

## CURRICULUM VITAE

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### CORE COMPETENCY: CAPACITY BUILDING

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## 1. ACADEMIC & PROFESSIONAL TRAINING

No	Date	Institution	Qualification	Courses / Subjects
1	Jan 2011 -	Open University of Tanzania, Tanzania.	PhD candidate	PhD by Research Business Administration
2	Sept 2010 -	University of Liverpool, UK	Doctorate candidate	Foundations for Academic Success Doctoral Practitioner (DP).
3	Jan – May 2010	University of Massachusetts, Boston, USA	Entrepreneurship Graduate Studies	Entrepreneurship & Venture Capital Development
4	Jan – May 2010	University of Massachusetts, Boston, USA	Dispute Resolution Graduate Studies	Dispute Resolution: Negotiation, Introduction Theory
5	April, May 2010	Metropolitan Mediation Services, USA	Certificate in Mediation	Mediation
6	Jan – Dec 2009 -	Nairobi International School of Theology Kenya	Masters in Governance (Candidate)	Foundations of Governance, Leading Change, History of Political & Governance Syst. Personal Leadership Development Public Sector Management & Acc.
7	2002 – 05	De Montfort University, UK	Masters in Business Administration (MBA)	Corporate Strategy, Customer Management, Entrepreneurship & Innovation, Human Resource Management, International Marketing, Organisational Behaviour, Operations Management, Project Management, Quantitative Methods, Research Methodology, Thesis & Dissertation.
8	2001	Strayer University, Baltimore, Maryland, USA	Financial Management Graduate Studies	Financial statements, cash flow, analysis, taxes, financial environment, Risk & Return, Time Value of Money, Strategic Investment Decisions, Capital Budgeting, Bankruptcy, Mergers & Acquisitions.
9	2001	Strayer University, Baltimore, Maryland, USA	Computer Networking	OSI, Protocols, Network Architecture, Hardware, WAN & remote connectivity
10	2001	Institute of Commercial Management UK	Diploma: Business Management & Administration	Business Management & Administration practices
11	1999	Damelin Management School, Botswana	Diploma: Accounting	Accounting Practices
12	1985-9	University of Nairobi, Kenya	Bachelor of Veterinary Medicine Degree (B.V.M.)	Anatomy, Biochemistry, Microbiology (& Virology), Physiology, Pharmacology, Pathology, Public Health, Special Pathology, Medicine, Reproduction & Obstetrics, Surgery,

## 2. Recent seminars & Trainings

No	Date	Institution	Program
1	August 2011	Inoorero University IEEC	Problem Solving & Decision Making, Delegation, Process and Practise of Management
2	July 2011	Uraia Trust – Uungwana Initiative	Values in the New Constitution for Curriculum Development, Kenya Institute of Education.
3	April 2011	Akad Education Group	Careers, Education & Leadership Excellence Seminar
4	February 2011	Harvard Business School	<b>Panelist:</b> "Bridging the technical skills Gap: Assessing the role and impact of education on Business in Africa" 13 <sup>th</sup> Annual Africa Business Conference
5	December 2010	Akad Education Group	Careers, Education & Leadership Excellence Seminar
6	August 2010	Kenyatta University	Equity Group Foundation Congress
7	February, 2010	Harvard Business School	12 <sup>th</sup> Annual Africa Business Conference
8	March, 2010	Harvard Business School	Asia Business Conference
9	February 27, 2010	Harvard Law School	The Negotiation Within

10	March, 2010	Harvard Law School	Alternative Dispute Resolution in the US Fed. Govt.
11	March 8, 2010	Harvard Law School	The role of government and the citizens in reconstituting the rule of law in Kenya (Hon Martha Karua)

