



## Future of the Kenyan Professional

19<sup>th</sup>-22<sup>nd</sup> March, 2019. Pride Inn, Shanzu, Mombasa

# 1<sup>ST</sup> INTER-PROFESSIONAL SUMMIT





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### ABOUT THE SUMMIT

On 1<sup>st</sup> June 2018, His Excellency President Uhuru Kenyatta issued a directive on fresh vetting for certain categories of public servants. This led to the immediate suspension and vetting of Heads of Procurement and Accounting in Ministries, Departments, State Corporations and Agencies.

While professionals welcomed the exercise which was geared towards determining the suitability of individuals to continue holding public office as well as aid in the fight against corruption, there were fears that the exercise was not in good faith and was not entirely guided by the Constitution, international best labour practices, rules of natural justice and other existing laws regulating employer-employee relations.

Professional bodies have the legal mandate to protect their members from wrongful accusation, harassment and intimidation. Be that as it may, the fight against corruption cannot be won by the government and related agencies alone. Professionals have a major role to play in ensuring ethical conduct at the workplace.

As a result, the following professional bodies have come together in a collaborative effort to promote professionalism in Kenya. Institute of Certified Public Accountants of Kenya (ICPAK), The Institute of Human Resource Management (IHRM), Kenya Institute of Supplies Management (KISM), Law Society of Kenya (LSK) and The Institute of Certified Secretaries (ICS).

These institutions in January 2019 entered into a Memorandum of Understanding (MoU) to host the **1<sup>st</sup> Inter-Professional Summit on 19<sup>th</sup> – 22<sup>nd</sup> March, 2019** in order to promote synergy among professionals and ethical behaviour in performance of their roles for the transformation of the Kenyan workplace and economy. The theme of this Conference is **"The Future of the Kenyan Professional."** What are the expected ethical performance standards of professionals? How can professionals in their daily duties fight against corruption?

Each institution that is; ICPAK, IHRM, KISM, LSK and ICS in its capacity regulates its respective sector while promoting professionalism and continuous professional development. However, this is no longer enough.

The ethical conduct of professionals has been questioned on numerous occasions more so in the recent past as the country grapples with the fight against corruption. Regulators cannot remain silent as the country struggles with unethical conduct especially at the workplace.

The **1<sup>st</sup> Inter-Professional Summit** will bring together great minds in the Human Resource, Accounting, Supplies Chain Management, Legal and Governance sectors in one of a kind platform aimed at enhancing collaboration among professionals while promoting professionalism, ethical conduct and effective alliances in every sector of the economy for social-economic and political development. This will also impact the future of professionalism in our beloved country.

#### Some of the highlights include:

1. Politics at the Workplace; The godfather syndrome
2. Enhancing Ethical Leadership & Relational Thinking;
3. True Self: Understanding my Professional Personality
4. The Future of the Kenyan Professional
5. Open Government Partnership (OGP)
6. Devolving Professionalism to County Governments
7. Rethinking Productivity in the age of disruptive technology
8. The Why for meaningful alliances
9. Transparency and Accountability

This Summit will be a great opportunity of empowering members with the current skills and information to not only uphold professionalism and ethical conduct but also eradicate corruption in their daily ventures.





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1<sup>ST</sup>

# INTER-PROFESSIONAL SUMMIT

ICPAK- 10 CPD | IHRM- 6CPD | LSK- 2CPD | KISM- 5CPD | ICS- 9CPD

## DAY 1

19<sup>th</sup> March, 2019

10:00 am – 4:00 pm

Registration

## DAY 2

20<sup>th</sup> March, 2019

8:00 am

**Registration**

8:45 am

House Rules/Administrative Announcements

9:00 am

**Opening Session**

Introductions

CEOs' Brief remarks

Chief Guest

10:30 am

Group Photo/Health Break/Networking

11:30 am

**True Self: Understanding my Professional Personality**

Presenters: Miriam Wambui, Ruth Kwalanda, Amon Maina

1:00 pm

**Lunch Break**

2:00 pm

**The Future of the Kenyan Professional- Plenary Session**

Panel: ICPAK, IHRM, LSK, KISM & ICS

3:30 pm

**Open Government Partnership (OGP)**

Presenters: The Office of the Deputy President

4:15 pm

Closing remarks /Event Coordinator

4:30 pm

**Health Break/ Networking**

[www.inter-professionalsummit.co.ke](http://www.inter-professionalsummit.co.ke)



