

# WEEKLY KSG Bulletin

31st January – 6th February, 2026

## Embu Campus Welcomes New Deputy Director



Kenya School of Government Director General, Prof. Nura Mohamed, adorns Dr. Tawfiq Bashir with a KSG hat – an enduring symbol of welcome to the School and the Embu Campus. Dr. Bashir assumes leadership from Dr. Fredrick Mukabi, who moves on to take up new responsibilities at the KSG Mombasa Campus.

### BY EPHLINE OKOTH

The Kenya School of Government (KSG) on Wednesday, January 28, 2026, convened a meeting of management and staff at its Embu Campus to formally introduce the incoming Deputy Director, Dr. Tawfiq Bashir, and mark a leadership transition within the institution. The meeting brought together senior directors, campus management, faculty, and staff.

Dr. Bashir takes over from Dr. Fredrick Mukabi, who proceeds to the Mombasa Campus as Campus Director, effective

February 1, 2026. The transition forms part of KSG's structured leadership rotation framework aimed at strengthening institutional systems, ensuring continuity, and sustaining performance across its campuses.

In his address, Prof. Mohamed thanked Embu Campus for their commitment to the vision of the School, noting that it remains a strategic pillar in KSG's mandate to decentralize excellence in public service capacity building and support ongoing public sector reforms.

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# Embu Campus Welcomes New Deputy Director



Directors; Mohamed, Mwanzia, Wanyama, Kang'ethe and Bashir with staff of Embu Campus.

He stressed the importance of institutional uniformity, further underscoring the "One School" philosophy. The Director General called for stronger collaboration to deliver consistent impact nationwide.

Prof. Mohamed also updated staff on ongoing innovation initiatives, including digital learning partnerships and the strengthening of Communities of Practice as internal platforms for knowledge generation. While he challenged Embu Campus to play a more visible role in applied research, particularly in developing case studies that inform national policy and practice he also acknowledged the growing demands on staff and reaffirmed management's commitment to staff welfare, mental wellness, and fair human resource practices.

On the leadership transition, Prof. Mohamed emphasized that the occasion should be viewed as a sign of institutional maturity rather than disruption.

While introducing Dr. Tawfiq

Bashir as the new Deputy Director, he conveyed the full confidence of the Council and Management in his leadership capacity. Prior to joining the School, Dr. Bashir served as a technology and energy strategist and advisor to the Minister of Energy and Water Resources in Somalia, where he guided national energy strategy, regulatory reforms, and the development of future-ready sector institutions. As Energy Advisor to the National Electricity Authority (NEA), he played a central role in the Authority's establishment and operationalization, including the design of regulatory architecture, development of technical regulations and compliance frameworks, and the shaping of national standards under the World Bank-funded Somali Electricity Sector Recovery Project (SESRP).

His work focused on strengthening safety, quality of service, system reliability, and

the integration of renewable energy across the electricity value chain. In outlining expectations for his new role, emphasis was placed on supporting the Campus Director in day-to-day



Dr. Ann Kang'ethe, Embu Campus Director welcomes her new Deputy Director Dr. Bashir

# Embu Campus Welcomes New Deputy Director

leadership, coordinating faculty and quality assurance functions, and championing teamwork, ethics, and open communication. In addition to his public sector advisory work, Dr. Bashir is a facilitator with specialization in project management, strategic management, and innovation, and is actively engaged in capacity building, mentorship, and institutional development, experience that aligns strongly

with KSG's mandate of strengthening leadership and professional competence in the public service. He called on staff to extend their full cooperation, noting that leadership success at KSG is a collective responsibility grounded in mutual respect and shared purpose.

The Director General expressed optimism that the new leadership arrangement would enhance morale and institutional

impact at the Campus.

Dr. Tom Wanyama, the Senior Director Finance and Administration, Dr. Josephine Mwanzia, Senior Director Academic Affairs, Dr. Ann Kang'ethe, Embu Campus Director and Dr. Fredrick Mukabi, the outgoing deputy director were present at the introduction meeting.



*Top photo:*  
Prof. Mohamed (3rd right) with from left—SDAA Dr. Wanyama, Incoming Deputy Director Embu Campus Dr. Bashir, Incoming Director Mombasa Campus Dr. Mukabi, Embu Campus Director Dr. Kang'ethe and SDAA Dr. Mwanzia

*Bottom photo:*  
Embu staff with directors after the installation of the new Deputy Director.



