



# WEEKLY KSG Bulletin

29th November— 5th December, 2025

## Velocity Meets Experience: The Intergenerational Dialogue



Left: Prof. Nura Mohamed, Director General, Kenya School of Government and Ms. Gloria Wawira, Chief Executive Officer at the National Youth Council address delegates at the official opening of the Intergenerational Dialogue Forum at KSG, Lower Kabete Campus.

### BY THE BULLETIN TEAM

For the past three days, the Kenya School of Government (KSG) has been a centre of engagement abuzz with energy and activity as the much anticipated Intergenerational Dialogue began, signalling the promise toward bridging generations for national development.

From November 26–28, 2025, the Dialogue tagged “The Public Service We Want,” created a rare space where university students, newly employed young officers, and experienced public servants sat side-by-side, speaking candidly about Kenya’s evolving

landscape. It was not a debate—it was a meeting of minds, a mutual mentorship, and a courageous acknowledgment that Kenya’s future depends on collaboration across generations.

Even the Government is increasingly recognizing the value of platforms such as this. In his message to the delegates—delivered by Mr. Arthur Osiya, Principal Administrative Secretary in the Executive Office of the President—Head of Public Service, Mr. Felix Koskei, expressed Government’s openness to youth-driven ideas that can elevate the public service to new levels of excellence.

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# Velocity Meets Experience: The Intergenerational Dialogue



Different generations gathered at the School for the Dialogue that took place from November 26 – 28, 2025.

Recent youth-led movements, including the maandamano that swept across the country, highlighted one undeniable truth: the younger generation is no longer willing to be passengers in national development – they want a seat at the table. Their cry for inclusion, transparency, digital responsiveness, and meaningful engagement exposed deep gaps in how systems have traditionally functioned.

Prof. Nura Mohamed, Director General of KSG who has consistently championed a culture of innovation encouraged the delegates to go beyond learning and actively pilot creative solutions, apply new knowledge, and turn insights into action as a way of continuously elevating the public service.

Indeed, panelists and speakers from diverse sectors unpacked emerging issues affecting the youth in the workforce including; Need for modernized systems; Desire for faster, transparent decision-making that counters bureaucracy; A shift in work

culture, where mental health, work-life balance, and flexibility matter; Frustration with unemployment, underemployment, and slow promotional structures and; A hunger for trust, inclusion, and leadership pathways.

Secondary data presented at the Dialogue confirmed these concerns. Studies show rising youth disillusionment with governance, widening mistrust, and economic pressures that have left many feeling unheard. The labour market is shifting faster than policies can adapt, and Kenya risks losing its most dynamic generation if reforms stall.

But hope filled the room. Both generations recognized an unavoidable truth: they need each other. The older generation acknowledged the pace of change and the urgent need for succession planning, while the youth acknowledged the depth of knowledge held by those who have sustained public institutions for decades.

With Kenya experiencing a defining moment—one driven not by politics or policy alone, but by the powerful voice of its youth, this intergenerational dialogue has been timely and bold. If Kenya is to shape the public service it wants—agile, inclusive, ethical, and future-ready—conversations must move from one-day events to institutional culture.

The Dialogue at KSG proved that when generations speak to each other instead of past each other, transformation becomes not only possible, but inevitable.

The future is not youth versus elders. The future is youth and elders—together, building the Kenya we all deserve!

*Thanks to our partners: The Ministry of Public Service, Human Capital Development and Special Programmes, National Youth Council Kenya and the Institute of Human Resource Management that have been instrumental in bringing this dialogue to life.*

# Intergenerational Dialogue- Why it is a National Emergency

BY JAQUELINE ODAWA

The Intergenerational Dialogue Conference brought together a unique mix of delegates across different generations under the theme “Future Proofing Public Service – Harnessing Experience and Innovation for Public Service Sustainability.” While the programme revolved around leadership, succession planning, innovation, and institutional memory, something else became clear: intergenerational dialogue is no longer a developmental strategy – it is an emergency.

Kenya is facing crises whose urgency, scale, and complexity make it impossible for any single generation to handle alone. This conference highlighted that no generation is better than the other and that meaningful progress requires partnership and collaboration.

Delegates emphasized that while the older generation carries experience that provides context, the younger generation brings velocity, innovation, and digital fluency – especially important as the world shifts toward digital public infrastructure.

