

## **CURRICULUM VITAE**

### **1.0 PERSONAL INFORMATION**

NAME : Prof. David M. Minja  
ADDRESS : 43844-00100, Nairobi  
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EMAIL : minja.david@ku.ac.ke  
NATIONALITY : Kenyan  
GENDER : Male  
MARITAL STATUS: Married

#### **1.1 Summary**

Prof. David Minja is a Full Professor of Strategy, Governance and Public Policy, a researcher, an author, organization development, leadership, governance and public policy consultant and thinker whose writings and seminars have contributed to the philosophical and practical dimensions of strategic leadership, public policy and governance and have influenced scholars and leaders in Africa and beyond.

### **2.0 QUALIFICATIONS**

#### ***2.1 Academic Qualifications***

- 2008: Doctorate in Organization Development & Transformation, Cebu Doctors' University, Philippines. Dissertation: Organization Development Interventions in the Transformation of Governance and Strategic Leadership Practices of Non-Profit Organizations.

- 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 Studies) 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**

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

### **3.0 EMPLOYMENT HISTORY**

- November, 2020 to date: Full Professor, Strategy, Governance and Public Policy.  
Department of Public Policy and Administration,  
Kenyatta University
- January, 2012 to November, 2020: Associate Professor of Strategic Leadership, Governance, and Public Policy in the Department of Public Policy and Administration, Kenyatta University
- March 2011-December, 2011: Associate Professor of Management, Kenya Institute of Administration (KIA) 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, Kenya Local Government Officers Superannuation Fund, currently 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 ACADEMIC ADMINISTRATIVE RESPONSIBILITIES (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
- 2013 July to June, 2015: Appointed Departmental Examinations Coordinator

### ***Other Leadership Responsibilities at Kenyatta University***

- September, 2022- January, 2023: Appointed to Chair Kenyatta University Restructuring Monitoring and Evaluation Committee.
- August, 2022: Appointed a Committee Member of YALI RLC, EA (Young Africans Leadership Initiative Regional Leadership Centre, East Africa), Programme Steering Committee.
- May, 2022: Appointed a Committee Member of Kenyatta University Restructuring Implementation Committee.
- November, 2021: Appointed by Kenya National Bureau of Statistics (KNBS) to a Technical Working ( TWC) of The Women Economic Empowerment Index (WEEI Study Project based at KU Women Economic Empowerment Hub. .
- November, 2020: Appointed to a Kenyatta University Sub- Committee of Council. Tasks- a) Review and Align the Council Charter with the current governance guidelines and best practices  
b) Review the Council Code of Conduct and Ethics
- January, 2019: Appointed to Chair a Senate Adhoc Committee to Advise Senate on University opening dates and commencement of lectures.
- August 2019: Committee Member: Appointed to membership of a committee to restructure Kenyatta University Council Committees and Boards
- 2019 to 2022: Technical Committee Member, African Centre For Transformative Leadership (ACTIL). UN Women and Kenyatta University Initiative
- November 2018 to July,2022: Board Chairman, Capacity Development and Consultancy Services Board, Kenyatta University

- 2014 to 2017: Member, City Campus Management Committee, Kenyatta University

#### **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: General Manager/Chief Executive Officer, Kenya Local Government Officers Superannuation Fund, now 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**

- Won Erasmus Grant as a visiting professor at National University of Public Service, Budapest, Hungary in September, 2017.
- 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**

**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 21<sup>st</sup> December, 2017.

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

- **June, 2017:** Nahashon Langat: D86/CITY/22873/2012: Distinctive Competencies and Performance of the Alcohol Industry in Kenya- Kenyatta University. Thesis successfully defended.
- **July 2018 :** Nalianya R. Simiyu- D86/CTY/22860/2012: Project Management Practices on the Performance of Agricultural Based Projects. Awarded PhD in 2018.
- **May 2019:** Moi Edna Jemutai: Influence of Citizens Participation on Governance of Projects in Devolved Governments in Kenya- defended and awarded PhD at Jomo Kenyatta University of Agriculture and Technology
- **October, 2019:** Meshack Musyoki Mutungi: The Role of Change leadership, Leader Efficacy and Culture in the Transformation of Kenya Police Service- defended and awarded PhD in October, 2019 at Pan Africa Christian University
- **October, 2020:** Joseph K Sambu: Value-Based Leadership and Its Implications for Citizenship Education in Preschool Institutions in Kajiado North. awarded PhD in October, 2019 at Pan Africa Christian University

