

CURRICULUM VITAE

1.0 PERSONAL INFORMATION

NAME : Prof. David M. Minja
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EMAIL : minja.david@ku.ac.ke
NATIONALITY : Kenyan
GENDER : Male
DATE OF BIRTH : 19TH October, 1963
MARITAL STATUS: Married

2.0 QUALIFICATIONS

2.1 Academic Qualifications

- 2008: Doctorate in Organization Development & Transformation, Cebu Doctors' University, Philippines
- 2006: MA Leadership(Strategy & Entrepreneurship) Pan Africa Christian University in collaboration with Trinity Western University-Canada
- 1999: MBA (Strategic Management), Newport University, California, USA
- 1989: Bachelor of Arts (Economics and Business) Kenyatta University

2.2 Professional Courses

- 2005: Completed TOT Course on Training and Consulting conducted by TIMAN Consulting Group, Slovakia under UNDP funding.
- 2004: CFA Level 1, Kenya Accountants and Secretaries National Examinations Board. [KASNEB]
- 1999: Fund Management and Trusteeship: Alexander Forbes Investment Managers – South Africa
- 1992 Certified Public Secretary Part 1, Kenya Accountants and Secretaries National Examinations Board. [KASNEB]

2.3 Other Courses

- 28th May and 14th November, 2013: Teaching Methodology conducted by Kenyatta University
- 6th to 7th November, 2012: Peer Reviewers Training Workshop conducted by Commission for University Education.
- 11th October, 2010: Adapting Training for Transformation for the University Classroom sponsored by St. Paul's University
- 22nd -23rd May, 2008: Quality Assurance in Higher Education sponsored by St. Paul's University

3.0 EMPLOYMENT HISTORY

- January, 2012 to date: Associate Professor of Management, Department of Public Policy and Administration, Kenyatta University
- 2011: Associate Professor of Management, Kenya Institute of Administration in collaboration with University of Nairobi.
- 2007- 2011: Senior lecturer, St. Paul's University, Limuru

- 2002 – 2007: Lecturer at St. Paul’s University, Limuru
- 1997 – 2001: Chief Executive Officer, Local Authorities Pension trust (LAPTRUST), Nairobi
- 1996-1997: Senior Economist and later AG. Managing Director, Ewaso Ngiro South development Authority, Narok
- 1993-1995: Area Manager, K-REP Bank(now Sidian Bank), Nairobi and Embu.
- 1990-1992: The National Treasury

4.0 ADMINISTRATIVE RESPONSIBILITY (AT KU)

4.1 *At Kenyatta University*

- September, 2017 to date: Chairman, Department of Public Policy & Administration
- June, 2015 to August, 2017: Appointed Chair, Departmental Postgraduate Studies
- 2015: Appointed Member, Departmental Examinations Verification Committee
- 2014 to date: Member, City Campus Management Committee
- 2013 July to June, 2015: Appointed Departmental Examinations Coordinator

4.2 *At Other Institutions*

- 2011 – March 2012: Head of Research and Consultancy, Kenya Institute of Administration (now Kenya School of Government).
- 2009 – 2011: Dean, Faculty of Business, Communication and IT, St. Paul’s University
- 2007 – 2009: Chair, Department of Business Administration, St. Paul’s University

- 1997 – 2001: Chief Executive Officer, Local Authorities Pension trust (LAPTRUST), Nairobi
- 1996-1997: Senior Economist and later AG. Managing Director, Ewaso Ngiro South development Authority, Narok
- 1993-1995: Area Manager, K-REP Bank(now Sidian Bank), Nairobi and Embu.
- 1990-1992: Training Officer, Directorate of Supply Chain Management- The National Treasury.

5.0 FELLOWSHIPS

Nominated by the British Council for a two-months Development Finance training at Bristol University, UK, June, 1995.

6.0 POSTGRADUATE SUPERVISION

6.1 PhD Supervision

6.1.1 COMPLETED(2011-2016)

2014 (July): Stephen Laititi Mutunga graduated from KEMU with a PhD in Business Administration. Topic: An Empirical Analysis of Strategies Employed by Food and Beverage Firms in Kenya for Sustainable Competitive Advantage.

2015(December): Mary Mugo graduated from Kabarak University with a PhD in Business Administration. Topic: Corporate Growth Strategies Adopted by Local Family Businesses in the Manufacturing Sector in Kenya

July, 2017: Joan Mutua to graduate from Jomo Kenyatta University in June, 2017. Topic: Effectiveness of Interpersonal Communication Strategies used by Media Houses to Deal with Trauma among Journalists.

December, 2017: Titus Mwanthi successfully defended his PhD thesis and due to graduated at Kabarak University on 21st December, 2017.

Topic: Determinants of Successful Strategy Implementation in Universities in Kenya.

- **2014 to 2018 :** Nalianya R. Simiyu- D86/CTY/22860/2012: Project Management Practices on the Performance of Agricultural Based Projects. Has defended and passed his Thesis .

- **June, 2017:** Nahashon Langat: D86/CITY/22873/2012: Distinctive Competencies and Performance of the Alcohol Industry in Kenya- Kenyatta University. Thesis successfully defended.