Insights from leaders such as Prof. Nicholas Letting stressed that generations must work together while Dr. Ezekiel Mutua emphasized speaking out and acting on issues that matter; and all agreed that influencing policy



Ms. Jacqueline Odawa from KSG Baringo Campus was a delegate at the Intergenerational Dialogue Forum.

requires education, discipline, and a spirit of aggressiveness that rejects complacency.

Yet, despite these reflections, a significant gap still exists – and this gap is where Kenya’s biggest problems lie. Major challenges facing the country today cannot wait for slow reforms or generational rivalry one being Climate Change which has evidently become a worldwide threat. In Baringo, rivers have displaced hundreds and separated communities from essential services. In Nakuru and the surrounding highland counties, rising water levels and uncontrolled runoff has led to mudslides and flash floods that have buried homes

and cut off critical infrastructure. These are just a few of the hazards that have caused by climate change calling for intergenerational perspectives and participation in shaping policies, strengthening institutions, and driving solutions that match the urgency of our times.

The youth represent 75.1% of the population, yet only 17% are found in government spaces where critical decisions are made. Of the 17%, many lack mentorship and institutional knowledge because knowledge transfer is not structured. Job shadowing cases such as supervisors going on leave without briefing junior staff

# Intergenerational Dialogue– Why it is a National Emergency



Prof. Nicholas Letting (Right) and Mr. Obondo Kajumbi: panelists at the Intergenerational Dialogue.

highlight gaps in continuity. On the other hand, older officers sometimes resist new ideas by the youth, leading to slow adaptation to modern challenges.

For this reason, intergenerational dialogue is not

just important – it is an emergency as the country cannot afford generational isolation or competition. Disasters will not wait for institutions to resolve internal misunderstandings, because when they strike they

don't strike once nor do they strike light. Every disaster unfolding is a reminder that Kenya needs the speed of youth and the wisdom of the older generation and that this dialogue is the pathway to building a competent public service that provides sustainable solutions to challenges.

When experience and innovation deliberately converge, officers become better prepared, more grounded in ethics and more aligned with the nation's development priorities. A competent public service is not built by one generation alone it is built when all generations work together, urgently, intentionally and with a shared commitment to the common good.



Leaders and delegates marking the successful end of the Intergenerational Dialogue Forum that was officially closed by PAS Arthur Osiya, representing Mr. Felix Koskei, Chief of Staff and Head of Public Service.

# The Inter-generational Dialogue at KSG



From left: PAS Arthur Osiya, Ms. Quresha Ahmed, CEO IHRM; Ms. Lorenza Maria, Deputy Ambassador of Italy to Kenya



Left: Pauline Ngurukie and Ephline Okoth from KSG at the forum. Right: The organizing committee from different organizations and sectors.



Left: Mr. Peter Quest of KSG—Head of Business Development, Innovation and Resource Mobilization. Right: Dr. Ezekiel Mutua, CEO of Kenya Films Classification Board.

# KSG at the 8th Kenya Editors' Guild Convention in Kilifi



Dr. Rukia Atikiya with fellow panelists at the Kenya Editors Guild on the role of State Agencies in the media space.

BY GLENN LUMITI

The 8th Annual Kenya Editors' Guild (KEG) Convention opened this week with renewed urgency for ethical journalism, digital resilience and stronger partnerships between the media and public institutions.

The event, officially inaugurated by Cabinet Secretary for Information Communication and the Digital Economy Hon. William Kabogo, convened editors, government agencies, academics, technologists and strategic sector partners under the theme of strengthening trust in an era of rapidly shifting information ecosystems.

CS Kabogo, flanked by Broadcasting Principal Secretary, Mr. Stephen Isaboke and KEG President Ms. Zubeidah Kananu, challenged editors and media practitioners to remain the country's frontline defenders of truth, especially in a digital world crowded by misinformation and algorithm-driven distortions. He underscored the indispensable

contribution of independent journalism to nation-building and highlighted the Government's dedication to advancing media freedom, digital infrastructure, and responsible innovation.

Representing the Kenya School of Government (KSG) Director-General, Prof. Nura Mohamed, Dr. Rukia Atikiya, Director, Mombasa Campus, expounded the School's century-long mandate to elevate public sector capacity and ethical leadership. She noted that as Kenya accelerates its digital transformation, institutions like KEG and KSG must work collaboratively to strengthen communication governance, promote integrity, and prepare leaders to navigate emerging technologies including artificial intelligence.