- **December, 2020:** Weldon K. Ngeno: Employee Wellness Programs on Employee Performance of Commercial Banks in Kenya. Awarded PhD at Kenyatta University in December, 2020.
  - **July, 2021:** Kipchumba Eddah Heather: Determinants of Implementation of Illicit Brew Control policies in Kakamega and Uasin Gichu Counties, Kenya. PhD awarded in July, 2021 by Kenyatta University.
  - **July 2022:** Kimolo Benjamin Kaviku: Governance Mechanisms and Security Service Delivery in National Police Service, Kenya
  - **July 2022:** Rutto Andrew Kimutai: Fiscal Decentralization and Perceived Service Performance of Selected County Governments in Kenya.
  - **2023:** Jason Chewa: Government Bureaucracy and Service Delivery in State Owned Enterprises in the Energy Sector in Kenya.
- 2023:** Cornelius Ombagi: Effect of Policy Networks on Public Policy Process Outcomes in the Road Transport Sector in Nairobi City County, Kenya

## **6.2 Master degrees 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
- 2016: Nyangi John Juma- C153/CTY/PT/31225/2015: Effects of Tobacco Control Policy Interventions on the Demand and Supply of Tobacco in Kenya.
- 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).
- 2016:Obure Clement Odeka- C154/CTY/PT/25897/2013: Influence of Performance Management Practices on Performance Contracting Outcomes in Kenya. A Case of Ministry of Education, Science and Technology.
- 2014: Gerald A. Juma: The Impact of Strategic Thinking on Organizational Performance. A Case of Uchumi Supermarkets Limited

- 2017: Nicholas Munyua: Effects of Merging Government Services for Service Delivery in the Public Sector. A Case of Huduma Centre, Nairobi City County
- 2017: Alex K. Cheboi: Influence of Public Participation in Budget Making Process in Kenya. The Case of Baringo County
- 2017, Osman Hussein Elmi: Effects of Hunger Safety Net Program on Livelihood Improvement in Wajir County, Kenya
- 2017, Thomas Mugo Njeru: Determinants of Implementing Cash Transfer Program for Orphans and Vulnerable Children: A Case of Isiolo County, Kenya
- 2017, Cornelius N. Ombagi: Determinants of Youth Participation in Agenda Setting and Implementation of the Policy Process in Kenya. The Case of Nairobi City County, Kenya.
- 2007, Dishon Njoka Nyaga: Effects of Parliamentary Departmental Committees on Promoting Good Governance in State organs. A Case of National Assembly of Kenya.
- 2017, John Nyaga Nguu: Participative Management and Employee Performance. The Case of Kenya Revenue Authority
- 2017, Nimrod M. Mbai: Perceptions of Employees on Organizational Politics and its Effects on Job Performance in Kenya. A Case of Machokos County Employees.
- 2017, Mohamed Ali Omar: Determinants of Budgetary Allocation Process in County Governments in Kenya. The Case of Mandera County.
- 2017, Duncan Emuron Ekeru: Effectiveness of Performance Contracting on Service Delivery in the National Government Constituencies Development Fund Board of Kenya.
- 2017, Ann G. Mbataru: Workplace Wellness Programmes and Employee Productivity: The Case of Kenya Parliament.
- 2017, Margaret W. Kinuthia: Effects of Corporate Social Responsibility Strategies on Performance of Semi-Autonomous Government Agencies. A Case of Higher Education Loans Boards, Kenya.
- 2018, Abdullahi Hassan Osman: Influence of Devolved Health Function on Service Delivery. The Case of Garissa County Health Services.

- 2018, Abdullahi Mohamed Halake: Influence of Corporate Governance on Budget Utilization of County Government in Kenya. The Case of Isiolo County Government.
- 2018, Nancy Muthoni Wangombe: Non-Financial Rewards and Their Effects on Employee Retention in the Public Sector in Kenya. The Case of The National Treasury.
- 2018, Motieri Stanley Ontiri: Influence of Employee Participation on Service Delivery. The Case of Nairobi City Water and Sewerage Company.
- 2018, Yussuf Nunow Abdi: Influence of Corporate Governance Compliance Programs and Performance of State Corporations in Kenya. The Case of National Social Security Fund.
- 2018, Yussuf Abdullahi Mohamed: Effects of Rural Electrification on the Socio-Economic Wellbeing of Residents in Wajir County , Kenya.
- 2018, Noor Dahir Yussuf: Effect of Citizen Participation on Service Delivery in Kenya. A Case of healthcare Sector in Garissa County.
- 2018, James Ndege: Influence of Corporate Governance on Employee Performance Among Government Owned Entities in Kenya. A Case of Kenya Revenue Authority.
- 2018, Otieno Amos Kiangwe: Determinants of Public Participation in Legislation. The Case of Parliament of Kenya.
- 2018, Edith Wangui Ndegwa: Determinants of Employee Job Satisfaction Among County Government Enforcement Officers in Kenya. The Case of Nairobi City County.
- 2018, Hussein Ali Hussein: Determinants of Effective Devolved Service Delivery in The Public Health Sector in Marsabit County, Kenya
- 2018, Effects of Performance Contracting on Teacher Performance in Public Primary Schools in in Kitui County.
- 2019: Fardosa M. Jimale: Determinants of Effective Civic Registration in Kenya
- 2019: Charles W. Wanyonyi: Effect of Devolution on The Implementation of Pre-Primary Education. A Case of Bungoma County, Kenya.
- 2019: Issa M. Hussein: Effect of Devolution Monitoring and Evaluation on Service Delivery in Garissa County Government, Kenya