### 3. TRAININGS FACILITATED

	Dates	Country	Client	Topics
1	August 2011	Kenya	Inoorero University	Problem Solving & Decision Making, Delegation, Process and Practise of Management
2	July 2011	Kenya	Kenya Institute of Education	Curriculum Dev, New Constitution
3	April 2011	Kenya	Akad Education Group	Careers training
4	February 2011	USA	Harvard Business School	Bridging the technology skills gap
5	January 2011	Kenya	Factual Films	Marketing Department training
6	January 2011	Kenya	Kenyatta University Students	Capacity Building for Business Development
7	January 2011	Kenya	Lenana School	Careers planning
8	Dec 2010	Kenya	Inoorero University Students	Capacity Building, Business Incubation
9	December 2010	Kenya	Akad Education Group	Careers, Education and Leadership Excellence
10	October 2010	Kenya	Riara Springs Girls School	Careers Planning
11	April – May 2010	USA	Metropolitan Mediation Services	Mediation Role Plays
12	May – Oct 2009	Kenya	Kenya Aeronautical College	Strategic Management. Continuous Professional Development
13	2008 - 2009	Kenya	Carlile College	Strategic Management
14	Nov 2008	Kenya	Kwachu Net	Vision building
15	June 2008	Kenya	Catholic University	Team Building
16	May 2008	Kenya	Kenya Institute of Mgt. (KIM)	Supervisory Skills Management
17	April 2008	Kenya	Kenya Institute of Mgt. (KIM)	Management Skills Development
18	March 2008	Kenya	Kenya Institute of Mgt. (KIM)	Customer Relationship Management
19	March 2008	Kenya	Kenya Institute of Mgt. (KIM)	Competitive Edge in Sales & Marketing
20	Feb 2008	Kenya	Jomo Kenyatta University of Agriculture and Technology; Senior Academic Staff. (JKUAT)	Leadership and management capacity development training.
21	May 2007	Kenya	Kenya Women Finance Trust (Women Fund)	Entrepreneurship
22	Sept 2006	Kenya	FEBA Radio	Planning & Goal setting
23	April 2006	Kenya	World Concern	Investments & Planning
24	Jan 2006	Kenya	FEBA Radio	Principles of Selling
25	2006	Kenya	The Navigators	Parenting
26	2004	Botswana	Ndaba Boko & Associates	Sexual Harassment
27	2001	USA	Century Communications	Cable networking
28	1986-90	Kenya	Loresho Community Centre Church	Youth Pastor
29	1982-90	Kenya	University of Nairobi Nairobi Prisons, Industrial Area and Kabete Campus	Shotokan Karate

### 4. WORK EXPERIENCE

#### 4.1 2010: CEO, Akad Africa Ltd.

Akad Africa ([www.akadeducationafrica.com](http://www.akadeducationafrica.com)) is part of the AKAD Group, led by Harvard, Cambridge and Wharton Alumni. The international placement team includes former admission officers from Ivy League Schools and top MBA alumni. Akad Africa is conducting Careers & Education Excellence training to high schools & colleges in Kenya.

#### 4.2 2008: Manager, Continuous Development Programmes (CPD), Kenya Institute of Management (K.I.M.), Kenya.

To design, market and implement quality driven, customer driven management and

leadership capacity building short term Management courses to KIM member organisations, and meet the department's budgeted revenue of Ksh 10 million.

Other duties include supervision of student research projects for Management courses offered at KIM school of Management, Emperor Plaza, Nairobi. The institute offers courses leading to Certificate and Diploma qualifications. The qualifications are recognised by the Kenya Government and employers through the Federation of Kenya Employers (FKE), Directorate of Industrial Training (DIT), Public Service Commission (PSC), Directorate of Personnel Management (DPM) as well as other organisations in Kenya.