# A Chapter Closes on the Mountain: Dr. Mukabi on Legacy, Leadership & the Coastal Dawn ahead



If someone were to ask me, "Fredrick, what did the last seven years teach you?" I would have to pause. Not because I don't know, but because the answer isn't simple. It isn't just about strategic plans or performance metrics. It's about people, purpose, and the quiet, powerful alchemy that happens when you combine the two.

Saying goodbye to the Kenya School of Government, Embu Campus- this vibrant hub nestled against the majesty of Mount Kenya feels less like a departure and more like a gentle, necessary release. My heart is full of pride, nostalgia, and a fierce hope for what comes next.

Let me be clear: any success attached to my name here is a shared signature belonging to faculty who debated curriculum into the evening, administrators who turned chaos into order, support staff whose diligence made excellence look effortless. You are the architects of our "Best Campus" ranking. That achievement is your trophy; I was merely the lucky one holding it up for the world to see. We worked with what we had, often less than we needed to, and we built something formidable. That is the Kenyan public service spirit at its finest not defined by our resources, but by our resourcefulness.

I need to speak directly to a man who shaped this environment: our Director General, Professor Nura Mohammed. Sir, in your leadership, I found a masterclass in integrity. In a landscape often clouded by "malicious noise" and personal agendas, you stood as a lighthouse steadfast, illuminating the path of merit, work, and substance. You taught me that the highest form of authority is quiet confidence, and transformational leadership isn't about loud declarations, but about consistent, principled action. You shielded us from the distracting sideshows that breed sycophancy and mistrust, and for that, I am eternally grateful. As I move to Mombasa, I carry your example as my guiding compass.

Now, the Coast calls.

To be entrusted by KSG Council with the directorship of the Mombasa Campus is a profound vote of confidence. It is an honour that humbles and energizes in equal measure. Mombasa is not just a new location; it is a new ecosystem, with its own rhythms, challenges, and immense potential. I accept this charge not as a conqueror coming with all the answers, but as a steward and a student, eager to listen, learn, and build upon the strong foundation already there. The goal remains the same: to mold public servants who are not just competent, but compassionate; efficient, and ethical.

# A Chapter Closes on the Mountain: Dr. Mukabi on Legacy, Leadership & the Coastal Dawn ahead

This transition, of course, is beautifully seamless because of the capable hands taking over. Dr. Hussein, my brother, congratulations. That office is powerful, yes, but its true power comes from the exceptional team that surrounds it and the outstanding leadership of Dr. Ann Kangethe. Lead with the confidence that you are supported. Innovate boldly. Nurture this culture where people feel seen, heard, and empowered to excel. I am passing you the baton at full sprint, and I have no doubt you will accelerate.

What do I take with me from these green, cool highlands?

The memory of foggy mornings that gave way to brilliant ideas; the resilience forged in overcoming challenges we once thought insurmountable; the laughter shared in corridors and the respectful debates in meeting rooms that always led us to a better conclusions. Most of all, I take the unshakable belief that institutions thrive not on policies alone, but on the culture of mutual respect and shared mission that we cultivated.

To every single member of the KSG Embu family you have my deepest respect and my enduring friendship. You have been my professional family.

This is not "goodbye." In our interconnected world, it is "see you soon." It is "let's collaborate." It is "watch us all shine."

As I turn the page, my commitment to the Kenya School of Government's mission is renewed and intensified. The location changes, but the purpose is eternal: to be the relentless heartbeat of excellence in the Kenyan public service.

Embu, thank you for the mountain of memories. Mombasa, I arrive with an open heart and ready hands.

Ahsante sana. Mungu awabariki!

*Dr. Fredrick Mukabi*

*Incoming Director, KSG Mombasa Campus*



Dr. Fred Mukabi (right) and Dr. Tawfiq Bashir have a moment as Directors of the Kenya School of Government, Mombasa and Embu Campuses.

# Puntland's Next Development Phase Begins



Participants of the Executive Strategic Leadership and Development Programme to Puntland's comprising senior public leadership, convening Directors-General, planners, and institutional heads with KSG coordinators- Dr. Rukia Atikiya and Dr. Joseph Ndungu.

BY GLENN LUMITI

Power is often measured in budgets passed, roads built, or security maintained. Yet history shows that nations rise or stall not because they lack plans, but because they require leadership capacity to execute them. This truth framed the significance of a program in Garowe this week, one that may shape Puntland's governance trajectory more decisively than many headline-grabbing summits.