- 2019: Eva W. Murua: Influence of Boards in promoting Corporate Governance Practices in State Owned Enterprises. The Case of Uchumi Supermarks
- 2019: Lenas Leshore: Factors Affecting Implementation of Vision 2030 Flagship Projects in Kenya. A Case of Galana-Kulalu Irrigation Scheme.
- 2019: Wachira Warutumo: Effect of Devolved County Administration Initiatives on Maintenance of Law and Order in Laikipia County, Kenya.
- 2019: Catherine Mutanu: Role of Voter Education on Governance Efficacy in Nairobi County Kenya
- 2019: Alice Oeri: Challenges Faced by Gender Based Violence(GBV) Victims in the Administration of Justice, A Case of Makadara, Nairobi City County
- 2019: Mohamed I. Hassam: Performance Contracting and Its Effect on County Government Service Delivery. A Case of Mandera County
- 2019: Eric N. Kanyi: Compliance of Budgeting Practices to Budgeting Norms by Government Entities in Kenya. A Case of the Legislature.
- 2019: Fredrick J. Obunga: Strategies Adopted by the Nairobi City County in Management of Response to Emergencies.
- 2019: Ibrahim J. Muhumed: The Effect of Devolution of Agricultural Sector on the Citizens' Livelihoods in Wajir County.
- 2019: Nyangi J. Juma: Effects of Tobacco Control Policy Interventions on Tobacco Production in Migori County, Kenya.
- 2019: Ndegwa, S. Njoroge: Determinants of Public Participation in Governance of Devolved Government Systems. The Case of Nakuru County, Kenya.
- 2019: Violet A. Akala: Effects of Capacity Building Determinants for Members of County Assemblies(MCAs) in Kenya. The Case of Nairobi City County Assembly.
- 2019: Nicholas M. Githae: An Assessment of Challenges Facing Ethical Practices in the Public Sector in Kenya. A Case of Ethics and Anti-Corruption Commission.
- 2020: Collins O. Maende: Determinants of Employee Separation in the Public Sector. A Case of National Police Service, Nairobi City County, Kenya.
- 2020: Abdirahamin, A. Dhubad: Effects of Corruption on the Socio-Economic Welfare of Citizens. The Case of Mogadishu Municipality.

- 2020: Zahra R. Hillow: Determinants of Effective Implementation of Health Policy in Devolved Governments in Kenya. A Case of Mandera County.
- 2020: Ismail Dubat: Effect of Financial Management Practices on Performance of County Governments in Kenya. A Case of Garissa County Government, Kenya.
- 2020: Ismail A. Abdullahi: Effect of Devolution on Provision of Health Care in Garissa County, Kenya
- 2020: Osman M. Muhamud: Citizen Participation and Health Sector Policy Development in Garissa County, Kenya
- 2020: Susan M. Mutali: Determinants of Public Participation in County Integrated Development Planning Process. A Case of County Government of Bungoma, Kenya.
- 2020: Mate N. Njue: Determinants of Effective Implementation of Universal Primary Education in Makadara Sub- County, Nairobi County.
- 2020: Carol W. Nderi: Training Methods and Employee Performance in Devolved Governments. A Case of County Government of Nyeri, Kenya.
- 2020: Caroline Imaya: Organizational Dynamics and Public Participation in Kenya. A Case of Constituency Development Fund Projects in Manyatta Constituency, Embu County.
- 2020: Judy J. Kipruto: Effect of Corporate Governance Practices on Financial Performance of Parastatals in Kenya. A Case of Kenya Pipeline Company.
- 2021: Nicholas Rotich: Effects of Leadership Practices on Employee Performance, A Case of Cooperative Bank of Kenya.
- 2021: Rhoda Ngeso Otieno: The Effect of Capacity Building Programs on Employee Performance in Kenya, A Case of Nairobi City County Employees
- 2021: Catherine Wangari: Determinants of Project Sustainability in Kiambu County, Kenya
- 2021: Jane Wabgui Wachira: Job Training and Performance of County Administrators At The County Government of Nyeri, Kenya
- 2021: Irene Kashumba Sakari: Determinants of Human Resource Management Practices in Higher Learning Institutions, A Case of The University of Nairobi