#### 4.3 1993 - 2005: Managing Director: Leruo Services (Pty) Ltd., Botswana

1. Financial management decisions of Leruo Services and investment businesses
2. Management accounting, taxation returns and general management.
3. Continuous market research, appraisal and costing of possible future business ventures.
4. Research & Development for future products:
  - Problem based research, applied research & development.
  - Idea generation, evaluation, feasibility studies, economic justification.
  - Prototype development, production.
5. Reporting to the board of directors on progress of projects & evaluations, and implementing board policies with evaluation of Corporate and Marketing strategies.
6. International liaison with manufacturers in South Africa, Europe, United States of America and China
7. Sales & Consultancy services to Government of Botswana, Department of Animal Health & Production Ministry of Agriculture on supply of Pharmaceuticals, veterinary equipments, medicines and vaccines
8. Project Management & Supply Chain Management for human & veterinary vaccines, medicines and medical equipments to Botswana government institutions

#### 4.4 1991 - 1993: Managing Director, Bindu Investments Ltd, Kenya. (Self-Employed) Group Marketing Executive, Factual Films, ScreenAd, Compassites Kenya.

#### 4.5 1985 - 91: Youth Pastor: Loresho Community Centre Church, Nairobi Kenya.

#### 4.6 1984 - 85 : Quality Control Technician: Nairobi Bottlers Ltd, (Coca Cola), Nairobi

## 5. CAPACITY BUILDING CONSULTANCIES

No	Date	Client	Project Description
1	2011	Kenyatta University Students	Capacity Building through; <ul style="list-style-type: none"> <li>• HSTEP program; mentoring University Students, who act as MENTORS to younger students in high school or primary school. The HSTEP University students are enrolled specific scientific courses, namely               <ul style="list-style-type: none"> <li>· Biomedical sciences,</li> <li>· Agricultural sciences,</li> <li>· Engineering,</li> <li>· Biochemical and</li> <li>· Biotechnological sciences among others.</li> </ul> </li> </ul>
2	2011	Inoorero University Students	Capacity Building through; <ul style="list-style-type: none"> <li>• Institute for Executive Education &amp; Consultancy</li> </ul>

			<ul style="list-style-type: none"> <li>• Akad Africa program extension with Inoorero University students</li> <li>• Setting up a Venture Development Centre, through which students get access to market experience, and employers get access to top students</li> <li>• Career preparation for Inoorero university students</li> </ul>
3	2010	Equity Group Foundation	Providing support to Equity Group Foundation scholars and Pre-University students keen on getting admission to United States Ivy League Universities: Harvard, Wharton, Yale, etc.
4	2010	Everflowers	Business Development Consultant & Negotiator
5	2010	Feba Radio	Business Development Consultant Negotiator: Alternative buyer options for FEBA International linkages: Alternative Dispute Resolution and Restorative Justice options collaboration with Harvard Law School, University of Massachusetts Dispute Resolution
6	2009	Proposed Concord University	Preparation & submission of documentation to the Commission for Higher Education (CHE) towards obtaining an interim letter of authority. Documents prepared include Strategy and Terms of Reference for staff.
7	2009	Carlile College	Business Development consultancy for the establishment of the Carlile College Institute of Leadership and Management.  Preparation of Strategy document for Carlile College in collaboration with the Proposed Concord University Master plan providers; architects and associated consultants
8	2009	Kenya Aeronautical College	Change Management, Business Development Consulting
9	2009	Pharm Q	Pharmaceutical Industry Opportunities and challenges paper to Kenya government
10	2008	Starehe Boys Centre	Presentation to the Starehe Trustees on sustainable fundraising opportunities for Starehe Boys Centre – raising up to KSh 100 million per year. This presentation included combined Starehe Centre strategy for inclusion into Concord University, based on application to the Commission for Higher Education (CHE) in seeking to obtain an Interim Letter of Authority to run Concord as a University.
11	2008	IPP Media (Tanzania)	Consulting to Executive Chairman, Reginald Mengi on media opportunities in Kenya
12	2008	Interchem Pharmaceuticals (Tanzania)	Analysis of InterChem as going concern, and way forward opportunities
13	2007	Vipani	Human Resource Management; identification and interviewing of potential "Vipani Agent" staff to manage the Vipani projects in Central Kenya. Interviews held with panel with Prof. Henry Thairu (JKUAT, Kenya) and Dr. Thomas George (Stanford University, USA).
14	2007	Lifeskills Promoters	Curriculum Development for Parents TOT manual, titled " <i>An Integrated Approach to HIV/AIDS and related issues</i> ". With reference to Parenting manual by Dr. Stanley Mukolwe (PhD).
15	2007	Kenya Women Finance Trust (KWFT) / Setpro Consultants	Capacity building within town and rural poor Kenyan women. Training in business management economic intervention for Microfinance.  Topics: Entrepreneurship, Life skills, Business planning, Marketing Process, Business Organisation & Management, Basic record keeping, Costing, Financial Management & Accounting, Legal awareness & Statutory responsibilities; all culminating in the filling in of loan application forms.
16	2007	World Concern	Business Development for the Embu based Financial Services Organisations (FSA's) based on Market Research of viable projects, opportunities, costs and potential donor clients.
17	2007	McMillan Publishers	Consultancy on the Market Opportunities available to the publisher in Kenya; how to expand their sales and add capacity to their Sales teams.  Nation-wide promotion of their KCPE & KCSE books using various media outlets. I produced an advertisement for television and mobile cinema, as well as a specific audio "van tapes" for a nation-wide advertising promotion. Also included in liaison with the company's marketing department were leaflets, posters, etc,
18	2006 – 8	FEBA Radio	Business For Peace: bringing together Conflict Resolution partners for training of

