

5th-11th July, 2025

## From Classrooms to Communities: Pathways for Aspirational Leadership



Justice (Rtd.) Charles Nyachae, Chairman of the KSG Council awards Ms. Caroline Gitau who attained a Distinction upon completion of the Diploma in Social Work at the Embu Campus.

BY CHRISTINE RWAMBA AND  
FAITH MUSOGA

The Kenya School of Government (KSG), Embu Campus, marked a significant milestone on Thursday, July 3, 2025, with a vibrant graduation ceremony honoring participants from its flagship programs: the Diploma in Social Work (DSW), Strategic Leadership Development Program (SLDP), and Senior Management Course (SMC). The event highlighted KSG's enduring commitment to building national capacity by

empowering both emerging professionals and experienced public servants with the proficiencies and knowledge needed to address Kenya's evolving social and leadership challenges.

Among the key milestones celebrated was the conferment of the Diploma in Social Work, a program offered uniquely at the Embu Campus. Designed for young professionals, including recent high school graduates, the diploma serves as a vital entry point into careers focused on community development and social transformation. Graduates

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## From Classrooms to Communities: Pathways for Aspirational Leadership



Mr. Stephen Wambua, Director at the State Department for Public Service, delivering a speech on behalf of the Principal Secretary; Dr. Jane Imbunya.

leave equipped with practical skills to address grassroots challenges, strengthen social services, and advance inclusive development across the country.

Representing the Principal Secretary for Public Service, Dr. Jane K. Imbunya, Mr. Stephen Wambua emphasized the critical role of continuous training for public officers. "Our citizens are now more informed, their needs are complex, and solutions must be proactive and inclusive. Be leaders who listen and collaborate with communities rather than impose upon them," he said, his remarks echoing the reality of a changing public service landscape where adaptability and innovation are no longer optional.

In his keynote address, Justice (Rtd.) Charles Nyachae, Chairperson of the KSG Council, congratulated the participants on their achievement reminding them of their duty to uphold ethical standards in service delivery. "At the core of effective service is the prudent management of public resources.

Uphold integrity, dignity, and professionalism as you serve," he said, adding that the Council remains devoted to steering KSG as a national asset in public administration and governance.

As guests listened, the atmosphere was filled with both celebration and reflection- a moment where personal achievement intertwined with a renewed sense of national duty. It is anticipated that the training would serve as a catalyst for positive change in their communities and the broader public service.

Prof. Nura Mohamed, Director General of the Kenya School of Government, took to the podium to commend the graduates for their dedication. He emphasized the importance of the programs in shaping public servants who are strategic, adaptive, and accountable.

"Equipped with the skills imparted by the Kenya School of Government, you are now well-positioned to enhance public

trust and fortify administrative systems throughout the country. Let your service be guided by the knowledge and values instilled in you." He added, encouraging them to embrace collaborative leadership, as the success of public administration and governance depends on collaboration for the common good, served with integrity and resilience in the face of future challenges.

The ceremony transcended formalities, serving as a powerful testament to KSG's unwavering commitment to shaping leaders equipped for an ever-evolving and complex world. Dr. Jesca Kinoti, a proud alumna of the Diploma in Social Work, shared how the program transformed her life. "I considered it a blessing to join the School in the year 2000 because I didn't think I would ever see the gates of a college or university," she recounted. "This diploma opened doors for me. I worked as a research assistant even during my undergraduate studies because of the practical grounding I received here." Today, Dr. Kinoti draws on over 20 years of experience in NGOs and public service urging the graduates to pursue their future with intentionality and unwavering determination.

As the graduates proudly donned their academic gowns, the ceremony carried an air of optimism. It came as KSG prepares to celebrate its centennial anniversary this October, marking 100 years of advancing public sector excellence in Kenya and across the region.

For Embu Campus, this remarkable event reinforced its position as a hub for programs that blend youth empowerment with high-level leadership development.



