

26th April–2nd May, 2025

New State Department Boss: Dr. Jane Imbunya



Principal Secretary, State Department for Public Service and Human Capital Development, Dr. Jane Imbunya, walks through the KSG doors during her maiden visit to the School. She is accompanied by Prof. Nura Mohamed, KSG Director General and Dr. Tom Wanyama, Senior Director Finance and Administration.

BY FAITH MUSOGA

On 24th April, 2025, the Kenya School of Government (KSG) was honored with an official visit from the Principal Secretary, State Department for Public Service and Human Capital, Dr. Jane Imbunya.

On her third day in office, Dr. Imbunya's maiden visit aimed for familiarization of the operations and facilities of the School while fostering support of

the KSG mandate in enhancing governance and public administration across the country.

Kenya School of Government comes under the ambit of Dr. Imbunya's portfolio and will certainly benefit from the Principal Secretary's strong academic background and mandate to champion innovation, inclusivity, and collaborative governance in public service.

A curriculum and research expert, the PS is ardent to expand

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New State Department Boss: Dr. Jane Imbunya



The Principal Secretary receives a presentation on the School delivered by Prof. Nura Mohamed.

capabilities of public servants. "We should provide the necessary resources to ensure the School continues to thrive and meet the demands of our evolving governance landscape. KSG is the best place to begin training." She said, "You can count on me to make known the vital work done by the School in the country."

KSG Director General Prof. Nura Mohamed delivered a comprehensive presentation highlighting the School's key initiatives, programs, and impact in building the capacity of officers in addressing contemporary governance challenges among others.

As he expressed anticipation in partnering with the State Department in KSG's core mandate of training, research,

consultancy and policy advisory, the Director General also expounded on some of the unique and fresh offerings by the School intended to bring about culture change, innovation and creativity, collaboration opportunities, professional recognition and alignment with policies and strategies to the Government's Bottom-up Economic Transformation Agenda.

The AI Skilling Centre hosted by the School and partnering with UNDP and Microsoft is envisioned as a multifunctional space that will accelerate digital transformation while the Young Leaders Program will be addressing issues of including younger workers in the Public Service by building their capacity through programs such as the



A section of senior members of staff at the meeting with the PS.

Presidential Young Leaders Fellowship, First Lady Young Women Fellowship and the IGAD Young Leadership Academy.

Under the Tree Series is a community engagement initiative that will involve training in villages, village elders, and the vulnerable in society among others. KSG will also partner with Magical Kenya Initiative and the Kenya Tourism Board to Learn, Lead, Serve, Transform and Travel.

The request to government emphasizes the importance of promoting uptake of programs offered by KSG. The high number of public servants—estimated to be around 1 million requires government's financial intervention and investment in the School to achieve the balance between sustainability and public sector transformation that KSG aims to attain.

The new PS takes over from Mr. Amos Gathecha, who has since been promoted to Deputy Head of Public Service in the Executive Office of the President.

In her new assignment, Dr. Imbunya will bank on the School, as the agency that offers programs that are problem-solving interventions keeping the Public Service on the path of change and rising capacity of officers to address organizational and performance matters and improve the quality of services offered to citizens.

The visit provided opportunity for the PS to tour KSG's Security Management Institute, the Institute for Gender and Social Development and the e-Learning Development Institute allowing for direct engagement with staff and some of the participants.

PS Dr. Jane Imbunya: Familiarization tour of KSG



Left: Dr. Imbunya addresses staff at the familiarization meeting. Right: The PS on tour of the facilities with Dr. Tom Wanyama and Dr. Prisca Oluoch.



Left: The PS pens her signature on the Visitors Book at the School. Looking on is Ms. Betty Gachire, Director, Gender Department. Right: Some engagement with course participants in one of the programs on-going at the Campus.



Left: Dr. Imbunya prepares to plant a ceremonial tree assisted by Mr. Joseph Munyao of the Administration Services Department. Right: A brief at the Regional AI Skilling Centre by Henry Maina of the e-Learning Development Institute.

