

21st–27h June, 2025

HR for Africa's Renaissance: APS-HRMnet Kenyan Chapter Ratified



Deputy President of the Africa Public Sector Human Resource Managers Network, Mr. James Wasagami presents the certificate formalizing the Kenyan Chapter of APS-HRMnet to Dr. Rukia Atikiya, as delegates witness this historic moment in Mombasa.

BY EPHLINE OKOTH &
GLENN LUMITI

The Africa Public Sector Human Resource Managers Network (APS-HRMnet) has officially ratified its Kenyan Chapter; a pivotal moment in Africa's dialogue on public-sector human resource acceleration.

This announcement was made by Mr. James Wasagami, APS-HRMnet Deputy President and Assistant Commissioner for Human Resource Management at the Uganda Registration Services Bureau, during the Kenyan Chapter's inaugural annual

national conference at the Kenya School of Government (KSG) Mombasa Campus, held from June 17–19, 2025.

Themed "Harnessing Human Capital for Continental Greatness – Kenya's HR Mandate in the Africa Renaissance," the three-day conference brought together senior government officials and HR professionals from national ministries, departments, agencies, state corporations, and county governments. The event was organized by the APS-HRMnet Kenyan Chapter in conjunction with the Kenya School of Government, the Eastern and Southern African Management

HIGHLIGHTS

- 5** Youth at the Heart of Change: Kenya hosts ACC-2025
- 7** The Role of Inclusivity and Gender Mainstreaming
- 8** Empowering New Beginnings-Onboarding New Staff
- 9** Rhythms of Happiness: How They Felt
- 11** Welcome to KSG Dr. Wesley Kiprop
- 12** Weekly Activities: EGP Training for KSG Staff
- 14** Incoming and outgoing courses
- 16** Campuses, Institutes and Centers of the School

HR for Africa's Renaissance: APS-HRMnet Kenyan Chapter Ratified



Ms. Florence Wanguku, President of the Kenyan Chapter, APS-HRMnet.

Institute (ESAMI), Kenya Women Finance Trust (KWFT), Astradental, Nescafé, Zamara, and other partners.

At the closing ceremony, Dr. Jane Imbunya, Principal Secretary for the State Department of Public Service and Human Capital Development, hailed the ratification as a milestone.

"The establishment of a local chapter allows us to contextualize continental human resource

values within our national landscape. Let us rise with boldness. Let us serve with integrity as we seek to champion the ideals of a professional, ethical, and visionary Public Service that future generations will be proud of," she declared.

Her remarks were delivered by Mr. Maclaud Malonza, Director at the Ministry, who emphasized Kenya's emerging role in shaping the future of public administration across Africa.

The conference opened with an equally stirring message from APS-HRMnet President Mr. Xavier Daudi, who lauded Kenya's initiative.

Represented by the Deputy President, he reflected on the Network's foundational principles: "It was formed in shared recognition among African public service leaders of the urgent need to build a competent, networked, and professional HR fraternity one capable of spearheading public service reform, enhancing service delivery, and contributing to the



Mr. James Wagasami, Deputy President, APS-HRMnet

continent's socio-economic transformation. This bold step aligns with our mandate and reaffirms Kenya's commitment to strengthening the human resource function in the public service."

He encouraged HR professionals to embrace their evolving roles as strategic change agents, particularly in navigating digital transformation,



KSG Director General, Prof. Nura Mohamed (seated centre) with the delegates of the Conference that took place at the Mombasa Campus from June 17- 19, 2025.

HR for Africa's Renaissance: APS-HRMnet Kenyan Chapter Ratified

demographic shifts, and novel governance frameworks.

KSG Director General Prof. Nura Mohamed in his address reaffirmed the School's unwavering support for HR leadership development.

"We are in the midst of an intense transformation driven by digital revolutions and rising public expectations. The calibre of public servants we cultivate will define the agility, integrity, and impact of our governments," underscored the DG.

Prof. Mohamed emphasized the necessity of strategic investment in leadership development, executive education, research, consultancy, and policy advisory to empower national institutions and bolster regional collaboration.

Throughout the conference, delegates participated in robust sessions addressing critical issues such as ethical leadership, HR and law, digital transitions, and data protection. Seasoned practitioners shared insights on how to navigating the ever changing HR landscape. Beyond the plenary, the event also served as a crucible



Entertainment at the gala dinner at the Conference

for building networks, sharing innovation, and shaping a shared future.