- 2021: Joseph Ruiru Njoki: Determinants of Job Satisfaction Among Healthcare Workers in Murang'a County Referral Hospital, Kenya
- 2021: Lilian Salome I. Itubo: Determinants of Effective Handling of Public Complaints in Public Sector in Kenya, A Case of Office of Ombudsman
- 2021: Emma Akoth Odeny: Influence of Police Housing Policy Implementation on Performance of Police Officers in Machakos County, Kenya
- 2021: Leonard Omondi Opiyo: Effectiveness of Committee System on Parliamentary Oversight, A Case of National Assembly of Kenya
- 2021: Purity Chepkorir Koskey: Performance Management Practices and Service Delivery, A Case of Kisumu High Court, Kenya
- 2021: Irene Chepkoech Langat: The Influence of Reward System on Employee Performance in The Public Sector, A Case of Nairobi Metropolitan Services
- 2021: Ahmed Hassan Mohamed: Determinants of Service Delivery in Public Sector, A Case of Huduma Centre in Nairobi City County
- 2021: Vivian Moraa Omariba: Strategic Planning Implementation Effects on Service Delivery Among City Governments in Kenya, A Case of Kisii County.
- 2021: Abdilatif Said Omar: Administrative Decentralisation and Provision of Water Services in Mandera County, Kenya.
- 2022: Mohamed Hussein Omar: Leadership Styles practiced By Principles and Their Influence on Teachers' Performance in Selected Secondary Schools in Benadir Region, Somalia
- 2022: Duncan Ndeda Endeki: Role of new Public management Practices in Service Delivery in The Public Sector in Kenya, A Case of The state Department of Public Works
- 2022: Anthony Moturi Orwochi: Role of Public Participation in Enhancing Governance Process in Kenya, A case of Nairobi City County.
- 2022: Hassan Halane Haiye: Transformational Leadership practices and Water Service Provision By Garissa Water and Sewerage Company in Garissa County, Kenya.
- 2022: Shelmith Gathoni Kabui: Strategic Plan Implementation and Organizational Performance, A Case of GPO-Huduma Centre, Nairobi

- 2022: Haron Mbai Muthama: An Assessment of Constituency Development Fund Interventions and Academic Performance of Girls in Public Secondary Schools in Kenya, A Case of Tigania East Sub-County in Meru County.
- 2022: Abdul Bahari Ali: Effects of Policy Framework on Determining Interest Rates in The Banking Sector, A Case of Central Bank of Kenya.
- 2022: Florence Wanjiru Mwangi: Determinants of Revenue Mobilization By County Governments: A Case of Kericho County, Kenya.
- 2022: Sheila M. Wasilwa: Effects of Public Sector Initiatives on Job Creation For The Youth, A Case of The Youth Enterprise Development Fund in Trans Nzoia County, Kenya.
- 2022: Mwakaribu Mwanguta: Influence of Community Policing Initiatives on Youth radicalization in Mombasa County, Kenya.
- 2023: Ann Mwangi: Policy Implementation Strategies in Mitigating Food Insecurity in Kenya, A Case of Murang'a County.
- 2023: Margaret Ngunjiri: Effect of Prudential Framework on the Financial Performance of Deposit Taking SACCOs in Nairobi City, Kenya
- 2023: Abdulahi Shafat: The Growth of Islamic Banking in Kenya: The case of Nairobi City County.
- 2023: Patricia Chebet: Organizational Determinants of Service Quality Orientation in State Owned Corporations in Kenya. A Case of Kenya Railways.
- 2023: Ben Okiaga: Training Policy and Professional Development of the Administration Police Officers in Isiolo County, Kenya.
- 2023: Christabel Mbui: The Influence of Governance Practices on Performance of County Governments in Embu County, Kenya.
- 2023: Ismail Ibrahim: Determinants of Effective Implementation of National Government Policies: A Case of Wajir County.
- 2013: Misor Akelo: Trade Union Practices and Teachers' Performance Among Post Primary Education Teachers in Homa Bay County, Kenya.
- 2023: James Kiguta: Implementation of National Police Service Rehabilitation Program and Performance of Officers in Nakuru County.