6.1.2 ONGOING PhD Students

- **2014 to date:** Gicharu Njoroge Isaac- D86/CITY/PT/22890/2012: Adoption of Quality Management Systems and its Effects on Service Quality in Healthcare Facilities in Nairobi County, Kenya- Kenyatta University. He has defended proposal at School level.
- **2018 to date :** Edda Heather Kipchumba
- **2017 to date:** Edna jemutai Moi

6.2 Masters in Public Policy and Administration Supervision

COMPLETED

- Dominic K. Gicheru -C154/CTY/PT/24419/10: The challenge of Human Resource Retention in the Ministry of Public Works in Kenya- Kenyatta University
- Charles O. Wambia -C153/CTY/PT/24505/10: Determinants of Performance of Lotteries in Kenya: The Case of Lotteries in Nairobi County- Kenyatta University
- Angeline Mwende Ndue - C153/CTY/PT/24405/10: Effects of Performance Contracting on Service Delivery on the Probation Service Department, Nairobi County- Kenyatta University
- Wycliffe Ogallo Odiwuor- C154/CTY/PT/ 26746/2011: Constraints to Women Participation in Leadership : A Case of Selected co-operative Societies in Laikipia East District- Kenyatta University
- Elesban Kihuba- C154/CTY/PT/ 24550/2011: Determinants of Equitable Allocation of Funds to Public Hospitals- Kenyatta University

- Agnes K. Musyoka- C153/CTY/PT/ 24601/2010: Impact of Industrial Unrest on the Performance of Local Authorities in Kenya: A Study of Nairobi City Council- Kenyatta University
- Naomy Bhoke Kerario – C153/CTY/PT/27225/2011: The Impact of Transactional Leadership on the Performance of Employees in Kenya: A case Study of Mumias Sugar Company- Kenyatta University
- Mwangi Kahora-C153/CTY/PT/24480/2010: Leadership Practices and their Influence on Employee Creativity and Innovation in Public Institutions: A Case of Public Procurement Oversight Authority- Kenyatta University
- Jason Chewa- C153/CTY/PT/26933/2011: Influence of Organizational Internal Environment on Service Delivery in the Civil Service: The Case of Immigration Department Headquarters, Kenya. Kenyatta University
- Ezekiel Kibet Tanui- C153/CTY/PT/24838/2012: Effects of Bursary Scheme in The Retention and Completion Rates of Public Secondary School Students in Kamariny Division in Elgeyo Marakwet County, Kenya. Kenyatta University
- Nicholas Kinuthia Gitau- C153/CTY/PT/21554/2012: Adoption of Strategic Management Practices in Kenyatta University
- Kimathi Patrick Manene: C153/CTY/PT/26937/2011: The Effects of Employee Participation on Organizational Commitment in State Corporations in Kenya. A case of The National Museums of Kenya. Kenyatta University
- Humphrey Young Ogola- C153/CTY/PT/27200/2011: The Impact of Performance Contracting on the Performance of Kenya Prisons Service. Kenyatta University
- Ruth Wangari Mwaniki- C154/CTY/PT/ 22527/2012: Determinants of Low Penetration of Kenyan Goods into the American Market Under AGOA: A case of Selected Companies Under EPZA. Kenyatta University
- Okong'o Nicodemus Nyabuto- C153/CTY/PT/ 23609/2011: Influence of Strategic Procurement on the Performance of Public Enterprises in Kenya. Kenyatta University
- Wellington Ogoya Namenge C153/CTY/PT/26055/2013: Role of Huduma Centre Initiative in Enhancing Service Delivery in Kenya

- Grace Akoth Dola- C153/CTY/PT/ 27182/2011: The Impact of Transformational leadership on Employee Performance. A case of Kenya Wildlife Service

2013: Johnson Nguu Nyaga C154/CITY/PT/24872/2012: The Effects of Participative Management on Employee Performance: A case of Kenya Revenue Authority.

- 2015: Milliam Muriungi C153/ CITY/27072/2014: Recruitment and Selection Practices and Their Effects on Employee Performance in Public sector.
- 2015: Ann Mbataru C153/CITY/29700/2014: Workplace Wellness Programmes and Employee productivity: A case of National Assembly of Kenya
- 2016: Mohamed Ali Omar C154/CITY/PT/21592/2015: Determinants of Budgetary Allocation Process in County governments in Kenya
- 2013: Roselyne Aburili C154/CITY/PT/26742/2011: The Use of Mobile Phones by Motorists and its Effects on Road Safety in Kenya

6.2.2 ON GOING

- 2016: Nyangi John Juma- C153/CTY/PT/31225/2015: Effects of Tobacco Control Policy Interventions on the Demand and Supply of Tobacco in Kenya.
- 2013: Purity Chepkorir Koskey- C153/KER/PT/24125/2013: An Assessment of Performance Management in the Judiciary. A Case of High Court of Kenya-Homa Bay County.
- 2014: Samuael Masoo Mwati – C153/OL/CITY/26534/2014: Corporate Governance Practice and Its Impact on Performance of An Organization (A Case Study Of Nairobi County).