Ms. Florence Wanguku, President of the Kenyan Chapter, urged her peers to embrace cross-sectoral collaboration, pursue continuous professional development, and champion transparency and accountability.

"The HR professional stands at a critical juncture. We must courageously confront the real

issues and ensure transparency in all our dealings. This conference serves as a crucial platform to unpack the true meaning of competence for HR practitioners, seeking deeper understanding and collaboration with legal experts to provide sound counsel."

Ms. Wanguku reminded delegates that the journey forward depends on action. "Let this not be a mere conference. We are committed to rigorous follow-up and challenge every practitioner to pursue continuous growth and development within our vital field."

The successful ratification of Kenya's APS-HRMnet Chapter, coupled with the high-profile participation and resonant call-to-action from leaders across the continent, signals a reinvigorated trajectory for public-sector HR in Africa. Anchored in shared values and strategic foresight, this initiative sets a compelling stage for Kenya to assume a pivotal driving role in the continent's public service renaissance.



Launch moment of the Kenyan Chapter of the Network.

Youth at the Heart of Change: Kenya hosts CorpsAfrica All-Country Conference

BY TABITHA KEMUNTO

The Kenya School of Government (KSG) hosted the CorpsAfrica Conference at Lower Kabete from June 16–20, 2025, under the theme “Leading with Ubuntu: African Youth Transforming the Continent.”

Cabinet Secretary for the Ministry of Youth Affairs, Creative Economy and Sports, Hon. Salim Mvurya, together with Hon. Geoffrey Ruku, Cabinet Secretary for Public Service, Human Capital Development and Special Programmes, and Principal Secretary Fikirini Jacobs of the State Department for Youth Affairs and Creative Economy, officiated the grand opening of the CorpsAfrica All Country Conference 2025 at the Kenya School of Government Lower Kabete on June 19, 2025.

Hon. Mvurya praised CorpsAfrica’s well-organized event as a powerful catalyst for youth empowerment in Kenya



CS. Salim Mvurya is ushered to the Conference by Ms. Nadia Abdalla, Director of Africa Communications, Dr. Patricia King’ori, Kenya Country Director Corps Africa and Prof. Nura Mohamed, KSG Director General.

and across Africa. He affirmed the government’s commitment to “scale up youth enterprise funds, invest in youth-led agribusiness, and expand innovation hubs across the counties,” creating an ecosystem where young people can “lead, innovate, and thrive.”

This conference is built on shared vision and commitment by nations to nurture leadership among African youth, emphasizing the Ubuntu philosophy to foster transformative leadership for the

continent’s development.

As a recognized centre of excellence in governance and youth empowerment, KSG has proactively launched a range of youth-centered initiatives in response to rising youth unemployment and inadequate inclusion in public decision-making. These programs are intended to kit Kenyan youth with market-relevant abilities in digital innovation, entrepreneurship, public service, and leadership development, thereby contributing to ethical and inclusive governance.

KSG Director General, Prof. Nura Mohamed highlighted the significant role of collaborative leadership, innovation, and youth-led service in reimagining Africa. He expressed KSG’s pride in hosting and co-creating solutions with like-minded partners committed to grassroots leadership transformation.

KSG faculty and leadership typically play a key role in capacity development for all cadres and all audiences of the



Director General of the Kenya School of Government, Prof. Nura Mohamed delivers his opening remarks at the start of the Conference

Youth at the Heart of Change: Kenya hosts CorpsAfrica 2025 All-Country Conference

public service. Senior Director Academic Affairs Dr. Josephine Mwanzia participated in a panel discussion on government-institution collaboration. She highlighted the alignment of youth aspirations with national development priorities and emphasized the importance of harnessing resource-mobilization strategies. She also commended ongoing youth internship and attachment programmes run by the Kenyan Government.

Mr. Peter Quest, Head of Business Development, Innovation, and Resource Mobilization at KSG, led a session on Pathways to Higher Education: Exploring University and Vocational Training Options, offering perspectives into opportunities available for the young seeking to further their education and professional growth.

The conference brought together a vibrant and diverse network of volunteers, alumni,



Hon. Salim Mvurya, Cabinet Secretary for Youth, the Creative Economy & Sports at the KSG exhibition booth during the All-Country 2025 Conference organized by CorpsAfrica

board members, staff, partners, and donors from across Africa. Delegates from Kenya, Senegal, Ethiopia, Morocco, Gambia, Ghana, Malawi, South Africa and Rwanda came together to share stories of innovation, resilience, and community impact while learning from experts across the

continent.