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### DAY 3 21<sup>ST</sup> March, 2019

|          |  |
|----------|--|
| 8:00 am  | <b>Registration</b>  |
| 8:45 am  | House Rules/Administrative Announcements   |
| 9:00 am  | <b>Relational Thinking &amp; Ethical Leadership</b><br>Presenter: Mr. Cosma Gatere   |
| 10:00 am | <b>Health Break/Networking</b>   |
| 10:30 am | <b>Devolving Professionalism to County Governments –Plenary Session.</b><br>Panel: Patrick Meyo, Prof Gituro Wainaina & H.E. Prof. Kivutha Kibwana                   |
| 12:00 pm | <b>Rethinking Productivity in the age of disruptive technology</b><br>Presenter: Nikki Summers   |
| 1:00 pm  | <b>Lunch Break</b>   |
| 2:00 pm  | <b>Politics at the Workplace: The godfather syndrome -Plenary Session.</b><br>Panel: Prof. P.L.O Lumumba, Dr. Jacob Mbijiwe, FCS Simon Indimuli, OGW, Carolyne Enane |
| 3:45 pm  | <b>Sponsors Session:</b>   |
| 4:00 pm  | <b>Networking Cocktail</b>   |

### DAY 4 22<sup>ND</sup> March, 2019

|          |  |
|----------|--|
| 8:00 am  | <b>Registration</b>  |
| 8:45 am  | House Rules/Administrative Announcements   |
| 9:00 am  | <b>The Why for meaningful alliances</b><br>Presenter: Chris Mureithi   |
| 10:00 am | <b>Health Break/Networking</b>   |
| 10:20 am | <b>Transparency and Accountability</b><br>Presenter: Hon. Otiende Amollo, Prof. Micheka Ratemo, Daisy Amdany |
| 12:00 pm | <b>Official Closing Ceremony</b><br>H. E. Wycliffe Musalia Mudavadi-Amani National Congress Party Leader     |
| 1:00 pm  | <b>Lunch Break</b>   |



## PROFILES OF SPEAKERS AND PANELISTS

*Hon Dr. Otiende Amollo*

**Hon. Dr. Otiende Amollo**, the Member of Parliament for Rarieda Constituency, Siaya County in the Republic of Kenya, the immediate former chairperson of the Commission on Administrative Justice (Office of the Ombudsman) and Secretary General of the African Ombudsman & Mediators Association (AOMA) is an Advocate of the High Court of Kenya of two decades standing, a Notary Public, accredited Mediator, Commissioner for Oaths and a Certified Public Secretary. He holds an LL.B (Hons) degree from the University of Nairobi, and an LL.M (Public Law) degree from the same University. He also holds a Diploma and Certificate (Human Rights & Humanitarian Law) from the Kenya School of Law and Lund University respectively. In recognition of his contributions towards equality, fairness and the cause of human rights, he was awarded a Doctor of Letters (Honoris Causa) by the Senate of the Maseno University in 2014.

Before appointment to chair the Commission on Administrative Justice, he served in the Committee of Experts on Constitutional Review as one of Nine Experts who delivered the Constitution of Kenya 2010. He has also served as Chairman, Secretary and Council member of the International Commission of Jurists (Kenya Section), Secretary-General, Deputy Secretary General and Council Member of the East Africa Law Society, Council Member of The Law Society of Kenya, Chairperson and Board Member of Action Aid International – Kenya, founder Board Member of KELIN, Board member of The Kituo cha Sheria, and in the Boards of various other public and private entities. He was a founder member of the All Africa Human Rights Pressure Group and The Law Forum of the University of Nairobi.

*Daisy Amdany*

**Daisy Amdany** is the Executive Director of the Community Advocacy and Awareness (CRAWN) Trust. A governance, development and women's rights specialist and activist with several years' experience working in the field, She is the coordinator of the National Women's Steering Committee-NWSC which is hosted by CRAWN Trust and brings together over 50 organizations drawn from the national to the county level working in women's rights and women's advancement to harness and bring their collective voice, value and strength in governance, empowerment and development onto one national platform. She is also very actively involved in championing for women's full inclusion in governance and political processes and encourages women across the country to get involved in political and governance processes at every level from the grassroots to the national level especially in the decision making organs and has been in the forefront of the push for the full implementation of the not more than two thirds same gender constitutional principle in elective and appointive offices.

