

The NEWTIMES NEWSLETTER

ISSUE: August — September 2010

Since September 2006

HIGHLIGHTS

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- THE BUSINESS STRATEGY
- STRATEGICALLY THINKING
- PERSONAL STRATEGY/INSPIRATION FOR THE MONTH
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A COMMUNICATION TO CEO'S / BUSINESS EXECUTIVES

Welcome to our yet again incisive newsletter that touches on personal, business and national development strategies. We analyze the situation as it is and give you our own perspective. Let us together study and understand our national and business trends so that we can make important decisions from informed positions. This has been our contribution towards inspiring change in search of progress, since September 2006

Note: Free Subscription Continues for time being

THE LEADERSHIP CHALLENGE

Clergy Can Change Tact to Avoid Falling from Leadership Grace

In the March/April newsletter, it was indicated that there was a likelihood of the referendum being disapproved in light of the seemingly unhealthy competition between Church and State leadership. It was felt that the concerns of the church needed to be given some attention leading to some compromise of some kind. It was also observed that the clergy are seemingly more endowed with moral authority, a source of leadership power than the political elite.

But, whereas the ordinary mwananchi and/or the poor who are the majority were expected to dance to the tune of the clergy especially on the basis of moral authority, it was seemingly never to be. Safe for some parts of Eastern Province where the NO votes almost matched those of the YES camp at the referendum, voting in the rest of the country appears to have been largely controlled by political power. Even the Rift Valley NO vote which stole the show was largely influenced by the political order. Where then does that leave the clergy?

The post referendum opinion poll conducted by Synovate Group seemingly vindicates the perception that the trust bestowed on the Clergy may no longer be the same for the majority Christians. Only a paltry 19% of the population sample as at now believes in the leadership (political) of the clergy. Consequently, it looks like the church leadership needs to re-evaluate their leadership relationship with

the congregants. In a relatively dynamic nation where people are constantly assessing information through the vibrant media, it may be difficult to influence people against their wishes.

It is even more difficult to exercise this influence through misinformation like the one freely peddled by many members of the clergy during the referendum campaigns. Besides the readings in the press, some interesting misinformation was circulated deep in the rural constituencies. An advocate friend of this writer attended a church function in the rural areas in July, when the campaigns



were on top gear. Irked by the Church Pastor's contentions on issues such as Mosques being forcibly located in the villages, payment of taxes for pets, takeover of private land and others, she shot up from her seat and walked straight to the Head of the Church leadership.

After consultations she, was allowed to address the congregation soon after the pastor was through with his 'sermon.' "You have all heard all those insinuations

which have even been attributed to the various chapters and sections of the proposed constitution which I have here with me." Nyakio said while at the same time opening a copy of the proposed document.

One by one she read all the sections which had been referred to by the Pastor. As they continued noting the differences between the sermon and the reality, the congregation constantly showed their disenchantment with the earlier position until Nyakio was through with her clarifications. It is at the moment not clear how the same pastor is relating with the same congregation.

Meanwhile, if that is how the church was pushing their position to the electorate, how are they likely to regain the confidence of the population on matters of national importance? Is it not advisable to stick to spiritual nourishment and consult the congregation before taking any stand with regard to state matters that would require input from the church? It certainly looks like consultative approach will be the way of the future if the clergy is to fully regain their leadership influence.

Proven lessons

As earlier advised through the newsletter of December 2009/January 2010, it has now been authoritatively confirmed that the people's view can be determined through opinion polling. These polls may now and in the future be useful tools of controlling our national leadership direction with almost laser sharp precision as had been proclaimed.

Comments at
info@newtimesconsultants.com

BUSINESS Strategy – Change Inspiring Reflections

New Business Prospects as Constitutional Reforms Reverse Rural Urban Migration

In the first classes of an environmental science course, students study how rocks on the earth service give way to growth of



moulds, followed by lichen and finally trees which naturally result to huge forests. Alongside, small crawling insects venture into the young vegetation eventually attracting small animals. The overall result if things happen naturally is the development of a fully grown ecosystem supporting a whole range of wildlife before the encroachment of human beings.

Likewise, you may have observed the happenings when major roads are being constructed especially through the rural areas. It starts with women setting up strategic feeding points for the road construction workers. As the road works continue taking shape, an enterprising villager will built a mabati kiosk at the roadside and install a kerosene pump for example. Another one will join him and set up a charcoal business. This may be followed by another one who may soon set up a kiosk for selling domestic provisions. The new businesses are meanwhile stocked by suppliers heading towards the far end of the road which may even be unknown to the new entrepreneurs.