## Graduation Ceremony at Embu Campus: DSW, SLDP and SMC



Dr. Ann Kang'ethe, Embu Campus Director



A section of the staff of the Campus at the ceremony.



Dr. Jesca Kinoti, an alumni of DSW



Billy Khaemba (Centre) KSG staff and a graduate of the Diploma



Mr. Stephen Wambua (4th from right) from the State Department of Public Service KSG Council Chair- Justice (Rtd.) Charles Nyachae, KSG DG- Prof. Nura Mohamed, SDAA- Dr. Josephine Wambua, SDFA- Dr. Tom Wanyama, Embu Campus Director- Dr. Ann Kang'ethe with other dignitaries, faculty and graduates of the programs.



# Global Minds: KSG -INSP Sign Pact for Leadership Empowerment

BY FAITH MUSOGA AND  
BRIAN MBUGUA

The Kenya School of Government and Institut National du Service Public (INSP), France have signed a Letter of Intent to collaborate in the field of public administration with a view to developing a dynamic and lasting institutional partnership.

The Letter was signed by KSG Director General, Prof. Nura Mohamed, and Mr. Jérôme Guyon, on behalf of INSP Director Maryvonne le Brignon marking a significant step in deepening cooperation in the field of public administration

The signing also marked the establishment of a framework under-which KSG and INSP will implement the LeAD (Leadership in Administration) project: which is a 12 month support programme by the Republic of France in design and delivery of KSG's Leadership Programme for National Transformation (LPNT).

The project brings together a consortium of experts under the National Institute of Public Service (INSP), France namely: National Center for Public Service (CNFPT), France, Institute of Public Administration (IPA), Ireland and INSP, to support in the design and delivery of LPNT.

Activity 1 of the project was held at KSG, Lower Kabete from June 30 to July 4, 2025 and focused on training engineering and a comprehensive review of the LPNT curriculum.

The training engineering component aims to empower



Prof. Nura Mohamed and Mr. Jerome Guyon sign the Letter of Intent for collaboration between the Kenya School of Government and Director of the Institut National du Service Public, France.

faculty with advanced pedagogical competencies, modern training methodologies, and international best practices to ensure consistent, high-impact delivery of leadership training. This effort is integral for the quality and sustainability of the LPNT as an impactful program for senior public officials.

Review of the curriculum intends to ensure that the program remains relevant, forward-looking, and aligned with both national priorities and global best practices in public service leadership development.

The signing ceremony took place during a luncheon hosted by the Ambassador of France to Kenya, H.E. Arnaud Suquet. Among the distinguished guests were EU Deputy Ambassador Ondrej Simek, Ambassador of Ireland H.E. Caitríona Ingoldsby, and representatives from the French Development Agency. The event also featured

facilitators from France and Ireland, Mr. Jérôme Guyon and Ms. Teresa Casserly, respectively.

Prof. Mohamed was accompanied by Dr. Josephine Mwanzia, Dr. Prisca Oluoch, Mr. Gerald Wandera and Brian Mbugua.

Other dignitaries present included Ms. Mary Kimonye, Deputy Chair of the Public Service Commission, and Mr. Bongo Wekesa, representing the Principal Secretary, State Department for Public Service and Human Capital Development.

## About LPNT:

LPNT offered at KSG is specially designed to empower senior officials across the entire Public Service with deeper knowledge, wider comparative perspectives, and sharper interpretative ability to formulate and implement policies and strategies that will result in the *Great Leap*.



# Book your slot!



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Empowering the Public Service

## Leadership Program for National Transformation

Designed for senior executives to optimize service capacity and promptness to steer the country from developing to developed nation status in a lifetime

### Modular Schedule

Module	Date	Venue
Module 1	21-25, July 2025	KSG Lower Kabete
Module 2	25-29, August, 2025	KSG Lower Kabete
Module 3	22-26, September 2025	KSG Mombasa Campus
Module 4	27 - 31, October, 2025	One of the Schools of Government (To be Confirmed)
Module 5	24-28, November 2025	KSG Lower Kabete

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You are invited to apply for the Leadership Program for National Transformation (LPNT) - Cohort 2, commencing on July 21st, 2025. Submit your application to receive your admission letter and proforma invoice, and secure your place in this transformative learning experience.