### **6.3 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**

- **2022, 6- 8 July:** 1<sup>st</sup> International Conference on Women's Economic Empowerment at Kenyatta University. Presented a paper on Participation of Women in Leadership and Governance Processes in Kenya.
- **2022, July 15<sup>th</sup>:** Speaker at the Science -Policy Dialogue themed: "Kenya's Elections: Progress and Problems", hosted by The Conversation Africa
- **2019:** The 6<sup>th</sup> Africa Think Tank Summit  
**Theme:** Tackling Implementation Challenges for Africa's Sustainable Development (24-26 April), Kenyatta International Convention Centre, Nairobi.
- **2019:** Moi E. J., Iravo M., Minja D. (2019). A Gendered Approach to Unlocking the Potential for Sustainable Development. KIPPRA 2<sup>nd</sup> Annual Regional Conference, 11<sup>th</sup> -13<sup>th</sup> June, 2019, at Sarova Whitesands Beach Resort & Spa Mombasa, Kenya.
- **2019:** Moi E. J., Iravo M., Minja D. (2019). Emerging Business Trends in Business Management for Global Sustainable Development. Held from 20<sup>th</sup> – 21<sup>st</sup> June 2019, at the North Coast Beach Hotel, Mombasa, Kenya.
- **2018:** Moi J., Minja D. (2018). Re-weaving Education to meet the demands of 21<sup>st</sup> Century. International Conference on Education, 19<sup>th</sup> -21<sup>st</sup> September, 2018, at Kenyatta University, Kenya.

- **2017, October 5<sup>th</sup>:** Presented a paper on Conflict Resolution in Africa with special reference to The Eastern Africa Region at the National University of Public Service.
- **2017, June 5<sup>th</sup> -9<sup>th</sup>:** 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, 6<sup>th</sup> -8<sup>th</sup> 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.
- **May, 2013:** Attended a conference on Historical Perspective of Sustainability and Participatory Development- Public Policy Dimension. DAAD Annual Conference.
- **December, 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.

- **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 10<sup>th</sup> Annual Business Ethics Network(BEN)- Africa International Conference, Nairobi
- **2009:** Ethical leadership practices in Kenya: Fact of Fallacy, presented at an academic workshop at St. Paul's University.
- **July ,2008:** The Role of Strategic leadership in Peace Building: Association of Lay Training Ministers in Africa Conference.

## **7.2 Convening and Coordinating Conferences or Workshops**

- **2018, June:** Organized a workshop on 'Leadership and Good Governance in Public Administration' for the Government of the People's Republic of Bangladesh at Kenyatta University.
- **2018, November:** Organized a workshop in collaboration with Ministry of Labour and Social Protection on 'Employability and Employment Opportunities for Public Policy graduates' at Kenyatta University.
- **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**

- 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.

- Ngiire, 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.
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- 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. Kiruthu 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 1 No.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
- N.R.Simiyu, L.Ngugi,D.Minja. The Influence of Project Planning and Implementation on the Performance of Agricultural Projects by Community Based Organizations in Bungoma County, Kenya. European Journal of Business and Management.Vol.10, No.28, 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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- Ndegwa E.,Minja,D. Determinants of Employee Satisfaction Among County Government Enforcement Officers in Kenya. The Case of Nairobi City County. International Journal of Current Aspects, Vol. 1, Issue II, 2018,pp129-148
- Ndegwa, S.N.,Minja,D. Effect of Access To Information on Public Participation in Governance of Devolved Government Systems. A case of Naivasha Sub-County. International Journal of Education and Research, Vol.6, No. 11, November, 2018
- Ndegwa, S.N.,Minja,D. The Influence of Civic Education on Public Participation in Governance of Devolved Government Systems. A case of Naivasha Sub-County. The Strategic Journal of Business & Change Management, Vol. 5, Issue 4, pp. 2246- 2258
- Mutungi, M.M., Minja, D., Njoroge, G. The Role of Change Leadership on The Transformation of Kenya Police Service. International Journal of Scientific and Research Publications, Volume 9, Issue 1, January 2019, ISSN 2250 -3153
- Githae, N.M. Minja D. Procedural and Institutional Challenges on the Practice of Integrity and Ethical Practices in the Public Sector in Kenya. The

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- W.J. Warutumo, D. Minja. Effects of Devolved County Administration Initiatives on Maintenance of Law and Order in Laikipia County, Kenya. International Academic Journal of Law and Society.1(2) 186-207, 2019
- T.M.Njeru,D. Minja. Determinants of implementing Cash transferProgram for Orphans and Vulnerable Children. A Case of Isiolo County, Kenya. International Academic Journal of Law and Society.1(2),411-434,2019
- F.M. Jimale, D. Minja.Detrminants of Effective Civil Registration in Kenya. International Academic Journal of Law and Society.1(2),121-137
- O.H.Elmi, D.Minja. Effects of Hunger Safety net Program on Livelihood Improvement in Wajir County, Kenya. International Academic Journal of Law and Society.1(2),435-449,2019
- C.W. Wanyonyi, D. Minja.Effect of devolution on the Implementation of Pre-Primary Education.A Case of Bungoma, County,Kenya. International Academic Journal of Law and Society.1(2),290-311,2019
- Leshore,L.Minja,D. Factors Affecting Implementation of Vision 2030 Flafship Projects in Kenya: A Case of Galane-Kulalu Irrigation Scheme. International Academic Journal of Law and Society,2019.
- J.Kipruto, D. Minja. Effects of Corporate Governance Practices on Financial Performance of Parastatals in Kenya. Case of Kenya Pipeline Company (KPC). International Academic Journal of Economics and Finance 3(6) 223-232,2020
- Minja,D. Strategic Philosophy and Competitive Advantage: Conceptual Understanding and Application in Public Sector Organizations. East African Journal of Business and Economics 2(1) 10-19, 2020
- E.J. Moi, D. Minja, F. Makhamara. Administration of Legal Issues in African Development for Global Sustainability. East African Journal of Law and Ethics 2(1),1-9, 2020