"Our institution has evolved from the former Jeans School of 1925 to a regional leader in executive education," she said, highlighting KSG's global partnerships, specialized

institutes, and recently established Regional Centre of Competence. She invited editors to utilize training opportunities especially through the Centre, stressing that ethical journalism and public trust thrive where continuous learning is prioritized.

A standout presentation came from cybersecurity expert Dr. Bright Gameli, whose session on Data Privacy and Cybersecurity Essentials confronted delegates with the realities shaping modern newsrooms: covert surveillance in digital spaces, identity fraud, phishing risks, and the often-overlooked challenges of unknowing unethical reporting. Delegates engaged deeply, reflecting on how security breaches and compromised data have begun influencing editorial credibility and newsroom safety.

The panel sessions spotlighted important sector partners, including KenGen and KETRACO, who unpacked the



Hon. William Kabogo, at the official opening of the Convention.

## KSG at the 8th Kenya Editors' Guild Convention in Kilifi

intersection between energy infrastructure, national development and responsible communication. Eng. Francis Makabwa traced Kenya's historical journey from power deficits to today's renewable-focused generation portfolio, where 90% of KenGen's output is green energy. He emphasized the media's role in shaping narratives that influence public understanding, investor confidence and policy support for affordable power.

KETRACO's Eng. Antony Musyoka echoed the sentiment, explaining the critical backbone that transmission infrastructure plays in enabling national growth. With over 6,000km of new transmission lines constructed in the last decade, he noted that Kenya is moving steadily toward universal county-level access to reliable power. Yet challenges persist, especially fluctuations from renewable sources and coverage gaps in regions like the northeast.



CS Hon. William Kabogo at the KSG exhibition booth.

"It's important for the public to understand why electricity behaves the way it does. Power obeys the laws of physics not politics and your reporting helps citizens appreciate these realities," he said.

As days go by, the message is unmistakable: Kenya's media teams stand at a defining moment. With generative AI, cybersecurity threats, evolving

ethical dilemmas and rapid technological expansion rewriting the boundaries of journalism, partnerships between institutions, like those present in Kilifi, are no longer optional. The week promises deeper conversations, emerging innovations, and new alliances, anchoring this year's KEG Convention as one of the most transformative yet.



Left: Ms. Pamela Nyagah engages with a fellow exhibitor from Kenya Power. Right: President of the Kenya Editors Guild Ms. Zubeidah Kananu delivers her address to the delegates.

# LPNT: Dr. Julius Malombe Delivering the Kitui Promise



Cohort II of the Leadership Program for National Transformation (LPNT) is currently deep into Module II. Today they had a session with H.E Julius Malombe, Governor of Kitui County.

The Governor facilitated a session that illustrated how he has been able to deliver the Kitui Promise by unpacking bold vision, people-centered governance, and accountable leadership that turns ideas into real impact. Indeed under his leadership, the County has rolled out major development projects: access to clean water in remote areas, expanded county-wide health services, and improved road infrastructure to connect isolated communities.

He was received at the School by Dr. Tom Wanyama, Senior Director Finance and Administration and Ms. Elizabeth Owino, Head of Training and Business Development and Coordinator of the Cohort.

LPNT is facilitated by seasoned public service leaders – individuals rich in experience and widely recognized for driving change in their respective sectors.

# Breaking the Silence: Why the 16 Days of Activism Against Gender-Based Violence Matters for Every Society

BY FA PURITY KAGENDO MUGAMBI

Every year, from 25th November to 10th December, the world observes the 16 Days of Activism Against Gender-Based Violence. This global campaign urges individuals, governments, institutions and communities to confront the pervasive and devastating impact of violence rooted in gender. At the Kenya School of Government, this period reminds us of our collective responsibility to foster safe, just and inclusive spaces where all people live free from fear, intimidation and harm.

The 16 Days of Activism began in 1991 through the Women's Global Leadership Institute, which sought to highlight the global scale of violence against women and advocate for stronger policies and preventive action. The dates were chosen intentionally to link the International Day for the Elimination of Violence Against Women on 25th November with Human Rights Day on 10th December. This alignment reinforces a powerful truth: freedom from violence is a basic human right that must be protected at all times and by all institutions.