For five days, the Kenya School of Government (KSG) delivered its Executive Strategic Leadership and Development Programme to Puntland's senior public leadership, convening Directors-General, planners, and institutional heads at a pivotal moment for the state. With the Fourth Puntland Development Plan (2026-2030) approaching finalization, the programme addressed the most persistent gap in public administration across developing systems: the distance between policy intent

and institutional performance.

Hon. Da'ud Mohamed Bisinle, Minister of Planning, Economic Development and International Cooperation, delivered a pointed message: development plans succeed or fail at the level of leadership, remarks echoed by the Puntland Auditor General Mr. Osman Ali and Vice Minister Farah Jama Boos, that strategic documents however well drafted are inert without disciplined execution, accountability, and coordination across government.

The programme was designed precisely around this reality. Participants engaged with KSG experts on strategic leadership, performance and resource management, development planning, monitoring and evaluation, and implementation discipline.

In Puntland's context marked by fiscal pressure, climate stress, and declining international aid, these capabilities are existential.

The urgency of the moment was laid bare at the closing ceremony, presided over by H.E. Ilyas Osman Lugatoor, Deputy President of the Puntland Government. His remarks were notable for their candor.



Hon. Da'ud Mohamed Bisinle, Minister of Planning, Economic Development and International Cooperation.

# Puntland's Next Development Phase Begins

"Puntland faces a convergence of shocks: prolonged drought, shifting global priorities, and a sharp reduction in external assistance. In such an environment, inefficiency is unaffordable, and weak governance is a liability the state can no longer carry," he observed.

"This makes the programme's strategic value evident. By embedding leadership development directly within the architecture of PDP-4, the government has signaled a

deliberate shift from dependence on external solutions to investment in internal capacity," he insinuated.

What distinguishes this initiative is not only its content, but its intent. As several speakers emphasized, Directors General are the engine of government, the custodians of continuity beneath political leadership. Strengthening their capacity is one of the reforms that delivers returns across sectors, administrations, and electoral

cycles.

The true test of the Garowe programme in the months ahead will be found in budget decisions that reflect priorities, in projects that move from paper to ground, and in citizens who experience a government that works a little better than before.

By investing on this premise, Puntland and the Kenya School of Government have made a wager on the future performance of the state- a bet worth watching that is worth replicating.



H.E. Ilyas Osman Lugatoor, Deputy President of the Puntland Government presents certificates of appreciation to KSG's Dr. Rukia Atikia and Dr. Joseph Ndung'u, for successful implementation of the program Executive Strategic Leadership and Development Program from January 25th- 29th, 2026. while programme administration and logistical coordination were supported by Ms. Sabencia Muyodi, Program Assistant.

The training forms part of KSG's mandate to provide strategic leadership development, capacity building, and institutional strengthening within the public sector, and further reinforced bilateral cooperation in public administration reform and leadership development.



# NGAO Oriented on Updates to National Registration Guidelines



PS, State Department for Immigration and Citizen Services, Dr. Belio Kipsang (front row right), Dr. Wesley Kiprop, KSG Baringo Campus Director, Ms. Judith Kilobi, the Secretary, Integrated Population Registration Services and Mr. Paul Mwangemi the Secretary, Citizen Registration Services (CRS) at the NGAOs sensitization.

## BY ELIAS MAKOKHA

On Friday, January 30, 2026, the State Department for Immigration and Citizen Services, in collaboration with the National Registration Bureau, held a one-day sensitization training programme for National

Government Administrative Officers (NGAOs) on the revised National Registration Guidelines at the Kenya School of Government (KSG) Baringo Campus.

The programme participants comprised Assistant Chiefs, Chiefs and Assistant County

Commissioners (ACCs), underscoring the influential role of NGAOs as frontline officials in coordination and implementation of national registration services at the grassroots level.

The sensitization forms part of ongoing Government agenda to streamlining registration processes, including the lifting of additional vetting requirements in the issuance of national identity cards. These reforms seek to promote equity, efficiency and uniform application of registration procedures, particularly in previously underserved and border regions.

The training was led by the Principal Secretary, State Department for Immigration and Citizen Services, Dr. Belio Kipsang, who was accompanied by Mr. Gilbert Kitiyo, Secretary National Registration Bureau



Ms. Evelyn Chelugut, the Director General of eCitizen

# NGAO Oriented on Updates to National Registration Guidelines

(NRB), Mr. Paul Mwangemi the Secretary, Citizen Registration Services (CRS), the Director General of Immigration Services, Ms. Evelyn Chelugut, the Director General of eCitizen Amb. Isaac Ochieng, and Ms. Judith Kilobi, the Secretary, Integrated Population Registration Services (IPRS).