# IGAD Inaugural Leadership Training at KSG



IGAD Leadership Academy Director Dr. Simon Nyambura (3rd from right) leads a panel of facilitators spearheading a leadership immersion session to equip emerging leaders for regional integration and transformative governance.

BY GLENN LUMITI

The Intergovernmental Authority on Development (IGAD) has officially launched the inaugural cohort of its Leadership Academy training at the Kenya School of Government, Mombasa Campus, a landmark initiative aimed at nurturing visionary leaders to drive regional integration, peace, and development in the Horn of Africa.

The four-day intensive program—supported by the governments of Japan, Sweden, and Kenya—convenes 25 carefully selected participants from IGAD member states. The training is designed to strengthen leadership capacities rooted in democratic values, ethical governance, and strategic decision-making, with a strong focus on inner development qualities such as self-awareness, collaboration, and adaptability.

In his keynote address, IGAD

Executive Secretary, H.E. Dr. Workneh Gebeyehu, emphasized the importance of leadership in achieving the vision of regional integration, lamenting that despite decades of political and economic cooperation, true unity remains elusive without human and leadership integration.

"This academy was born out of necessity, not chance. We have struggled to translate our aspirations of integration into reality because we overlooked the core element, leadership. You are not here by luck. Out of thousands, you were chosen to carry the torch forward as the next generation of leaders," he said.

Dr. Workneh urged participants to seize the opportunity and cultivate enduring networks across national and cultural boundaries, stating that leadership must extend beyond national borders to confront regional and global challenges such as conflict, climate change, and economic interdependence.

Ag. Deputy Director, Mombasa Campus, Mr. Isaiah Omondi, expressed pride in hosting IGAD's first leadership cohort. "It is an honor for KSG to host this program that aligns directly with our mandate to empower public leaders through training, research, and consultancy," he said, as he reassured the participants of their safety and comfort during their stay.

Speaking on behalf of the Government of Japan, Ms. Yukie Mochizuki of the Japanese Embassy in Kenya underscored Japan's long-term commitment to peacebuilding and leadership development across Africa. She acknowledged IGAD Leadership Academy (ILA) as a vital platform for preparing Africa's youth and women to lead peacebuilding and governance efforts in a region often scarred by conflict.

"Regional conflicts are complex and interlinked. A regional, multi-phased approach that includes women and youth voices is essential. This program



# IGAD Inaugural Leadership Training at KSG



Dr. Nyambura issues a certificate of completion to a participant of the training.

is more than a training; it cultivates ethical leaders committed to transformation at all levels: local, regional, and global,” Ms. Mochizuki said.

The ILA curriculum draws heavily on the Inner Development Goals (IDGs) framework and includes modules on strategic leadership, communication, mentorship, and coaching.

According to IGAD, the initiative is designed not as a one-time event but as a long-term journey, with alumni follow-ups, performance monitoring, and continued mentorship built into the program.

“Leadership is a lifelong responsibility. Those who excel will be brought back together through an alumni network to

ensure that lessons translate into meaningful action,” noted Dr. Simon Nyambura, Director ILA.

The opening ceremony also highlighted the diplomatic and developmental partnerships that made the program possible. Dr. Workneh acknowledged the Governments of Kenya, Sweden, and Japan for their support and diplomatic engagement in establishing the Academy.

“The success of this launch is a testament to what regional collaboration can achieve. But more importantly, it is the beginning of a new movement, one that empowers a new generation to lead with vision, ethics, and inclusivity,” he said.

As the training concluded, participants were urged to carry forward not just knowledge, but a clear vision. “We want to see you lead wherever life takes you with purpose, resilience, and a commitment to shared values,” Dr. Nyambura concluded.



Participants of the training drawn from IGAD member states after their 4 day program held at the IGAD Academy hosted at KSG Mombasa Campus.