Gender-Based Violence is not limited to a particular group. It is a societal disease that can affect anyone regardless of gender, age, background or status. It appears in the form of physical, emotional, psychological, sexual and economic harm. Its scars go far beyond the individual and slowly



erode families, communities and nations. GBV thrives in silence, harmful norms and environments where victims feel unsupported or ashamed. When society allows GBV to persist, it moves backward by normalising harm, inequality and trauma.

The cost to individuals and society is immense. Survivors often battle depression, anxiety, fear, withdrawal, low self-esteem and overwhelming emotional distress. Many lose the ability to work productively, study effectively or participate socially. This loss of focus and emotional stability directly affects national productivity and the ability of citizens to meaningfully contribute to development. Children who grow up around violence often carry the weight of fear, instability and mistrust into adulthood, creating long-term damage to the social fabric. A society that tolerates GBV denies itself the full benefits of peaceful coexistence, gender equality and human

dignity. Where people feel safe, they innovate, build and contribute.

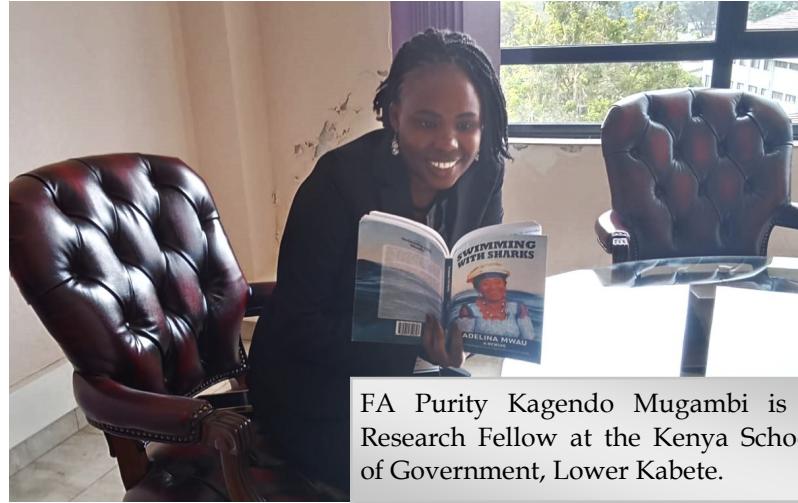
It is therefore crucial that every community adopts a zero-tolerance approach to GBV. This is not solely a women's issue. It is a human issue, a governance issue and a national development priority. Cultures must reject harmful practices, institutions must enforce strong protective policies and nations must remain committed to implementing laws with integrity. Ending GBV requires addressing its root causes: inequality, silence, stigma and power imbalances. Survivors need support, understanding and justice, while perpetrators must face firm and appropriate consequences. Failure to ensure accountability only guarantees that the cycle continues.

As the world marks the 16 Days of Activism, we are reminded that ending GBV is not a once-a-year event but a constant commitment. At the Kenya School of Government and across the public service, we must champion safety, equality and

# Breaking the Silence: Why the 16 Days of Activism Against Gender-Based Violence Matters for Every Society

dignity for all people. A society free from GBV is not only safer but also more productive, resilient and united. Let us raise our voices, challenge harmful norms, support survivors and stand firmly for a future where everyone can thrive without fear.

Ending GBV begins with each one of us and continues every day; today, tomorrow and always.



FA Purity Kagendo Mugambi is a Research Fellow at the Kenya School of Government, Lower Kabete.

## Enroll with us for your Digital Skilling

Learn how to lead digital initiatives at your workplace.

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 and the Digital Economy, in partnership with UNDP Kenya, Microsoft, and KSG.

Don't be left behind-be part of the future of governance through AI!

Learn more & register: <https://rcoc.ksg.ac.ke/>

## KSG Meets with the Council of Europe



The Kenya School of Government, under the leadership of Director General Prof. Nura Mohamed, welcomed a high-level delegation from the Council of Europe - Ms. Pilar Morales, Executive Director of the North-South Centre, Mr. Miguel Rua, and Ms. Albina Oveareneo for strategic discussions on partnership, capacity building, and the advancement of AI and human rights initiatives.

The engagement opened a new chapter of possibility to strengthen national and regional capacity-building programmes, deepening cooperation on AI governance, data protection, and championing joint efforts in anti-corruption, human trafficking response, gender and social development, and youth empowerment.

