15th-21st November, 2025

## A Unified Effort: KSG-WB Brings Together Finance Professionals



eLITI Deputy Director, Ms. Vera Obonyo (seated 4th left) with participants of the Financial Management for Project Accountants in Government/World Bank-Funded Projects Programme.

### BY SONIA KALE AND **FAITH MUSOGA**

30 Project Accountants and Financial Managers from across Africa, including Kenya, Uganda, Tanzania, Angola, Mozambique, Madagascar, Federal Government of Somalia, Somaliland and Zambia are at the Kenya School of Government undertaking the Financial Management for Project Accountants in Government/ World Bank-Funded Projects Programme.

Delivered by KSG's eLearning and Information Technology Institute (eLITI) and the World Bank, the programme that is spread over two weeks, is intense and holistic specifically designed to give finance managers and

project accountants knowledge and skills they need to maximize their professional effectiveness as pertains World Bank-funded projects.

This is one of the flagship programs that reflects the School's expanding collaboration with development partners such as the World Bank, as well as peer institutions across Africa and beyond. Through these partnerships, KSG continues to contribute to strengthening public financial management, promoting transparency, building a cadre of professionals capable of stewarding national and international development resources with integrity, competence, and foresight.

Indeed, Director General,

### **HIGHLIGHTS**

- Moves to Enforce State Discipline: New Matrix of Consequences
- Foundations Capstone: Digital **Evolution in Public Service**
- County Induction Building a **People-Centred Public Service**
- Kenya Air Force Command and Leadership School Visit
- Baringo: A Glimpse into the **CSE** training
- Up-coming and On-going **Programs**
- **Campuses Contact Information** and Editorial Team

# A Unified Effort: KSG-WB Brings Together Finance Professionals

Prof. Nura Mohammed, as he engaged with participants during the programme, emphasized the significance of accountability, transparency, and prudent resource management in advancing national development priorities and contributing to Africa Agenda 2063. underscored that the true value of the training lies in the impact the professionals will make within their institutions and countries, ensuring that public resources are managed effectively sustainable development outcomes.

Prof. Mohamed also mentioned that the School has signed Memoranda of Understanding with over 30 countries in the continent and programs like these are what collaboration, partnership and knowledge exchange are about.

KSG's involvement with the World Bank enhances program's effectiveness, providing participants with access to globally recognized frameworks and practical approaches that support management successful funded projects. This facilitates knowledge exchange, shared learning, professional and development tailored to the specific requirements of World Bank-funded initiatives.

So far, the programme has proven impactful—its steady attendance and continued support speak to its value. It now seeks to deepen this impact further, nurturing a generation of finance professionals capable of advancing development projects with precision, and foresight.



The participants are welcomed to KSG in style as they cut cake at a high tea setting a lively tone for the two weeks programme

Partners and previous participants have shared encouraging feedback, highlighting clearer reporting, reduced instances of irreparable mistakes, and the increased efficiency brought about by greater integration of technology in project financial workflows.

The delivery of the sessions employs a combination of interactive lectures, discussions, team assignments. participants get a chance to analyze scenarios and deliberate on the realities of project funding cycles, disbursement procedures, and the capacity constraints that frequently shape project implementation. These achievements are supported by the strong capacity of KSG faculty complemented by World Bank experts providing combination of knowledge and practical financial experience.

Beyond classroom learning, the programme includes experiential activities that purpose to nurture collaborative effort, cultural exchange, and development. personal Participants will embark on a field visit, including a trip to Naivasha over the weekend and cultural excursions such as the Maasai Market, enabling them to experience Kenya's rich heritage and business environments. These activities complement the technical training, providing other perspectives into project management outside the School setting.

bringing together participants from multiple African countries, KSG continues to position itself as a premier institution for public service building on the capacity continent. Programmes like this reflect the School's mandate to nurture competent, ethical, and results-oriented professionals capable of delivering effective governance and contributing meaningfully to national development.

# State Moves to Enforce Discipline

## New Matrix of Consequences for Public Service Infractions



Mr. Felix Koskei, Chief of Staff and Head of Public Service

#### **BY GLENN LUMITI**

The Executive Office of the President has unveiled comprehensive Matrix of Lawful Consequences designed address misconduct across levels of the public service, marking one of the most decisive accountability measures introduced in recent years. The tool, launched during a virtual engagement attended thousands of officers from ministries, departments, agencies, corporations, independent institutions, seeks to entrench a culture of discipline, responsibility, and leadership integrity.