Representing CorpsAfrica were Liz Fanning, Founder and CEO; Dr. Patricia King'ori, Kenya Country Director; and Ms. Nadia Abdalla, Director of Africa Communications.



KSG youth from different departments had an opportunity to attend the Conference that ran from June 16– 20, 2025.

A Glimpse into the All-Country 2025 Conference



Advancing Equality: The Role of Inclusivity and Gender Mainstreaming

BY CHARITY MUTHEU AND
JEREMY MUTUGI

Modern governance and public service delivery place growing emphasis on inclusivity and gender mainstreaming to foster sustainable development and equitable leadership. The Kenya School of Government (KSG) plays a central role in promoting these values by empowering public servants with the knowledge and competencies necessary to ensure that government structures and services are fair, balanced, and reflective of the diversity of the Kenyan population.

Inclusivity is the purposeful integration of all individuals, irrespective of gender, age, ability, ethnicity, or socio-economic status, into equitable access to opportunities, resources, and leadership roles addressing systemic barriers that have historically marginalized certain groups and fosters an environment where diversity is not only accepted but also valued.

Conversely, gender mainstreaming is a strategic approach that integrates gender considerations into every stage of policy-making, programming, and implementation. It involves examining how different actions and decisions affect men and women uniquely, and works to ensure that both perspectives are represented. By doing so, gender mainstreaming promotes fairness, inclusion, and long-term gender equality in governance and service delivery.

The School has developed and conducts the Gender Mainstreaming in Development Program. This program is in alignment with national values enshrined in the Constitution of Kenya (2010), particularly in

relation to non-discrimination and the two-thirds gender rule, as well as international commitments like Sustainable Development Goal 5 (Achieve gender equality and empower all women and girls).

Public officers have been equipped with knowledge and tools for gender-responsive budgeting, planning, and policymaking through specialized training modules. These modules raise awareness among government officials on key issues such as disability inclusion, cultural diversity, and equitable representation. KSG also champions participatory and citizen-centered leadership by implementing initiatives such as the Women in Executive Leadership Program (WELP), which empowers senior women in government with skills in strategic decision-making and communication.

Additionally, there are County-Level Gender Mainstreaming workshops for gender officers and administrators. Establishment of the Institute for Gender and Social Development further institutionalized gender equity and social inclusion in governance. Public policies and services are more likely to be effective, equitable, and sustainable when designed with

broad-based involvement and gender sensitivity in consideration. These approaches ensure that marginalized communities are heard, their needs addressed, and public resources are allocated fairly. They provide step-by-step guidance on implementation of legal frameworks for support in public service delivery.

Through its research and consultancy function the School has helped institutions design policies and systems that comply with gender equality laws. Furthermore, these values in policymaking see to it that leadership reflects the full spectrum of society, and that structural inequalities, which prevent women and persons with disabilities from accessing opportunities and resources, are dismantled.

Inclusivity and gender mainstreaming are practical strategies that enhance governance, promote social cohesion, and ensure that no one is left behind in the country's journey of growth and transformation. By integrating these principles into every facet of public service, Kenya is laying the foundation for a truly inclusive and equitable future.



Stock image

Empowering New Beginnings- Onboarding New Staff

BY KEFFAS MUTETHIA

Demonstrating continued commitment to quality service and a values-based public service culture, KSG Matuga Campus this week organized an induction and sensitization session for newly engaged attachés, interns, casuals, and contracted staff.

Designed not just as an orientation but as a platform to inspire commitment and excellence, the session focused on key elements that underpin quality service in the public sector. These include the Citizen Service Delivery Charter, the essentials of excellent customer service, professional code of conduct and ethics, workplace etiquette and grooming, ISO 9001:2015 standards, the institutional Quality Policy, and Quality Objectives.

Mr. Dennis Marube, Deputy Director of the Campus emphasized the custodianship of the Service Charter as a service promise to the citizens of Kenya, challenging the newly engaged staff to internalize the spirit of the Charter and translate it into daily interactions, no matter how routine the tasks may seem.

The session unfolded through a series of well-structured presentations and discourse, each aimed at deepening staff understanding of the values and systems that shape service delivery. According to Ms. Emily Shake, Head of Administration, who delivered a compelling presentation on the unwritten rules of professional environments, the first impressions formed by the public often originate from support personnel, including interns and short time employees. "Your dress, tone, posture, and attitude all speak before you utter a word," she said. "Let them speak of excellence."