- G.C. Chombo, D. Minja. Assessing the Effects of Community Based Organizations' Activities on Poverty Alleviation in Mwatate Division, Kenya. *Journal of Poverty, Investment and Development*. Vol.53,2020,pp.38-45
- Carolyn A. Imaya, Minja, D. Leadership Dynamics and Public Participation in Kenya: A Case of Constituency Development Fund Projects in Manyatta Constituency, Embu County, Kenya. *The International Journal of Business & Management* ISSN 2321-8916 Vol 8 Issue 11 DOI No.: 10.24940/theijbm/2020/v8/i11/BM2011-013 November, 2020
- Carol Nderi, David Minja. Effects of Training Methods on Employee Performance in Devolved Governments: A Case of County Government of Nyeri, Kenya. *The International Journal of Humanities & Social Studies*. Vol 8 Issue 11 DOI No.: 10.24940/theijhss/2020/v8/i11/HS2011-044 November, 2020
- Ismail Dubat, David Minja. Effect of Financial Management Practices on Performance of County Governments in Kenya: A Case of Garissa County Government, Kenya. *The International Journal of Humanities & Social Studies*. Vol 8 Issue 11 DOI No.: 10.24940/theijhss/2020/v8/i11/HS2011-032 November, 2020
- Ismail Ali Abdullahi, David Minja. Effect of Health Governance Structures on Provision of Health Care in Garissa County, Kenya. *The International Journal of Humanities & Social Studies*. Vol 8 Issue 11 DOI No.: 10.24940/theijhss/2020/v8/i11/HS2011-028 November, 2020
- H E Kipchumba, D.M. Minja, Felix Kiruthu(2021). Factors Influencing the Use of Discretion in the Control of Illicit Brew Trade in Kenya. A Case of Kakamega and Uasin Gichu Counties. *African journal of Alcohol and Drug Abuse*, Vol. 5.pp31-40
- Omariba, V., M. & Minja, D. 2021. Strategic Planning Implementation Effects on Service Delivery Among County Governments in Kenya: A Case of Kisii County. *International Journal of Strategic Management*. Vol. 10 (10) pp 18 – 34.
- Kimolo, B.K, Njoroge, J. Minja, D(2021) Analysis of the Influence of Checks and Balances on Security Service Delivery in National Police Service, Kenya. *The*

- Kimolo,B.K, Njoroge, J. Minja,D(2021) Analysis of Influence of Policy Formulation on Security Service Delivery in National Police Service, Kenya. The International Journal Of Business & Management
- Akoth E.O., Minja, D. (2021) Influence of Police Participation in Housing Policy On Performance Of Police Officers In Machakos County, Kenya. European Journal of Research in Social Sciences Vol. 9 No. 2, 2021 ISSN 2056-5429
- Minja, D, 2018 Biologics, Ethics and Policy Implications- An Opinion on Ethical Imperatives. Advances in Biotechnology & Microbiology. Opinion Volume 9 Issue 5 - May 2018 DOI: 10.19080/AIBM.2018.09.555771
- Andrew,R.,Minja.D.,Kosimbei,G.(2022) Intergovernmental Fiscal Transfers and Decentralization Initiatives in Sub-Saharan Africa: A Case Study of SNGs in Kenya.SDMIMD Journal of Management | Print ISSN: 0976-0652 | Online ISSN: 2320-7906 DOI:10.18311/sdmimd/2022/29505.
- Andrew,R.,Minja.D.,Kosimbei,G.(2022).The Nature of Local Revenue Decisions within the Decentralized Structures in Kenya Published in ‘The IJHSS’ Journal, Volume X, Issue 2, February, 2022 DOI No.: 10.24940/theijhss/2022/v10/i2/HS2111-038
- Muthamia Haron Mbai, David Minja. Provision of Constituency Development Fund Bursaries and Academic Performance of Girls In Public Secondary Schools In Kenya: A Case Of Tigania East Sub-County In Meru County International Journal of Arts and Education 2(1): 92-104, 2022.
- H E Kipchumba, D.M. Minja, F. Kiruthu. Production, Sale, and Distribution of Unrecorded Liquor in Kakamega and Uasin Gishu Counties in Kenya. African Journal of Alcohol & Drug Abuse: Volume 7, June 2022.
- Jason Chewa, David Minja, Jane Njoroge. Service Delivery as an Outcome of Leadership Hierarchy: A Perspective of State-Owned Enterprises in the Energy Sector in Kenya International Journal of Managerial Studies and Research. Vol 10,Issue 10, October 2022,pp.1-12.