As the businesses increase, a market is born which may soon become a small town complete with restaurants, and other recreational and entertainment facilities. This sequence of

events including that of the ecosystem may be a representation of the occurrences that are likely to take shape in the near future.

So far, we have already witnessed gigantic economic leaps in the countryside especially since the advent of the constituency development fund (CDF). Through the injection of only 2.5% of the national budget to the constituencies, the country has undergone an economic revolution. Coupled with rural electrification and continued construction of roads in the countryside, there can never be better opportunities of reversing the rural urban migration, a phenomenon that has in the past been heightened by many years of economic stagnation.

Opening up of the rural countryside will inevitably create great employment and business opportunities that were previously inhibited by lack of access and infrastructure. On a number of occasions, I have personally detoured from the Nairobi Naivasha road on my way to Nyahururu or vice versa. I have instead followed the newest road which cuts through Kinagop constituency branching off from 'Flyover' and cutting through Engineer town and others all the way to Ol karau town. Understandably, the road eventually gets to Nakuru.

Despite being slowed down (but enjoying the experience) by the meandering of the road through the Aberdare Ranges, I have had a chance to witness a part of the country that would ordi-

narily have been out of my way. One cannot fail to imagine the agony such a productive area of our country was undergoing without tarmac or even all weather roads. Mind you, the Kinangop area feeds the city with most of its daily vegetable requirements amongst other farm produce.

Having witnessed those recent developments, I am yet to come to terms with ideas of massive economic transformation that is now likely to be ushered in by the new constitutional dispensation. With new administration centred on counties, the services will be taken closer to the people. One will no longer for example travel from Kiambu to Nyeri to deal with matters handled by the current provincial headquarters. Residents of Machakos will also not any more travel through Nairobi to Embu, the current Eastern Provincial headquarters. Kisii residents will likewise be saved from traveling to Kisumu whereas others will be saved similar inconveniences in other parts of the country.

At the same time, if 2.5% of the national budget has brought so much change in the rural economy, then 15% will certainly hold the rural population from seeking opportunities elsewhere and instead being contained in the counties. Effectively, the rural urban migration much of which has turned Nairobi into a shanty city will be controlled naturally if not reversed.

So, we only need to lookout for opportunities arising from the new constitutional order as we progressively benefit from vision 2030 provisions. But then, are our mindsets changing in line with the times? Indeed, we only need to identify the opportunities worth exploiting, therefore creating employment and wealth as the government continues improving the enabling environment. I am not sure that I will not relocate to my county to be part of the new light as opportunities start trickling in.

Comments at info@newtimesconsultants.com

PTAK News: PTAK – Professional Trainers Association of Kenya, which is a Government registered body aiming to take workplace learning to new levels is continually growing in size and stride. The membership has now reached close to 1000 members. Meanwhile, ALL registered members will require certification through attending an initial PTAK TOT – Trainer of Trainer's course. It is through this course that members are introduced to desired professional training standards. The courses take place every 3rd week of every month. Book your place early to avoid disappointment. SEE YOU during the various training sessions . CONTACTS: Vision Plaza, 2nd Floor, Suit 35, Mombasa Road, Phone 254 20 2519102 or 0717648648 Web:www.ptakoffice.org



Strategically Thinking – August 2010

Embracing Electronic Technology Key to Change and Progress

The year 2008 will forever be entrenched in our memories. It is the year that Kenyan nationhood was threatened with disintegration. Disputed results of a largely flawed December 2007 election were the cause of all this.

Through the referendum of 2010, it has been proven that all this mess could have been avoided. Firstly, the opinion polls were pointing to the direction of the election results almost with precision. Secondly, the loss of 7 parliamentary seats so far, through electoral malpractices is also largely indicative of the carelessness with which the last national elections were conducted. It is no wonder that the then Chairman of the disbanded electoral commission accepted that, he actually did not know who had won the elections.

Luckily, this country may never go through such an experience any other time in the future, if what has been witnessed in the referendum 2010 was to be entrenched. Firstly, the conduct of the elections was above board. Everybody who qualified to vote and presented him/herself to the polling stations actually voted. The register was fresh and therefore free of past errors and manipulations.

On the other hand usage of electronic technology brought out rare efficiency in the whole process of electioneering . It was inconceivable that adequate results had been received by midnight (7 hours since closure of voting) which reflected the overall national trend, a situation that persisted even at the close of the whole exercise. Interestingly, the process was so efficient that it had to be slowed down at some stage, so that it can accommodate the interests of stakeholders who are not used to such efficiency especially guided by electronic technology. And within 24 hours the nation had received official national tallies almost bringing the exercise to a close.