Mr. Daniel Ngeti, Head of



A session at the sensitization of contract, attachés, interns, and casuals employees at Matuga Campus staff during the sensitization.

Library Services and QMS Campus Champion, delved into the ISO 9001:2015 Quality Management System and the broader culture of continuous improvement. Each role, whether clerical, technical, or administrative, feeds into the institution's overarching goals. "Quality is a way of life that begins with awareness," said Mr. Ngeti. He walked the team through the campus's Quality Policy, Quality Objectives, and the importance of maintaining consistent standards that meet both client expectations and regulatory requirements.

A unique feature of the session was the focus on performance planning for contracted staff where the staff got to understand setting realistic objectives aligned with their departments' mandates, ranging from administrative efficiency to customer service enhancement.

Reinforcing public service ethical foundation was the Code of Conduct and Ethics, which defines acceptable behavior and outlines consequences for violations. Discussions included common ethical dilemmas and how to resolve them through the lens of integrity, transparency, and professionalism. The session also highlighted the importance of whistleblowing, the dangers of conflict of interest, and the need

for confidentiality when handling institutional or citizen information. These themes resonated strongly, especially among the attachees and interns, many of whom are experiencing their first exposure to structured public service work.

Attendees expressed that the sensitization offered far more than a conventional induction, providing clearer understanding of the structure, expectations, and values that govern professional conduct in the public service. For many, the discussions on service excellence, ethics, and quality assurance highlighted the weight and responsibility of even the most routine tasks. Mentorship was highlighted as vital mechanisms for reinforcing institutional culture throughout the engagement period.

The structured delivery helped demystify key institutional frameworks. By integrating foundational knowledge with practical insights, the session laid the groundwork for a shared service, one where quality, integrity, and accountability are not mere aspirations, but daily practice. Mr. Marube, the Deputy Director aptly put it, "The true measure of any institution lies not in what it says, but in how it behaves. Let us be known for walking the talk."

Rhythms of Happiness: How They Felt

African indigenous values, hospitality, truth, brotherhood, respect for all, hard work, and good character are not only cultural foundations but enduring ideals worth preserving, nurturing, and transmitting from generation to generation. They speak to the essence of community and identity, reminding us of the timeless wisdom and goodness embedded in our heritage.

The Kenya School of Government Baringo Campus, on Wednesday June 18, 2025, hosted an appreciation dinner dubbed 'Rhythms of Happiness- The African Way', for staff and course participants - an evening of cultural celebration, gratitude, and shared connection.

The event was a gesture appreciating staff for their efforts and goodwill, while also recognizing course participants for selecting Baringo Campus as their training destination. Through food, music, dance, and the warmth of shared laughter, the evening created space for new bonds and renewed friendships.

Bulletin writers spoke to a few participants, staff, and organizers to capture what the celebration meant to them and their reflections bring to life the very spirit of unity, gratitude, and cultural pride that defined the evening.

Compiled by Elias Makokh and Karen Kagwi

Luciana Okwiri

Course Participant-Results-Based Monitoring and Evaluation Course.

“What a beautiful surprise! The event caught us all off guard—in the best way. The music had everyone on their feet. For a moment, it didn't feel like school at all. After the chilly weather yesterday, that burst of energy was just what we needed—it was a vibe!

More than just fun, it reminded us of the rich diversity that makes Kenya so special. From Maasai to Kalenjin, Luhya to the Coastal communities—every culture was represented, each dance style bringing its own joy. It made me realize just how cosmopolitan KSG Baringo really is. One rhythm, one spirit!”



Betty Oganda

Course Participant- Strategic Leadership Development Program

“Moments like this matter deeply. They remind us that inclusion and diversity aren't just concepts to be discussed—they are lived experiences. Barriers came down, new friendships were formed, and we gained a deeper appreciation for each other beyond our roles and responsibilities. When people feel safe, valued, and included, they shine in ways we might never expect. As a participant, I felt seen and appreciated, and I return to **The Kisumu National Polytechnic** inspired to carry that same spirit of inclusion into my workplace and everything we do moving forward.”



Frankline Kinywa

Course Participant-Results-Based Monitoring and Evaluation

“What I loved the most was the personal invitation from Mr. Kennedy Mukangai. He told us, 'Prepare to dance, do not miss it!' And the way he said it, you could just feel the energy. It was not formal or forced, it felt personal. That stood out for me. I was also really happy with the celebration of the Quarter 4 birthdays. That was a nice touch. People felt recognised.”



