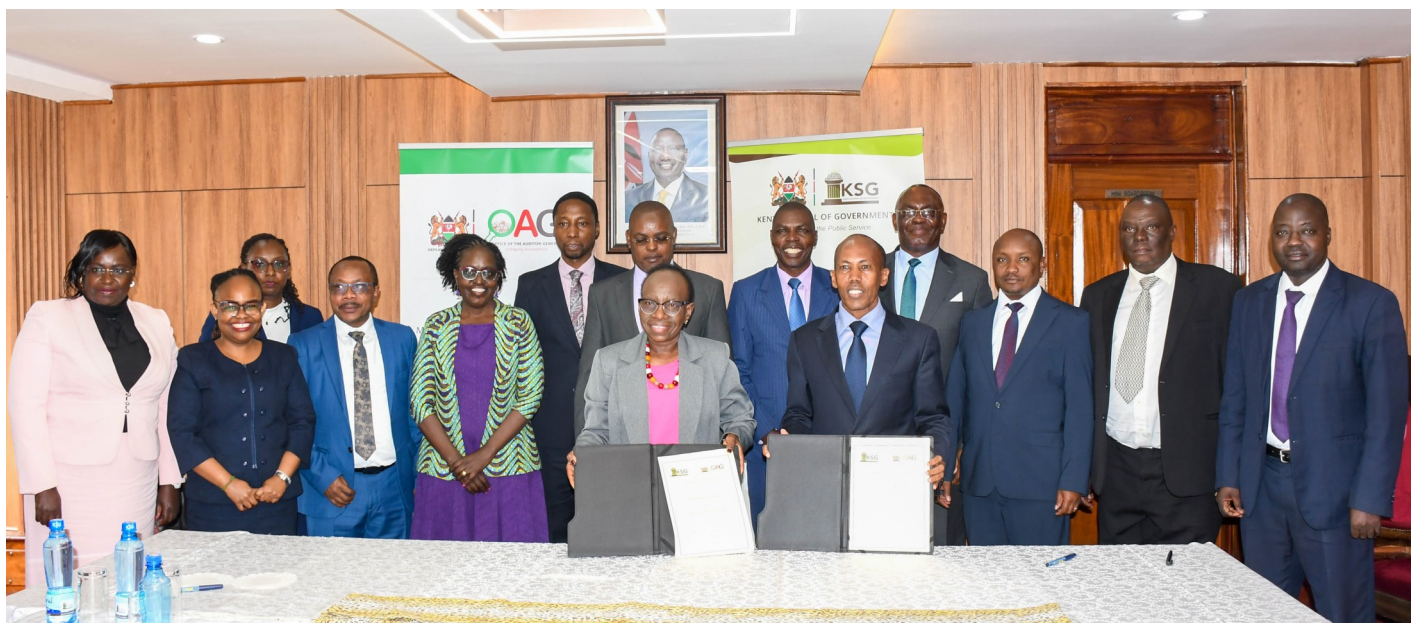


Champions of Transformation: KSG and OAG Forge New Path



Auditor General, FCPA Nancy Gathungu and KSG Director General, Prof. Nura Mohamed display the signed Memorandum of Understanding between the School and the Office of the Auditor General. With them are officials from KSG and OAG.

BY SHARON NGINA

A new chapter unfolds as the Kenya School of Government (KSG) joins forces with the Office of the Auditor General (OAG) to launch an Audit Academy. This alliance paves the way for joint efforts between the two institutions, with the Academy set to be inaugurated in a month's time.

The Academy will build capacity in public sector audit and public finance management for OAG staff and other stakeholders; serve as a Centre of Excellence in public sector

auditing and financial oversight; promote research, innovation, and knowledge sharing in public finance and audit; and develop a community of practice through conferences, workshops, and forums.

Speaking during the signing of the MoU, FCPA Nancy Gathungu, CBS, and Auditor General, expressed her appreciation for the alliance, stating, "We are bringing training to the very place it is meant to happen."

"It is an honor to sign this historic MoU between two institutions that are highly recognized and respected both locally and globally." She added.

HIGHLIGHTS

- 3** KSG & Shandong Unite for Public Service Excellence
- 5** Reclaiming the Public Service: KSG Rolls out Ethics Program
- 7** KSG Shapes the Future of Mwatate Municipality
- 8** Unlocking Possibilities: Directorates Commit to Excellence
- 10** The Power of Mentorship & Coaching in the Public Service
- 12** Know your Colleague: Eng. Maurice Odida
- 18** Mombasa Choir Auditions for ASK Show
- 22** In-coming and on-going programs

Champions of Transformation: KSG and OAG Forge New Path



FCPA Nancy Gathungu hands Prof. Nura Mohamed, a token of appreciation for the collaboration between the two institutions.

She acknowledged the School for its continued collaboration over the past three years in supporting the training and capacity development of officers from the Office of the Auditor General noting that the partnership is aimed at building synergies and laying a strong foundation for a legacy of impact, innovation, and integrity in public sector auditing.

The Auditor General also highlighted the need to reframe the perception of auditors, advocating for their recognition not only as oversight professionals but also as agents of transformation and strategic partners in driving public sector development and service delivery.

KSG Director General, Prof. Nura Mohamed, described the partnership as a privilege- an ongoing collaboration that has now been formalized. He emphasized that establishing the Audit Academy is a significant step for both institutions, given

their critical role in promoting accountability to citizens and advancing the agenda of citizen-centered public service. "Citizens are demanding accountability at a higher level, and we must be in a position to provide that," he stated.

Prof. Mohamed noted that the Academy will lay a strong foundation for public servants by enhancing their capacity and equipping them to be more effective and accountable in the long term.

"This is a legacy project for the public service, one that will drive culture change and transformation toward a zero-point audit regime, ultimately contributing to the broader transformation of the nation," he said.

The DG further highlighted the Academy's potential to contribute to good governance in the public sector.

The Centre of Excellence will serve as a benchmark for other

institutions. "We are looking forward to launching the Academy and making it fully operational," the DG concluded.