Consequently, the country has no choice but to fully embrace electronic technology in the whole voting process. In mind are the 192 constituencies which have yet to introduce electronic registers as we brace for the changes occasioned by the new constitution. This essentially means that Kenyans need to embrace new mindsets. We need to be alive to the fact that manual operations anywhere are archaic. They are not only inefficient but are also a source of stress that could be avoided. We must therefore embrace continually changing technology in line with a changing world which demands efficiency and effectiveness in whatever we are doing in life.

Mwangi Wanjumbi (Newtimes Newsletter Author) [Comments at info@newtimesconsultants.com](mailto:info@newtimesconsultants.com)

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Key Solutions — Newtimes Business Solutions

Through our Flagship program branded as STAFF MOTIVATION AND CAPACITY BUILDING TRAINING SOLUTION, we provide organization-wide attitudes management and performance/productivity enhancement training solutions. This innovative *bottom up product of Newtimes Business Solutions* also doubles up as a *Corporate Re-Branding as well as organizational culture change solution*. The program has content for :-

- Junior/General/ Staff —2 days
- Supervisory/ Mid Mgt Staff and Professionals— 3 days
- Senior Corporate Managers — 3 days

Applied Business Leadership Skills (2 days) for CEOs and Senior Corporate Managers is the 4th tier of *this program* This highly researched and continually improved solution addresses most organizational attitude management and performance skills that relate to not only our local but also the regional social cultural situation, as has been experienced by past and ongoing clients. Above all the learning process is immediately applied into the practice as has been witnessed.

All other courses (see <http://www.newtimesconsultants.com/Training%20programmes.html>) and programs such as application of the balance score card will easily fall into place and at the same time continually reinforce the now solid employee brands.

For now book your (Re) Energizer (short motivational training sessions), as you plan for the fully fledged training programs. You only need to indicate your Immediate challenges and have them sorted in a session of 1 1/2 – 2 hrs
Big must start from small beginnings : Take note of our unique SME Staff Training Solution

NB: We do not just train; we provide unique training solutions whose benefits start accruing soon after conducting the programs

All Our Courses are DIT approved. They are intended to arm participants with soft skills and/or emotional intelligence irrespective of professional background. The key benefit is achievement of sound foundation for continually improving performance.

WHAT OUR CLIENTS SAY ABOUT OUR PROGRAMS Please Check @ <http://www.newtimesconsultants.com/testimonials.html>

OUR PAST AND CONTINUING CLIENTS – Check www.newtimesconsultants.com

Images never lie. They instead communicate even more effectively. You can now view some which are continually uploaded @ <http://www.newtimesconsultants.com/pictorials.html>

You can also view video clips depicting us live in action @ <http://newtimesconsultants.com/vidoeogallery.html>

NOTE: Our recently introduced HR Recruitment and Placement Solutions @ <http://www.newtimesconsultants.com/hrdforum.html>



PERSONAL STRATEGY: INSPIRATION FOR THE MONTH

(Personal success is a pre-requisite of that of the employing organization)

F U L F I L L I N G O U R P R O M I S E S

This month reminds me of a promise that I made to myself a while ago. I had spent many hours, days and months writing an inspirational book. When I presented it to a publisher, it was critically analyzed. The main issue raised was; who is the audience? I had no immediate answer since I had not given this aspect any consideration. I had thought that an inspirational book is just that. In that regard, I shelved the book hoping to fine tune it at some opportune time.

But, a few years after, I have still not gotten the drive to fine tune the same book. Nonetheless, I have continued feeling this great sense of duty of writing and publishing an inspirational book. I have particularly been inspired by many people who have continually been reading this newsletter as well as the numerous articles that have continuously been published in the daily print press

as well as professional and business journals.

The encouragements and readers' concerns particularly have eventually overwhelmed me. **Personal Empowerment Strategy** which is completely different and independent from the first piece as well as the numerous published articles, is now a reality. It is this time targeting parents and young adults and is only awaiting the publication stage.

Meanwhile, as a young adult, Evelyn from Houston, Texas in the USA, promised her mother that she will one day acquire a University Degree whatever it took. Boggled down by eventual family life and other commitments, Evelyn could not fulfill this promise until she was 84 years. In the graduation ceremony to witness this great achievement, was Deborah her 106 year old mother. It is most of the times seemingly hard to be at peace with yourself and others, before turning your promises into reality.