In his keynote address, Dr. Kipsang stated the significance of fortifying coordination at the community level to ensure sound execution of revised guidelines. NGAOs are known for community mobilizing, verifying information, and ensuring that eligible citizens are registered timely and professionally.

"Your function in community sensitization and operations is essential to see that no eligible Kenyan is left behind," said the PS. He went on to commended



Chiefs and Assistant Chiefs for their work encouraging them to intensify public awareness to enhance uptake of National Identity Cards.

The programme also provided opportunity for participants to

engage with technical officers from the State Department and its agencies, seek clarification on emerging issues, and share practical experiences, reinforcing the importance of continuous capacity building.

At the sidelines of the training, PS Kipsang paid a courtesy call to the KSG Baringo Campus Director, Dr. Wesley Kiprop. The meeting explored areas of collaboration between the State Department for Immigration and Citizen Services and the Kenya School of Government, particularly in enhancing access to government information and services at the grassroots through structured training and institutional partnerships.

The Kenya School of Government continues to play a strategic role in strengthening public sector capacity and supporting whole-of-government efforts to improve service delivery across the country.



Dr. Kipsang and Dr. Kiprop catch up on the sidelines of the training.

# Kenya School of Government Vihiga Project Hits 19pc

BY ROSE WASIKE

Construction of the Kenya School of Government (KSG) campus in Vihiga Constituency has reached 19 per cent completion.

Works resumed in December 2025 after earlier delays caused by financial constraints.

The Sh1.1 billion project, which is expected to be completed within three years, is set to serve as a major training and capacity-building centre for public servants in Western Kenya, the Nyanza region, and other parts of the country.

The second phase of the project entails the construction of two hostels, two staff quarters, a cafeteria, an administration block, an auditorium, and a borehole fitted with high- and low-level water storage tanks.

On Thursday, Principal Secretary for Public Service and Human Capital Development Dr Jane Kere Imbunya, accompanied by Vihiga Governor Dr Wilber Khasilwa Ottichillo and other leaders, toured the construction



PS, State Department for Public Service, Dr. Jane Kere Imbunya addresses attendees at the inspection of KSG Vihiga Campus construction on January 29, 2026.

site to assess the progress of works, which are currently at the excavation stage.

Dr. Imbunya commended the national government for prioritising the project, saying it would play a key role in transforming the region and strengthening public service delivery.

"This project falls under my

State Department, and we must work together to ensure its successful completion. Payments to the contractor are being processed, and work should continue uninterrupted," she said.

She urged the contractor to strictly adhere to quality standards and timelines, warning that the government would not tolerate substandard work.

"You must comply with the required quality standards and ensure that the scope of work aligns with the project timeline. Everyone is watching what is happening on the ground," she added.

The Principal Secretary also encouraged the contractor to prioritise local residents for employment and called on the County Commissioner to provide security and other necessary support to facilitate smooth implementation.

The project, which began on



The project in progress

# Kenya School of Government Vihiga Project Hits 19pc

October 24, 2024, stalled due to funding challenges before being revived late last year.

Governor Ottichillo described the KSG campus as a transformative investment for the region, noting that it would attract trainees from across Kenya and other parts of Africa.

"This is a very important project for Western Kenya and the Nyanza region. It will host students from all sectors across the country and beyond. Although it stalled earlier due to challenges, we are now committed to ensuring it is completed," said the Governor.

He thanked President William Ruto and the Ministry of Public Service for reviving the project and urged residents to prepare for the economic opportunities that will come with its completion.

"This area will develop into an urban centre. Residents should avoid selling their land and



PS. Dr. Jane Imbunya with Vihiga Governor H.E. Dr. Wilber Ottichillo, Directors of KSG and other senior officials of the county and contractors on a tour of the project.

instead invest wisely in housing and other businesses that will be needed in the future," he said.

The Governor further assured residents that the county government would support the project through improved water and other infrastructure.

Leaders present during the

inspection included Deputy Governor Wilberforce Kitiezo, Vihiga Woman Representative Beatrice Adagala, and members of the County Executive Committee.

*Ms. Rose Wasike is a writer of the Kenya News Agency.*



Left: Dr. Wesley Kiprop, Baringo Campus Director giving his remarks in Vihiga County.

Right: KSG Senior Director Finance and Administration, Dr. Tom Wanyama and Dr. Kiprop with contractors.