OAG Academy Chair Deputy Auditor General CPA Stanley Mwangi termed this as a transformative Journey of a shared vision to train a future ready Public audit and officers who are well aligned to enhance professional competence.

Senior Director for Finance and Administration, Dr. Tom Wanyama, reaffirmed the School's dedication to the successful launch of the Academy and its curricula, emphasizing that the commitments outlined in the MoU – particularly those relating to research – will be fully honored.

The areas of partnership will include the development and implementation of short-term training programs, where the two institutions will collaborate in assessing training needs, designing, and delivering high-level courses in public finance and audit. It will also focus on research and advisory services through the development and submitting joint proposals. Additionally, the institutions will work together on curriculum development, including the creation of training templates and curricular for mutually identified thematic areas, among other initiatives.



KSG & Shandong Unite for Public Service Excellence

BY ELIAS MAKOKHA

On Thursday, August 7, 2025, the Kenya School of Government (KSG) Baringo Campus hosted a delegation from the Shandong Academy of Governance, China, as part of continued efforts to strengthen collaboration in governance training and capacity building. The visit reflects the School's sustained commitment to fostering international partnerships that advance public service excellence in Kenya.

The delegation from China was led by Shandong Academy of Governance Vice Chancellor Mr. Gao Shangrui accompanied by Ms. Zhao Yuxia, Ms. Xiaobing, Mr. Wang Jianbo, and Mr. Wang Chao, whose expertise spans international relations, library services, postgraduate studies, and administration.

The team got opportunity to tour the Campus's facilities including learning venues, the bottling plant, areas of residence and the research-supportive library, to gain firsthand insight into how the infrastructure underpins capacity development programs for public servants in the country.

Later at a consultative meeting both teams exchanged perspectives on governance training models, outlined institutional priorities, and explored how targeted partnerships could address emerging challenges in public sector leadership and service delivery.

The two institutions mapped out priority areas for collaboration, including capacity development programs for senior



Baringo Campus Director, Dr. John Bii with Shandong Academy of Governance Vice Chancellor Mr. Gao Shangrui.

officials, joint public policy research, faculty exchange initiatives, and co-hosting seminars and conferences on governance innovations. These focus areas have set the stage for sustained engagement, creating pathways for Kenyan public service leaders to gain practical exposure to China's governance experiences and apply relevant lessons to advance Kenya's development agenda.

Baringo Campus Director, Dr. John Bii, emphasized that KSG's partnership with the Shandong Academy of Governance represents more than an institutional exchange, it is an investment in the future of Kenya's public service.

"By tapping into global expertise and contextualizing it for Kenya's governance needs, we are empowering our leaders with the competencies, innovation, and ethical

grounding required to deliver services that truly transform and impact lives," he said.

Impressed by the Campus facility and services offered, Mr. Gao Shangrui said, "This collaboration holds immense potential for mutual learning and the exchange of practical solutions to governance challenges," he said. "We look forward to formalizing this collaboration and building lasting bridges between China and Kenya in the quest for better public service initiatives."

Such strategic alliances not only broaden KSG's global networks but also position the institution as a premier hub for international knowledge exchange.

By blending global best practices with local contexts, the School is better placed to build Kenya's workforce with forward-thinking approaches needed for

KSG & Shandong Unite for Public Service Excellence



impactful governance and sustainable development.

Also in attendance at the meeting was Ms. Peninah Bartuin, Baringo County Chief Executive Member for Public Service and Administration, who

reaffirmed the County's support for such partnerships in advancing local governance and enhancing public sector capacity.

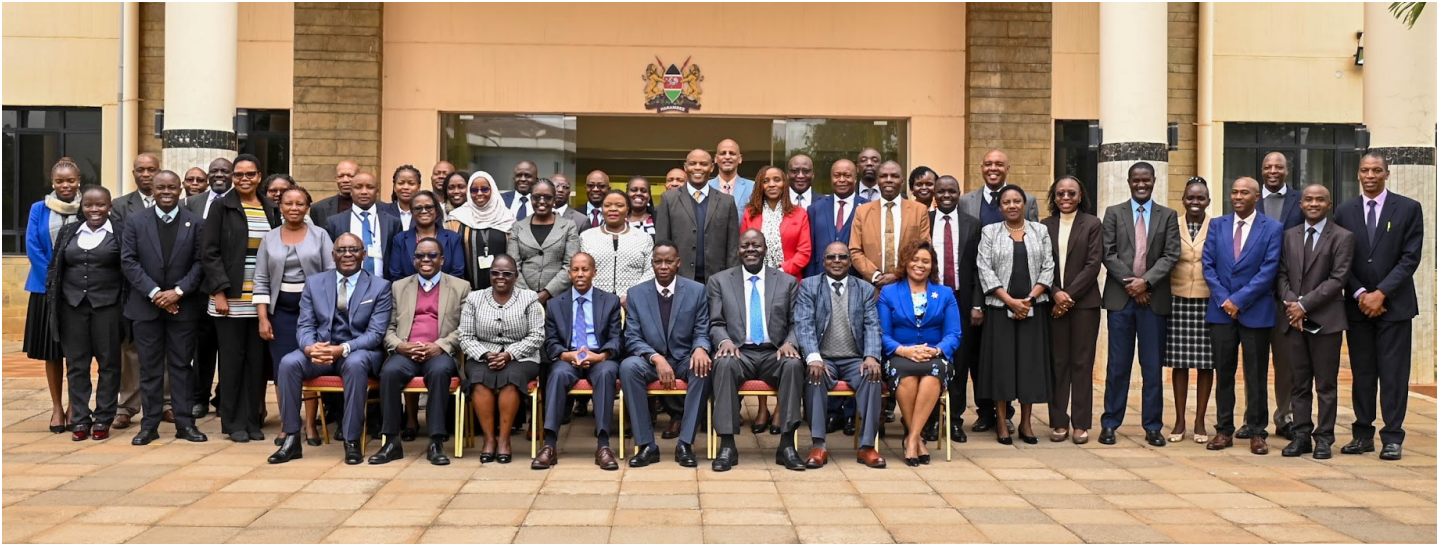
Both institutions have expressed optimism about the future of their alliance,

committing to translate their shared vision into concrete programs that will yield measurable and sustainable results.