- Jason Chewa, David Minja, Jane Njoroge. Service Delivery as an Outcome of Political Environment: A Perspective of State Corporations in Kenya. *Internal Journal of Humanities and Social Studies*, 2022.
- Jason Chewa, David Minja, Jane Njoroge. Effects of Actors' Interests on Service Delivery in State-Owned Enterprises in the Energy Sector in Kenya. *The Strategic Journal of Business & Change Management*, Vol.9,Iss.4,pp 1664-1677, November 30, 2022.
- Cornelius Ombagi,David Minja, Muna Wilson. Effect of Policy Network Individual Actors' Characteristics on Public Policy Process Outcomes in the Road Transport Sector in Nairobi City County, Kenya. *American Journal of Public Policy and Administration*,Vol.8,Issue 1,pp.50-61, 2023.
- Cornelius Ombagi,David Minja, Muna Wilson. Effect of Policy Network Type on Public Policy Process Outcomes in the Road Transport Sector in Nairobi City County, Kenya. *American Journal of Public Policy and Administration*,Vol.8,Issue 1,pp.62-74, 2023.
- Cornelius Ombagi,David Minja, Muna Wilson. Effect of Policy Network Collaboration on Public Policy Process Outcomes in the Road Transport Sector in Nairobi City County, Kenya. *American Journal of Public Policy and Administration*,Vol.8,Issue 1,pp.75-83, 2023.
- Cornelius Ombagi,David Minja, Muna Wilson. Effect of Policy Network Managers' Role on Public Policy Process Outcomes in the Road Transport Sector in Nairobi City County, Kenya. *American Journal of Public Policy and Administration*,Vol.8,Issue 2,pp.1-15, 2023.
- Cornelius Ombagi,David Minja, Muna Wilson. Effect of Policy Network Legitimacy on Public Policy Process Outcomes in the Road Transport Sector in Nairobi City County, Kenya. *American Journal of Public Policy and Administration*,Vol.8,Issue 2,pp.16-29, 2023.
- Jason Chewa, David Minja, Jane Njoroge. Moderating Effect of Working Environment on Government Bureaucracy and Service Delivery State-Owned Enterprises in the Energy Sector in Kenya. *The Strategic Journal of Business & Change Management*, Vol.10,Iss.1,pp 1-20, January 1, 2023.

## **8.2 Articles in Conference Proceedings & Conferences Attended**

- **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 10<sup>th</sup> Annual BEN- Africa International Conference, Nairobi Kenya.
- **2011 :** Ethical Leadership for Political and Economic Development in Kenya: Strathmore University 8<sup>th</sup> 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 5<sup>th</sup> October, 2017.
- **2019:** Administration of Legal Issues in African Development for Global Sustainability. International Business Research and Industrial Conference, 20<sup>th</sup>-21<sup>st</sup> June, 2019, Kenyatta University North Coast Beach Hotel, Mombasa , Kenya.
- **2021:** Edna Moi, Mike Iravo, David Minja. Gender-Based Leadership Inequality and Economic Development in Kenya.Kenya Institute of Public Policy Research and Analysis Discussion Paper No.266, 2021.

### **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
- Minja,D.(2017). Signature of Effective Leadership: Lessons and Experience in Public Sector. LAP- Lambert Academic Publishing. ISBN-10:3330090839, ISBN-13: 978-3330090835
- Edna Moi, Mike Iravo and David Minja (2021) Gender-Based Leadership Inequality and Economic Development in Kenya. Book Chapter, Kenya Institute for Public Policy Research and Analysis.

## **9.0 NETWORKING AND COLLABORATION WITH EXTERNAL ORGANIZATIONS**

- **2021:** Initiated Collaboration between Department of Public Policy and Administration and Office of The Controller of Budget.
- **2020:** Initiated Collaboration between Department of Public Policy and Administration and Kenya Institute of Public Policy Research and Analysis (KIPPRA)
- **2019:** Initiated Collaboration between Department of Public Policy and Administration and African Association of Public Administration and Management (AAPAM)
- **2017:** Entered into a collaboration between Department of Public Policy and Administration and National University of Public Service, Budapest, Hungary
- **2017:** Facilitated the development of Strategic Plan for Kenya Agricultural Livestock Research Organization (KALRO) under KU- KALRO collaboration agreement.
- **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.

