES

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- Centre for Public Finance and Audit
- 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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Kenya School of Government