# Strengthening Public Procurement: Digital Reform & Capacity Building

**BY MARTHA MOKERA**

The Government remains committed to reforming public procurement systems by promoting transparency, efficiency, and accountability to improve service delivery and strengthen financial stewardship. As such, the Kenya School of Government (KSG) continues to build institutional and individual capacity across the public service, equipping officers with the competencies, ethics, and leadership required to support national development and deliver value to citizen.

On January 26, 2026 at the Kenya School of Government (KSG), Lower Kabete Campus, the Principal Secretary for the State Department for Public Investments and Assets Management at the National Treasury, Mr. Cyrell Wagunda Odede, officially opened a two-week capacity building training program on electronic Government Procurement (e-GP).

In a recent forum, the PS stated that e-GP is a statutory and a mandatory fiscal reform that calls for compliance from all stakeholders warning that any non-adherence would result in decisive action.

In his opening remarks at the



PS State Department for Public Investments and Assets Management, Mr. Cyrell Wagunda Odede is ushered in at eLITI by Prof. Mohamed- DG KSG, and Dr. Joseph Ndung'u, Director eLITI.

School, Mr. Odede emphasized the importance of prudent government expenditure, and the efficient use of public resources to improve operations for the citizens. Through this system, the Government anticipates to

strengthen public institutions and ensure value for money. Drawing from his own professional journey, he encouraged participants to uphold moral clarity and institutional leadership.

The training, hosted by KSG's e-Learning and Information Technology Institute (eLITI), is recommended for Trainers of the electronic Government Procurement (e-GP) program from the National Treasury- a refresher course that should enhance governance, public finance management, and public sector systems.

The event also marked the commencement of the second cohort of 50 officers, following the successful graduation of the first



PS Wagunda Odede (Right) with Mr. Erick Korir, Director of Public Procurement at the National Treasury

# Strengthening Public Procurement: Digital Reform & Capacity



Participants of the ToT, e-GP Programme

cohort the previous week. The initiative seeks to build a pool of highly qualified professionals to support digital transformation while enhancing openness in

public procurement and public investments.

KSG Director General, Prof. Nura Mohammed, stressed that the effectiveness of the e-GP

system depends not only on technology, but also on sustained collaboration from all stakeholders throughout the training period.

Director of Public Procurement at the National Treasury, Mr. Erick Korir, noted that the programme was designed to strengthen existing systems, with particular emphasis on managing conflicts of interest to safeguard public resources adding that ongoing system enhancements are expected to improve credibility, traceability, and performance in public sector operations.

The opening was also attended by Director, Dr. Joseph Ndung'u, Deputy Director Ms. Vera Obonyo as well as faculty members of the eLITI.

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# Anchored in faith, Align for impact

There is something inspiring about starting the year on a spiritual journey – just as KSG did this Tuesday, – grounding our purpose, renewing our values, and aligning our work with a higher calling.

On January 27, 2026, the Kenya School of Government, Lower Kabete Campus fraternity held a prayer breakfast that had all staff and participants of the Diploma in public administration reflect on faith, gratitude, and prayer.

Themed "Anchored in faith, Align for impact" the prayer session underscored that faith aligns with the public service by grounding leadership and service through integrity, compassion and purpose, enabling public officials to transform lives through selflessness, ethical decisions and commitment to common good.

Director General, Prof Nura Mohammed emphasized on the need of prayer drawing from the scriptures - Psalms 46:10 and Philippians 4 :6-7 encouraging all to make prayer a daily practice and giving thanks in all circumstances, trusting in God's guidance and always being hopeful. Prayer cultivates gratitude and dependence and reliance on Gods wisdom rather than their own strength.

Reflections by Sheikh Abdulrahm Ishaq noted that an faith is an anchor keeps a vessel steady when the waters become rough. In Islam, it anchors, restrains, guides, and reforms our behaviour, shaping how we think, act, and treat others. In institutional leadership, the greatest danger is often not lack of skill or competence but the loss of moral direction. Faith reminds us of a critical truth: we are not owners of authority, we are trustees of it. It therefore demands higher ideals of service to humanity by transforming lives within the public sector.

Further enriching the service, Pastor Tonnie Mwangi outlined three key dimensions of faith; faith in God as total trust in God's sovereignty, Hebrews 11:1, which defines faith as "the substance of things hoped for, the evidence of things not seen." He then spoke on the God-kind of faith, referencing Mark 4, emphasizing belief that speaks and acts in alignment with God's word. Finally, he reflected on little faith, as mentioned in Matthew 17:20, that when placed in God, can produce great outcomes. Pastor Mwangi urged staff to grow their faith intentionally, allowing it to shape decisions, attitude and relationships in their spaces.