Masters in Business Administration Theses supervision in other universities

- 2006:** Jedidah Kuria – Topic: Human Capital Management in the Insurance Industry. MBA thesis at Daystar University
- 2007:** Mbiu Muhungura- Strategic Responses to Changing Competitive Environment: A case of Uchumi Supermarkets Ltd. MBA thesis at Daystar University
- 2008:** Esther Chege – Topic: The Strategic Role of District Focus for Rural Development in the Achievement of MDGs: Challenges and Constraints. A Case of Suba District. Daystar University
- 2009:** Lorraine Nyaoke - An investigation into the Effects of Health Policy Change on Sales and Strategies of Anti- Malaria Pharmaceutical Companies in Kenya
- 2009:** Njeri Nyanja-The Viability of Clinic Franchising programs in Kenya
- 2010:** John Kiarie -Strategic Leadership and Its Role in Corporate Governance Practices in Mitigating Risks in Stock Brokerage Firms in Kenya. Daystar University
- 2011:** Marus Frezghi - Application of blue ocean strategies in Value Innovation for Sustained growth and Profitability. Case of Kenyan Textile Manufacturers. Daystar University
- 2011:** Pauline Mwanzia- Managing Diverse Workforce for Effective Performance. Daystar University
- 2011:** Joseph Muema- The impact of Corporate Governance on promoting Ethical Business Practices. Case of Kenya Revenue Authority, Daystar University
- 2011:** Jeanette Gitau- Assessment of Strategies Adopted by Kenyan Commercial Banks in Response to Environmental Changes. Daystar University
- 2011:** Felistas Ndegwa - An Evaluation of the Impact of Customer Satisfaction on Unit Trusts in Kenya. Daystar University

- 2011:** Lennah Nkatha- Effects of a New Technological Banking System on Employees' Productivity. A case of Kenya Commercial Bank ,Daystar University.
- 2011:** Grace Njenga- Assessment of the Factors Affecting the Upward Mobility of Women to management Position in Commercial Banks in Kenya, Daystar University
- 2011:** Pius Oscar Ilavonga- An Evaluation of the Effect of Credit Referencing System in the Banking Sector in Kenya. Daystar University
- 2011:** Mary Thuita- An Assessment of management Strategies Applied by Sports and Recreational Facilities. A Case of Sports Stadia management in Kenya. Daystar University
- 2011:** Deng Tuek- The Role of Governance in the Promotion of Education and Development Policies in Southern Sudan-.Master of Development Studies(MDS),St. Paul's University

7.0 CONFERENCES/SEMINARS/WORKSHOPS

7.1 Participation in Workshop/Conferences

- Attended a conference on Historical Perspective of Sustainability and Participatory Development- Public Policy Dimension. DAAD Annual Conference. May, 2013.
- Corporate Governance and Youth Leadership for National Development. National Youth Council Conference organized by The Presidency, Ministry of Devolution and Planning at Multi-Media University, December, 2013.
- The Role of Strategic leadership in Peace Building: Association of Lay Training Ministers in Africa Conference, July , 2008

7.2 Presentation of papers at Academic and Professional Conferences.

- **2018,**

- **2017, October 5th:** Presented a paper at the National University of Public Service, Budapest, Hungary. Topic: Inter- And Intra- State Conflicts In Africa, With Special Reference on The Eastern Africa Region
- **2017, June 5th -9th:** Presentation at African Association of Public Administration and Management (AAPAM) conference held at Simba Lodge - Naivasha. Topic- Productive Work Place Culture in Public Service.
- **2016:** Transformational Leadership- Turning Around Organizations for High Performance. ICPS Regional Governance Conference, 6th -8th April, 2016 Serena Hotel, Zanzibar
- **2014:** Management Fibrillation and its Influence on Results-Based Management in Kenya's Public Sector. First Asia- Pacific Conference on Global Business, Economics, Finance and Social Sciences. AP14 Singapore Conference, 1-3 August, 2014.
- **2014:** Transformative Leadership – Managing an Expanded Legislature in a Presidential System. Second National Assembly Leadership Conference, Mombasa, Kenya(March, 2014).
- **2014:** Good Governance and Values-Based leadership in Africa. Values and Integrity as Key Drivers of Change. African Association of Public Administration and Management (June, 2014).
- **2013:** Historical Perspective of Sustainability and Participatory Development- Public Policy Dimension. KDSA Annual Conference. May, 2013.
- **2013:** Corporate Governance in Youth Leadership for National Development. National Youth Council Conference organized by The Presidency, Ministry of Devolution and Planning at Multi-Media University, December, 2013.
- **2011:** Ethical Leadership Practices: The Foundation of Political and Economic Development in Kenya. Presented at the Strathmore University Ethics International Conference, October, 2011
- **2010:** Corporate leadership: the Ethical Dimension in Kenya, presented at the 10th Annual BEN- Africa International Conference, Nairobi
- **2009:** Ethical leadership practices in Kenya: Fact of Fallacy, presented at an academic workshop at St. Paul's University.

7.3 Convening and Coordinating Conferences

- 2015: Coordinated a one day stakeholders' workshop to discuss PhD in Public Policy and Management developed by our department at Kenyatta University.