			<p>business leaders; including Members of Parliament, Vice President, Chairman &amp; CEO of the Nairobi Stock Exchange.</p> <p>Business Development consultancy; looking into leveraging the Strategic Business Units of the organisation in terms of maximising financial returns on an Entrepreneurial basis based on relevant Market Research.</p> <p>Human Resource Management inter-phasing with Marketing, Organisational Development</p>
19	2006	Church Missionary Society	<p>The Principal Assignment was as Business Development Consultant and Project Manager for the delivery of a Business plan for the CMS- Business as Mission Aloe Vera Project.</p> <p>Networking with project stakeholders to establish parameters required</p> <p>Market Research based on the viability of the &amp; Project Proposal writing for donor funding</p> <p>Liaising with the Board of governors convened for the business</p>
20	2006	Government of Southern Sudan, Juba (Sudan)	<p>Consultancy with the Ministry of Labour, Public Service &amp; Human Resources Development, Government of Southern Sudan (GoSS). As part of the Technical Committee set up to update the Governance Principles for Southern Sudan, as a follow up of the initial document prepared by the Sudanese Peoples Liberation Movement (SPLM) after the Comprehensive Peace Agreement (CPA).</p> <p>Technical Committee comprised of Former Kenyan Permanent Secretaries, Joseph Kaguthi, Joseph Kimura, David Namu, as well as Eunice Kamau, Director of Skills for Southern Sudan, Juba office. Completed document handed over to His Excellency David Den Athorbei, Minister.</p>
21	2006 - 9	Factual Films	Management Consultancy to overhaul business model, and support for the company's Information Technology requirements

## 6. OTHER CAPACITY BUILDING CONSULTANCIES

No	Year	Country	Client	Consultancy
1	2006	Southern Sudan	GoSS	Following the CPA, improving Govt
2	2006	Kenya / Sudan	Africapix	Financial planning; Risk vs. Reward for option of entering the Sudan market
3	2006	Uganda	Business As Mission;	Hope for Africa, Samaritan Strategy, Vision conference
4	2006	Kenya	USAID	<i>Dairy Feeds Ration Formulation workshop</i> , Facilitated by Land O'Lakes
5	2002-5	Botswana	Laptop Secretarial Services	Consulting & Rapporteur work for conferences, seminars and meetings to clients which include, but not limited to the Ministry of Agriculture, Government of Botswana
6	1996-9	Botswana	Veterinary Supplies Botswana	Financial Management Consultancy
7	1996-9	Botswana	Mosu	Financial Management
8	1997-9	South Africa	Molemo	Financial Management
9	1993-5	Botswana	Tlokweng Veterinary Clinic	Financial Management, Funds Management, Business Development
10	1994	Botswana	Chibanda Makgaelemele & Co Attorneys	Company Startup
11	1990-2000	Zimbabwe, Kenya, Botswana	Christian Investment Fund	Business Development