Speaking during the event, senior officials from the Office of the Chief of Staff and Head of Public Service emphasized that the new enforcement matrix does not introduce new offences, but organizes existing laws, policies, HR manuals, and regulations into a clear, actionable framework. The goal is prompt, firm, and proportionate action in response to infractions, ending longstanding inconsistencies and delays that have weakened discipline across government.

At the heart of the message was a call to supervisors, heads of departments, CEOs, accounting officers, and unit leaders: leadership now carries a renewed responsibility to enforce standards.

One of the key motivations behind the matrix is to eliminate subjective decisionmaking and ad-hoc disciplinary actions. Officials cited examples where sanctions were either excessively harsh for minor first-time errors, or remarkably lenient in cases involving major financial losses. In one instance, a public officer responsible for an Sh88 million loss received only an oral warning, an outcome the new system seeks to prevent.

To safeguard fairness, matrix emphasizes three nonnegotiable principles: proportionality, lawfulness, and procedural fairness. Any sanction issued must correspond to the gravity and frequency of the offence, be grounded in law, and respect due process, including the officer's right to be heard. Where a public officer feels wronged, the framework reminds them of their right to appeal through the Public Service Commission or redress through the courts.

matrix categorizes infractions into administrative, financial, ethical, performance-related breaches. These include failure to comply with circulars and lawful instructions, conflict of interest, procurement violations, auditrelated weaknesses, absenteeism, abuse o f office, a n d underperformance. Infractions specific to board members, chairpersons, CEOs, and senior officers are also clearly profiled.

Sanctions range from oral and

# State Moves to Enforce Discipline

# New Matrix of Consequences for Public Service Infractions

written warnings to interdiction, suspension, surcharge, restitution, withdrawal of benefits, freezing of promotions, and debarment from holding certain responsibilities. Notably, framework also holds supervisors accountable where they have failed to enforce rules knowingly enabled misconduct reflecting the Head of Public Service's insistence that responsibility flows downward and upward.

Human Resource directorates have been tasked with a central implementation role - to guide lawful departments disciplinary procedures, ensure



uniform application of the matrix, and build capacity where staff misunderstand issued circulars or policy requirements. The session highlighted that many infractions arise not from malice, but from inadequate understanding making training a component o f the

enforcement strategy.

It also reinforces the oath of secrecy and other obligations undertaken by public officers upon appointment. Officials recounted instances employees leaked confidential information without appreciating the legal weight of undertakings they had signed. The new system aims to close such by ensuring officers gaps understand the expectations tied to their role.

All public officers have been urged to access the presentation and full matrix, which will be uploaded on the Head of Public Service website. With this renewed push, government signals a fundamental shift: discipline in the public service will no longer be optional, inconsistent, negotiable, but enforced with clarity, fairness, and legal precision ensuring better service delivery and protection of taxpayer resources.

## Reminder!



#### MANDATORY VIRTUAL SENSITISATION

The Office of the Chief of Staff and Head of Public Service invites you to participate in a Virtual Sensitisation Programme scheduled for November 17- 21, 2025.



Target All Public Officers across all cadres in the Public

Register online at:

www.headofpublicservice.go.ke

How to Participate:

Prior registration is required for all invited participants in order to attend the respective Virtual Meetings.



November 17- 21, 2025

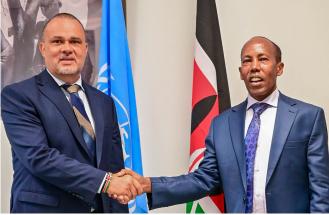
#### **Please Note:**

Upon Registration, you will receive the Link for the Virtual Meeting

Each participant will be required to provide their details on the registration link in order to log into the Meeting

## KSG Courtesy Visit to UNDP Kenya







A delegation from the Kenya School of Government, led by Director General Prof. Nura Mohamed, paid a courtesy visit to the UNDP Kenya Office.

Prof. Nura Mohamed and Mr. Jean-Luc Stalon, UNDP Kenya Resident Representative, reaffirmed their shared commitment to building an ethical, innovative, and future ready public service for Kenya. The discussion celebrated key milestones such as the establishment of Youth Innovation Centres and the Regional Centre of Competence for AI and Digital Skills and the proposed Vision 2063 Youth Fellowship.

Also present from UNDP was Mr. Julius Coredo, Acting Team Leader, Governance & Inclusive Growth.