Strengthening Local Governance in Refugee-Hosting Areas

Insights from the Netherlands

In March 2025, a Kenyan delegation embarked on a transformative 10-day study visit to the Hague Academy for Local Governance in the Netherlands. Comprising 18 participants from the Kenya School of Government (KSG), the Department for Refugee Services, the Refugee Consortium of Kenya, and officials from Turkana and Garissa Counties, the mission aimed to explore best practices in decentralized refugee governance.

During their visit to municipalities namely Nijmegen and Utrecht, the delegation witnessed firsthand the successful integration of refugees into local communities. These cities showcased innovative approaches, including tailored integration plans, vocational training programs, and mental health support—all underpinned by close collaboration between local authorities and host communities.

This exposure to effective refugee management systems in the Netherlands will be instrumental in shaping Kenya's ongoing refugee policies and county strategies. The delegation's insights are expected to enhance future training programs and ensure that refugee-hosting regions in Kenya are not left behind in the broader development framework.

The study visit builds on an ongoing collaboration between VNG International and the Kenya School of Government, focused on developing a comprehensive curriculum on refugee management. This partnership, part of Kenya's Medium-Term Plan IV (MTP IV), emphasizes the social and economic inclusion of refugees as a critical development priority.

By strengthening the capacity of national and county government officers, as well as local stakeholders, the initiative seeks to create a sustainable,

inclusive framework that promotes local economic growth and improves the livelihoods of both refugees and host communities.

While refugee settlements in Kenya—such as Dadaab and Kakuma—have long been home to large populations fleeing conflict and natural disasters, these areas face significant pressures on resources, infrastructure, and public services. Yet, refugees also bring vital skills, innovation, and cultural diversity that can contribute to the growth of their host regions.

This collaboration and the recent international exchange are pivotal in ensuring that Kenya's refugee-hosting counties are integrated into national development plans, bridging gaps in governance, service delivery, and local economic growth.

Compiled by Diana Ndung'u and Paul Chayuga.



Left: Delegates at the Hague Academy for Local Governance in the Netherlands. KSG was represented by: Purity Kagendo- Faculty, Brian Obiero and Diana Ndung'u from the Institute of Devolution Studies and Paul Chayuga of Security Management Institute. Right: Diana Ndung'u and Paul Chayuga take part in a practical assignment.

e-Government Procurement System Training at KSG Embu



Participants attending the eGP system training taking part in interactive discussions during a session focused on the Annual Procurement Plan (APP) Module.

BY CHRISTINE RWAMBA

On April 7th, 2025, the National Treasury Cabinet Secretary, Hon. John Mbadi, officially launched the e-Government Procurement (eGP) system at the Kenya School of Government (KSG) Lower Kabete. Following this launch, KSG Embu Campus has become the first institution to host a cohort of 120 participants for the comprehensive two-week training program, which is being implemented in phases across all KSG campuses. This marks the beginning of the actual implementation of the program across the country.

Introduction of the e-GP system aligns with Kenya's broader public sector reforms aimed at enhancing service delivery and governance. By automating procurement processes, the government seeks to eliminate inefficiencies, reduce opportunities for corruption, and

ensure that taxpayer money is utilized effectively. Furthermore, the system's integration with the Integrated Financial Management Information System (IFMIS) will facilitate the seamless processing of payments to suppliers and contractors, promoting financial accountability.

Participants drawn from various ministries, departments, agencies, and county governments, will undergo a two-week intensive training on the e-GP system as part of a broader national strategy to equip public officers with the practical skills required to effectively implement and manage the e-GP system within their respective institutions, a key component of the government's digital transformation agenda.

The e-GP system is an integrated digital platform designed to streamline procurement process across

government entities. It enables the online initiation, evaluation, and awarding of government contracts, aiming to reduce delays, minimize human error, and curb corruption. By digitizing procurement activities, the system ensures real-time access to tender information, bid submissions, and contract awards, promoting a more open and competitive environment for suppliers.

The training program covers a range of topics critical to the eGP system's functionality, including supplier registration, procuring entity registration, change management, the annual procurement plan, and the annual disposal plan. These areas are central to ensuring compliance with government policy.