Rhythms of Happiness: How They Felt



Salim Ngonera -Chef, Baringo Campus

“ I was proud to be part of the team behind the delicacies served at the event. As Africans, and with the theme being African, we felt it was only fitting to showcase our rich culinary heritage through a variety of cultural dishes—and in the end, everything came together beautifully.

The kitchen was alive with vibrant energy—African cultural music playing in the background, and everyone moving to the rhythm as we chopped, stirred, and seasoned. The smoky aroma of grilled nyama choma mingled with the rich scents of spices and simmering sauces from across the continent.

There was laughter, storytelling—it was beautifully chaotic. In those moments, it wasn't just about preparing food. It was about unity, shared knowledge, honouring our roots, and taking pride in what we do.

Watching everyone enjoy the food was incredibly rewarding. It gave us a huge boost, and for me personally, it was a powerful reminder that effort and passion don't go unnoticed. That recognition meant the world.”

Kennedy Bobo-Administration Staff KSG Baringo

“ This was a truly meaningful event, organized as a gesture of thanksgiving for staff for their contribution to the School and our participants for choosing us as their preferred training destination.

It was momentous seeing genuine joy on the faces of both staff and participants. When a participant mentioned that she planned to replicate the event in her own organization, it affirmed that we had created something impactful.

Of course, we faced challenges—particularly with the weather, which forced us to move the event indoors at the last minute. But despite that, the spirit of the event remained strong.

Simple gestures like these go a long way in boosting morale and, ultimately, productivity. It was, without a doubt, a worthy investment.”



Welcome to KSG Dr. Wesley Kiprop



KSG Director General, Prof. Nura Mohamed, officially introduced Dr. Wesley Kiprop to Mombasa Campus staff during his ongoing orientation tour across all campuses following his recent appointment as a Director. Dr. Kiprop, a seasoned public administrator. KSG management has confidence in his wealth of experience and commitment to public service, that he will inject fresh energy and direction into the institution's leadership.

"This tour is about listening, learning, and building lasting partnerships within our KSG family. Each campus brings a unique perspective and strength. I look forward to working closely with our staff here in Mombasa and across the country to deepen the impact of our programs and ensure we remain responsive to national and county training needs," Dr. Kiprop said.

The introduction provided an opportunity for informal interactions between the new director and staff, allowing for dialogue around campus achievements, ongoing challenges, and aspirations for the future.



KSG was honored to host guests from the Ethiopian Civil Service Commission for a two-day institutional learning and knowledge exchange visit. The delegation was received by Dr. Tom Wanyama, Senior Director of Finance and Administration. Also present were Directors at the School: Mr. Humphrey Mokaya, Dr. Rachael Ngesa, Dr. Eng. Joseph Ndungu, Dr. Prisca Oluoch and Mr. Andrew Rori.

E-GP TRAINING



The Electronic Government Procurement (eGP) Program is conducted at the School bringing together officers from various institutions.

This class features interactive group discussions and mock-up budget exercises as participants engaged in annual procurement planning – learning how to budget and allocate institutional resources effectively.

The program aims to strengthen public procurement by promoting transparency, accountability, and efficiency, empowering officers to deliver smarter and more ethical services in the public sector.

In the pictures: staff from the Kenya School of Government in the ICT, Finance and Procurement sections.

BOOK YOUR SLOT- TRAIN WITH US



Communication skills for Public Service Officers

Officers in County and National Government responsible for packaging and disseminating information.



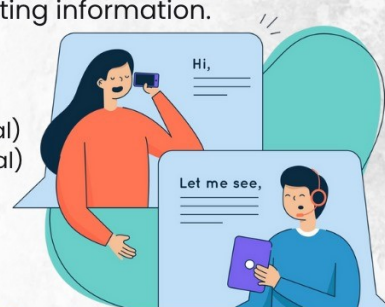
July 21 – 25, 2025



KSh. 79,576 (Exec.Residential)
KSh. 44,774 (Non-Residential)



Lower Kabete




Leadership Lesson

If you want a quality, act as if you already had it.

practicing the traits you want, you start to internalize them,
and they eventually become part of who you are

William James

Have your say


Rach Rach
 Local Guide • 110 reviews • 204 photos

★★★★★ 4 weeks ago **NEW**

The Kenya School of Government Nairobi is on top of training and development of Public Servants. I cannot wait for the rollout of Artificial Intelligence and Digital Transformation course. The facilities too allow for academic discourses although for now they need a little bit of repairs. Always a pleasure coming to this noble institution.