8.0 RESEARCH AND PUBLICATIONS

8.1 Articles in Refereed Journals

Individual articles in local and international journals

- Minja, D. Ethical Practices for effective leadership: Fact or Fallacy- A case of Kenya. KCA Journal of Business Management, 2009 Vol 2.p1-14
- Minja, D. Corporate Leadership Styles and Practices in Kenya: African Leadership Review: Journal of Leadership, Governance and Development, Vol.2, No.1 June 2010, pp.11-39.
- Minja, D. Leadership Practices: A Case of Selected Corporate Institutions in Kenya. Journal of Entrepreneurship, Language and Technology in Africa Vol 2, No 2 (2010)
- Minja, D. Comparative Analysis of the Impact of Organization Development interventions on Organizational leadership and management practice. A Case of Green Earth (GEP). Journal of Entrepreneurship, Language and Technology in Africa Vol 3, No 1 June, 2011,pp.199-222.
- Minja, D. Ethical Practices; The Foundation of Political and Economic Development in Kenya: Journal of leadership, Governance and Development in Africa, Vol. 3, No.2 December 2011, pp. 89-113.
- Minja D. The Imprints of Leadership. Journal of Leadership, Governance and Development in Africa. Glasgow, Vol. 5 No.8, June, 2013, pp.8-24.
- Minja, D. The Signature of Effective Leadership. Public Policy and Administration Research, Vol. 3 No. 10, October, 2013
- Minja, D. Accountability Practice in Kenya's Public Sector. International Journal of Business Management Review; Vol.1. No.4, December, 2013,pp.54-63.

- Minja D. Ethical Leadership for Development of Political Governance in Kenya: An Empirical Review. *International Journal of Current Business and Economics*. Vol. 1, NO 1 pp. 006012. November, 2012.
- Minja,D. Management Fibrillation and its Influence on Results-Based Management Practice in Kenya’s Public Sector. *Public Policy and Administration Research*,Vol. 5, No. 2(2015) , pp.22-27.
- Minja, D. An Assessment of the Practice of Results- Based Management in the Public Service: The Case of Kenya. *Journal of Human Resource and leadership*. Vol.1, Issues 2, No. 1 2016
- Minja, D. Re-Thinking Ethical Leadership in Kenya: Adopting a New Paradigm. *Journal of Values-Based Leadership*. Vol. 10, Issues 1, Winter/Spring 2017
- Minja, D., Ndethiu, L. The Impact of Founder’s Syndrome on Leadership Transition from Entrepreneurial Visionary to Shared Vision. *African Leadership Review: Journal of leadership, Governance and Development*, Vol.3, No.2 June 2011, pp 21-52.
- Ngure, P., Minja, D. Nyaoke Lorraine. Malaria Healthcare Policy Change in Kenya: Implications on Sales and Marketing of Anti-Malarial Drugs. *Journal of Vector Borne Diseases*. 2012 March, 49(1) 27-32.
- Kiarie J. Minja D. The Role of Corporate Governance in Mitigating Investors Risks at Nairobi Securities Exchange. *European Journal of Business and Management*, Vol 6, No 8 (2014),pp.182-187.
- J.W. Nderitu,D. Minja, S. Muriithi. An Investigation of Challenges Facing Christian Universities in Kenya. *International Journal of Management Sciences*. Vol.4, No.3, 2014, 129-143.
- Stephen Laititi Mutunga, David Minja, Paul Gachanja. Innovative Adaptation and Operational Efficiency On Sustainable Competitive Advantage Of Food And Beverage Firms In Kenya. *European Journal of Business and Innovation Research*, Vol. 2 No 2, pp. 32-50, May 2014.
- Mutunga,S.L. David Minja, Generic Strategies Employed By Food and Beverage Firms In Kenya and Their Effects On Sustainable Competitive Advantage. *International Journal of Business Management Review*. Vol 2, No.6 pp.1-15, November, 2014

- Mutunga,S.L., Minja,D. , Gachanja,P. Resources Configurations On Sustainable Competitive Advantage Of Food And Beverage Firms In Kenya: A Resource Based View Of The Firm. *European Journal of Business and Management*. Vol. 6, No. 24, 2014(147-157).
- Mary Mugo David Minja Lily Njanja The corporate growth strategies adopted by local family businesses in the manufacturing sector in Nairobi County, Kenya. *European Journal of Business and Innovation Research*,Vol.3,No.1,pp. 1-10, March 2015
- Mary Mugo David Minja Lily Njanja The effect of succession planning on corporate growth strategy among local family businesses in the manufacturing sector in Nairobi County, Kenya. *European Journal of Business and Management*, Vol. 7 No.6 (2015)
- Mary Mugo David Minja Lily Njanja The mediating effect of culture on management succession and corporate growth strategy among local family businesses in the manufacturing sector in Nairobi County, Kenya. *European Journal of Business and Management*, Vol. 7 No.5 (2015), 171-179.
- Minja D. Waweru, L. Strategic partnerships and their effects on building organizational capacity in the oil extractive industry in Kenya. *European Journal of Business and Strategic Management* Vol. 1. Issue No.2, pp 1-9, 2016.
- Kinyua Z, Minja D. The influence of Order of Reinstatement and Order of Compensation on Human Resource Practices in Selected State Corporations in Kenya. *European Journal of Business and Strategic Management* Vol.1, Issue 1 No. 1 pp144-156, 2016.
- Juma, G.A., Minja, D., Mageto, J. The Impact of Strategic Thinking on Organizational Performance: A Case of Uchumi Supermarket Limited. *International Journal of Supply Chain Management* Vol. 1, Issue 1 No. 1,pp 75-94,2016.
- Mary Mugo David Minja Lily Njanja. The Effect of Successor Commitment on Corporate Growth Strategy in Local Family Businesses in the Manufacturing Sector in Nairobi County, Kenya. *African Multidisciplinary Journal of Research*, Vol.1 No. 1 pp 153-170, 2016.