The training comes at a time when all government entities are required to integrate their officers into the eGP system. This program is expected to reduce delays, enhance transparency, and address issues of integrity.

As the e-GP program expands to other regions, the National Treasury remains steadfast in providing continuous support and training to public servants while the School endeavors to support this initiative through its mandate to ensure professional development promoting good governance across the nation.

Look out for our next article on e-Procurement where gather insights on the training and the system from our trainees and facilitators.

Regrets & Advice from Retirees in Kenya

BY EVERLINE WAHOME

What aspects of your retirement have brought you the most joy or satisfaction, and are there any activities or pursuits you have taken up that you did not have time for while working?

These are some of the questions that the younger generation might have for those who have exited active service.

Exit from service should be a time of relaxation after years and years of one's labour. Yet, this is hardly the case. Take Kenya, as a case in point where many retirees are miserable and experiencing nightmares with some of them expressing regrets especially from not having financial discipline and missed opportunities during their working years.

A 2023 report by the Kenya National Bureau of Statistics (KNBS) revealed that over 60% of retirees rely on family support to meet their most basic needs such as healthcare, food security and

in some extreme cases housing. A lack of financial planning and lack of purpose are enormous mistakes that have contributed to the feelings of regret at this stage of life.

Various research have noted that a significant number of retirees wish they had saved more, invested wisely, and taken better care of their health. Other retirees regret having the burden of supporting dependents due to inadequate pension benefits as well as missing out on social connections and not having adequately planned for the post-work lifestyle.

A survey carried out by the Retirements Benefits Authority (RBA) in the year 2022 on the welfare of retiree noted that 32% of the respondents stated that life after retirement was not as good as they had expected. 11% of the respondents were not satisfied with how their retirement turned out to be and 92% of the respondents indicated that they paid for their health services themselves.

During the survey by RBA, the

retirees were requested to offer guidance to those in their active years and this is what they said: increase your pension contributions, begin saving early for retirement, have more than one source of income while still working, research adequately on types of schemes before saving, invest your lumpsum in assets that appreciate in values and build a house for retirement.

Planning for retirement is critical, and it is best to begin during your active working years. Some key strategies to consider that have not been offered by the retirees include having an Emergency Fund that will cover unexpected circumstances, invest in a long-term care insurance and do not forget your lifestyle choices that may make or break your life; social interaction is important for integration and acceptance into community once you leave the city. These are just a snippet of things that would help you live a quality life after your retirement.



Stock image

"You are never too old to set a new goal or dream a new dream"

- C.S Lewis

Register for your program!



MAY PROGRAMS

Governance & Management of Urban Areas & Cities

Date: May 12 - 23, 2025 | Duration: 1 Week

Strategic Leadership Development Program

Date: May 12– Jun 20, 2025 | Duration: 6 Weeks

Innovation and Creativity in the Public Service

Date: May 12 - 23, 2025 | Duration: 2 Weeks

Human Resource Management & Development Course

Date: May 12 - 16, 2025 | Duration: 2 Weeks

Public Finance Management Course

Date: May 12 - 16, 2025 | Duration: 2 Weeks

Government Protocol, Etiquette and Event Management

Date: May 19 – 23, 2025 | Duration: 2 Weeks

Retirement Planning

Date: May 19 – 23, 2025 | Duration: 2 Weeks

Public Procurement & Contract Management

Date: May 19 - 30, 2025 | Duration: 2 Weeks

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Dr. Rachael Ngesa, Director, Learning and Development, Lower Kabete presided over the closing ceremony of several key leadership and capacity-building programs. The event marked the successful completion of the Strategic Leadership Development Program No. 466/2025, Senior Management Course No. 196/2025, Supervisory Skills Development Course No. 61/2025, as well as Retirement Planning, Report Writing, and Public Policy Formulation & Implementation.