Daisy is also a consultant and is frequently engaged as technical advisor and trainer with several women and human rights organizations both at the grassroots, national, Pan African and International level and is a civic educator and trains women leaders, political parties and aspirants and other leaders.

## Prof. PLO Lumumba



**Prof. PLO Lumumba** is a former Director and Chief Executive Officer of the Kenya School of Law. He is Associate Professor of Public Law and Founding Dean, Kabarak University School of Law. He has lectured law at the University of Nairobi, the United States International University (Africa), Widener University USA (Nairobi Summer School). He is an Advocate of the High Courts of Kenya and Tanganyika. He holds Bachelor of Laws and Master of Laws degrees from the University of Nairobi and a LL.D (Doctor of Laws) on the Law of the Sea from the University of Ghent, Belgium. He is also a holder of the Degree of Doctor of Letters (Honoris Causa) from the University of Cape Coast in Ghana. He is a Fellow of the Institute of Certified Public Secretaries of Kenya FCPS (K), a Member of the Kenya Institute of Management (MKIM) and a Certified Mediator.

He is a renowned legal practitioner. He has written several books including: Criminal Procedure in Kenya, An outline of Judicial Review in Kenya, Kenya's long search for a Constitution: The Postponed Promise and Judicial Review and Administrative Law. He has published numerous articles in refereed journals and several book chapters. He has also edited several Books including Devolution in Kenya (with Prof. Mbondenyi and Dr. Kabau), The Constitution of Kenya (Contemporary Readings) (with Prof. M.K. Mbondenyi and S.O. Odero). In 2012 the East African Association of Anti-Corruption Authorities recognized him for valuable and exemplary contribution in the fight against corruption.

## Mr. Cosma Gatere



**Cosma Gatere** is a seasoned speaker, trainer, facilitator and consultant. He is the Managing Director of FEDORA CONSULTING GROUP, a training, assessment and advisory firm.

Much of his work focuses on measurement of non-financial drivers of success such as personal and organisational trust, the value of values, leadership language and organisational character and purpose. The insights from these assessments (e.g. The Relationship Balance Sheet, Personal / Corporate Trust Index, Leadership Voice, Ethical Leadership Score) are used to boost team performance, rebuild broken trust and guide innovation and change initiatives. They also provide valuable guidance for governance.

Cosma delivers keynotes and executive seminars on Relational Thinking™ – an approach that views quality internal and stakeholder relationships, not technical transactions, as the key to sustainable advantage and success in all dimensions of life and work. Cosma has worked internationally and across Africa with leading organisations including the World Bank Group, the Coca-Cola Company, Ogilvy and Reuters. He has wide consulting experience.

He holds masters degrees in Communication Science and Public Policy and has several professional memberships. Cosma is a social entrepreneur and mentor and has served on various local and international boards.



## Ruth Kwalanda



**Ruth** works with organizations to design solutions in learning that lead to improvements in performance and engagement. She is a leadership and management instructional designer and facilitator. Ruth is passionate about the 'softer' ends of leadership and organizational development. In this regard, Ruth enjoys facilitating the development of high performance personal and team competencies, design and structuring of management and leadership learning journeys, and culture alignment and development. She previously served as the executive producer of the East Africa HR Summit for seven years, then an annual premier event for HR professionals in the region, she won an international award for this role.

Currently, Ruth works as the Managing partner for Ciar Africa, a niche talent development firm in the region. She is a Certified regional consultant and facilitator for global respected Talent and Organizational development brands including John Wiley Workplace Solutions for Personality and team engagement work, The Barrett Value Centre for Culture alignment and development and Institute of Leadership and Management (ILM) for management and leadership competencies development.

Ruth is passionate, results-driven and reflective. She is an excellent cook who enjoys cooking, reading and travelling. Ruth lives in Nairobi with her husband and their three children.

## Prof Ratemo W. Michieka



**Professor Ratemo Michieka** is a known personality especially in the world of academia both locally and internationally. He is a Professor at the University of Nairobi and an Honorary Secretary, Kenya National Academy of Sciences (KNAS)

He is the former Vice Chancellor, Jomo Kenyatta University of Agriculture and Technology (JKUAT) and the former Director General, National Environmental Management Authority (NEMA).