- Mutua, J., Mberia, H.K., Minja, D. Effectiveness of Debriefing As A Strategy of Dealing With Trauma Among Journalists in Kenya. International Journal of Communication and Public Relations. Vol.1,pp.1-10, 2016.
- Mutua, J., Mberia, H.K., Minja, D. Effectiveness of Talking Cure Therapy in Dealing With Trauma Among Journalists in Kenya. International Journal of Psychology. Vol. 1, pp.1-9,2016.
- Kinyua Z, Minja D. Kiruth K. The Effect of Order of Injunction, Gender and Marginalised Groups' Rules on Human Resource Management practices in Selected State Corporations in Kenya. Journal of Human Resource and Leadership. Vol. 1 Issue 2, NO. 2,2016
- Wangombe,N.M., Minja,D. Non-Financial Rewards and Their Effects on Employee Retention in the Public Sector in Kenya: The Case of The National Treasury. American Journal of Public Policy and Administration. Vol.3, Issue 1No.1, pp1-16,2018
- Jemtai, E.O. , Iravo, M., Minja, D. Influence of the Level of Citizen Participation on Governance of Projects in County Governments in Kenya. International Journal of Research and Innovation in Social Sciences. Vol. II,, Issue V, May, 2018
- Jemtai, E.O., Iravo, M., Minja,D. Citizen Perceptions of the Governance of Projects in Kenya. International Journal of Innovative research and Knowledge. Vol. 3, Issue 5, May, 2018
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8.2 Articles in Conference Proceedings

- **2008:** The Role of Strategic leadership in Peace Building: Association of Lay Training Ministers in Africa Conference
- **2009:** The Impact of Micro Finance as a Strategy for Poverty Alleviation and Business Growth in Kenya: Research Seminar at St. Paul's University
- **2009:** Entrepreneurial Ethical Practices: Handong Global University, South Korea in collaboration with St Paul's University
- **2009:** Ethical leadership practices in Kenya: Fact of Fallacy, presented at an academic symposium at St. Paul's University.

- **2010:** Corporate leadership: the Ethical Dimension in Kenya, presented at the 10th Annual BEN- Africa International Conference, Nairobi Kenya.
- **2011 :** Ethical Leadership for Political and Economic Development in Kenya: Strathmore University 8th Annual Ethics Conference, 2011,Nairobi Kenya.
- **2014:** Management Fibrillation and its Influence on Results-Based Management in Kenya's Public Sector. First Asia- Pacific Conference on Global Business, Economics, Finance and Social Sciences. AP14 Singapore Conference, August, 2014.
- **2017:** Post- Independence Inter- and Intra- State Conflicts in Africa, With Special Reference To The Eastern Africa Region. National University of Public Service, Budapest, Hungary 5th October, 2017.

8.3 Books

- Minja D, Aswani D (2009) Industrial Relations in Kenya: Principles and Practices. Integrity Publishers, USA.ISBN13: 0-9821175-6-9
- Barine K Minja D. (2011) Transformational Corporate Leadership. Integrity Publishers, USA. ISBN 13: 978-0-9828630-1-5
- Barine, K. Minja, D. Muhoho, J. (2015). Leading Strategic Change. Integrity Publishers, USA ISBN 13: 978-1-937455-24-8
- Barine K. , Minja, D. Inside the Boardroom: Theory and Best Practices for Effective Corporate Governance .(under review by Routledge Publishing(Taylor & Francis group)

9.0 NETWORKING AND COLLABORATION WITH EXTERNAL ORGANIZATIONS

- **May – July 2015:** Led a team from KU, Strathmore University and Kenya School of Monetary Studies in developing a Financial Sector Policy Analysts Capacity Building Programme .
- **2014 to date:** Pursuing collaboration with Ben Gurion University of the Negev, Department of Public Policy and Administration.

10.0 EXTERNAL AND INTERNAL GRANTS

- **May-June 2018:** Won a contract worth Ksh. 900,000 to train 1 Cabinet Secretary and 10 Deputy Secretaries from the Government of the People's Republic of Bangladesh. The programme focused on 'Leadership and Good Governance in Public Administration'.
- **January 2018:** Won a consultancy contract worth Ksh 1,040,000 to develop Public Relations Society of Kenya Strategic Plan. Funds to be channeled through KU Consultancy Unit
- **September, 2017:** Awarded European Union's Erasmus Grant+ amounting to 2976 Euros as a visiting professor at National University of Public Service (NUPS) and Pazmany Catholic University both in Budapest, Hungary.
- **2015:** Won funding worth US\$ 22,250/= to develop a curriculum for Financial Sector Policy Analysts in Kenya. The funding was provided by Financial Sector Deepening Trust.
- **2014:** Won a grant from The Research Foundation of The State University of New York worth Ksh. 169,200.
- **2014:** Developed two consultancy proposals for training the leadership of Embu County Government and top employees of the County Parliament.
- **2013:** Awarded Kshs.126,250/= Research Grant by Vice-Chancellor, Kenyatta University.
- **2007:** Won funding proposal Ksh.1,150,000/= for capacity building of Saccos in four provinces (Nairobi, Central, Eastern and Coast). The funding was given by Swedish Cooperative Centre and Cooperative Bank.
- **2005:** Won funding worth US\$ 100,000/= for conducting institutional assessment on management and leadership needs of cooperative societies in Nyandarua County. The proposal was funded by Slovak Aid & UNDP Slovakia

