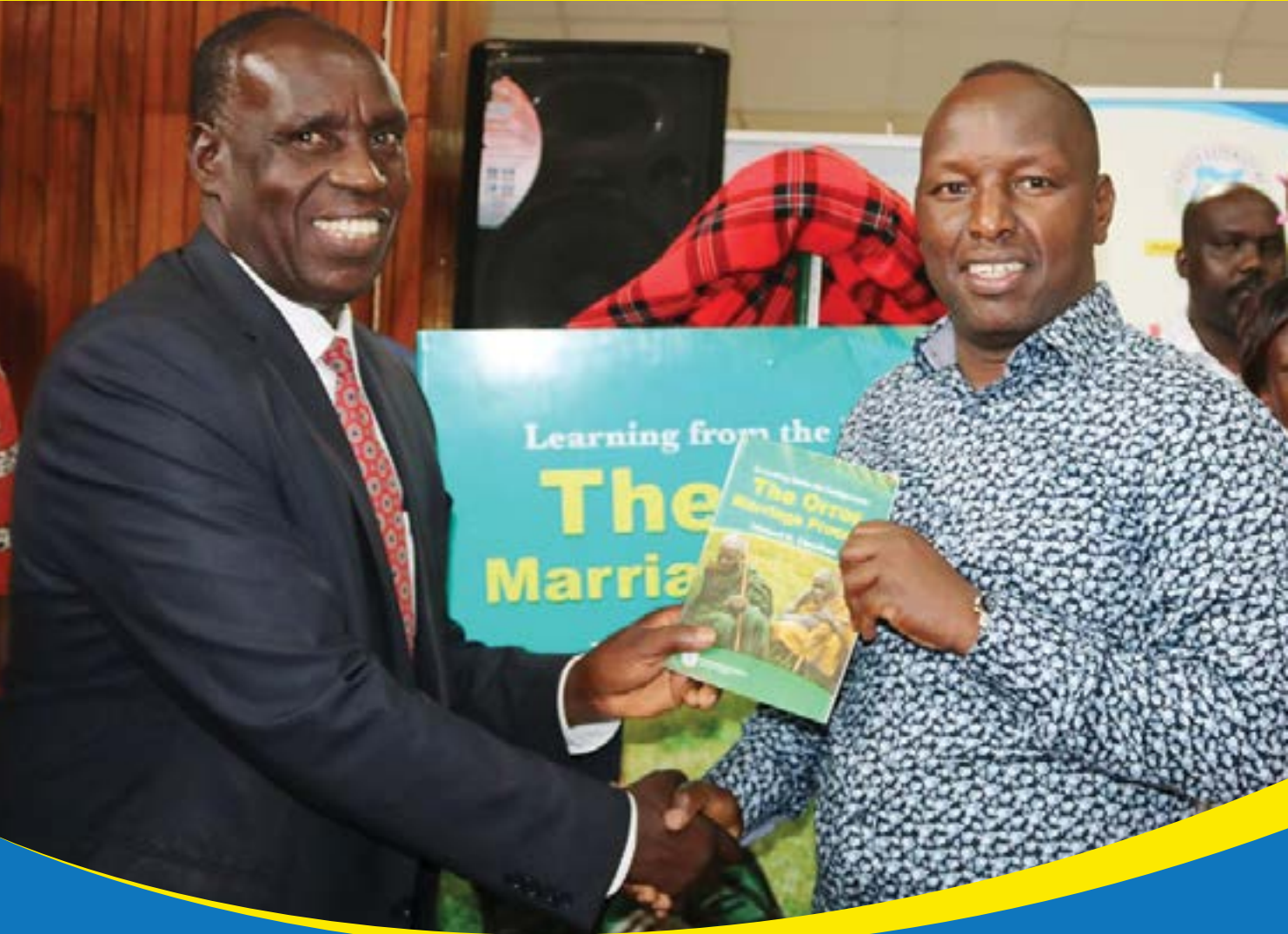


# THE Publisher

December 2019

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## *Promoting Local Authorship and Content*



ONLINE EDITION

[www.klb.co.ke](http://www.klb.co.ke)



## OUR VISION

To be the leading publisher and printer of quality knowledge materials.