## Real-life Learning: SLDP Correctional Service Case study



Course participants of the Strategic Leadership Program Development arrive at the correctional facility at Lang'ata Women's Prison.

BY DOUGLAS MOCHAMA

As part of their experiential learning component, participants of the Strategic Leadership Development Program No. 481 visited Lang'ata Women's Maximum Security Prison on July 3, 2025. The case study aimed to connect theoretical insights with the realities of public service delivery.

The visit to Lang'ata Women's Prison served as more than a site tour as it was an eye-opening immersion into the complexities of public service delivery within the correctional system. By engaging directly with institutional operations, participants were able to move beyond theory and confront the everyday challenges and realities faced by public administrators on the ground.

This hands-on experience revealed how policy decisions

take shape in real-life contexts, directly influencing individual lives and institutional outcomes. It also underscored the critical role of leadership in shaping effective service delivery. From managing security operations to supporting inmate mothers and delivering vocational training, participants gained valuable insights into the intersection of governance, human welfare, and institutional reform.

Participants examined various initiatives supporting inmate mothers, such as the provision of maternity and daycare services for their children under four years of age. They also observed vocational programs offering training in tailoring, baking, and industrial skills aimed at empowering inmates for successful reintegration into society. Additionally, the presence of paralegal support services underscored the prison's commitment to psychosocial

welfare and legal empowerment.

For KSG course participants, the visit reinforced the link between strategic leadership and societal impact. It transformed policy discourse into concrete reform ideas and illuminated the pressing need for modernization of correctional facilities. Participants emphasized the importance of stronger collaboration among public agencies for continuity and effectiveness of public services.

By incorporating field visits into its curriculum, the Kenya School of Government enhances real-world learning—ensuring that its graduates are not only proficient in policy development but also attuned in the practical realities of diverse public service environments.

### *About Lang'ata Women's Prison:*

Located on the outskirts of Kibera, Lang'ata Women's Prison is one of Kenya's principal facilities for female offenders. It houses a broad spectrum of inmates—from those on remand and serving short sentences to individuals charged with capital offenses. The prison includes specialized holding units for high-risk and terrorism-related detainees, designed to curb the risk of radicalization.

Lang'ata Women's is widely recognized for its rehabilitative approach, featuring a modern bakery and tailoring workshop enabling inmates to gain practical, marketable skills useful for their reintegration into society upon release.



# Real-life Learning: SLDP Correctional Service Case study





# Culture Change Training Program



Dr. Josephine Monyi, OGW, Head of the National Integrity Academy (seated center) with participants from EACC and facilitators of KSG: Mr. Simon Angote, Peter Quest and Peter Obinda.

BY KEFFAS MUTHETHIA

**I**t's powerfully observed by leadership experts that a chain snaps at its weakest link; similarly, a team, agency, or initiative can grind to a halt when even one element falters. It is against this

backdrop, the National Integrity Academy, under the Ethics and Anti-Corruption Commission (EACC), assembles its staff an intensive week-long Culture Change Training Program at the KSG Matuga Campus.

The five day tailor-made program was meticulously

crafted to forge dynamic synergy among staff, departments, and divisions within Ministries, Departments, Agencies, and Counties by bringing colleagues from the same organization together, the training deeply nurtures a unified mindset of teamwork, communication, prudence in resource application, ethics, patriotism, among other values and tenets of Public Service.

A notable feature of this training which brought together staff from the Academy was its interactive, participatory, and experiential learning methodology. Participants engaged in both classroom instruction and outdoor training focused on organizational change, psychological impacts of transformation, and the role of trust in facilitating change.

Moreover, the training examined the importance of fostering positive attitudes in the workplace, breaking down



Mr. Peter Obinda instructs participants at Kisite Mpunguti Marine Park



# Culture Change Training Program



Mr. Peter Quest at an experiential learning session

departmental silos, and developing both formal and informal communication networks. Participants acknowledged that promoting informal networking could dismantle communication barriers and enhance collaboration across departments. The relationships between leadership and staff were emphasized, with facilitators underscoring the necessity for mutual accountability, open dialogue, and shared decision-making to advance organizational performance and cultivate an

ethical culture.