Left: The delegation visits the water bottling plant at the Campus. The Plant ensures that the School is well supplied with fresh drinking water. **Right:** Dr. Bii hands a gift of appreciation to Ms. Peninah Bartuin, Baringo County Chief Executive Member for Public Service and Administration who also in attendance at the meeting.

Reclaiming the Public Service: KSG Rolls out Ethics Program



Dr. Reuben Chirchir (Seated- 4th right) Dr. Sylvester Kasuku, Prof. Nura Mohamed, Dr. Josephine Mwanzia, Dr. Josephine Monyi, Mr. Humphrey Mokaya and Mr. Simon Angote together with participants of the Training of Trainers program held at the Kenya School of Government, Lower Kabete.

BY SONIA MBITHE

The Kenya School of Government marked a significant milestone in the reengineering of public sector governance with the official launch of its Training of Trainers Workshop on Public Service Governance, Ethics, and Integrity Transformation. Held at KSG's Lower Kabete Campus from 4th – 8th August, 2025, the program assembled an interdisciplinary cohort of thought leaders, senior administrators, and policy architects in a coordinated effort to institutionalize ethical frameworks across the public service ecosystem.

The development of this curriculum followed a formal request from the Executive Office of the President to KSG Director-General. Research revealed a pressing need for such a course to address the persistent challenge of integrity issues within the public service. In response, KSG

designed a comprehensive training program comprising five courses tailored for different levels of the public service: executive cadre, senior leadership, middle-level management, operational-level staff, and integrity assurance officers.

The workshop is envisioned as a replicable model for decentralized ethical training, targeting civil servants across all counties. It features modules on values-based leadership, conflict-of-interest mitigation, transparency metrics, and behavioral change psychology. Participants, selected for their professional competence and ethical track records, will serve as multiplier agents—responsible for cascading knowledge through multiple layers of government administration. Culture change stands as a core pillar of this program, alongside three others: the fight against corruption, reinvigorating the public service by promoting stability, and

enhancing productivity to reduce wastage in government.

At the closing, Chief Guest Hon. Josphat Nanok, Deputy Chief of Staff, Executive Office of the President lauded the initiative as part of a broader agenda on ethics and integrity within the public service. He expressed gratitude to all stakeholders for their support, noting that the program is key to creating an enabling public service that is transformational and citizen-centered.

Hon. Nanok underscored that corruption remains the greatest impediment to national development, with incidents still unacceptably high. He observed that many unethical behaviors could be avoided through strict adherence to established codes of conduct; an area where compliance has, unfortunately, been generally low.

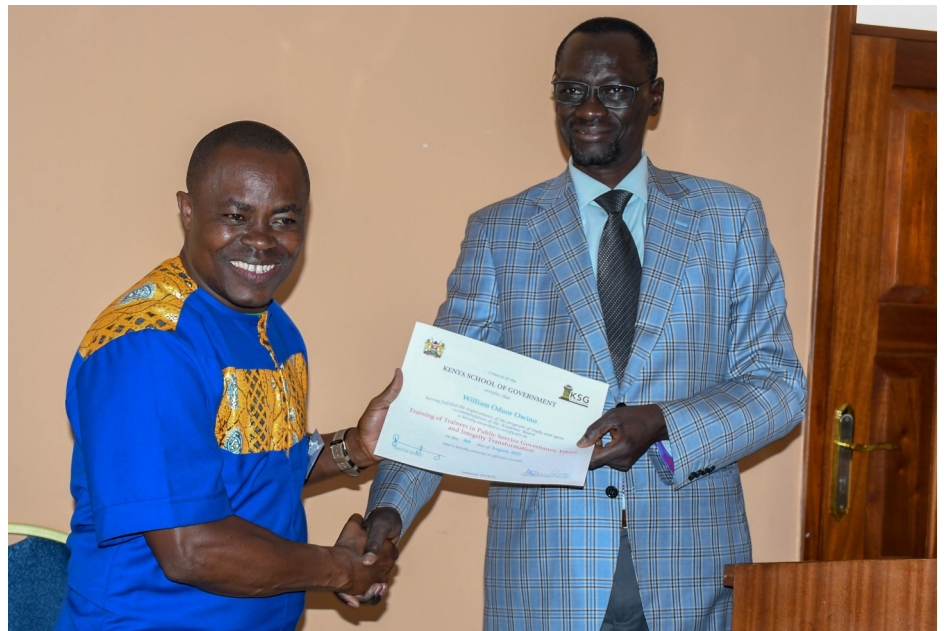
He emphasized that the program's pillars have the potential to deliver genuine transformation, and expressed his

Reclaiming the Public Service: KSG Rolls out Ethics Program

confidence in both the curriculum and the participants' capacity to revolutionize public service delivery.

At the official opening of the program Dr. Reuben Chirchir, Director of Governance and Public Service Reforms and Re-engineering at the Executive Office of the President delivered his keynote address articulating a compelling vision for public sector transformation, invoking empirical references to reform trajectories in similarly transitioning governance systems. He commended KSG for its proactive acceleration in deploying ethics-based training mechanisms, describing the initiative as a "structural intervention to reconstitute moral agency within public institutions."

Drawing on the governance theories of transformational leadership, Dr. Chirchir advocated for a paradigm shift—from compliance-oriented approaches to integrity-driven systems design. The strategy foregrounds culture formation as a linchpin in the war against corruption and public service productivity in public sector, calling on trainers to



Deputy Chief of Staff Hon. Josphat Nanok (right), hands Mr. William Oduol his certificate of completion at the end of the program.

become custodians of behavioral change and catalysts of institutional credibility.