## MISSION STATEMENT

To publish and print quality educational and knowledge materials at affordable prices, whilst promoting excellent authorship and creating customer and shareholder value.

## OUR CORE VALUES

- Superior Customer Service
- Transparency and Accountability
- Competency
- Integrity
- Innovation

## OUR QUALITY POLICY

Kenya Literature Bureau is committed to and shall always endeavour to reach the highest level of quality in publishing and printing educational and knowledge materials as stipulated by the ISO 9001 : 2015.

## WE WILL

- Comply with regulatory and statutory requirements.
- Continually improve the effectiveness of our Management Systems.
- Achieve and ensure that our customers receive the highest quality service.
- As a team, be guided by strict adherence to laid down procedures and strive to be competitive and independent; and will protect and uphold our customers' interest without compromising the quality standards set.

*Our quality objectives shall be established and reviewed at the regular management review meetings.*

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A book on the Orror Marriages was launched. The book details marriage process among the Orror people of the Kalenjin community. Its publication is part of the greater efforts by Kenya Literature Bureau to promote local authorship, language and culture.

KLB Managing Director, Victor Lomaria's tenure has been extended in recognition of his efforts to sustainably grow the Bureau. The Human Resources Manager held a one-on-one interview with the staff newsletter team where a number of issues were discussed.

The Nairobi International Book Fair was held end of September, 2019. This is an international book-fest that attracts publishers from all corners of the world to exhibit and share their published materials. At the Book Fair, KLB was feted for Best Theme Interpretation and overall awards for best stand.

Looking back, KLB had a travelling club called the KLB Know Kenya (3K) club. The team toured various destinations in the country and beyond. Their activities enhanced personal bonds and team building among staff. Members of the club are still with us and raring to go.

We have more on partnerships and environmental conservation.  
Welcome!

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*By Joseph Ndegwa*



We are continuously striving to enhance the quality of our Newsletter by providing information in a simplified manner for all our readers to enjoy. We welcome you to send your articles that can be considered for publication in the next edition. We also request that you send us your feedback on [klbpro@klb.co.ke](mailto:klbpro@klb.co.ke) on what you would like to read as well as comments on how we can improve our Newsletter.



# Equal opportunities for all

It has been an eventful period for us and the publishing fraternity in general. Our Board of Management was re-appointed and we have had our first round of board meetings to discuss critical matters that will help us drive growth. We have also been actively engaging with government and other key stakeholders on growing and developing our business for a sustainable future.

Looking back at 2019, the highlight without a doubt for me was the official launch and flag-off of Competency-Based Curriculum (CBC) textbooks distribution to schools countrywide by the Ministry of Education, an event that was held at Kenya Literature Bureau headquarters on January 7.

Also, the recent win of tender to supply course books for Grade Four – Mathematics; Art Craft and Music; Physical Education and Science – signified the critical role we continue to play in the implementation of the new curriculum. As a State publisher, we fully support government policies and programmes in education and culture.

The 2019 Nairobi International Book Fair was held at the upmarket Sarit Centre in Nairobi. The event saw KLB win awards

for Best Theme Interpretation and first runners up position in the Best Exhibition Stand at the festival. This accolade is a testimony to the hard work and dedication of everyone at the Bureau, and recognizes our desire as a company to lead the industry in product range, quality and dedication to customer service and satisfaction.

Among others, it is the reason why we have established a new product line targeting members of the National Assembly. We have since secured business from several National Government - Constituency Development Fund's (NG-CDF) that have bought our branded KCPE and KCSE revision textbooks for learners in schools. We believe the products will enable the constituencies to realise positive results in national examinations.

KLB's focus on institutional printing and the early and technical learning materials remains. To this end, we've enhanced our engagements and have signed partnerships with county governments to supply branded books for use in ECDE and TVET institutions.

A central theme of our 2020 strategy is anchored on an enhanced focus on external

markets and customer-oriented activities and plans. There will be a greater emphasis on improved efficiency and demand for innovative new products to service targeted customer segments.