10. 1 CONSULTANCIES

- **July,2018:** Conducted Board Performance Evaluation for National Crime Research Centre

- **June 20-25, 2018:** Lead Trainer- Senior Officials from Cabinet Office of the Government of the People’s Republic of Bangladesh
- **April 2018- June 2018:** Lead Consultant- Formulation of Youth Mainstreaming (YM) Strategy. Funding agency was the Commonwealth Secretariat, London.
- **January- March, 2018:** Facilitated the development of strategic plan for Public Relation’s Society of Kenya
- **February 2018:** Facilitated an Entrepreneurship Development Program for CPF Financial Services
- **December, 2017- January, 2018:** Facilitated the development of Strategic Plan for Insurance Regulatory Authority
- **May – August, 2017:** Facilitated the development of 2017-2022 Strategic Plan of Commission on Revenue Allocation(CRA).
- **March, 2017:** Reviewed 2012-2017 Strategic Plan and Facilitated the development of 2017-2022 Strategic Plan of Kenya Roads Board.
- **March, 2017:** Inducted the Council and conducted governance training for National Crime Research Centre. Also reviewed the organization’s Strategic Plan
- **March, 2017:** Inducted the Board of Kenya Water Towers Authority
- **December,2016:** Facilitated the development of Strategic Plan of Machakos University
- **December,2016:** Facilitated the development of Strategic Plan of Kenya Agricultural and Livestock Research Organization(KALRO)
- **November, 2016:** Facilitated Performance Management training for Human Resources professionals for various county governments
- **November, 2016:** Facilitated a workshop for The National Assembly on Transformative and Servant Leadership in public service.
- **October, 2016:** Facilitated review of strategic plan of Murang’a University of Technology. I also trained the University Council on corporate governance and strategy.
- **August, 2016:** Facilitated corporate governance workshop for TANATHI Water Services Board
- **April, 2016:** Facilitated Transformational leadership workshop for CEOs and senior executives in Zanzibar.

- **March 2016:** Facilitated Public-Private Partnership workshop for Nakuru County Government
- **November, 2015:** Facilitated Strategic Planning and Performance Management workshop for the commissioners and management of Teachers Service Commission.
- **September 2015:** Inducted the Board of National Construction Authority
- **August 2015:** Inducted the Board of Directors of Kenya Roads Board
- **June, 2015:** Inducted the Board and Management of National Water and Pipeline Conservation
- **May, 2015:** Corporate Governance training and Induction of the Board and Management of Export Processing Zones Authority.
- **April to June 2015:** Developed a curriculum for Financial Sector Policy Analysts in Kenya. The funding was provided by Financial Sector Deepening Trust.
- **April, 2015:** Facilitated the development of a corporate strategic plan for National Water Conservation and Pipeline Corporation
- **March, 2015:** Facilitated Corporate Governance training and Board Induction of Insurance Regulatory Authority
- **December, 2014:** Facilitated Corporate Governance training for Board of Trustees for National Council for Persons With Disabilities
- **November, 2014:** Facilitated Corporate Governance training for TANATHI Water Services Board
- **August, 2014:** Training Director Generals of Republic of South Sudan on Corporate Governance and Strategic Leadership
- **July, 2014:** Corporate Governance Training and Induction for the Board of National Council for Persons With Disabilities
- **June, 2014:** Effective Governance and Strategic Thinking. Board and Management workshop for National Council for Population and Development (NCPD).
- **April, 2014: Integrity, Ethics and Fight Against Corruption in Public Service-** Workshop for Kenya Roads Board
- **February, 2014:** Transformative Leadership – Managing an Expanded Legislature in a Presidential System. Second National Assembly Leadership

Retreat. Funding Agency: research Foundation of State University of New York (SUNY).

- **December, 2013:** Conducted Board induction for National Youth Council, Ministry of Devolution and Planning
- **October, 2013- February, 2014:** Facilitated Strategic planning Development for Kenyatta University- City Campus
- **September, 2013:** Conducted Board Evaluation for Constituencies Development Fund Board
- **August, 2013:** Conducted Board Evaluation for Media Council of Kenya
- **June, 2013:** Facilitated a workshop 'Leading Organizational Change' for Nairobi Water & Sewerage Company
- **June- January 2014:** Development of NCKK(SMEP- LBG) Strategic Plan and Business Plan
- **March 2013:** Facilitated board induction and board evaluation of Kenya Roads Board
- **March 2013:** Facilitated Leadership workshop for the senior management of Tea Board of Kenya
- **February 2013:** Strategic Planning retreat for NASCOP
Task: Took the organization through strategic planning process.
- **February 2013- September, 2013:** Developed Corporate Strategic Plan for Media Council of Kenya
Tasks: Took the Board and management through strategic planning process.
Conducted review of just ended strategic plan
Developed Corporate Strategic Plan
- **January, 2013:** Facilitated training in Change Management and Reforms for National Police Service under the funding of Kenya Government and Swedish Police Board
- **October 2012:** National Housing Corporation Board Retreat
Facilitated a retreat for the Board of Directors and senior management. Issues covered included: leading corporate transformation, developing a new culture, organization restructuring, public financial management practice, devolution of services in line with the Constitution of Kenya 2010.