Dr. Sylvester Kasuku, Advisor at the Executive Office of the President on matters governance emphasized on the need to transform the image of the public service to what it used to be. "Let's bring back the lost shine of the public service." He urged the public servants to re-shape and transform the public service

based on their global dynamics.

Prof. Nura Mohamed reiterated KSG's commitment to epistemic rigor and actionable pedagogy, underscoring that ethical transformation is not merely a theoretical aspiration but a governance imperative—one that demands sustained investment, empirical evaluation, and a moral repositioning of the state's relationship with its citizens.

This program marks the beginning of a substantive recalibration of Kenya's public sector. It reflects a deliberate move toward values-based service delivery, where ethical governance is not only normalized but operationalized as a core competence. The program convened participants from the Kenya School of Government, State Department for Public Service, Executive office of the President-Office of Chief of Staff and Head of Public Service, EACC and PSC.



KSG Shapes the Future of Mwatate Municipality

BY GLENN LUMITI

In a week marked by rigorous training, lively discussions, and transformative insights, KSG Mombasa Campus, has equipped the newly inducted Board of Mwatate Municipality with the tools to lead decisively in the complex world of public service.

The induction went beyond a ceremonial formality — it was a deep immersion into the principles, ethics, and practical realities of governance. By the program's close, one message stood out: the future of Mwatate's urban management lies with a board equipped not only with knowledge, but with the confidence and capacity to deliver excellence.

Ms. Nafula Bwire, Head of Research, Consultancy and Advisory Services at the Campus underscored the importance of continuous capacity building in ensuring effective governance and service delivery.

The induction program convened board members from varied backgrounds, including



Ms. Nafula Bwire, Head of Research, Consultancy & Advisory Services, Mombasa Campus.



The Mwatate Municipality Board with Campus representatives at KSG Mombasa, during the week long Induction program, strengthening collaboration, leadership skills, and institutional alignment.

those transitioning from the private sector. Ms. Bwire noted that this diversity is a valuable asset — but one that requires a purposeful and well-structured orientation to harness its full potential.

"The way things are done in the public sector can differ from practices in the private sector. To prevent avoidable mistakes, timely induction is essential — whether following an appointment, transfer, or promotion," she explained.

She noted that even within the public sector, roles vary between institutions and locations. "Moving from Mwatate to Taveta might seem like a small shift, but every municipality has its own dynamics. Induction ensures you fit in and steer the ship in the right direction without deviation."

She went on to remind the participants that professional growth is an ongoing journey.

The School offers over 100 programs in various disciplines and remains ready to tailor solutions to specific institutional needs.

"The School is able to design and conduct specialized programs that will address your challenges whether in policy, performance, or service delivery. KSG offers

"We, the insiders, understand the unique challenges and opportunities in public service. Tunadawa- we have the remedy." She added light-heartedly.

The induction program is part of KSG's mandate to strengthen governance across Kenya through targeted training, consultancy, and advisory services. For the Mwatate Municipality Board, the week's sessions are expected to translate into more effective decision-making, improved service delivery, and stronger engagement with the communities they represent.

Unlocking Possibilities: Directorates Commit to Excellence for FY25/26



Prof. Nura Mohamed with members of staff of Lower Kabete after the signing ceremony of the Performance Contracts of the Directorates of Finance and Administration and Academic Affairs.

BY SONIA MBITHE

On 7th August 2025, the Kenya School of Government (KSG) took yet another decisive step towards achieving its strategic objectives with the signing of Performance Contracts and Work Plans FY 2025/2026. This time two key directorates; Finance and Administration, led by Senior Director Dr. Tom Wanyama, and Academic Affairs, headed by Senior Director Dr. Josephine Mwanzia reaffirmed their commitment to delivering results that drive institutional excellence.

Guided by the theme “Unlocking Possibilities”, Director General Professor Nura Mohamed emphasized that the Performance Contract serves as an accountability framework aimed at driving measurable results. He further noted that the contract obligations would be cascaded

from the Directors to all levels of the institution, ensuring alignment and collective responsibility.

SDFA, Dr. Tom Wanyama, reaffirmed his commitment to making KSG a great place to work and learn. He expressed appreciation to the Strategic Planning and Performance Management (SPPM) team, for their support and organization during the three-week rigorous negotiation process leading up to the signing.

SDAA, Dr. Josephine Mwanzia, committed to exploring additional revenue streams through development of new programs, with the goal of stretching beyond set targets. She further encouraged staff to hold the directorates accountable by offering support, and providing constructive feedback, reminding them that “we are joined to the hip” in pursuit of the School’s shared objectives.

Head of the Strategic Planning and Performance Management

(SPPM) Department, Ms. Angela Mukiri, described the signing of the performance contracts as a key step towards actualizing the school’s vision that calls for innovation and courage. She observed that the theme “Unlocking Possibilities” is both timely and aspirational, and speaks to the need for creativity in delivering services within the dynamic public service environment- an ongoing journey.

PC Champion, Mr. Muli Daniel, highlighted priorities in the DFA’s docket including enhancing strategies for financial sustainability, implementing a comprehensive digital transformation program, investing strategically in human capital through staff capacity building, aligning departmental goals with the national transformational agenda, among others.

Ms. Hannah Kinyanjui on the other hand cited strategic

Unlocking Possibilities: Directorates Commit to Excellence for FY25/26

commitments in the Directorate of Academic Affairs such as forging partnerships with agencies at both national and international levels, reviewing the existing training programs and developing new ones, and implementing presidential directives.

The signing by the two directorates marks a phase of a process that will see all departments within KSG formalize their performance commitments for the 2025/2026 Financial Year.

The spirit of “Unlocking Possibilities” serves as both a rallying call and a guiding principle – inspiring staff to embrace accountability, collaboration, and innovation in service to the public service.



Top right Prof. Mohamed and Dr. Mwanzia display the signed Performance Contract for the Directorate of Academic Affairs. **Left:** Dr. Tom Wanyama receives the PC for the Directorate of Finance and Administration **Right:** PC Champion Hannah Kinyanjui.