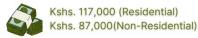
Accompanying the DG from KSG were Mr. Peter Quest, Ephline Okoth, Nadhia Willie, and Phyllies Musyoki.

## Book your slot!



# PUBLIC FINANCE MANAGEMENT COURSE

Officers responsible for budgeting, revenue policy, financial reporting and the financial advisory functions in the national and county governments, private sector and NGOs.









# Foundations Capstone: Digital Evolution in Public Service

### BY YVONNE IGUKU AND DAVID MUTURI

What is your favourite app or system right now-both at work and on your phone? What makes it your favourite? Is it the automation of tasks, speed, convenience, or how it seems to 'know' what you need before you even ask?

Think about how much the app has evolved since you first installed it. Have the updates made your experience better, or have they been a mix of gains and frustrations? These everyday experiences with technology mirror the broader journey of digital transformation in government.

Just as our personal apps constantly improve through data and systems retraining, public institutions are now redesigning how they deliver services to citizens; faster, smarter, and more



Ms. Yvonne Iguku from eLITI was one of the coordinators in the program that was conducted



Ms. Vera Obonyo, Deputy Director of the e-Learning and Information Technology Institute addresses participants. Together with her is Governor Musili also of eLITI, Program Coordinator.

efficiently. As highlighted in the Foundations Capstone sessions, this shift involves the integration of people, data, processes and technology, enabling governments to reengineer what they can do, driven by data and focused on the citizen.

Data is no longer just numbers; it is the voice of the citizens and the scorecard to services transformation. From platforms like e-citizen to emerging systems in education, health and transport, data-driven innovation is enhancing accessibility, transparency, and trust in public service.

At the recently concluded triduum course on Digital Transformation and Artificial Intelligence—a program designed to reimagine how public institutions in Kenya can harness digital innovation to

deliver smarter, faster, and more citizen-focused services—the Kenya School of Government's Regional Centre of Competence (RCoC) once again demonstrated its leadership in shaping a future-ready public sector.

Program facilitator Jessica Wangai, engaged participants in practical learning and forwardthinking dialogue on how technology can elevate organizational performance and citizen experiences. The sessions also noted, the need governance, and ethics in digital transformation. Issues of data privacy, AI bias and cybersecurity require thoughtful leadership to ensure technology serves citizens equitably and securely.

As uttered by Ms. Wangai, digital transformation is more than merely a matter of installing new systems or software but also represents a cultural and

# Foundations Capstone: Digital Evolution in Public Service

organizational shift which places citizens at the center of governance.

The training elaborated that innovation flourishes through technology as well as people especially leaders and teams who are open to new ideas, collaborative approaches and continuous learning. In this sense, transformation begins from within by fostering a digital mindset and nurturing cultures that value agility, accountability, and creativity.

The course encouraged them to approach innovation with an ethical compass, balancing progress with protection and ambition with accountability.

The program culminated in a thoughtful closing ceremony where Ms. Vera Obonyo, Deputy Director of e-Learning and Information Technology Institute at KSG, lauded the participants for their dedication and intellectual curiosity. In her remarks, she urged them to



Ms. Jessica Wangai, program facilitator of the Digital Transformation and Artificial Intelligence Course at the RCoC.

internalize the insights gained—not merely as professional knowledge, but as catalysts for personal renewal and institutional evolution.

"Let this be the beginning of a deeper commitment to innovation—an awakening that inspires excellence wherever you serve," she said.

Her words distilled the very spirit of RCoC- to empower

public servants to become architects of transformation, shaping institutions that are not only efficient and transparent but also imaginative, resilient, and prepared for the future that is rapidly unfolding.

Together let us shape a digital public service; one data-driven decision at a time.



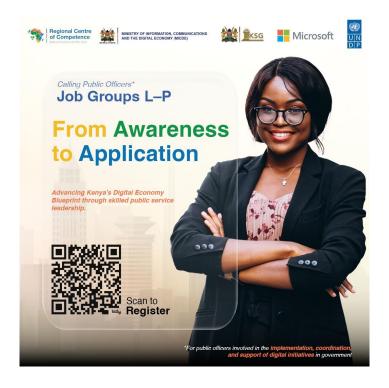
A section of the participants who attended the course at RCoC.

## Digital Tools and AI for Office Administrators



A professional development course titled "Digital Tools and Artificial Intelligence for Office Administrators," took place in KSG Embu from November 10th to 14th, 2025. Key topics were AI for scheduling, email, meetings management and automating workflows. The training also focused on Data Analytics using Power BI as well as Data Privacy, Protection and Compliance. The trainers of the program were Timothy Kisinga and John Gichuru.