Dr. Ngesa was accompanied by Dr. Rebeca Kaguru, Head of Training, and faculty member Ms. Frida Nalianya. Together, they witnessed the graduation of over 120 public servants from across the country who had undergone rigorous training designed to sharpen their leadership skills, improve public service delivery, and prepare for both professional and personal transitions.

In her address, Dr. Ngesa highlighted the School's continued commitment to building competent, ethical, and visionary curriculum. "I am proud to officially announce that the Transformative Leadership Program is now fully operational, following a successful pilot phase. This program is designed to mold leaders who are not just managers but change agents—capable of inspiring teams, driving innovation, and delivering real value to the citizens of this country," she said passionately.

She added that participants who have successfully completed the Strategic Leadership Development Program (SLDP) are now eligible to enroll for the Transformative Leadership Program, encouraging them to take the next step in their leadership journey and continue their personal and professional growth.

—Glenn Lumiti

Induction of the National Youth Council



The National Youth Council (NYC) is advancing its mandate of representing and amplifying the voice of the youth. The organization is undertaking a five-day induction that orients newly appointed officers assuming new responsibilities. It serves as a foundational training to ensure a clear understanding of their roles and responsibilities, enabling them to integrate smoothly and perform effectively in their positions.

KSG's Dr. Muinde Mumo, (in pictures) Principal Lecturer -Finance and Head of Center, Public Finance and Audit, took the team through the institutional accountability.

Scan the QR code to access Kenya School of Government Consolidated Training Calendar 2025/2026.



SMC NO. 434/2025 CSR AT THE KIU RIVER



Participants of Senior Management Course Cohort 434/2025 took part in a tree planting exercise as their Corporate Social Responsibility activity at the riparian area of the Kiu River in Kahawa Sukari on April 24, 2025. The exercise was their commitment to environmental stewardship and sustainable practices in addition to encouraging a spirit of teamwork, leadership, and a shared vision for a greener, more sustainable future.

Leadership Lesson

“Great minds discuss ideas; average minds discuss events; small minds discuss people.”

Effective leaders prioritize ideas and solutions to move their teams forward. They steer away from negativity and encourage a focus on creativity and constructive dialogue.

Eleanor Roosevelt

*Have your
say*

Barasa Tindi

Kenya School Of Government Embu always the best last year's class of SMC227, we enjoyed our stay there, Mr Njoro, Mr Simiyu, Mr Bunei, our course coordinator, Madam Kaari, our Presiding priest Fr. Wahome, Mr Onger, Mr Nyabuto, Mr Mwalimu Nyerere, Mr Musundi LC Madam Jane, Thank you, it was good being in Embu campus, count on me as your ambassador out here,

Humour



Word of the Week

"In everything give thanks, for this is the will of God in Christ Jesus for you."

Thessalonians 5:18

Baringo Campus

Senior Management Course No. 203/2025	3rd March- 25th April,2025
Senior Management Course No. 205/2025	10th Feb-2nd May 2025
Senior Management Course No. 206/2025	7th April – 2nd May, 2025
Senior Management Course No. 207/2025	7th April – 30th May 2025
Strategic Leadership Development Program No. 469/2025 (Online)	31st March 2025 -6th June 2025
Strategic Leadership Development Program No. 458/2025 (Online)	3rd March-9th May,2025
Strategic Leadership Development Program No. 472/2025	7th April – 16th May 2025

Embu Campus

Essential Computer Skills	10th March - 2nd May, 2025
Management Course for Office Administrators-Lands & Physical Planning	10th March - 2nd May, 2025
Senior Management Course No. 234/2025	17th March - 9th May, 2025
Senior Management Course No. 235/2025	7th April -2nd May, 2025
Senior Management Course No. 236/2025	7th April - 30th May, 2025
Strategic Leadership Development Program No. 474/2025	14th April - 20th June, 2025
Strategic Leadership Development Program No. 459/2025	24th Feb – 2nd May, 2025
Strategic Leadership Development Program No. 468/2025	17th March- 23rd May, 2025
E-Government Procurement (eGP) system- eLDi	22nd April – 2nd May, 2025
Customer Care Training – KETRACO	28th April – 2nd May, 2025
Development of Curriculum for Strategic Communication in Government	28th April- 2nd May, 2025
Induction for Court Administrators – The Judiciary	28th- 29th April, 2025
Sensitization of County & MDAs Receivers of Revenue- PSASB	28th April – 2nd May, 2025