Left: PC Champion Daniel Muli. **Right:** KSG Choir with a section of the Directors during the signing ceremony.

The Power of Mentorship & Coaching in Transforming Public Service

BY PETER QUEST

The 21st-century public service is undergoing a profound transformation, driven by the need for greater agility, integrity, and citizen responsiveness. In Kenya, this change hinges on the meaningful inclusion and development of young professionals. As articulated in Kenya Vision 2030, and reinforced by the Public Service Internship Programme (PSIP) and the National Youth Development Policy (2019), there is an urgent imperative to invest in the human capital of the next generation of public servants. Among the most strategic tools to support this development are structured mentorship and coaching.

Why Mentorship and Coaching Matter:

Mentorship and coaching are not peripheral activities. They are strategic levers for institutional capacity development, particularly in a volatile, uncertain, complex, and ambiguous (VUCA) environment. According to Kram (1985), mentorship provides both career-related and psychosocial support, which are critical for the early career success of young professionals. Coaching, on the other hand, emphasizes performance improvement, goal orientation, and behavioral transformation (Whitmore, 2002).

In the Kenyan context, these tools are pivotal for bridging generational knowledge gaps,



Mr. Peter Quest,
Head of Youth Programs, KSG

inculcating public service values, and preparing youth for ethical, innovative, and accountable leadership.

Bridging the Gap: From Education to Effective Service:

While thousands of young people enter public service annually through structured internships and early career appointments, many lack the practical skills required for effective service delivery. Their academic credentials, though vital, are not sufficient in equipping them to:

- Navigate complex bureaucratic structures;
- Interpret and implement policy; and
- Understand institutional governance and accountability frameworks

Through mentorship, seasoned professionals offer critical insights into public administration realities, including strategic decision-making, protocol,

stakeholder engagement, and cross-sectoral collaboration. Coaches complement this by developing soft skills, such as emotional intelligence, conflict resolution, and strategic thinking, that empower youth to lead and serve with impact.

Instilling Ethics and Integrity from the Outset:

Kenya's public service operates in a challenging context where issues of corruption and patronage continue to undermine public trust. Mentorship and coaching serve as preventive interventions and early inoculations against ethical lapses.

The Public Officers Ethics Act (2003) underscores integrity as a cornerstone of public service. Yet, ethical behavior must be nurtured, not assumed. Structured mentorship allows young officers to:

- ♦ Observe ethical behavior modeled by experienced professionals
- ♦ Internalize public service values such as transparency, impartiality, and accountability
- ♦ Develop moral reasoning skills to navigate political and financial pressures

According to the OECD (2020), mentorship strengthens organizational culture by reinforcing ethical standards and cultivating value-based leadership, especially among the youth.

The Power of Mentorship & Coaching in Transforming Public Service

Nurturing Leadership and Innovation:

Young professionals often bring disruptive ideas and a digital-native perspective. However, public institutions sometimes lack platforms to harness this energy constructively. Through coaching, youth are supported to:

- Refine and articulate their innovative ideas
- Align innovation with institutional mandates
- Manage risks in a controlled and strategic manner

Kenya's Vision 2030 and the African Union's Agenda 2063 both emphasize youth-led innovation as a driver of sustainable development. Mentorship ensures this innovation is not lost to bureaucracy but is nurtured into viable policy or programmatic solutions.

Enhancing Retention, Productivity, and Institutional Loyalty

Public service agencies frequently experience high turnover rates among youth due to the absence of clear career progression paths, inadequate support systems, and limited feedback mechanisms. Structured mentorship and coaching programs can address these challenges by:

- Enhancing job satisfaction through professional growth
- Building resilience among young officers
- Encouraging a sense of belonging and purpose within the public sector

Studies by the International Labour Organization (ILO) show that mentorship improves retention by reinforcing employees' sense of alignment with institutional goals and values.

Learning from Global Best Practices:

Internationally, governments are institutionalizing mentorship as a human resource development strategy.

- Rwanda embeds mentorship in its Itorero civic education program for public officers.
- Singapore's Public Service Division employs a structured career coaching system to fast-track talent.
- Canada's federal government has mentorship programs tied to diversity, equity, and inclusion strategies.

Kenya's Public Service Commission and Ministry of Public Service and Human Capital Development can draw from these models to embed structured mentorship into performance management frameworks and succession planning systems.

Testimonies from the field:

"My mentor helped me understand the deeper meaning of public service. I now approach my role with purpose, not just procedure." Jerry Okumu, KSG.

"Coaching has significantly enhanced the way I conduct stakeholder engagements and manage projects. It has sharpened my strategic focus." Nadhia Willie, KSG.

These testimonials underscore the transformative power of structured support systems in shaping not just competent professionals, but purposeful public servants.

Call to Action:

To harness Kenya's youth potential, all stakeholders must promote mentorship – MDAs by embedding it in career development, senior public servants by actively mentoring, youth by seeking guidance, training institutions by integrating it into programs, and policy makers by creating a national mentorship framework

A resilient, citizen-centered, and future-ready public service begins with people who are guided, supported, and equipped to lead with integrity. Mentorship and coaching are not optional extras. They are investments in national capacity. As Kenya positions itself to meet the demands of devolution, digitalization, and inclusive governance, structured mentorship must be placed at the heart of public sector reform.

Upcoming Highlight: National Intergenerational Youth Dialogue – October 2025

This landmark event will unite young professionals, senior officers, policymakers, and development partners for mentor matchmaking, and policy dialogues, driving partnerships and sustainable mentorship strategies for an inclusive, dynamic public service.

Know Your Colleague: Eng. Maurice Odida

BY KAREN MUSYOKA

Ever wondered who's powering the digital revolution at the Kenya School of Government, Embu Campus? Allow us to introduce Eng. Maurice O. Odida, M.Eng. (Hons.), KSG's ICT Officer, international scholar and now, a certified Master of Engineering specializing in Information and Communication Engineering.