## Enroll with us for training: Digital Skilling



Strengthening leadership for a digitally enabled government.

The Regional Centre of Competence (RCoC) at the Kenya School of Government, Lower Kabete, invites enrolment in the Digital and AI Skilling Program for Job Groups L-P, a transformative initiative by the Ministry of Information, Communications & The Digital Economy KE, in partnership with UNDP Kenya, Microsoft, and KSG.

Take the bold step toward building a smarter, future-ready public service.

Learn more from: https://rcoc.ksg.ac.ke/

# Happening at KSG Mombasa!



## County Induction — Building a People-Centred Public Service

#### BY CHRISTINE RWAMBA

The Kenya School of Government, Embu, reaffirmed its role as a hub for leadership dialogue and professional development during the induction workshop for newly appointed officers from Tharaka Nithi County.

At the opening ceremony, Tharaka Nithi County Governor H.E. Muthomi Njuki urged the officers to embrace integrity, teamwork, and a spirit of servant leadership. The week-long program brought together officers from various county departments to orient them on public service values, governance structures, and administrative efficiency. Hosting the event at the Embu Campus underscored the School's growing reputation as a space where governance meets learning, a place that nurtures competent, ethical, and impactful leaders for Kenya's public sector.

Governor Njuki's address set a



Tharaka Nithi Governor H.E. Muthomi Njuki (seated centre) with KSG Embu Director, Dr. Ann Kang'ethe and newly appointed officers attending an Induction Program.

reflective tone for the workshop, emphasizing that leadership is not about personal privilege but public responsibility. "Leadership is not a privilege; it is a calling to serve," he said. "Those appointed to positions of authority must remember that the people have entrusted them with responsibility, not power. The success of government

depends on how diligently and humbly we carry out that duty."

He also highlighted collaboration and professionalism across departments, noting that progress in governance is a collective effort. "No department can succeed in isolation," he observed. "Our strength lies in how we work together, complementing each other's efforts to deliver quality services to the people."

Throughout his remarks, the Governor emphasized accountability as the cornerstone of effective leadership, urging the officers to build systems that promote transparency, efficiency, and trust.

"Let your work speak for you," he said. "When your performance reflects dedication and results, you will never need to defend yourself—your community will see your value."



Governor Njuki addresses the participants.

## County Induction, Building a People-Centred Public Service

Governor Njuki's sentiments echoed KSG's longstanding commitment to building a resultsdriven public service grounded in professionalism and ethical leadership. The School's programs, such as Senior Management Course, Corporate Governance, and Strategic Leadership Development Programme, are designed to strengthen institutional capacity and enhance service delivery across all levels of government.

By hosting this induction, KSG continues to demonstrate its role as more than a training institution. It serve as a national forum for dialogue, reflection, and growth in governance. The School, renowned for its serene environment and modern facilities, offers an ideal setting for officers from different regions and

sectors to share experiences and explore new approaches to leadership and service delivery.

Beyond the physical infrastructure lies a deeper significance; a culture of collaboration. The Tharaka Nithi induction exemplified how KSG partners with counties to build administrative capacity and align county operations with the national vision of a professional, citizen-centred public service.

Over the years, KSG has hosted numerous leadership programs and policy dialogues that have shaped governance practices within both national and devolved systems. Each engagement reinforces its reputation as a credible and strategic partner in transforming Kenya's public administration landscape.

The induction of Tharaka Nithi County officers marks another milestone in that journey. As the officers take up their roles, they carry with them the governor's charge to lead with integrity and accountability, values that mirror KSG's own training ethos. Their week in Embu was more than an introduction to government operations; a reminder that leadership begins with attitude and is sustained by service.

The partnership between KSG and the National and County Governments illustrates the possibilities when learning institutions and governments collaborate: a strengthening of leadership competence and shared goal to Kenya's vision of effective, people-centred governance.



Dr. Kang'ethe with participants at the closing ceremony of the Induction Program.

## Kenya Air Force Command and Leadership School Visit



SMI Team led by Director Humphrey Mokaya with the delegation from the Kenya Air Force Command and Leadership School.

#### BY STANSILOUS MANYU, SMI

In the quest to strengthen leadership and institutional collaboration, officers from the Kenya Air Force Command and Leadership School (KAF-CLS) visited the Kenya School of Government (KSG) on 10th November 2025.