The discussions were enriched by the presence of senior KSG leaders, including Dr. Josephine Mwanzia, Senior Director Academic Affairs; Mr. Humphrey Mokaya, Director SMI; Ms. Vera Obonyo, Deputy Director of eLITI; Dr. Prisca Oluoch, Director Linkages and Collaborations; and Ms. Ephline Okoth, Corporate Communication Officer, Office of the Director General.

# Onboarding Officers Under the Executive Office of the President



Deputy Head of Public Service, Mr Amos Gathecha at KSG Embu for the official closing of the Government Delivery Unit Induction workshop. He was accompanied by Mr. Eliud Owalo, Deputy Chief of Staff in the Executive Office of the President, Orlando Sitati, Acting Head of GDU, and other senior officers.

**BY CHRISTINE RWAMBA**

Officers from various formations under the Executive Office of the President have undergone Induction at the Kenya School of Government, Embu Campus. The three days of the orientation are intended to empower them with a clear understanding of their roles, institutional values, and operational expectations, while strengthening their capacity to serve with professionalism, integrity, and coherence across government functions.

Mr. Orlando Sitati, Acting Head of the Government Delivery Unit (GDU), delivered an unifying address that underscored the importance of collaboration within the Executive Office of the President. Sitati emphasized that the training brought together officers from multiple units, including

GDU, Smart Government, Presidential Priorities, Minority Affairs, Communications under the Head of Public Service, the Office of the Government Spokesperson, Human Resources, and Administration, each playing a significant role in advancing the national agenda.

"We are here not by default, but because the responsibility before us belongs to all of us. When we move as one—anchored in a shared purpose and guided by a single command—we unlock the strength to deliver beyond expectation," he said.

Sitati encouraged participants to interact and build cross-departmental networks, even leading an exercise that required officers to mingle. The purpose, he said, was to break silos and cement the idea of unity across the Office of the President.

Central to his speech was a

reflection on President William Ruto's long-term vision for national transformation. Sitati invited participants to interpret the President's message, prompting lively contributions from various teams. Participants



CPA John Njiru, welcomed participants to the Embu Campus at the beginning of the Program.

# Onboarding Officers Under the Executive Office of the President

emphasized themes of hope, action, integrity, and transformation, echoing the President's call for Kenya to rise from "potential to reality" and from "promise to prosperity."

He urged officers to shift from average performance to excellence, and from planning to demonstrable action. "It is action time," he said, drawing enthusiastic applause.

Sitati further reminded participants that they are "personal staff of the President,"

entrusted with supporting the fulfilment of commitments made to the Kenyan people. With approximately 30 months remaining before the next election cycle, he challenged the team to focus on impact and measurable progress.

"The promises made by His Excellency the President must be translated into real outcomes. Whether in six months, five years, or ten years, let us be part of the story of transformation," he said.

Speaking on behalf of the Campus Director, Head of Administrative Services and Senior Faculty Member, CPA John Njiru, welcomed participants to the Embu campus and highlighted the School's expanding national footprint. "As you settle into this programme, feel at home. Our faculty and administrative teams are committed to making your stay comfortable and productive," he said.



Dr. Ann Kangethe with staff of the Embu Campus: From left Christine Rwamba, Yvonne Lucy, Anthony Kimaru and Karen Musyoka



Mr. Orlando Sitati, Acting Head of the Government Delivery Unit (GDU) at the official opening of the Induction Program

## Leadership Lesson

“He who thinks he is leading and has no one following him is only taking a walk.”

~African Proverb

Leadership requires followers; otherwise, it is merely a solo activity. A leader guides and influences others to move toward a goal, creating direction others believe in.

### Have your say



 A portrait of Shallet Kibet, a young woman with dark skin and long, braided hair, wearing a light-colored blazer. She is smiling and looking directly at the camera. The background is a banner with text and logos, including "IG GOVERNMENT", "Certified Secretaries", "The Governance Project", and "Cer".
 

“Intergenerational forums unite experience and innovation. Senior officers provide historical insight, while young public servants bring fresh ideas and energy, creating solutions that are practical, forward-looking, and adaptable to Kenya’s evolving public service.”

Shallet Kibet.

Founder, The Big Talk.