Perhaps you are there and unable to fulfill a promise to yourself or other people. Maybe you have been feeling that the fulfillment process will take much of your time and energy or other resources. The truth is that you may never feel fulfilled until you take action in the affirmative. You will always feel indebted to somebody or the other. So, whatever the case, take time and make every effort towards fulfilling your promises.

By **Mwangi Wanjumbi—Newtimes E-Newsletter Author**



Did you know?

- That de-motivated organizational staff utilize only 10 % of their performance capacity? (Zig Ziggler)
- That only about 10 % of those employed (salaried and self) have the right attitudes towards work especially in our local situation? (Continuing research)
- That the two situations are continually being corrected through re-branding solutions by Newtimes Business Solutions?
- That the Author of this newsletter has written a book titled " Personal Empowerment Strategy which is undergoing publication?"

Our Motto: *Inspiring Change*

Our Guiding Principle: *Continually Taking Business to the Next level.*

This is a bi-monthly Communication to (both existing and potential) Corporate CEOs/Business Executives from Mwangi Wanjumbi, the Chief Consultant and Chief Trainer of Newtimes Business Solutions. He is himself a Business Strategy Consultant and Management/leadership Skills as well as Motivational Trainer

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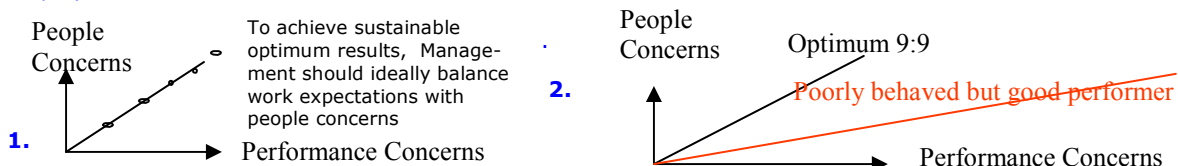
ORGANIZATIONAL STRATEGY/THE CEO'S DILEMMA Dealing With Performing but Poorly Behaved Workers



For as long as I can remember, many organizations encounter employees with unique challenges. A good example is employees who pick a habit of being controlled by drink. This happens especially during month ends and other days that they are able to access funds. Some of the employees are apparently very hard-working and resourceful especially during the times that their pockets are lean. As a CEO, have you had such an experience which may have caused anxiety in the workplace? How have you handled the matter?

Naturally, it is a sensitive issue since it involves dealing with somebody who is already having a problem which he/she may not be appreciating. Nevertheless, the problem should never be allowed to escalate to the extent of influencing other employees. So what is the best way of dealing with the same?

Perhaps, we can consider the management grade which guides on the relationship between work and the employee's situation as in the 1st scenario below.



The 2nd scenario portrays employee performance versus behavior. In today's era of performance contracting as well as team based performances, a poorly behaving employee will naturally influence or affect other team members negatively. Subsequently, all employees need to perform and behave at the same time. I quite agree with Polycap Igathe, the CEO of Haco industries Kenya Ltd. who made this assertion during a presentation at the British Council Leadership Forum, sometimes ago. It is only then that employees will grow in their careers and at the same time influence that of the employing organizations. Normal and finally summary disciplinary action needs to be taken against such employees if the poor behavior persists.

ADVERTISER'S ANNOUNCEMENT

1. Newtimes Energizers – 11/2 – 2 hrs Motivational Training Sessions

We have in the recent past conceptualized these training sessions, guided by the need:-

- for short term training programs by some existing clients
- to help clients in maintaining staff motivational levels therefore achieve consistency in performance and productivity capacity (See chart on page 2 of our brochure – uploaded on the home page our website)
- to promote the spread of training benefits to as many organizations as possible

The energizers can be implemented even internally especially during departmental meetings.

What then do the Newtimes Energizers involve?

- Select a desired area of study especially based on organizational or departmental challenges
- Call us a few days before the meeting (to allow development of the material)
- Avail an LCD for PowerPoint projections or ask us to provide one
- Conduct organizational deliberations and then allow us to run our session

What is the most disorienting challenge in your organization for now? No Matter the situation, no organization can escape occasional challenges.

NOTE: The Energizers cannot in any way replace our re-branding/organizational culture change solutions

2. NEWTIMES SME Staff Training Solutions

Big must start from small. In this realization, Newtimes Business Solutions initiated an innovative SME Staff Training Solution meant to help SMEs to unleash their growth potentials especially in a regionalized market. We provide free training space for teams of up-to 10 staff for the 1/2 day sessions

3. The two day SME Practitioners for Entrepreneurs and Professionals continues without change