The delegation, led by Major Boniface Mbugua, sought to deepen understanding of KSG's public sector capacity-building mandate and explore advanced leadership frameworks for c o m p l e x o p e r a t i o n a l environments.

Facilitated by Mr. Humphrey Mokaya, Director of SMI, the visit featured interactive sessions, leadership presentations, and engaging Q&A discussions focused on problem-solving, innovation, and agility in governance.

Mr. Mokaya formally received the KAF-CLS delegation and in his opening remarks, provided a comprehensive overview of KSG's core mandate highlighting specific functions of the Security Management Institute (SMI). Central to his address, was the institution's practical and impactful philosophy: "KSG does not just train, it trains to solve problems in the public service."

The Director's leadership session, inspired by African explored proverbs, foundations of effective leadership through the 4 Interior Chambers: Mindset, Healthset, Soulset, and Heartset, alongside the 5P's of Organizational Leadership: Pay Attention, Praise, Punish, Pay, Promote. He addressed modern VUCA landscape; Volatility, Uncertainty, Complexity, and Ambiguity, urging leaders to respond with Vision, Understanding, Clarity, and Agility.

The opening session naturally eased into a vibrant Question-and-Answer conversation, where KAF officers engaged KSG officials on a wide spectrum of governance, training, and institutional sustainability concerns. The exchanges were candid and purposeful, revealing the depth of curiosity and commitment shared by both

institutions.

Setting the tone of the visit, KSG provided clarity on role it plays in advancing the Bottom-Up Economic Transformation Agenda (BETA) and safeguarding project continuity across changing administrations. The School is the policy advisory arm of government that translates to an anchor that helps preserve momentum on national priorities regardless of political transitions.

While responding to a question probed whether KSG offers tailor-made programs for the youth and Generation Z, Director Mokaya asserted that the institution has invested heavily in youth-centered initiative through a dedicated Youth Centre. Every program, he added, is grounded in rigorous Training Needs Assessments to guarantee relevance, practical value, and impact.

Mr. Stansilous Manyu from SMI articulated a progressive philosophy that youth are resources to be developed, not problems to be solved. Drawing from his recent publication Securing Tomorrow: Harnessing

## Kenya Air Force Command and Leadership School Visit



Mr. Humphrey Mokaya (centre) and Ms. Sarah Hepworth of SMI.

Gen Z's Potential for National Security and Economic Transformation in Kenya (Horn International Institute for Strategic Studies), he proclaimed that Kenya's future hinges on harnessing Gen Z's energy and creativity to strengthen both national security and economic resilience.

The conversation took a

reflective turn on the question on integrity training and whether KSG inducts elected leaders. Mr. Mokaya explained that induction programs indeed exist for senior government officials. However, he spelt out a persistent challenge where the delicate line between imparting knowledge and cultivating values. Training can shape understanding, he

noted, but embracing integrity ultimately remains a personal choice.

On the issue of research recommendations that go unimplemented, particularly at policy level, it was explained that the School has strengthened its Monitoring and Evaluation framework, designed to systematically track and follow up on recommendations to ensure they reach the institutions responsible for action.

Emerging from the session were several key takeaways: the promising potential for deeper strategic collaboration between KAF and KSG, the strong alignment between KSG's applied problem-solving training model and military leadership development, resilient leaders, and a shared recognition of youth as catalysts for innovation and national security.





Officers from the Kenya Air Force Command and Leadership School (KAF-CLS) at the Auditorium, Convention Centre.

# Coming Soon at KSG Lower Kabete!



# The Public Service We Want

Intergenerational Dialogue Forum

## **Thematic Areas**

Nurturing youth leaders in public service

Artificial intelligence & digital governance

Sustainable Minds: Investing in the Humanity of Public Service Delivery





### **Our Partners**



MINISTRY OF PUBLIC SERVICE, HUMAN CAPITAL DEVELOPMENT AND SPECIAL PROGRAMMES



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# Baringo: A Glimpse into the CSE training

### BY ELIAS MAKOKHA

he Kenya School of Government, through the Customer Service Excellence (CSE) Center in partnership with Huduma Kenya, has been conducting a series of Customer Service Programs for all cadres.

This week, the Centre convened technical officers at the Baringo Campus- An initiative seeks to cultivate a deeper culture for remarkable customer experience.