Since joining KSG in 2016, Odida has been the tech maestro behind the institution's digital infrastructure. But his latest feat? Graduating with honors from China's elite Huazhong University of Science and Technology, earning him the prestigious title of Engineer and a shiny new M.Eng. (Hons) to his name.

We caught up with Eng. Odida to trace his path from braving the icy winters of Wuhan to championing a bold vision for a smarter, AI-powered KSG. It's a journey of grit, innovation, and big ideas — one you'll want to read to the last word.



Maurice O. Odida, M.Eng. (Hons.), receives his Masters Degree upon completion of his program from Huazhong University of Science and Technology in China.

Eng. Odida, take us back: how did your KSG story begin?

[Smiles] It's been quite the ride! I joined in 2016 as an ICT contractor, climbed the ranks to permanent staff by 2019, and along the way, stacked up my qualifications; Bachelor's in IT, then a Master's in Management Information Systems. But the crown jewel? My M.Eng. (Hons) from China, proof that KSG

doesn't just hire talent — it encourages and invests in it.

Speaking of China, how did that life-changing opportunity come about?

Right place, right time! In 2023, I stumbled on Kenya's MOFCOM scholarship ad for studies in China. With a stellar recommendation from Prof. Nura Mohamed, then Director of Finance and Administration, now KSG's Director General, I got the opportunity. This support was very instrumental the successful application of the scholarship. Fast-forward two years, boom, I'm Eng. Odida, M.Eng. (Hons)!

First reaction when you landed in China?

[Laughs] "What have I gotten myself into?!" -10°C winters, a language that sounded like code, and dishes I couldn't even pronounce. But here's the twist, I aced Mandarin classes, survived

Eng. Maurice Odida
ICT Officer at KSG
Embu Campus.



Know Your Colleague: Eng. Maurice Odida



frostbite -yes, real frostbite, and even became my university's official Kenyan ambassador.

Biggest culture shocks?

1. Language: Imagine miming "I'm vegetarian" to a confused chef. 2. Food: Let's just say I stuck to halal canteens! 3. Tech immersion: Visiting factories where AI isn't the future; it's the norm. I was mind-blown.

Proudest moment abroad?

Two words: Thesis defense. Standing there, presenting my research in front of global experts, and hearing "Congratulations, Engineer"- chills! That, and leading Friday prayers in a secular space. Faith meets resilience.

How will your M.Eng. (Hons) transform ICT at KSG?

Think AI-driven automation, paperless systems, and real-time data analytics. Why waste hours

on manual processes when machines can do it faster? My mission is to future-proof KSG's tech—making it smarter, leaner, and lightning-fast.

What advice would you give to those who wish to pursue the same line of education and work as you do?

Eng. Odida's Success Code: 5 Rules for Aspiring Tech Leaders

Own your title – Whether it's "Engineer" or "CEO", wear it with pride. (He's now Eng. Maurice O. Odida, M.Eng. (Hons)!)

Embrace the grind – Frostbite? Language barriers? These are just plot twists in your success story.

Faith + grit = unshakeable – "Trust God, but tie your camel."

Network like your career depends on it – That scholarship?

Thanks to a mentor's recommendation.

Dress the part – First impressions stick. Suit up!

Final Spark:

"Dreams don't work unless you do, and mine came with an M.Eng. (Hons) at the end!"

There you have it, Eng. Maurice O. Odida, the man who turned "impossible" into "I'm possible". KSG, consider your digital transformation in the hands of an engineer, innovator, and visionary.



Baringo: A Glimpse into Attachment Experience

BY KAREN KAGWI

The Kenya School of Government has been pivotal in offering opportunity for students to gain practical experience through industrial attachment and internship. Every year, the School welcomes learners from diverse academic backgrounds and universities, giving them a front-row seat to the inner workings of public service. For many, the attachment period becomes an eye-opening introduction to the professional world shaping their skills, mindset, and future career choices.

This industrial attachment is more than just a university requirement, rather it is through this period where learning is tested, confidence is built, and values are refined. At KSG, these students are not only exposed to structured work environments and departmental operations, but also encouraged to engage and contribute meaningfully in day to day operations. The experience blends mentorship, professional exposure, and an appreciation of how government systems function to deliver public value.

Of course, like any learning journey, the experience is often layered, part exciting and sometimes uncertain. For many, attachment comes with awkward introductions, missed deadlines, and the early realization that theory and practice don't always shake hands. But it also brings along growth, small wins, and those moments where one begins to understand how their knowledge connects to the real world.

To understand how this journey unfolds, we had a chat with a section of students currently at the School. Their reflections, thoughtful, candid, and at times surprising offer perspective into what it truly means to begin a professional journey within the public service space.



Charity Lecher Ntajewa
Attachment: Hospitality Department
University: Baringo National
Polytechnic

“ I was delighted to have been offered an attachment opportunity at the Baringo Campus. What a workplace! One that has inclusive and team-oriented culture, with everyone readily available to offer assistance.

During my first days, however, I experienced some challenges, particularly in understanding departmental procedures and identifying the right contacts for guidance which was quickly countered by proactively seeking help and asking questions every now and then. I was able to adapt quickly.

What I enjoyed most was the opportunity to work with diverse teams, which broadened my perspective and enriched my learning experience.

I take home skills I never expected such as front office management, which enhanced my organization, communication, and multitasking abilities, while strengthening my time management and synergy.

One area for improvement could be a more structured onboarding process that clearly outlines expectations, departmental functions, and reporting channels to help new students on attachment settle in faster.”

Baringo: A Glimpse into Attachment Experience

“ It's been almost three months now, and honestly, I am fully immersed in the operations here. It has given me a firsthand look into a workplace culture I hadn't quite expected.

I am grateful to my supervisor, Mr. Omar Wendot, who stood out as a constant source of guidance; he was approachable, encouraging, and committed to ensuring I was learning rather than just completing tasks. This completely shifted my perception of public service, which I once imagined as slow and disorganized but turned out to be a dynamic, professional, and highly collaborative environment built on accountability and dedication.