## 7. BUSINESSES INCUBATED & SET UP (capacity building)

No	Year	Country	City	Name
1	2006	Kenya	Nairobi	CMS / Herbal Gardens Aloe Vera Project
2	2006	Kenya	Nairobi	Jirani Cyber Café
3	2005	Botswana	Gaborone	Laptop Secretarial Services
4	2000	Botswana	Gaborone	Laptop Computers
5	2001	USA	Baltimore	Leruo Incorporated
6	1996	Botswana	Gaborone	Mosu
7	1996	Botswana	Gaborone	Veterinary Supplies Botswana

## 8. VOLUNTEER WORK

### 2011

- Chairman, Narc Kenya Khwisero Branch (Sept 2011).
- Ungwana Institute – programs on Behaviour Change, training of KIE curriculum development staff on the constitution of Kenya
- Sports trainer at Lenana School: Shotokan Karate
- Kenyatta University; Capacity building for HSTEP students
- Inoorero University; Career training for University Students

**2010** : Egerton University; Career training workshops for students

- Equity Group Foundation scholars training, Kenyatta University.

### Other

- **2007 - 8**: supervision of student research projects for Management courses, specifically Diploma in Business Management and Health Care Management, offered at Kenya Institute of Management, Emperor Plaza, Nairobi
- **2007**: Vipani – Human Resource Management, recruitment of personnel
- **2006** : Banfield, Pulaski Highway Vet Practice, Baltimore, Maryland USA (August)
- **2002 - 2005**: Lecturer (part time), *PR Executive & Business Services (Botswana)*; Mentoring & Training CEDA loan recipients on management and best use of funds
- On invitation; *University of Nairobi (Kenya)* to students in Biological Sciences, Chiromo Campus.
- Weekly Research Journal club meetings, *Botswana Harvard Partnership* for HIV AIDS research, Gaborone. Seminars included, for example, *Preventive Care Package for People living with HIV, with focus on Cotrimoxazole Prophylaxis* by Dr. Jonathan Mermin, MD Director, CDC Uganda
- **2004**: Weekly Research Journal Club meetings, *Botswana Harvard Partnership* for HIV AIDS research, Gaborone. Seminars included, but not limited to *Intrapartum exposure to Nevirapine and subsequent Maternal responses to Nevirapine based anti- retroviral therapy*. Dr. Ibou Thior, Gaborone, Botswana
- **2001**: *Century Communications*, subcontracted by Comcast for cable technician work in the Greater Baltimore area, Maryland, USA

## 9. PROFESSIONAL AFFILIATIONS

- 9.1 Harvard Law School – Program on Negotiation (PON)
- 9.2 Executive Leadership Network (ELNET); Governance
- 9.3 Executive Leadership Network (ELNET); Business Team
- 9.4 Mediator with Metropolitan Mediation Services, Boston, Massachusetts
- 9.5 Graduate student group: Dispute Resolution, University of Massachusetts
- 9.6 Graduate student group; Governance, Nairobi International School of Theology
- 9.7 Registered with the Botswana Veterinary Board as a Veterinary Surgeon
- 9.8 Member: Botswana Veterinary Association
- 9.9 Journal Club: Botswana Harvard Partnership for HIV AIDS research.
- 9.10 GOLD Ministry, Nairobi Baptist Church

## 10. RESEARCH

**10.1 MBA Thesis research:** *'The viability of establishing an indigenous bank in Botswana'* (2004), supervised by Prof. Dr. J.A. Watkins, De Montfort University, United Kingdom.

**10.2 Problem based research:** Kenya Trypanosomiasis Research Institute (K.E.T.R.I). Trypanosomiasis research in search of potential treatment using Difloro methyl Ornithine (D.F.M.O.) on the primate model in liaison with the Institute of Primate Research (I.P.R.). Supervised by Dr. Paul Sayer (1990).