- **September 2012: Director Generals Workshop**
Training Director Generals of the Republic of South Sudan on strategic thinking and developing a new culture in post conflict era. Leading transformation was also dealt with.
- **August 2012: Corporate Governance Workshop**
Training Media Council Board and Senior Management on various aspects of good corporate governance
- **July 2012: Sierra Leone Public Servants**
Training public servants in-charge of performance management and performance contracting in Sierra Leone.
- **June 2012: Training of County Commissioners**
Area of focus: Leadership Practice in Devolved Government
- **April- May 2012: Training top leadership of Ministry of Housing**
Area of focus: Managing Change in the New Constitutional Order
- **May 2012**
Local Government Board of Government of South Sudan- Juba
Funding Agency- GIZ
Area of focus: Leadership and Management for Improved Performance in Local Governments
- **2012 April- May**
Kenya Police Service Reform Programme.
Areas of focus: Application of Leadership and Project Management Principles and Practices in Police Reforms
Funding Agency: Swedish Government through Swedish National Police Board
- **2011-December: Transformative Leadership for Post Bank senior management.**
- **2008- date:** Reviewer of degree programs submitted to Commission for Higher Education for accreditation.
- **Assignment:** Human Resources Development- providing technical advise to HR Director, review HR policies and HR Planning.
Contract period: June 2010 to September, 2010
Contracting organization: SIL International

- **Assignment: Formulation of a Strategic plan**
 Contract Period: May 2008- April, 2009
 Contracting Organization: ACK St. Philips Parish, Gachie
- **Assignment: Leadership Development Training.**
 Target Group: Christian leaders drawn from Kenya, Nigeria, Egypt, Uganda and Tanzania.
 Period: November, 2008
 Contracting Organization: Association of Christian Lay Centers in Africa (ACLCA).
- **Assignment:** Leadership Development Training for Africa women Christian leaders held at Co-operative College, Kenya
 Period: July, 2008
 Contracting Organizations: Pan Africa Christian Women Association & Association of Evangelicals for Africa.
- **Assignment: Micro Finance training**
 Period: May, 2008
 Organization: Ndetika Rural SACCO- Kikuyu
- **Assignment :** **Capacity building of 8 dairy cooperatives in Nyandarua district**
 Contract period: 16 months [May 2005-June 2006]
 Funding agencies: UNDP-Slovakia & government of Slovakia
- **Assignment: Capacity building of Rural Saccos and Micro Finance groups.**
 Contract period: August 2005-December 2006
 Client: Cooperative Bank of Kenya
 Funding agency: Swedish Cooperative Centre

TASKS

- Evaluation of Micro Finance Programs.
- Development of Micro Finance Lending Tool kit.
- Development of Micro Finance Training Manual
- Development of strategic plans
- Development of business plans

- Conducting PRAs to establish client's perception on products/services offered by SACCOs and their competitiveness in the financial services sector.
- Conducting trainings in the following areas:
 - Groups' formation and management
 - Leadership and Governance
 - Business start-up and management
 - Marketing and customer care
 - Financial management
 - Business Planning

• **Assignment: Building management capacity of SOMWO and its clients**

Client: Songa Mbele Women Organization [SOMWO]

Funding agency: CIDA/GESP

Contract period: December 2002- August 2005

TASKS

- Conducting a needs assessment of the organization
- Developing financial, personnel and credit operations polices and procedures.
- Training of staff and management of the organization on Micro Finance Management.
- Preparation of a five – years strategic plan.
- Training of clients and groups in business management skills.

• **Assignment : HIV/AIDS and business management training**

Client: SongaMbele Women Organization

Funding agency: National Aids Control Council

Contract period: 2003

• **Assignment : Establishment of Micro Finance Company**

Client: SULMAC credit limited

Contract period: 2005

Funding agency: Client

11.0 LOCAL, REGIONAL & INTERNATIONAL APPOINTMENTS

11.1 External examiner in other universities

- **2016 to date:** PhD Examiner for School of Humanities and Social Sciences, Andhra Pradesh University- India
- **2015 to date:** PhD Examiner for the School of Business – Kabarak University
- **2015 to date:** PhD Examiner for School of Journalism-University of Nairobi
- **2008-2010** Examiner for Masters theses for the School of Business- Masinde Muliro University of Science and Technology
- **2013-2014:** PhD theses Examiner for School of Economics and Business- Kenya Methodist University.

11.2 Review of professional periodicals

2017: High Performance Work practices, organizational performance and Strategic Thinking: A Moderation Perspective. Journal of organizational Effectiveness: People and Performance- Emerald Publishing.

2017: Advisory Board Member, International Conference on Innovative Entrepreneurship and Start-up. March, 2017, Sultanpur, India

2015: International Advisory Board Member, Second European Academic Research Conference on Global Business, Economics, Finance and Banking; Zurich, Switzerland, July, 2015

March 2015: Place of Corporate Social Responsibility (CSR) in Kenya's Mining Industry. Feedback From Titanium Mining Project in Kwale. Sage Journals Online

February 2014: Strategic Leadership and Its Application in Egyptian Universities- Greener Journals

November 2013: The Impact of Social Networks on the Interpersonal Communication of University College Students- Facebook Model. Journal of Media and Communication Studies.