Left: Pastor T. Mwangi of Life Church Limuru and Right: Sheikh Abdulrahm Ishaq of the Parklands Mosque.

## Anchored in faith, Align for impact



Staff members from the Convention Centre present their song at the Prayer Day.



Participants of the Diploma in Public Administration program were part of the ceremony.



Staff from the e-Learning and Information Technology Institute doing their presentation.

# Prayer Day at KSG Mombasa

Just like Lower Kabete, Mombasa Campus community convened for the Annual Prayer Day in a solemn and uplifting session that brought staff together in reflection, thanksgiving, and spiritual renewal. The gathering provided an opportunity for collective fellowship and reaffirmation of the values that guide service and leadership within the institution.

The Word of God was shared by Rev. Mary Wamuti, drawing from Galatians 6.9, and by Ustadh Shariff Khatib, who reflected on Quran 11.115, Surah Hud. The messages encouraged perseverance, faithfulness, and commitment to doing good in the course of duty. The session was led by the Acting Deputy Director, Mr. Isaiah Omondi, who joined staff in prayer and guided the programme in a spirit of unity and purpose.

The Annual Prayer Day remains an important moment in the Campus calendar, strengthening cohesion, moral grounding, and a shared sense of mission as the institution advances its mandate.



*Left:* Rev. Mary Wamuti and *Right:* Sheikh Ustadh Shariff Khatib receives a token of appreciation from Mr. Isaiah Omondi, Ag. Deputy Director Mombasa Campus. *Below:* Mombasa Choir leads in song and Ms. Nasra Wakudu offers the closing prayer.



# Disability Etiquette: Interacting with Persons Abled Differently

BY FA PURITY KAGENDO  
MUGAMBI & PETER NJIRU

Disability is one family that anyone may join at any point in their lives. It does not discriminate by age, profession, status, or education. Today you may be fully able-bodied; tomorrow, through illness, accident, or age, you may experience disability yourself or walk closely with someone who does.

For many people, interaction with persons abled differently can feel awkward, not out of ill intent, but uncertainty. If you are able-bodied and have never dealt closely with a colleague, friend, or relative with a disability, you may not know what to say or how to act. Naturally, the human instinct is to sympathize, assist, or say something that communicates care. However, good intentions alone are not enough. What truly matters is how we express that care.

So, what is the right way to interact with a person abled differently?

One of the most important principles of disability etiquette is



Stock image

recognizing that disability does not define a person. A person with a disability is first and foremost a human being, with skills, opinions, ambitions, and dignity. Disability is only one aspect of their identity, not the whole story. This is why people-first language matters. Referring to someone as a "person who uses a wheelchair" rather than defining them by the device emphasizes humanity before condition. Assumptions about what someone can or cannot do should be avoided, as physical

disability does not equate to intellectual inability, dependence, or helplessness.

Valuable lessons on disability etiquette can be drawn from lived experience. Peter Njiru from the Library, who volunteered with the Association for the Physically Disabled of Kenya (APDK), learned quickly that the most meaningful support begins with respect. During his volunteering, Peter observed that many people rush to help without asking, often out of sympathy. While well-meaning, this can feel patronizing or disempowering. He learned that a simple question, "May I help you?" restores choice and dignity. If assistance is accepted, it is equally important to ask how best to help rather than assuming. Sometimes the answer is yes; sometimes it is no. Both responses deserve respect.

Respectful interaction also means speaking directly to the person with a disability, even when they are accompanied by an interpreter, aide, or companion. Addressing others instead of the individual can be alienating and undermines autonomy. Communication should be patient and attentive, allowing extra time



Deputy Director Eliud Kemboi speaks with staff at the Association for the Physically Disabled of Kenya (APDK) at a past CSR visit by KSG. *File photo*

# Disability Etiquette: Interacting with Persons Abled Differently

where necessary and seeking clarification rather than pretending to understand. When conversations extend beyond a brief exchange, especially with someone using a wheelchair, positioning oneself at eye level by sitting or kneeling fosters comfort and mutual respect.

Personal space must also be respected. Mobility devices such as wheelchairs, scooters, canes, or crutches are extensions of a person's body and should not be touched, leaned on, or moved without permission. At the same time, interactions should remain natural and normal. Using everyday expressions such as "see you later" or "let's walk through this" is acceptable and does not

cause offence. Overcorrection or exaggerated caution often creates more discomfort than ease.