Humour



Word of the Week

1 Thessalonians 5:11

Therefore encourage
one another and
build each other up,
just as in fact you are
doing.

Baringo Campus

Strategic Leadership Development Program No. 484/2025 (Online)	16th June - August 22nd, 2025
Strategic Leadership Development Program 480/2025	19th May - 27th June, 2025
Strategic Leadership Development Programme No. 482/2025 Kisumu National Polytechnic	9th June - 18th July, 2025
Central Rift Valley Water Works Development Agency Workshop	17th June - 4th July, 2025
Results Based Monitoring and Evaluation	16th - 27th June, 2025
Induction for Kitale Municipal Board Members Kitale Municipality	16th - 20th June, 2025
Senior Management Course No. 209/2025	2nd - 27th June, 2025
Food Systems Resilience Project- Kenya Workshop	17th - 19th June, 2025
Kenya Seed Company Team building activity	19th - 20th June, 2025

Matuga Campus

Senior Management Course No. 138/2025	12th May - 4th July, 2025
Supervisory Skills Development Course No. 27/2025	2nd - 27th June, 2025
Strategic Leadership Development Program No. 479/2025	12th May - 18th July, 2025
Strategic Leadership Development Program No. 483/2025	9th June - 10th August, 2025
Senior Management Course No. 140/2025	9th - 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
Team Building (Workshop KSG Mombasa)	24th - 27th June, 2025

Lower Kabete

Senior Management Course No. 437/2025	23rd June - 18th July, 2025
Strategic Leadership Development Program No. 478/2025	12th May - 27th June, 2025
Senior Management Course No. 438/2025	5th May - 27th June, 2025
Strategic Leadership Development Programme No. 481/2025	26th May - 4th July, 2025
Supervisory Skills Development Course No. 158/2025	16th - 27th June, 2025
eGP Training - National Treasury	16th - 27th June, 2025
eGP Training - National Treasury (Mombasa)	16th - 27th June, 2025
eGP Training - National Treasury (Embu)	16th - 27th June, 2025
Public Policy Formulation and Implementation	23rd - 27th June, 2025
Report Writing Course No. 65/2025	23rd - 27th June, 2025
Training on Civic Education Nairobi City County	23rd - 27th June, 2025
Big Data Analysis and Artificial Intelligence (AI) County Government of Kitui	23rd - 27th June, 2025
VIP Protection Course KNH-SMI	23rd - 27th June, 2025
Fundamentals of Supervision KENGEN	23rd - 27th June, 2025
Gender Mainstreaming in Development KPLC-MKI	23rd - 27th June, 2025
Workshop Graca Machel Trust	24th June, 2025
Board Meeting Kenya Methodist University	27th June, 2025

Mombasa Campus

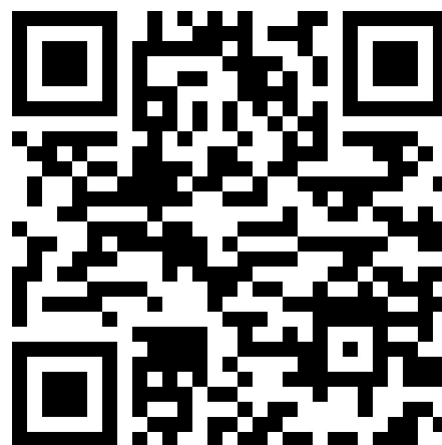
Strategic Leadership Development Program No 478/2025	16th June - 22nd August,2025
Supervisory Skills Development Course	23rd June - 4th July ,2025
Senior Management Course (Online)	2nd June – 25th July, 2025
Senior Management Course	2nd – 27th June, 2025
Records Management Course	2nd – 27th June, 2025
Electronic Government Procurement (EGP) Training	16th - 27th June, 2025
Workshop-University of Nairobi Travel Office	26th June,2025

Embu Campus

Senior Management Course No. 238/2025	5th May – 27th June, 2025
Senior Management Course No. 240/2025	2nd -27th June, 2025
(eGP) Training	16th-27th June, 2025
HRIS (Kenya) training workshop- Meru County Government	23rd - 27th June, 2025
Board of Governors Retreat Kirinyaga Central TVC	23rd - 24th June, 2025
e-GP training- Kenya Plant Health Inspectorate Service (KEPHIS)	23rd Jun -4th July2025
MPA curriculum development- KSG Corporate	23rd – 27th June, 2025

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Kenya School of Government