May 2013: Trust Challenges of the Entrepreneur-HR Manager. A Nigerian Case Study. International Journal: Issues in Business Management and Economics.

June 2011: Knowledge Acquisition and Sharing: A source of Competitive Advantage for Small and Medium Sized Chemical Enterprises- KCA Journal of Business Management

2010: A path way to commitment in the South African supermarket sector – an exploratory study: KCA Journal of business management.

2009: Strategic positioning for sustainable competitive advantage: An organizational learning approach. KCA Journal of Business Management

11.3 Being invited to a conference as a Guest Speaker

- **2016:** Political Leadership and Governance in East Africa. ICPS Regional Conference on Leadership, Governance and Investments, 25-27 May at Speke Resort, Munyonyo, Kampala, Uganda.

- **1st August,2014:**

Guest Speaker at First Asia-Pacific Conference on Global Business, Economics, Finance and Social Sciences in Singapore, Presented a paper on : ‘The Future is Now- The Role of Academia in Creating the Future we Want’.

11.4 Appointment to Boards

1. Editorial Board Member, Africa Journal of Public Sector Development Governance (2015 –date)
2. Finance Committee Member, Pan Africa Christian University Council(June, 2014)
3. Board Member & Chair (2007-2012)
Youth for Conservation Organization - an organization working in areas of wildlife and environmental conservation.
4. Board Member & Chair (2008- 2014) **VIWO** - a Micro finance organization working for the advancement and growth of women enterprises in the rural areas.
5. Member of Board of Management and Senate at St. Paul’s University(2008- June, 2011)
6. University Council Member (Senate Representative) at St. Paul’s University(October, 2010- June, 2011)

7. Resource Person - Curriculum Accreditation and Quality Assurance Committee at the Commission of University Education(2008- date)
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AWARDS/RECOGNITION

2009: Certificate of Recognition for being among the top scholars in publishing at St. Pauls University

2009: Certificate of Recognition for having developed MBA programme at St. Pauls University

2011: Award for successful coordination of Strategic Leadership Development Programme at Kenya School of Government

2014: Recognition by Ernst & Young for having been a judge for Global Entrepreneurship Award, East Africa Chapter, 2013 Awards

2014: Recognition for having been a judge for KIM's COYA Award

2014: Vice Chancellor's Recognition Award for Extra Mile in serving Kenyatta University

2015: Recognition by Ernst & Young for having been a judge for Global Entrepreneurship Award, East Africa Chapter, 2014 Awards

2015: Recognition by Ernst & Young for having been a judge for Global Entrepreneurship Award, East Africa Chapter, 2015 Awards

12.0 COMMUNITY OUTREACH

- Motivational Speaker and Executive Coach to community leaders, youth organizations, church leaders and emerging entrepreneurs.
- Panel Judge for COYA and EY-East African Chapter Awards
- Leader ACK St. Peters Kahawa Sukari

ACADEMIC LEADERSHIP

12.1 Development of teaching/academic programmes in department/school/University.

- **2012:** Team member in the development of Bachelor of Public Policy & Administration for Kenyatta University
- **2012:** Developed a PhD programme in Public Policy & Management for Kenyatta University
- **2013:** Team member in the review of Master of Public Policy & Administration for Kenyatta University
- **2014:** Team member in the development of Master of Leadership and Governance (MLG) degree for Kenyatta University

12.2 Developing Programmes External to Kenyatta University

- **2007:** Bachelor of Business Leadership for Pan Africa Christian University
- **2008:** Member of the team that developed Master of Development Studies for St. Paul's University
- **2008:** Team member in the development of Bachelor of Leadership and Management degree for St. Paul's University
- **2009:** Developed Master of Business Administration degree for St. Paul's University
- **2010:** Developed Bachelor of Commerce degree for St. Paul's University

14.0 INITIATING/LEADING RESEARCH PROJECT

- **2005-2006:** Principal Investigator in conducting institutional assessment on the management and leadership needs of cooperative societies in Nyandarua County

- **2011:** Lead researcher in investigating The Impact of Founder’s Syndrome on Leadership Transition: From Entrepreneurial Visionary to Shared Vision in Civil Society Organizations.
- **2011- April, 2013:** Resource Management Accountability Practice in Kenya’s Public Service
- **2016:** Lead researcher- The Role of Citizens Participation in Fighting Crimes and Combating Terrorism.

15 OTHERS

15.1 Appointments

i. National

Resource Person/Peer Reviewer: Commission For University Education. I am involved in curriculum review and institutional assessments for the purposes of curriculum accreditation and award of charters to universities.

ii. Regional

- Editorial Board Member, Africa Journal of Public Sector Development Governance (2015 –date). This is an initiative of the African Union (AU).

iii International

- Article reviewer for Sage Journal

15.2 Contribution to University Advancement

- 2013-2014: Facilitated the development of Kenyatta University, City Campus Strategic Plan.
- Developed 3 consultancy and 2 research proposals for Kenyatta University Consultancy Unit
- Secured two scholarships for Masters students of Kenyatta University through citizen participation in security project.

15.3 Membership to Professional Bodies

- Member, International Public Management Network
- Member, Institute of Human Resource Management(Kenya)
- Member, European Centre for Research and Development (ECRTD), UK.

16 REFEREES

1. Prof. Mike Kuria

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