In the spirit of reflection, the Bulletin writer engaged some participants in conversation to understand their experiences—uncovering lessons, moments of clarity, and personal transformations that emerged from the training.



Evanson Barasa
Accounts & Finance Department
Mombasa Campus

This training marked my first experience learning outside the Mombasa Campus, and it was refreshing. Although balancing work demands made it challenging to stay fully present at times, the program was worth every moment. It broadened my perspective on client service and reinforced the importance of leading by example.

A key lesson that will stay with me is the concept of Razz Matazz—the power of positive energy that helps us approach clients with humility, patience, and courage, reminding us that customers never forget how we made them feel. I intend to apply this by adopting the customer's perspective and embracing feedback for improvement. Interaction with facilitators and peers from across the campuses created a vibrant learning space especially on best practice that strengthened my understanding of service delivery across different contexts."

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My work mainly involves supporting daily operations ensuring that both staff and clients receive timely and professional service. For me, this training was truly unique as it was practical, engaging, and focused on real-life application rather than just theory.

Effective communication and emotional intelligence stood out for me, reminding me that how we speak, listen, and respond profoundly shapes the customer experience. I look forward to practicing these principles consistently and sharing them with my team so we can continue building a service culture rooted in empathy and excellence. My biggest takeaway - customer service is essential in the public sector. It builds trust, improves satisfaction, and strengthens the overall credibility of government institutions."



Emmanuel Kimutai Office Assistant Baringo Campus

# Baringo: A Glimpse into the CSE training

I am genuinely honored to have taken part in this training. Conversations with facilitators and colleagues opened new windows of understanding, and seeing how different teams work has inspired fresh approaches that I look forward to integrating into my everyday responsibilities.

The learning I received will strengthen my personal integrity, deepen my understanding of interdepartmental roles, and help me create more seamless processes for our clients. The Customer Excellence Charter resonated with me, revealing that exceptional service is a shared institutional ethic, not merely a function assigned to frontline teams.

Visiting Baringo Campus for the first time was memorable. The environment is beautiful, the staff were warm and welcoming, and the food was great — it truly felt like a home away from home."



Mercy Kerubo Administration, Mombasa Campus



Martin John Njau Transport Department Lower Kabete Campus

As a driver, my role allows me to serve both internal and external clients, and I know that the customer experience often starts the moment they step into the vehicle. This training has really enhanced the natural etiquette and respect I already bring to my work, helping me appreciate client service better and how to deliver it consistently.

I intend to refine how I receive clients – approaching every interaction with professionalism, attentiveness, and genuine support. A key insight for me was the power of composure: understanding that staying calm, even when faced with challenging clients, shapes the entire service experience - a skill I now value greatly.

The training also reminded me that excellent customer service isn't limited to one role—it applies across the entire institution. No matter our position, the customer is at the heart of everything we do."

This training has given me a fresh and broader perspective on what it truly means to meet and even exceed — customer expectations.

I plan to apply lessons by going the extra mile for every client ensuring that each interaction reflects efficiency, care, and customer focus. The session I enjoyed the most was on Business Process Re-engineering as it showed the significance of rethinking and simplifying processes so that clients can receive services more fast and easily.

Overall, this training reinforced just how crucial customer service is in the public sector- With evolving systems and diverse client needs, public servants must stay customer-centered — because, ultimately, the customer is the true prize."

# Baringo: A Glimpse into the CSE training

I serve in the Hospitality Department, Housekeeping Section, where I contribute to ensuring our clients receive exceptional service and supervise the team under my care. This training was unique to me because of its practical, highly interactive approach. Unlike other programs, it focused on real-life customer service situations and emphasized attitude and professionalism.

I intend to put these lessons into practice by responding more attentively to customer needs, following up for feedback after addressing complaints, and passing on the knowledge to colleagues who were not part of the training. The session on dealing with difficult customers stood out for me. It strengthened my ability to stay professional while focusing on solutions—skills that I use every day.

What elevated the training most was the facilitators' presence—their knowledge, patience, and ability to translate ideas into practical wisdom. Their guidance truly deepened my appreciation of effective service."



Naomi Macharia Housekeeping Section, Lower Kabete Campus

# CSE participants trip to Lake Baringo









# Building Leadership: NYS Invests in Managerial Excellence

#### BY KEFFAS MUTETHIA

The closing ceremony of the Leadership Strategic Development Program (SLDP) at the Kenya School of Government - Matuga Campus marked a powerful moment of reflection, renewal, and resolve. Graced by **Iames** Tembur, Mr. K. Commandant-General of National Youth Service and chief guest, alongside Mr. Evans Yaite, Coast Regional Commander, and Madam Rahab Njoroge, Head of Training and co-facilitator, the event distilled the program's a compelling essence into reflection on what it truly means to lead.