**10.3 Basic research:** Data collection & photography in Masters Thesis, Veterinary Surgery Prof. D. Kihurani, Lecturer, Faculty of Veterinary Medicine, University of Nairobi. (1987/88)

**10.4 Applied research:** 1999: Quoted for assistance in PhD thesis of Dr. Isaac Onyango, Dept of Medical Biochemistry, Biomedical centre, Faculty of Medicine, Uppsala University, Sweden, on intracellular components involved in parathyroid sensing of extra-cellular calcium. Offered assistance to other research veterinarians in UK & USA universities in their PhD thesis.

**10.5 Business research:** 1994 – date: Researched on production of veterinary equipments, leading to superior products being designed and manufactured, and supplied on tender to the Government of Botswana. Items include Hypodermic needles, Ear tags for cattle & sheep, Ear tag applicators, Dehorning Irons, Elastrators, etc. Worked in collaboration with medicine manufacturers on introduction of alternative medications into the Botswana market, after obtaining registration in South African

**10.6 Current PhD research, Open University of Tanzania**

- a) *"The Viability Of Establishing Christian Schooling in Nairobi, Kenya"*. Proposal accepted on 18<sup>th</sup> October 2010 for research towards a PhD degree at the Open University of Tanzania.



## 11. COMPUTER SKILLS

No.	ITEM	PACKAGES
1	Word-Processing	MS Word, WordPerfect, Lotus WordPro; Typing skill over 60 words/min
2	Spreadsheets	Lotus 123 ver 3-9, MS Excel, Quattro Pro, Quicken
3	Accounting	QuickBooks, QuickBooks Pro,
4	Data Management	MS Access, Paradox
5	Communication	MS Outlook, Outlook Express, Pegasus Mail
6	Project Management	MS Project 98
7	Business Innovation	Skunkworks
8	Quantitative Methods	NCSS, SPSS
9	Computer Maintenance	A+, N+
10	Operating Systems	Windows XP /ME / 2000 / 98, MS Dos
11	Feed Formulation	PC Dairy for Windows
12	Video Editing	Adobe Premiere 6.5
13	Website design	Yola Website Tools

## 12. LANGUAGES SPOKEN

1. English (fluent, verbal, reading & writing)
2. French (little, verbal)
3. East African languages; Kiswahili (good), Luhya (good), Luo (little)
4. Far Eastern Languages : Mandarin Chinese (little, verbal)
5. Southern African languages : Setswana (little, verbal & written)

These are also based on travels to and business dealings in the following countries;

Africa : Kenya, Uganda, Tanzania, Zambia, Zimbabwe, Malawi, Botswana, South Africa  
 Asia : Thailand, Malaysia, China, Singapore  
 Other : USA, UK, New Zealand, Fiji, India, Israel

## 13. OTHER PERSONAL TRAINING

- 2010: Website construction, training and building websites;  
[www.leruo.biz](http://www.leruo.biz)  
[www.factualfilm.com](http://www.factualfilm.com)  
[www.akadeducationafrica.com](http://www.akadeducationafrica.com) ,  
<http://www.conflictanddeceptioninrelationshipsandmarriage.com>
- 2008: Logistics: Courier delivery management in Baltimore, Maryland, USA  
 Leadership & Management training with Jomo Kenyatta University of Agriculture & Technology, held in Nanyuki, Kenya
- 2007: FEBA Radio; *Radio Broadcasting using latest techniques in Africa*, Severin Sea Lodge, Mombasa  
*Video Editing* with Adobe Premiere 6.5; Triumph Studios, Nairobi, Kenya  
*Training of Trainers*, Setpro Consult, on training Microfinance to KWFT.
- 2006: *Parenting and Christian upbringing: The Navigators*, Nairobi, Kenya
- 2003: *Privatisation of Livestock Advisory Centres*, Veterinary Laboratory, BAC, Botswana
- 2001: *Computer networking & Cable communications* "tech training"; Century Communications, Subcontracted by Comcast, Baltimore, Maryland, USA  
*Investment & Missionary support*, Word of Life International, Schroon Lake, New York