Looking back, the experience here has been challenging, eye-opening, and productive, leaving a lasting impact on my career goals. Seeing how policies and financial procedures work in practice deepened my interest in governance and public administration, giving me a clearer vision of my professional path. The initial expectation of a slow-paced government office gave way to the reality of an energetic, well-organized, and proactive workplace—one that showed me the true potential of an effective and passionate public service.

Given the opportunity, I would wish to work in such an environment.”



Brian Kiprotich

Attachment: Accounts & Finance
Department

University: South Eastern Kenya



Clinton Toroitich

Attachment: ICT Department
University: Moi

“ I come from around this region and had only seen KSG from a distance until our industrial attachment liaison mentioned it as an attachment destination. Stepping through the gates, I was surprised by how large the institution is, it's not the typical public institution I had imagined.

The systems are well-structured, and departmental operations are carried out with a level of organization and professionalism. During orientation, my supervisor seemed strict, and I wondered if I would fit in under such rules. However, I soon realized it was worth it, I have enjoyed every part of my work here.

This experience completely reshaped my view of public service, proving that with the right systems and leadership, it can be both efficient and impactful. I believe future attachés would benefit from a more structured rotation through departments to gain broader exposure to the organization's functions.

I take home sharper communication skills, adapting to last-minute changes, time management, and a deeper appreciation for teamwork. This experience also reinforced my passion for computer science by showing how problem-solving and innovation can address real-world challenges. My initial expectation of a formal, rigid environment gave way to the reality of a professional yet friendly workplace, where colleagues were always willing to guide and support me—making my time at KSG both enriching and memorable.”

Baringo: A Glimpse into Attachment Experience

“ I was attached to the Corporate Communication and Marketing Department and I will describe my experience here as challenging, rewarding, and transformative.

Under the mentorship of my supervisor, I gained confidence in areas where I had previously been hesitant. His attention to detail and commitment to effective communication pushed me to achieve quality results while encouraging me to step outside my comfort zone.

I was introduced to design, conducting interviews, writing articles for the weekly bulletin, and event coverage using trendy and practical tools and platforms, which broadened my skills and deepened my understanding of modern institutional communication.

Some moments tested my adaptability, none more so than covering the Director General's visit, a high-stakes assignment requiring flawless coordination. Working under tight deadlines, the pace was intense, and every detail critical, making it one of the most demanding yet defining experiences of my attachment.

I leave with practical knowledge in content creation, professional communication, and event coverage, along with sharpened skills in photography, editing, graphic design, and writing for diverse audiences. Most importantly, my passion for public relations, particularly institutional and corporate communication has been reaffirmed, giving me clarity and confidence to pursue it as a career.”



Nyawira Kagwi
Attachment: Corporate
Communication & Marketing
University: Kabarak .

Book your Training with us!



Kenya School of Government
Empowering the Public Service

PUBLIC SPEAKING AND PRESENTATION SKILLS

Heads of Departments, Commissioners, County Administrators, advisors to senior officers, and other senior public officers responsible for presenting reports and speeches.



25 - 29

AUGUST, 2025



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



www.ksg.ac.ke

Gender Mainstreaming in Development



Participants undertaking the Gender Mainstreaming in Development course at the Kenya School of Government today engaged in a session on Analysis of Gender Inequalities and Their Impact. Dr. Betty Gachire led an insightful discussion on gender gaps in healthcare, highlighting critical issues such as knowledge gaps that contribute to delayed diagnoses in women; underrepresentation of women in senior medical leadership, which affects research and attention to women-specific health concerns; and the prevalence of workplace violence, such as verbal abuse, with women being the majority of victims.

The session emphasized the importance of integrating a gender perspective in health policy and practice to ensure equitable and inclusive development outcomes. Overall, this unit empowers public servants with the knowledge and tools to identify and address systemic gender inequalities within policy and service delivery. By fostering inclusive and gender-responsive approaches, the training aims to enhance equity, effectiveness, and impact in public service.

This program was conducted by KSG's Institute of Gender and Social Development.

– Sonia Mbithe

Mombasa Choir Auditions for ASK Show



With renewed passion and polished artistry, the KSG Mombasa Campus Choir captivated judges at the ASK Mombasa Arena Auditions showing vibrance, synchronicity, musical talent that also drives their success behind the scenes. Showcasing a fresh repertoire and a confident stage presence, the choir impressed the adjudicators and once again flew the KSG flag high. We are proud to announce that KSG Mombasa Campus will grace the stage at the 2025 Mombasa International Show — a celebration of creativity, culture, and excellence you won't want to miss. This great choir is led by Mr. James Malau.

The Mombasa International Show is scheduled for September 3rd to 7th, 2025 at the Mkomani Showground.

The School through the Mombasa Campus will be participating in the Trade Fair themed: "Promoting Climate Smart Agriculture and Trade Initiatives for Sustainable Economic Growth"

Leadership Lesson

“The size of your success is measured by the strength of your desire, the size of your dream, and how you handle disappointment along the way.”

A leader's true measure is not in how big they dream, but in how steadfastly they pursue that dream and guide others through setbacks along the way.