The publishing industry is competitive and has a lot of sameness, which gives us the challenge to provide innovative products and excellent service that can create a difference.

Finally, an excellent and effective employee relation is critical for industrial harmony and growth. Let us create an ideal atmosphere for all to work and contribute, an environment where neither tribe nor gender is a barrier to one's success and opportunity for growth. So far, I am happy to note that we have expanded our welfare programmes and equally availed training opportunities for employees of all cadre.

There are certainly exciting times ahead, filled with great promises and opportunities. We can only achieve this by working together, as a team. I thank the Board, management team, staff, and our stakeholders for the invaluable support.

**Victor Lomaria, OGW**  
**MANAGING DIRECTOR**



*KLB Managing Director, Victor Lomaria and Egyptian Minister for Culture, Her Excellency Ines Abdel-Dayem (left) when she visited our exhibition stand at the 2019 Nairobi International Book Fair at Sarit Centre, Nairobi.*

## KLB bags two awards at the Nairobi International Book Fair

By Bernard Kibui

Kenya Literature Bureau bagged two awards for best theme interpretation and second best overall booth category at the recently held Nairobi International Book Fair. The event, themed "Free Your Mind" was held in the last week of September, 2019 at the new Sarit Centre Expo Hall in Westlands, Nairobi.

Perhaps, the theme was picked to highlight the important role books play in transporting people to unimaginable places and empowering them to achieve their potential.

This year's fete was graced by Her Excellency Ines Abdel-Dayem, the Egyptian Minister for Culture, who was the chief guest. Accompanied by the event host, the Kenya Publishers Association

Chairman Lawrence Njagi and Vice Chairman, Simon Sossion, she visited the KLB exhibition stand where KLB Managing Director, Victor Lomaria received her.

"I look forward to reading some of your works," she said after receiving an information pack from KLB MD.

The Bureau's stand was popular and recorded a high number of visits from parents, teachers and learners. For instance, pupils enjoyed activities at the children's corner, where many won prizes from competitions on offer.

Florence Kamaitha, the author of the *Path to Womanhood* and Maryan Noor of *I will be Back* and *Nobody Knows My Pain*,

all published by KLB were present to interact and answer questions from their readers. Others were Prof John Kobia, the author of *Maskini Punda* and *Sungura Mpanda Ngazi*, and Prof Thairu Kihumu of *The African Civilization*.

A side event was held during the book fair, where a consortium of publishers led by the KLB Sales and Marketing Manager, Bernard Obura visited and donated books to Farasi Lane Primary School pupils.

KLB staff present at the book fair included Assistant Sales and Marketing Manager, David Kimita, Eastern Hub Assistant Sales and Marketing Manager, Joseph Nyiri, Senior Sales and Marketing Officer, Robert Too, Senior Assistant Sales and Marketing Officer, Marjorie Mukui, Assistant Designer, Dorcas Okumu, and Assistant Corporate Communications Officer, Bernard Kibui. Others were Cleophas Belio, Duncan Gichuru, Julius Ntoruru, Sofi Owuor, Nana Nyata, Leah Jeruto, Hellen Oselly, Perez Omondi, Talia Mary and Caroline Ngugi.

# Bookfest at Nairobi's Sarit Centre

By Valarie Okumu

There was pomp and colour at the 22nd edition of the Nairobi International Book Fair in Nairobi's Sarit Centre, where exhibitors showcased some of their best works of literature, to promote sales and stimulate interest for their products.

Parents and teachers thronged the venue with school-going children in tow, who enjoyed sampling books and other literary materials in the exhibition booths, as others took time to participate in various competitions where they won prizes.

Held annually, the book fair has become a must-attend event for book enthusiasts, publishers and printers in Kenya and beyond. It allows industry players to interact, form partnerships and share ideas on the emerging trends such as new and emerging technologies used in e-publishing.