He has served as the Chairperson of various boards including: Kenya Agricultural Research Institute (KARI), Kenyatta University Council, Kenya Education Network (KENET), and Inter University Council of East Africa among others.

Prof. Ratemo is the current chairperson of the African Scientific Research and Innovation Council (ASRIC). He has published many papers and books in his area of expertise and others in Leadership and Management and is a great mentor to graduating University students.

## Chris Mureithi



**Chris Mureithi** is a human capacity development expert, a highly sought after speaker, Author of three bestselling books (**What Makes You Special, the Shallow End and The Realities of the 21st Century**) a corporate trainer, a regular thought leader on K24 Alfajiri TV show and an entrepreneur. In 2018 he was a winner of the coveted award; **Bidco Africa Top 40 Under 40 men** an initiative of Business Daily—for the impact he has had in revolutionizing the human capacity development industry. He is the founder and CEO of Premiere Consultancy Group Limited an outfit that offers consultancy and training services on corporate and personal development with a key focus on growth. The Vision for Premiere Group is "Growing Africa by Growing Africans"

He has worked with numerous organizations across different sectors helping them get the best out of their human capital. He has graced notable forums such as IHRM National Conferences, KUSCCO Sacco Leaders National Convention and the Global TED Talks to name but a few. He is famed for being a meticulous story teller who has mastered the art of simplifying the complex.



## *FCS. Simon Muyumba Indimuli, OGW*



**Simon** is a career civil servant with experience spanning over 25 years in Public Service. He is currently the **Director, Governance & Management Services** at the State Corporations Advisory Committee (SCAC) in the Office of The President. SCAC is the Agency responsible for providing Policy and Governance oversight to Kenya's Parastatals.

Simon has been instrumental in providing firm foundation for Parastatal Reforms in Kenya having served as Joint Secretary to the Presidential Taskforce on Parastatal Reforms in 2013 and is still serving as Joint Secretary to the Parastatal Reforms Implementation Committee.

He is a great champion of Corporate Governance in parastatals having served as Secretary to the working team (ICS/SCAC) that developed the now trending "MWONGOZO: The Code of Governance for State Corporations". He has coordinated 24 workshops since 2015 to induct Parastatal Board members, Corporation Secretaries, Heads of Finance and Accounts, Internal Auditors and Heads of Human Resource functions on Corporate Governance.

He has been conferred with **Order of the Grand Warrior** of Kenya (OGW.,) medal by H.E The President of The Republic of Kenya for exemplary performance.

He is a Fellow of the Institute of Certified Secretaries (FCS) and also a Member of the Institute of Human Resource Development (UK). He holds a Masters of Science degree from Kingston University (U.K) and a Bachelors of Arts (Hons) degree of Kenyatta University (Kenya).

## *Miriam Wambui Gathura*



**Miriam** is Married, mother of two teenagers. Astute HR leader and entrepreneur with over 17 years cumulative industry experience. I know that the best days are still ahead.

Currently at Sanlam as CHRO; started career in sales and research but being agile and curious propelled her to HR. She is deeply interested in Change, Sustainability, Leadership coaching and Inclusion.

She is a Greenhorn mentor at the University of Nairobi and a coach for young and mature professionals. More than 50 professionals have benefited from her coaching program dubbed 'Scope & Impact' since May 2018.

Miriam holds an MSc HR, BSc Foods and Nutrition, HND HR, is a Certified Change Manager, Executive Leadership Coach and a member of both IHRM and IoD(K).

## Prof Gituro Wainaina



**Prof Gituro Wainaina** is a PhD holder in Agricultural Economics, Master in Business Administration, Bachelor of Education and Associate Professor of Business Analytics in the School of Business at the University of Nairobi. He has extensive working experience with University of Nairobi where he is an Associate Professor and has previously served at the Kenya Vision 2030 Delivery Secretariat where he was Acting Director General between 2013 and 2016, in addition to serving as as the Director for Social and Political Pillars at the Secretariat.

Prof Gituro has worked with the World Bank where he was a Senior Education Economist; CARE International in Kenya where he was Regional Coordinator; and University of Nairobi Enterprises and Services Limited, where he was Deputy Managing Director and Business Development Manager. Besides, he has a long-standing and resilient partnership and working relationship with governments in Kenya, Tanzania, Uganda, Rwanda, Ethiopia, Malawi, Zambia, Botswana, Ghana, and Nigeria.