Privacy is another essential aspect of disability etiquette. A person's disability is not an open invitation for questions or personal curiosity. Unless they choose to share or the information is directly relevant, it should not be discussed. Similarly, excessive praise or portraying people with disabilities as courageous simply for carrying out daily activities can be patronizing. Disability is not a tragedy, and ordinary life should not be framed as extraordinary because of it.

Disability etiquette is not about perfection but about awareness, humility, and

willingness to learn. Mistakes may happen, but what matters is openness to correction and growth. As a society, and particularly as public servants, there is a responsibility to promote inclusion, dignity, and equity in interactions and service delivery.

Creating an inclusive environment starts with everyday actions, how we speak, how we listen, and how we treat one another. Disability is not their issue; it is a shared human reality. In embracing disability etiquette, we affirm a simple truth: respect costs nothing, but its impact is priceless.

## Murang'a University Benchmark with KSG



A team from Murang'a University of Technology, led by Prof. Beatrice Mugendi, the Deputy Vice-Chancellor in charge of Finance, Planning, and Development, paid a courtesy visit to the School for a benchmarking engagement. The visit aimed at sharing experiences and learning best practices in the management and utilization of institutional facilities.

The delegation was received at the School by Ms. Jane Gichuki, Assistant Director, Administration Services, on behalf of the School's Management. The exercise provided an opportunity for the visiting team to tour various facilities within the School, while engaging in discussion with Ms. Angela Mukiri and Mr. Peter Mutwiri on infrastructure development, operational efficiency, and service delivery.

## Rendille Themed Lunch at Embu and Matuga

KSG Matuga and Embu Campuses came alive with a Rendille-themed lunch, curated by the Catering Department as part of its ongoing cultural series. Beyond the cuisine, the experience created space for learning, appreciation, and unity—bringing people from different communities together while celebrating Kenya's rich cultural diversity.



## Wishing you well: Ms. Katee & Mr. Hassan



Staff members celebrate Ms. Catherine Katee and Mr. Adan Hassan of the Administrative Department who move to new duty stations, marking an important transition in their professional journeys. Ms. Katee reports to the Matuga Campus effective 1st February, while Mr. Hassan goes to the Embu Campus. As they depart, the Human Resource and Administrative Department bid them a warm farewell, taking time to reminisce the golden memories, shared experiences, and meaningful contributions they made while serving at the Mombasa Campus. Though they leave familiar surroundings, they depart with gratitude, lasting bonds, and best wishes as they transition to their new workstations. God bless Katee and Adan!

## KSG Queens Score against ADE Foundation



In a thrilling encounter this past Sunday, KSG Queens delivered a dominant performance, thrashing ADE Foundation FC 3-0. Yvonne Lisunu opened the scoring, followed by a captain's strike from Jackline Wairimu, before Jackline Ekai sealed the emphatic victory.

**Matuga Campus**

Diploma in Public Administration No. 3/2025  
 Strategic Leadership Development Program No. 520/2026  
 Senior Management Course No. 148/2025  
 Senior Management Course No. 452 E/2026  
 Supervisory Skills Development Course No. 44/2026  
 Supervisory Skills Development Course No. 45/2026  
 Supervisory Skills Development Course No. 46/2026  
 Public Relations & Customer Care Course No. 12/2026

17th November, 2025 - 20th February, 2026  
 19th January - 27th March, 2026  
 19th January - 13th March, 2026  
 19th January - 13th March, 2026  
 26th January - 6th February, 2026  
 26th January - 20th February, 2026  
 26th January - 20th February, 2026  
 26th January - 6th February, 2026

**Mombasa Campus**

Strategic Leadership Development Program No/ 513/2026  
 Diploma in Public Administration  
 Senior Management Course No.209/2026  
 Senior Management Course No.210/2026  
 Strategic Leadership Development Program No /514/2026  
 Government Protocol, Etiquette & Event Management  
 Workshop – Law Society of Kenya  
 Workshop – State Department for National Government Coordination  
 Workshop – KSG- ELITI

19th January - 27th February, 2026  
 17th November - 6th March, 2026  
 2th January - 6th February, 2026  
 12th January - 6thMarch, 2026  
 19th - 27th March, 2026  
 2nd - 6th February, 2026  
 6th February, 2026  
 2nd -6th February,2026  
 4th - 6th February, 2026