To buttress the learning experience, participants embarked on an excursion to Wasini Island and Kisite Mpunguti Marine Park. During this visit, they snorkeled in clear blue waters teeming with vibrant marine life, observed dolphins swimming gracefully, and explored thriving coral gardens, all emblematic of Kenya's marine conservation efforts.

These activities were not merely recreational but served as profound reflections. Observing the dolphins' synchrony

provided insights into teamwork, while the resilience of coral illustrated adaptability. Interactions with local communities reinforced themes of stewardship and environmental responsibility.

At the conclusion of the training, participants consolidated their learning through action planning and course evaluations. Each officer identified practical measures to implement upon returning to their offices, reflecting their commitment to applying the knowledge and skills acquired to improve workplace culture and performance.

Tangible outcomes from the program were evident; at the end-of-course participants expressed a heightened appreciation for team-based problem-solving and innovation, and the unitary dialogue between leadership and staff developed and strengthened, fostering mutual accountability and a shared commitment to organizational objectives."



FCPA Andrew Rori (seated center) with the participants and fellow faculty from KSG.



# Job Interview Tips: How Panelists Judge Your File

BY ELIAS MAKOKHA

According to a 2020 survey conducted by CareerBuilder, over half of job candidates either forget to bring necessary documents or present them inadequately. This detail is often overlooked, as many assume it is unimportant; however, to recruiters, it frequently serves as an early indicator of how a candidate might handle future responsibilities.

Therefore, how you present your certificates, testimonials, and other portfolio documents during interviews is a critical factor that can significantly influence your job-seeking process.

Some interviews require the submission of what may feel like a comprehensive overview of your academic and professional history. Rather than hastily placing all documents into an envelope at the last minute, it is advisable to organize your academic credentials, statutory evidence, and testimonials in a clear, logical manner. Below are tips to help you appear intentional and professional in your document presentation:

## **Arrange your documents logically:**

Recruitment experts emphasize the importance of using plastic sleeves or simple dividers to clearly separate different sections of your documents. If you choose to use a clip file, including a



contents page at the front can provide structure and demonstrate an organized approach.

*How you present your certificates, testimonials, and other portfolio documents during interviews is a critical factor that can significantly influence your job-seeking process.*

## **Maintain an organized and current file:**

Many candidates reuse the same folder for multiple applications and interviews without reviewing its contents. This practice can lead to an accumulation of outdated application letters, duplicate copies, or unrelated documents, causing confusion. Before the interview, thoroughly review each section of your file to ensure that everything is relevant to the position you are pursuing.

Additionally, in preparing for an interview, it is essential to gain a clear understanding of the specific role, associated responsibilities, required skills, and desired leadership qualities. These factors will likely be evaluated by the interview panel.