Lower Kabete

Strategic Leadership Development Programme No. 472/2025	7th April –13th June, 2025
Strategic Leadership Development Program No 471/2025	31st March – 9th May, 2025
Senior Management Course No. 433/2025	3rd March – 2nd May 2025
Strategic Leadership Development Program No 454/2025	3rd March – 2nd May, 2025
Senior Management Course No. 434/2025	7th April- 2nd May, 2025
Senior Management Course No. 435/2025	7th April – 2nd May, 2025
Senior Management Course No. 436/2025	28th April- 23rd May, 2025
Induction for Cabinet Secretary Staff- Ministry of Interior	28th April – 2nd May, 2025
Job Evaluation in the Public Service – Sigalagala Polytechnic	28th April- 2nd May, 2025
eGP Training – National Treasury	28th April – 2nd May, 2025
Workshop- Financial Investigations – NIA	28th April – 2nd May, 2025
Asset Tracking and Recovery – NIA	28th April – 2nd May, 2025
Gender & Corruption Study – UNDOC	28th April – 2nd May, 2025
GTC Training Workshop – KENGEN	28th April – 2nd May, 2025

Mombasa Campus

Strategic Leadership Development Program No 468/2025	31st March - 9th May,2025
Management Skills Course	7th April - 2nd May,2025
Strategic Leadership Development Program Online No 470/2025	7th April - 13th June ,2025
Senior Management Online No/198/2025	7th April - 30th May,2025
Strategic Leadership Development Program No. 474/2025	28th April- 6th June, 2025
Training Needs Assessment – KRA	28th April – 2nd May, 2025
Senior Management Course No. 194/2025– Exams	28th April - 28th April, 2025
Workshop – National Transport Safety Authority	28th – 30th April, 2025
Workshop– Jitegemee SACCO	26th April, 2025

Matuga Campus

Senior Management Course No. 134/2025	10thMarch -2nd May, 2025
Senior Management Course No. 135/2025	7th April - 2nd May, 2025
Senior Management Course No. 136/2025(Online)	7th April - 30th May, 2025
Strategic Leadership Development Program No. 462/2025	10th March - 16th May, 2025
Supervisory Skills Development Course No. 25/2025	21st April - 16th May, 2025
Workshop -State Department of Mining	22nd - 24th April, 2025
Strategic Leadership Development Program No. 475/2025	28th April – 6th June, 2025
Senior Management Course No. 137/2025	28th April – 23rd May, 2025
Young Leaders Development Program No. 1/2025	28th April – 2nd May, 2025

Lower Kabete May Programs



Kenya School of Government
Empowering the Public Service

ANNOUNCING MAY PROGRAMS

26–30 MAY, 2025	RETIREMENT PLANNING PROGRAM <div style="display: flex; justify-content: space-between;"> KSHS. 79,576 (EXEC. RESIDENTIAL) KSHS. 44,774 (EXEC NON-RESIDENTIAL) </div>
5–9 MAY 2025	STRATEGIC PLANNING AND MANAGEMENT <div style="display: flex; justify-content: space-between;"> KSHS. 79,576 (EXEC. RESIDENTIAL) KSHS. 44,774 (EXEC NON-RESIDENTIAL) </div>
12–16 MAY 2025	STRATEGIC HUMAN RESOURCE MANAGEMENT <div style="display: flex; justify-content: space-between;"> 79,576 (EXEC.RESIDENTIAL) 44,774 (NON-RESIDENTIAL) </div>
5–9 MAY 2025	ASSET MANAGEMENT COURSE <div style="display: flex; justify-content: space-between;"> KSHS. 79,576 (EXEC.RESIDENTIAL) KSHS. 44,774 (NON-RESIDENTIAL) </div>


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Kenya School of Government