The fete provides an opportunity for enthusiasts to participate and write reviews about various side-events and activities taking place at the book fair. I found the creative works, factual texts and course books displayed to be a reflection of the society from which the writers are drawn from. As it was with the works of English poet, playwright and actor William Shakespeare that captured the drama of his generation,



*Farasi Lane Primary School pupils hold aloft copies of books donated to them by a consortium of publishers led by Kenya Literature Bureau during the 2019 Nairobi International Book Fair..*

the ideas of our epoch are communicated through the contemporary works of art. Joseph Ndegwa, the KLB Senior Corporate Communications Officer is apt when he says, "books are a pathway to a spectrum of imagination and knowledge." I enjoyed the bliss at this year's event, sampling exotic books and other reading materials as well as basking in the

ambiance of the venue. A number of publishers had their books trading in Amazon.com and eKitabu online bookstores, making it easy for learners to access digital content from the comfort of their computers. The presence of Egypt's Minister for Culture, Hon Ines Abdel-Dayem was a great boost to the growing profile of the Bookfair.



*School children thronged the KLB exhibition booth at the upmarket Sarit Centre during the Nairobi International Book Fair.*



*Author Michael Chesikaw (left) presents a copy of his book to KLB Managing Director, Victor Lomaria after its launch.*

## Hundreds attend book launch in Baringo

*By Ronald Kibaron*

The launch of the book "The Orror Marriage Process" authored by Michael Chesikaw and published by Kenya Literature Bureau (KLB) at the Kenya School of Government, Kabarnet in Baringo County proved to be a day of learning, even for those who thought they knew everything about Orror culture.

In his opening remarks, Mr. Chesikaw said that his decision to write the book was motivated by the current trends in the society which clearly indicated the fading away of the Tugen culture.

**“ I once attended a ceremony in my home and what I saw worried me. Blatant disregard of the precious values handed down to us by our forefathers,” said Chesikaw.**

He added that the book is a manual to guide the community, more so the future generation into holding dearly the society's values and beliefs. Mr. Chesikaw thanked KLB for publishing the book emphasizing the key role played by KLB Managing Director Victor Lomaria in ensuring the book meets the required quality.

“KLB played immeasurable support towards the publication of this book. The Managing Director, Victor Lomaria with his team ensured that the book was designed, edited and published within a short time,” added Chesikaw.

Baringo County Governor, Hon. Stanley Kiptis lauded the author and KLB for documenting the culture of one of the communities in Baringo adding that the move will rescue the society from cultural decay. Hon. Kiptis encouraged the residents to market the county through authoring of books across different subjects.

“Tourism nowadays is not about wildlife and amazing



*Dignitaries and other guests at the launch of the book- "The Orror Marriage Process" in Kabarnet, Baringo County.*



landscape, it is about the culture and the people. Thank you Chesikaw and KLB for taking the lead in telling the world about our culture," said Governor Kiptis.

Governor Kiptis further urged the residents particularly the youth to embrace culture and practice the traditions in order to guard it from the danger of extinction occasioned by emerging technological trends.

He commended the national government for reintroducing vernacular languages in the new curriculum to breathe back life to the already dying culture.

The chief guest at the event, Victor Lomaria, thanked

all guests for making time to witness the historic launch. He added that the book published by KLB is a resourceful manual documenting the very vital values, beliefs, norms and preferences which make and hold together the Orror community and the larger Tugen tribe.

Mr. Lomaria promised that KLB will continue publishing books which promote culture and heritage noting that such books were few in the country.

"The country has a shortage of such books and we at KLB continue to encourage individuals with indigenous information to come to us and we will not hesitate in trying to help," said Lomaria.

Baringo North MP, Hon. William Cheptumo, thanked the organisers of the event saying that it had created awareness of the Orror invaluable culture. He challenged parents to ensure that they pass on the cultural values to their children to ensure continuity.

Notable scholars from the area, professionals, politicians, elders and clergy attended the book launch. KLB was represented by Publishing Manager, Kenneth Jumba, Western Hub Sales & Marketing Manager, Justine Koech, Senior Designer, Martin Ngugi, Senior Assistant Marketing Officer, Marjoriey Mukui and Assistant Corporate Communications Officer, Ronald Kibaron.