— Robert Kiyosaki

Have your say



Baringo Campus

Senior Management Course Online No. 213/2025	4th August -26th September, 2025
Strategic Leadership Development Program Online No. 490/2025	21st July – 26th September, 2025
Senior Management Course Online No. 210/2025	23rd June - 15th August, 2025
Strategic Leadership Development Program Online No. 484/2025	16th June – 22nd August, 2025
Strategic Leadership Development Program Online No. 489/2025	21st July – 29th August, 2025
Senior Management Course No. 212/2025	4th – 29th August, 2025
Electronic Government Procurement (eGP) Training Program Phase 2	4th - 15th August, 2025

Embu Campus

Strategic Leadership Development Program No. 488/2025	21st July- 26th September, 2025
Strategic Leadership Development Program No. 485/2025	21st July- 29th August, 2025
Senior Management Course No. 242/2025	7th July-29th August, 2025
Senior Management Course No. 244/2025	4th -29th August, 2025
Senior Management Course No. 245/2025	4th -29th August, 2025
eGP system- eLITI	4th - 15th August, 2025
CEMASTEIA- NI3C Workshop	12th – 18th August, 2025
Training on the Electronic Government Procurement (eGP) - eLITI	12th – 22nd August, 2025

Lower Kabete

IPAS, PFM Act, PSASB Guidelines – Nairobi City Council	10th – 15th August, 2025
Sensitization on Staff Performance Appraisal – Cohort 4- PSC	12th – 14th August, 2025
Leadership Program for National Transformation	21st July -12th September, 2025
Strategic Leadership Development Program No.482/2025	21st July – 12th September, 2025
Strategic Leadership Development Program-Online No.483/2025	21st July –29th August, 2025
Senior Management Course Online No. 441/2025	21st July – 12th August, 2025
Project Planning and Management	4th-29th August, 2025
Senior Management Course No. 443/2025	4th-29th August, 2025
Induction Program for Newly Recruited Office of the Attorney General	4th-15th August ,2025
Supervisory Skills Development Course Ministry of Foreign Affairs	4th-15th August, 2025
eGP Training National Treasury – ELITI	4th-15th August, 2025
State Corporation Youth Engagement Forum	14th August, 2025
Youth Workshop – Wamy Kenya Office	15th & 16th– 18th August, 2025
Q2 Business Review/ Team Building – Isuzu / Tradco	16th August, 2025

Mombasa Campus

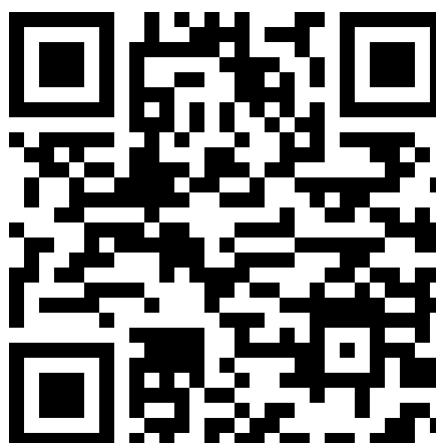
Strategic Planning and Management Program	11th – 15th August, 2025
Public Relations and Customer Care Course – KICC	11th – 15th August, 2025
Strategic Leadership Development Program No 478/2025	16th June - 22nd August, 2025
Strategic Leadership Development Program No/486/2025	21st July – 29th August, 2025
Strategic Leadership Development Program Online No/487/2025	21st July – 26th August, 2025
Senior Management /No 203/2025	4th - 29th August, 2025
Induction Training (Mwatate Municipality Board)	4th - 8th August, 2025
Workshop (EGP) Training	4th - 8th August, 2025
Workshop Kenya Plant Health Inspectorate Service	5th - 15th August, 2025
Workshop – National Treasury	11th – 15th August, 2025
Sensitization by KNQA	12th – 13th August, 2025
Workshop – Trickle Harness	9th August, 2025

Matuga Campus

Supervisory Skills Development Course No. 31/2025	11th August - 5th September, 2025
Supervisory Skills Development Course No. 30/2025	7th July to 15th August, 2025
Supervisory Skills Development Course No. 28/2025	16th June - 15th August, 2025
Strategic Leadership Development Program No. 483/2025	9th June - 15th August, 2025
Senior Management Course No. 140/2025	9th June - 15th August, 2025
Senior Management Course No. 142/2025	7th July - 29th August, 2025
Senior Management Course No. 143/2025	4th - 29th August, 2025
Public Relations and Customer Care No. 6/2025	4th - 15th August, 2025
Electronic Government Procurement (eGP)	4th - 15th August, 2025

Book your Training with us!

You may scan the QR code to explore available courses and book your training at the Kenya School of Government for the Financial Year 2025/2026.



Editor

Faith Musoga

Writers

Sharon Ngina
Glenn Lumiti
Christine Rwamba
Tabitha Kemunto
Keffas Mutethia
Douglas Mochama
Rashid Mwinyi

Photographers

Walter Mikwa
Elias Makokha
Bosco Marangu
Phyllies Muili

Sub Editor

Douglas Mochama

GET IN TOUCH WITH US

Kenya School of Government

P.O Box 23030-00604, Lower Kabete, Nairobi-Kenya

Telephone: +254-20-2043339/2043344/2375340

Website: www.ksg.ac.keEmail: directorgeneral@ksg.ac.keAdmissions: info@ksg.ac.ke**e-Learning and Information Technology Institute**

P.O Box 30627 – 00100 Nairobi, Kenya

Tel: +254-20-3535873/4/+254-728-606991

Email: director.eldi@ksg.ac.keAdmissions: info.eldi@ksg.ac.ke**Baringo Campus**

P.O Box 91, Kabarnet-Kenya

Mobile: 0709252900

Email: director.baringo@ksg.ac.keadmission.baringo@ksg.ac.ke**Matuga Campus**

P.O Box 31-80406, Matuga

Cell: 0770 770 021

Email: director.matuga@ksg.ac.keadmissions.matuga@ksg.ac.ke**Embu Campus**

P.O Box 402-60100, Embu-Kenya

Tel: +254-(068) 231824/2231866/2231364

Cell: 0792718171

Email: director.embu@ksg.ac.keadmissions.embu@ksg.ac.ke**Mombasa Campus**

P.O Box 84027-80100, Mombasa

Tel: +254-743 178109/758 825085

E-mail: director.mombasa@ksg.ac.keadmissions.mombasa@ksg.ac.ke

CENTRES OF EXCELLENCE/ INSTITUTES

- Centre for Public Service Values, Ethics and Integrity
- 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 and Information Technology Institute
- Security Management Institute
- Institute for Gender and Social Development
- Institute for Devolution Studies

We welcome your feedback

communications@ksg.ac.ke

@KSGKenya



Kenya School of Government