At its core, the ceremony affirmed that leadership is not a position one occupies, but a practice one lives. Commandant-General Tembur emphasized that leadership iscultivated intentionally - through daily choices, consistent effort, and the act on one's courage to He challenged convictions. participants to create a 30-day



Commandant-General Mr. James K. Tembur arrives at the Matuga Campus and is received by Ms. Rahab Njoroge, faculty member.

action plan and commit to a three-month review, reminding them that ideas gain power only when translated into measurable impact. Leadership, he said, is the discipline of turning principles into practice.

Madam Rahab expanded this insight by grounding leadership in personal mastery. She highlighted that integrity, humility, courage, and self-awareness form the inner architecture of a credible leader. "As we return to our roles, let us be a m b a s s a d o r s o f transformation," she urged—

leaders whose actions embody the values they expect from others.

The Coast Regional Commander reinforced the moral dimension of leadership, asserting that people ultimately follow character, not authority. Ethical behavior, honesty, and fairness, he noted, remain the true pillars of influence and trust.

A recurring theme throughout the ceremony was the necessity of collaboration and partnerships. Sustainable impact, the leaders reminded the cohort, cannot be achieved in isolation. Crossinstitutional networks, shared learning, and collective problemsolving are essential for modern governance.

As the SLDP cohort departs, they carry more than knowledge—they carry a mandate. A call to lead with clarity, empathy, ethical courage, and unwavering commitment to the public good. The ceremony closed with a resonant truth: the future of public service will be shaped by leaders who choose intention over impulse, values over convenience, and service over status.



Commandant-General Mr. James K. Tembur, MBS, awarding a trophy to the winning group during the SLDP closing ceremony at KSG Matuga.

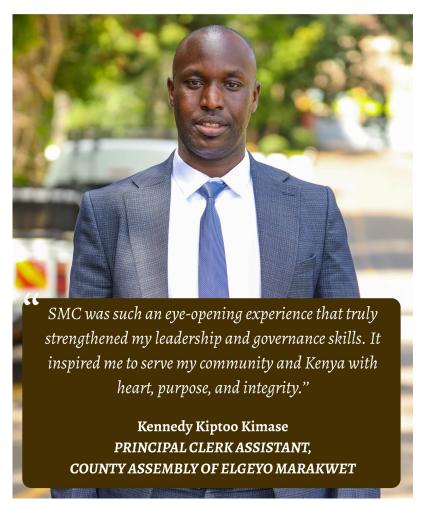
## Leadership Lesson

## **Leadership Lesson**

"A leader takes people where they want to go. A great leader takes people where they don't necessarily want to go, but ought to be." ~Rosalynn Carter.

True leadership is not about pleasing people, but guiding them toward growth, seeing what others need before they see it and helping them reach a better place they might never have pursued on their own.

# Have your say



## **UPCOMING AND ONGOING PROGRAMS**

## Mombasa Campus

Strategic Leadership Development Program No.507 / 2025	27th October - 5th December, 2025
Management Skills Course	27th October - 21st November, 2025
Senior Management Course No. 207/2025	3rd - 28th November,2025
Innovation & Creativity in the Public Service	10th - 21st November,2025
Senior Management	17th November -12th December ,2025
Retirement Planning	17th November - 21st December, 2025
Management Course for Office Administrators	17th - 21st November,2025
Accounting-officers-program (KSG Nairobi)	17th - 21st November, 2025
Audit Committee	17th - 20th November, 2025
Productivity Measurement & Improvement course	17th -21st November, 2025
Effective Board Exist and Continuity	17th -19th November, 2025
Audit Committee Course (Kenya Health Human Resource Advisory Council)	19th - 21st November, 2025
Diploma in Public Administration	17th November - 6th March, 2025
Workshop-Strecher Youth Organization Girls Summit	20th November, 2025
Workshop- EPRA	19th November, 2025
Workshop- NITA	17th - 21st November, 2025
Workshop/Accommodation – TVET	15th - 18th November, 2025
Workshop/Accommodation – Kizingo SDA Church	17th - 24th November, 2025