## Leadership Lesson

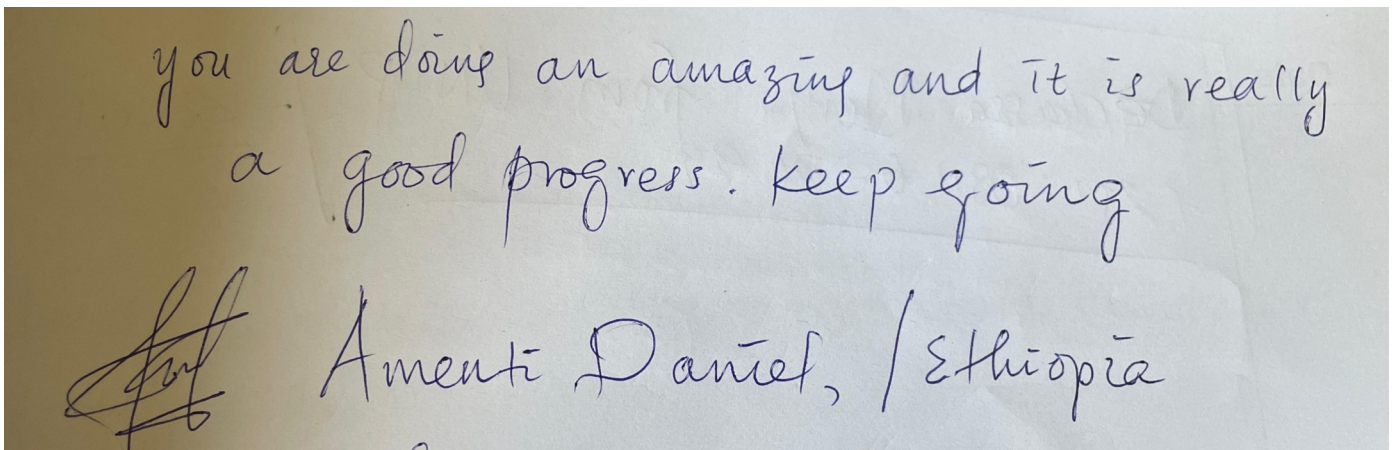
**I don't know any other way to lead but by example**

Embodying the standards you expect from others.

That's what makes leadership real, effective, and respected

**Don Shula**

*Have your say*



*Humour*

Me during an exam laughing at my own answers :



*Word of the Week*

**Romans 8:28**

And we know that in all things God works for the good of those who love him, who have been called according to his purpose.



**Baringo Campus**

Strategic Leadership Development Programme Online No. 484/2025	16th June - August 22nd, 2025
Senior Management Course Online No. 210/2025	23rd June - 15th August, 2025
Senior Management Course No. 211/2025	7th July - 1st August, 2025
Strategic Leadership Development Programme No. 482/2025	9th June -18th July,2025
Electronic Government Procurement (EGP) Training program	7th - 18th July,2025

**Embu Campus**

Senior Management Course No.241/2025	7th July- 1st August, 2025
Senior Management Course No.242/2025	7th July-29th August, 2025
Retirement Planning Program-State Department for Trade	7th - 11th July, 2025
e-GP training- KEPHIS	7th - 11th July, 2025
Workshop-Office of the Director of Public Prosecutions	7th - 18th July 2025
Electronic Government Procurement (eGP) system	7th - 18th July 2025

**Mombasa Campus**

Strategic Leadership Development Program No 478/2025	16th June - 22nd August,2025
Senior Management Course (Online)	2nd June – 25th July, 2025
Senior Management Course	7th July - 1st August,2025
Workshop KSG Members	7th - 13th July,2025
Electronic Government Procurement (eGP)	7th - 18th July,2025

**Matuga Campus**

Strategic Leadership Development Program No. 483/2025	9th June - 10th August, 2025
Senior Management Course No. 142/2025	7th July - 29th August, 2025
Strategic Leadership Development Program No. 479/2025	12th May – 18th July, 2025
Supervisory Skills Development Course No. 30/2025	7th July - 1st August, 2025
Senior Management Course No. 141/2025	16th June - 11th July, 2025
Supervisory Skills Development Course No. 28/2025	16th June - 11th July, 2025
Senior Management Course No. 140/2025	9th - 1st August, 2025
Supervisory Skills Development Course No. 29/2025	7th - 18th July, 2025
Electronic Government Procurement Training No.1/2025	7th - 18th July, 2025

**Lower Kabete**

Senior Management Course No.437/2025	23rd June-18th July, 2025
Senior Management Course No.441/2025	7th July-1st august, 2025
Records Management Course No.37/2025 Kenyatta National Hospital	7th July-1st august ,2025
e-GP Training National Treasury	7th - 18th July, 2025
ProgressVet East Africa Les Magnifique	7th -10th July, 2025
Global Center on Adaptation	8th-10th July, 2025
Youth Integrity Cup football tournament-UNODC ROEA	10th July, 2025
Validation Workshop RCoC	10th July, 2025

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