## **10.0 EXTERNAL AND INTERNAL GRANTS**

- **April 2020 to date: Principal Investigator-** Participation of Women in Corporate Governance. A 5-year research project funded by Bill & Melinda Gates Foundation.
- **September, 2020 to date: Researcher,** Women Empowerment: Micro-Level Estimation for Women Empowerment Index. A 5- year research project funded by Bill & Melinda Gates Foundation.
- **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.
- **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**

- **August, 15-17, 2022:** Facilitated a workshop for Senior Managers of Petroleum & Natural Gas Senior Staff Association of Nigeria (PENGASSAN).Theme: Leading Organizational Change Through Labour and Industrial Relations.
- **July,28-August 3,2022:** Facilitated development of Policy Implementation Plans for Livestock Policy and Veterinary Policy for State Department of Livestock, Ministry of Agriculture, Livestock, Fisheries and Cooperatives.
- **July,20-21, 2022:** Facilitated a workshop for the Trustees of Masinde Muliro University of Science and Technology Pension Fund. Theme: Transformational Leadership for Effective Management of Pension Funds.
- **May,10-11,2022:** Facilitated a workshop on Public Policy Formulation and Implementation and Good Governance in the Public Sector for senior civil servants from the Ministry of Gender, Children and Social Welfare in the Gambia.
- **September, 2021:** Facilitated a Strategy and Scenario Planning workshop for CEOs and Board Members at Radisson Blu in Dubai.
- **March, 23-26,2021:** Facilitated Performance Management training for senior officers of county governments at White Sands, Hotel, Mombasa.
- **March, 16-20, 2021:** Facilitated a Leadership and Governance training for Members of Nakuru County Executive Committee at Diani Reef Hotel, Diani.
- **December,2020:** Facilitated a training on Governance and Results-Based Management for Members of County Assembly of the County Government of Nakuru.
- **April- July, 2020:** Facilitated the finalization of two (2) Strategic Plans for the State Department of Livestock and Directorate of Livestock Policy Research and Regulations, Ministry of Agriculture, Livestock and Fisheries, Kenya.
- **December, 16-20, 2019:** Facilitated Public Policy and Public Communication Workshop for Media and Public Relations Professionals in Dubai.
- **August, 12- 16, 2019:** Transformative Leadership and Decision Making workshop for Women Vice Presidents of Public Universities in Ethiopia; funded by UN Women
- **July 11-13, 2019:** Facilitated Transformative Leadership and Corporate Governance Training for the Board of Public Relations Society of Kenya.

- **June- July 3<sup>rd</sup> , 2019:** Facilitator- Productivity and Business Process Reengineering, National Defense College- Kenya.
- **April-June, 2019:** UNDP Consultant to develop Strategic Plan for Political Parties Disputes Tribunal
- **April-June, 2019:** Commonwealth Consultant to develop Youth Mainstreaming Strategy for Commonwealth and Kenya.
- **January-May, 2019:** Team Lead in the Formulation of Hides, Skins and Leather Development Sector Strategy for Ministry of Agriculture, Livestock, Fisheries and Irrigation.
- **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 Framework. 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
- **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**

- **2022:** PhD Examiner appointed by The University of New England, Australia
- **2016:** 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.
- **1<sup>st</sup> 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.** Member, Board of management, Huho-ini Girls High School( 4<sup>th</sup> March, 2019- to date)
  - 2.** Editorial Board Member, Africa Journal of Public Sector Development Governance (2015 –2018)
  - 3.** Finance Committee Member, Pan Africa Christian University Council( June, 2014-2016 )
  - 4.** Board Member & Chair (2007-2012): Youth for Conservation Organization - an organization working in areas of wildlife and environmental conservation.
  - 5.** Board Member & Chair (2008- 2014): **VIWO** - a Micro finance organization working for the advancement and growth of women enterprises in the rural areas.
  - 6.** Member of Board of Management and Senate at St. Paul’s University( 2008- June, 2011)
  - 7.** University Council Member (Senate Representative) at St. Paul’s University( October, 2010- June, 2011)
  - 8.** 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

**2018:** Recognition by Ernst & Young for having been a Judge for Global Entrepreneurship Award, East Africa Chapter, 2018 Awards

## **12.0 COMMUNITY OUTREACH**

- Motivational Speaker and Executive Coach to community leaders, youth organizations, church leaders and emerging entrepreneurs.
- Panel Judge for COYA awards
- Panel Judge EY-East African Chapter Awards
- Lay Reader 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 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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Commission for University Education (CUE)  
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