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Strategic Leadership Development Program No. 498/2025	29th September - 5th December, 2025
Senior Management Course No. 250/2025	13th October -5th December, 2025
Strategic Leadership Development Program No. 509/2025	27th October - 5th December, 2025
Senior Management Course No. 252/2025	3rd - 28th November ,2025
Project Planning & Managements	3rd - 28th November ,2025
Management Skills Course	3rd - 28th November, 2025
Management Course Office Administrators	3rd – 28th November,2025
Supervisory Skills Development Course- Kenya Revenue Authority	10th - 21st, November 2025
Senior Management Course No. 252/2025	17th November – 12th December, 2025
Diploma in Public Administration-State Department for Interior	17th November - 6th February, 2026
Team building-Teachers Service Commission	17th - 21st November, 2025
Retirement Planning Program-Policyholders Compensation Fund	17th to 21st November, 2025
Workshop- Kenya Electricity Generating Company	10th - 14th November, 2025
Workshop- Kenya Civil Aviation Authority	17th - 22nd November, 2025
Workshop- Registrar of Political Parties	17th $-18$ th November, 2025
Workshop- Kenya Copyright Board	17th - 21st November, 2025
Strategic Plan 2023–2027 Review Committee- KSG Corporate	17th - 28th November, 2025
Workshop- Intergovernmental Relations Technical Committee	17th - 19th November, 2025
Workshop- Ministry of Health	19th - 21st November, 2025
Workshop- North Rift Valley Water Works Development Agency	18th - 21st November, 2025
e-Citizen USSD Review Workshop- Commodities Fund	17th to 21st November, 2025

## **UPCOMING AND ONGOING PROGRAMS**

## Baringo Campus

Senior Management Couse Online No. 216/2025	29th September - 21stNovember, 2025
Strategic Leadership Development Programme Online No. 504/2025	29th September -5th December, 2025
Strategic Leadership Development Programme No. 508/2025	27th October- 5th December, 2025
Senior Management Course No. 218/2025	3rd-28th November,2025
Senior Management Course No. 219/2025	17th November - 12th December, 2025
Skills Enhancement Course	17th - 28th November,2025
Diploma in Public Administration	17th - 19th November, 2025
Government Protocol, Etiquette and Event Management	17th - 21st November, 2025
Workshop- KenGen	20th - 26th November, 2025

## Lower Kabete

Strategic Leadership and Development Program No. 502/2025 2	9th September - 5th December, 2025
Senior Management Course No.447/2025	20th October-12th December, 2025
Strategic Leadership Development Program No. 510/2025	27th October – 5th December, 2025
Executive Women Leadership Programme	6th October – 5th December, 2025
Senior Management Course	3rd -28th November, 2025
Financial Management for Project Accountants - eLITI	10th - 21st November, 2025
Senior Management course No. 450/2025	17 November - 12 December, 2025
Diploma in Public Administration- Ministry of Interior	17 November 2025- 26 March, 2026
Training of Trainers (ToT) Digital Mainstreaming -eLITI	17-21 November, 2025
Digital Transformation and Artificial Intelligence -eLITI	17 - 19, November, 2025
Audit Committee Training – Kenya Health Human Resource Advisory Committee	-IDS 19-21 November, 2025
Workshop- Kenya Revenue Authority	17 - 19 November, 2025
Workshop- State Department of Planning	17 - 19 November, 2025
Workshop- Chartered Institute of Arbitrators	17-21 November, 2025
Workshop- Council of Economic Advisors : Executive Office of the President	19 November, 2025
Workshop – Data Economy & Information Security – eLITI	20 November, 2025
Auctioneers Training workshop Naka & Kensap Auctioneers	21 November ,2025

## Matuga Campus

Strategic Leadership Development Program No.506/2025	13th October -19th December, 2025
Supervisory Skills Development Course No. 38/2025	27th October - 21st November, 2025
Training of Trainers No. 3/2025	27th October - 21st November, 2025
Senior Management Course No. 145/2025	21st October - 12th December, 2025
Senior Management Course No. 146/2025	3rd - 28th November, 2025
Supervisory Skills Development Course No. 39/2025	3rd - 28th November, 2025
Senior Management Course No. 147/2025	November 17th - 12th December, 2025
Diploma in Public Administration No. 3/2025	November 17th, 2025 - February 20th, 2026
Supervisory Skills Development Course No. 40/2025	November 17th - 28th, 2025
Public Relations and Customer Care Course No. 11/2025	November 17th - 28th, 2025

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### 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