**Baringo Campus**

Strategic Leadership Development Program No.518/2026  
 Strategic Leadership Development Program Online No.519/2026  
 Senior Management Course. No:220/2026  
 Diploma in Public Administration cohort 10  
 Senior Management Course Online. No: 221/2026 A  
 Senior Management Course Online. No: 221/2026 B  
 Senior Management Course Online. No: 222/2026  
 Senior Management Course Online No: 223/2026  
 University of Eldoret Students Retreat

19th January - 27th February, 2026  
 19th January - 27th March, 2026  
 12th January- 6th February, 2026  
 12th January - 27th February, 2026  
 12th January - 6th March, 2026  
 12th January - 6th March, 2026  
 12th January - 6th March, 2026  
 26th January -27th March, 2026  
 30th -31st January, 2026



“

**Empowerment is not giving  
 people power; it is unlocking  
 the power they already  
 have.**

— John Maxwell

## Embu Campus

Diploma In Public Administration	17th November, 2025 - 6th March, 2026
Strategic Leadership Development Program No. 512/2026)	19th January - 27th February 2026
Strategic Leadership Development Program Online No. 517/2026)-A	19th January - 27th March 2026
Strategic Leadership Development t Program Online No. 517/2026)-B	19th January - 27th March 2026
Management Course for Office Admin	19th January - 13th February, 2026
Senior Management Course No.254/2026	12th January- 6th February, 2026
Senior Management Course Online No. 255/2026	12th January - 6th March, 2026
Strategic Leadership Development Program No. 517/2025	19th January - 6th March, 2026
Essential Computer Skill Course	26th January -20th February, 2026
Essential Management Skills Course - Teachers Service Commission	2nd - 6th February 2026
Project Monitoring Evaluation and Reporting	2nd -13th February 2026
eGP TOT for System Champions	20th January - 13th February, 2026
KURA Evaluation (Central Region)-	28th January -3rd February 2026
Cooperative University –Open EMR-Heath System	2nd - 6th February 2026
State Department for Sports –Productivity Improvement Workshop	2nd - 4th February, 2026
State Department for Children Services- Sensitization of HRMAC,HRDC & EPMC	2nd - 6th February, 2026
KSG- Audit Committee of the Council Induction-	2nd - 6th February, 2026
State Department of Immigration- Development of Secure IIMS	2nd - 3rd February, 2026
State Department for Energy- ICT LAN Workshop-	2nd - 7th February, 2026
Meru University of Science & Technology- Development of Career Guidelines-	4th –5th February, 2026
State Department for Roads- Risk Management Workshop	2nd-6th February, 2026

## Lower Kabete

Management Course for Office Administrators	19th January -13th February, 2026
Diploma in Public Administration Ministry of Interior -SMI	17th November – 26th March,2026
Senior Management course No. 451/2025 - Class A	12th January – 6th February, 2026
Strategic Leadership Development Programme No. 515/2026- Class B	19th January -27th February, 2026
Senior Management course No. 451/2025 - Class B	12th January – 6th February, 2026
Strategic Leadership Development Programme No. 516/2026 -Group A	19th January -27th March, 2026
Senior Management Course No. 452/2025 -Group B	12th January- 6th March, 2026
Senior Management course No. 452/2025 Group A	12th January – 6th March, 2026
Strategic Leadership Development Programme No. 516/2026 -Group B	19th January -27th March, 2026
Senior Management Course No. 452/2025 -Group C	12th January – 6th March, 2026
Strategic Leadership Development Programme No. 516/2026 -Group C	9th January -27th March, 2026
Strategic Leadership Development Programme No. 517/2026	2nd February – 13th March, 2026
Digital Transformation & AI for CEOs	2nd –6th February, 2026
eGP Training of Trainers National Treasury -eLiTi	26th January – 6th February, 2026
Huduma - Customer Service Excellence & Huduma Service Delivery Standards	2nd -6th February, 2026
UNODC –Session for TNA	2nd February, 2026
UNODC – Session for Gender Policy	3rd February, 2026
UNODC –Session for Rehabilitation & Reintegration Policy	3rd February, 2026
UNODC –Session for Welfare and Disability Mainstreaming Policy	4th February, 2026
UNODC –Session for SOPs	4th February, 2026
UNODC – Internal Validation of Anticorruption Policy	5th February, 2026
UNODC – Internal Validation of Communication Policy	5th February, 2026

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- Centre for Advanced Training and Consultancy Services
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- Centre for Customer Service Excellence
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- e-Learning and Information Technology Institute
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We welcome your feedback



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