Presently, he is a member of the Uwezo Kenya National Advisory Committee, Council member of Management University of Africa, member of the Board of Trustees for Kiambu Institute of Science and Technology, and Centre for Innovative Leadership and Governance.

## Patrick Meyo



**Mr. Patrick Meyo** holds a MBA from University of Birmingham- (UK), B.Com- Finance (Hons) – UoN, a Professional Diploma in Purchasing and Supply from the Chartered Institute of Purchasing and Supply (CIPS) – (UK), and Certified Public Secretary.

He is currently a Co-opted member to KISM council and Procurement and Supply Chain consultant. He previously served as the Director, Supply Chain Management (SCM) in various government ministries, Chair to the technical committee that prepared the Procurement Regulations for COMESA, member of the Taskforce that prepared the Public Procurement and Assets Disposals Regulations 2017, member of the Committee that prepared the Public Procurement and Assets Disposal Act 2015, the Public Procurement and Disposal Act 2005 and the attendant Regulations, 2006. He has also facilitated various workshops/seminars in Supply Chain Management.

## CHRP CAROLINE REBECCA ENANE



**CHRP Caroline Enane** is the current Chairperson of the Vihiga County Public Service Board since its establishment in the year 2013. As the Chairperson she led the team in the establishment and abolishing of offices, appointing of persons to hold those offices and exercise disciplinary control over the said individuals.

Caroline is a Certified Human Resource Professional with over 20 years of experience. She is also a graduate of University of Nairobi with a Bachelors of Commerce Degree – Human Resource Option and has previously worked with KCB Limited.

## Dr. Jacob Muriuki Mbijiwe



**Dr. Mbijiwe** attended Meru school (Meru County) and Koelel High School (Nakuru County) for secondary education. Proceeded to Moi University for Bachelor's Degree in Education, MBA (HRM) from Kenya Methodist University and PhD (Business Management and Organizational Behavior) from Osmania University – Hyderabad (India).

Work experience entails teaching Mathematics in a number of High Schools, Headship of High Schools and part-time teaching at Universities before joining Human Resource Management and Development under the then Ministry of State for Public Service Management in the year 2009. Worked in the Ministry of Cooperatives Development and Marketing, Ministry of Industries and Enterprise Development and Ministry of Public Service, Youth and Gender Affairs as Human Resource Management and Development Officer.

Specialized skills in Training Needs Analysis, Workload Analysis, Job Evaluation and various Consultancies in the field of Human Resource Management and Development. Has six Publications in referenced Journals among many other writings and contributions to the body of knowledge. Currently the head of Human Resource Management Services at the State Department of Public Service and Youth and member of Institute of Human Resource Management.

## Nikki Summers



**Nikki Summers** leads the Sage business in East Africa. She is responsible for the growth and positioning of Sage in East Africa, a fast-growing territory that the company has targeted for strategic investment in the years to come.

Before assuming this role, Nikki was responsible for growing Sage One into the leading cloud-based accounting brand for Small & Medium Businesses across East and West Africa.

Nikki joined Sage in January 2008 as a marketing executive who drove marketing for Sage Pastel International across 52 countries. Just over a year later, she established a local office to manage the East Africa region from a Support, Sales and Marketing point of view.



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### COUNCIL MEMBERS



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CPA OBARE NYAEGA  
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CPA SUSAN OYATSI



CPA EDWIN MAKORI  
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NYONGESA



HARRIETTE CHIGGAI



HERINE AKOTH



JANE MASAI CHEPTOO



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MARIA MUTUA  
MBENEKE



ROSELINE ODHIAMBO  
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MERCY K. WAMBUA,  
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MR. ELIJAH SITIMAH  
NATIONAL CHAIRMAN



MR. STEPHEN  
MALAKWEN



MR. WYCLIFFE OSORO



MRS. PATRICIA OKELLO



MS. MIRIAM MWANGI



DR. AMANI YUDA  
KOMORA



MR. AHMED DIRIYE



CHRP DORCAS  
WAINAINA, OGW  
EXECUTIVE DIRECTOR



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MR. FRANCIS  
MURABULA



HEDWIG NYALWAL,  
CEO





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### NOTES



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