2000 : *Network Marketing*; Amway products, Johannesburg, South Africa.  
 1999 : *Financial Management: The Navigators*, Harare, Zimbabwe  
 1998 : *Parenting and Christian upbringing*: The Navigators, Harare, Zimbabwe  
 1996 : *Labour law and the decisions of the industrial court*: Business school of Botswana,  
 ➤ Mandarin Chinese - part time studies (1 year), Gaborone, Botswana  
 1995: *D-Base computer course*, Insight Technologies, Nairobi, Kenya.  
 ➤ *Agrochemicals / Pesticides seminar*: C.I.C.E, College of Agriculture, Botswana.  
 1994: Poultry congress: Botswana College of Agriculture, Gaborone, Botswana  
 1992: *Import & Export, Clearing & Forwarding course*, Kenya Institute of Clearing and Forwarding. Practicals with the Regional Freight Group, Nairobi, Kenya.  
 1991: Postgraduate Diploma: Management, Kenya Institute of Management (K.I.M) (incomplete)  
 1990: *Principals of Insurance & Investment*: ALICO, Kenya  
 ➤ Sales & Marketing using Electronic media & hoardings ; Factual Films (1974) Kenya  
 1984 – 89 : Christian Doctrine: *Nairobi Bible Training Institute (NBTI)*, *Daystar University* (Part time over 6 years) under Rev Norman Dodman, Nairobi, Kenya  
 1984 – 85 : Discipleship & Ministry training: The Navigators under Dennis Tongoi. Outreach to Muslim community, Buddhists, Youth and University of Nairobi students.  
 1982 – 86 : Counsellor training: Word of Life International, Nairobi & Mombasa, Kenya

## 14. PUBLICATIONS

1. *“Conflict and Deception in Relationships and Marriage”*, Published on [www.amazon.com](http://www.amazon.com) (Kindle Edition), August 2010 at website <http://www.conflictanddeceptioninrelationshipsandmarriage.com/>
2. *“Planning to go abroad? Sharpen your axe first”*; an analysis of management training in preparation for taking up the best opportunities available locally and internationally. Published in the “Management” magazine, Kenya Institute of Management (Jan-Feb 2008) (also available online)
3. *“What you need to know before you emigrate”*; Management training advice on emigration, published in the “Management” Magazine, Kenya Institute of Management (March 2008).
4. *“Change Management & Emigration”*, Management Magazine, 2008

## 15. INTERESTS & HOBBIES

Other: Projects that involve the upliftment of Africans from poverty, ignorance and disease, that affirm the true dignity of all human beings, especially Africans who, due to historical and other realities, find themselves disenfranchised in today’s world. Yet I need to be an example of offering proper leadership, management and governance given the opportunities and training that I have enjoyed to date. It is based on this that I am invited to Harvard Business School as a panel speaker in February 2011.

Sports: Squash, Golf, Shotokan; Board games: Chess  
Currently Shotokan karate coach at Lenana School Karate team.

## **16. PERSONAL DEVELOPMENT**

My own personal capacity building has been to ensure that I am a knowledgeable leader, able to add value wherever I go, specifically to the youth.

In order to improve my own skills, I have undertaken Graduate studies in Governance at the Nairobi International School of Theology (NIST), and Graduate studies in Dispute Resolution at the University of Massachusetts, Boston. I have participated in the Program on Negotiation at Harvard Law School, with access to Harvard Business School. I was a panellist at the 13<sup>th</sup> Annual Africa Business Conference held at Harvard Business School on 18<sup>th</sup> & 19<sup>th</sup> Feb 2011. Details are available on their website at <http://www.hbsafricaconference.com/businesses-addressing-technolo/> I have also studied Entrepreneurship at the University of Massachusetts which I now teach to University students in Kenya.

I am pursuing a Doctorate degree at the University of Liverpool, UK and a PhD with the Open University of Tanzania.