**Mombasa Campus**

Strategic Leadership Development Program No.507 /2025	27th October - 5th December, 2025
Senior Management	17th November -12th December ,2025
Retirement Planning	17th November - 21st December, 2025
Diploma in Public Administration	17th November - 6th March, 2025
Cash & Treasury Management Training	1st - 5th December, 2025
Project Cycle Management –Nyandarua County	1st - 5th December, 2025
Sensitization on Retirement Planning –Nairobi City Water	3rd - 5th December, 2025
Workshop- Center for Health Solutions	2nd -4th December, 2025
Workshop-PCEA Kieni West	1st -5th December, 2025
Workshop- National Government Affirmative Fund	1st -4th December, 2025
Workshop- County Secretariats Digital Transformation & AI	1st -5th December,2025

**Embu Campus**

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	17th November – 12th December, 2025
Diploma in Public Administration- State Department for Interior	17th November - 6th February, 2026
Senior Management Course 252/2025	24th November -19th December, 2025
Budget Preparation- Tana Water Works Development Agency	24th November-5th December,2025
Workshop- Kenya Roads Board	24th November - 3rd December, 2025
Protocol, Etiquette & Event Management - Eldoret Water & Sanitation Co.	1st - 5th December, 2025
Team building- Teachers Service Commission	1st - 2nd December, 2025
Workshop- KICD Multimedia Development	25th November - 4th December, 2025
Budget Preparation- Tana Water Works Development Agency	24th November - 5th December, 2025
Strategic Plan 2023-2027 Review Committee- KSG Corporate	17th November - 3rd December, 2025
Workshop- Kenya Roads Board	24th November - 4th December, 2025
Workshop – Social Health Authority	24th November - 6th December, 2025
Bi-Annual Land Scape Stakeholders Forum- NDMA	1st - 5th December, 2025
Workshop- Kenya Power & Lighting Company	5th December, 2025
FP 2030 Documentation Workshop- NCPD	30th November - 2nd December, 2025
Workshop - Kenya Revenue Authority	1st - 5th December, 2025
PC Evaluation for Tertiary Institutions - Executive Office of the President	1st - 5th December, 2025
Sensitization - State Department For Housing & Urban Development	1st - 8th December, 2025
MIS Audit - Meru National Polytechnic	1st - 11th December, 2025
Productivity Mainstreaming Committee Workshop - CUE	1st - 5th December, 2025

### Baringo Campus

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. 219/2025	17th November - 12th December, 2025
Diploma in Public Administration	17th November -19thDecember, 2025
Senior Management Couse Online No.216/2025 Examination	1st - 5th December, 2025

### Lower Kabete

Strategic Leadership and Development Program No. 502/2025	29th 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 No. 450/2025	17th November - 12th December, 2025
Diploma in Public Administration- Ministry of Interior	17th November 2025- 26th March, 2026
Supervisory Skills Development Course	1st -12th December, 2025
Critical Infrastructure & VIP Protection Course	1st -5th December, 2025
Gender Mainstreaming in Development- Kajiado County	1st -5th December, 2025
Executive Women Leadership Program	1st -5th December, 2025
Workshop: Ministry of Information Technology & Digital Economy	27th November – 1st December, 2025
Workshop: Kenya Shipping Line	1st- 5th December, 2025
Launch OAG Academy	1st December, 2025
Meeting: Ethics and Anti- Corruption Commission	1st -5th December, 2025
Workshop: SMEP Microfinance	3rd -6th December, 2025
Retreat: Commission on Revenue Allocation	3rd December, 2025
Onboarding of Interns in the State Depart. for Housing- Ministry of Interior	3rd December, 2025
Breakfast Meeting – Launch of Assessment Report Border Management Secretariat	4th December, 2025
End of Year Get Together UWEP-Africa	5th December, 2025
Workshop: Agriculture and Food Authority	5th December, 2025

### Matuga Campus

Strategic Leadership Development Program No.506/2025	13th October -19th December, 2025
Senior Management Course No. 145/2025	21st October - 12th December, 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. 41/2025	November 24th - 19th December, 2025
Supervisory Skills Development Course No. 42/2025	1st - 12th December, 2025
Strategic Leadership Development Program (Experiential Learning)	1st - 5th, December, 2025

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- Centre for Leadership and Public Policy
- Centre for Advanced Training and Consultancy Services
- Centre for Research and Advisory Services
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- Centre for Customer Service Excellence
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