

INTERNAL REPORT

**COMPLETION REPORT FOR TRANSFORMATIVE LEADERSHIP
COURSE.KENYA SCHOOL OF GOVERNMENT- MOMBASA**

DATE: 23RD FEBRUARY – 28TH FEBRUARY, 2026

SUBMITTED BY JOSEPHAT NYONGESA

7TH APRIL, 2026

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1. TRAINING OVERVIEW

I am pleased to report the successful completion of the Transformative Leadership Course conducted at the Kenya School of Government (KSG), Mombasa Campus, from 23rd February to 28th February 2026. The course was designed to strengthen leadership capacity in the public sector by equipping participants with modern leadership approaches, strategic thinking skills, and practical tools for driving institutional change. As Principal ICT Officer at the Office of the Registrar of Political Parties (ORPP), the course provided valuable insights that will enhance my leadership approach in managing technology-driven initiatives, supporting institutional efficiency, and engaging effectively with political parties, suppliers, and other stakeholders.

2. TRAINING OBJECTIVES

The key objectives of the Transformative Leadership Course were to:

- Strengthen leadership capabilities required to drive transformation in public sector institutions.
- Enhance strategic thinking and problem-solving skills for effective decision-making.
- Promote innovative leadership approaches that encourage adaptability and organizational growth.
- Improve communication and collaboration among teams and stakeholders.
- Build ethical leadership values that promote transparency, accountability, and public trust.

3. COURSE CONTENT

The course covered several thematic areas aimed at enhancing leadership effectiveness in the public service:

1. Transformative Leadership in Public Service

Focused on the principles of leadership that drive institutional transformation, emphasizing vision, integrity, and the ability to inspire teams to achieve shared goals within the public sector.

2. Strategic Thinking and Planning

Introduced tools and frameworks that enable leaders to think strategically, anticipate future challenges, and align organizational goals with national development priorities.

3. Decision-Making in Complex Environments

Equipped participants with approaches for making informed decisions in dynamic and high-pressure environments, while balancing institutional priorities and stakeholder expectations.

4. Team Leadership and Collaboration

Explored methods of building cohesive and high-performing teams through motivation, effective communication, and shared accountability.

5. Stakeholder Engagement and Relationship Management

Highlighted the importance of building strong relationships with internal and external stakeholders, including government agencies, political parties, suppliers, and the public.

6. Ethical Leadership and Accountability

Emphasized the role of ethical conduct, transparency, and integrity in public leadership, reinforcing the importance of accountability in public institutions.

7. Innovation and Change Management

Focused on the ability of leaders to drive innovation, manage change effectively, and adapt to emerging technological and organizational challenges.

4. KEY LEARNINGS AND TAKEAWAYS

- **Enhanced Leadership Skills:** The course strengthened my ability to lead with vision, inspire teams, and drive transformation within the ICT department.
- **Strategic Perspective:** I gained a broader understanding of strategic planning and decision-making that will support the long-term technological direction of ORPP.
- **Improved Stakeholder Engagement:** The course reinforced the importance of effective communication and relationship management with political parties, suppliers, and other stakeholders.
- **Ethical and Accountable Leadership:** The training emphasized the need to uphold integrity, transparency, and accountability in all leadership decisions and actions.

5. APPLICATION OF SKILLS IN THE WORKPLACE

- **Strengthening ICT Leadership:** Applying transformative leadership approaches to guide the ICT team in delivering efficient and innovative technological solutions.
- **Strategic ICT Planning:** Integrating strategic thinking frameworks to align ICT initiatives with the broader objectives of ORPP.
- **Improving Stakeholder Engagement:** Enhancing communication and collaboration with political parties, suppliers, and other institutional partners.
- **Driving Innovation and Change:** Leading initiatives that support digital transformation, system improvements, and effective data management within ORPP.

6. CONCLUSION

The Transformative Leadership Course has significantly enhanced my leadership capacity and broadened my understanding of modern leadership practices in the public sector. The knowledge and skills gained will support my role as Head of ICT at the Office of the Registrar of Political Parties by enabling me to lead effectively, promote innovation, and strengthen collaboration with key stakeholders. I am confident that applying these insights will contribute to improved service delivery and the continued growth and effectiveness of ORPP.



Council of the
KENYA SCHOOL OF GOVERNMENT
certifies that

Josephat Nyongesa Palang'a

*having fulfilled the requirements of the program of study
and upon recommendation of the Academic Board
is hereby awarded a certificate in*

Transformative Leadership Course

on this **27th** *day of* **February, 2026**

and is entered in official records

DIRECTOR GENERAL



Certificate NO: 012894

SENIOR DIRECTOR ACADEMIC AFFAIRS