## KLB Managing Director's tenure renewed

*By Joseph Ndegwa*

Education Cabinet Secretary Prof George Magoha has renewed Victor Lomaria's term as the Managing Director of Kenya Literature Bureau.

Mr Lomaria's term has been extended for another three years effective 1st September, 2019 in recognition of his remarkable contribution and role in helping the publishing giant record an unprecedented gross turnover of Ksh4.9 billion during the financial year 2017/2018. His employment contract had expired on 31st August, 2019.

While making the announcement, KLB Board Chairman, Amb Francis Bayah urged all staff to accord the Managing Director maximum and unequivocal support as he begins the new term and in the implementation of his transformational agenda that will put the organisation on a stronger and more sustainable path to greater heights.

KLB is the oldest and largest publishing house in Kenya with a controlling stake in Early Learning, primary,

secondary and tertiary levels of education. It began operations in 1947 as the East African Literature Bureau (EALB) and was subsequently renamed Kenya Literature Bureau through the *Kenya Literature Bureau Act 1980 Chapter 209 of the Laws of Kenya*.



## KLB's Roselyn Mugavana

# “HR is the now and the future”

Kenya Literature Bureau is the oldest and largest publishing and printing house in Kenya. The firm, located about five miles from the city centre traces its history from the East African Literature Bureau, which was established in 1947 when small missionary publishing units came together to form

educational publishing. Overtime, the firm has diversified into general and cultural publications as well as commercial printing. Human resources have remained its greatest asset and the force behind the numerous awards and recognition earned by the Bureau.

from the College of Insurance/Retirement Benefits Authority, Certified ISO9001:2015 Quality Management System Internal Auditor by the Kenya Bureau of Standards and is a member of the Institute of Human Resources Management (IHRM) and the Forum for African Women Educationalists (FAWE).

KLB's **Joseph Ndegwa** and **Bernard Kibui** had an exclusive interview with Mrs Roselyn Mugavana. Here are the excerpts of the interview;

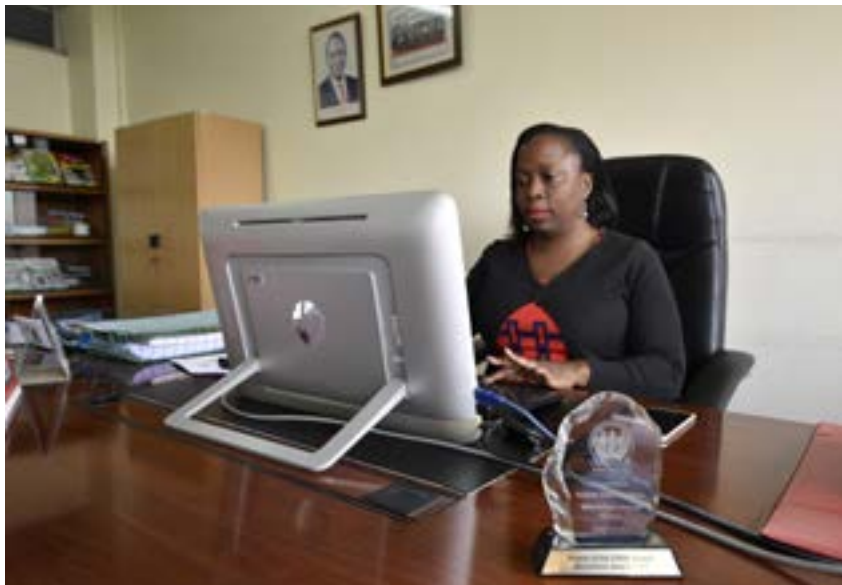
**Question: You were feted as the best student in most subjects at the recently held College of Human Resource Management graduation ceremony. That's great; Isn't it?**

**Answer:** Yes, it is. I received three awards for the overall best student, best student in Business Law and Best Student in Labour Laws. I believe my achievements will be beneficial to the Bureau as well as add value to my job performance.

**Question: You pursued a career in Human Resource. What was your motivation? How would you describe your leadership style?**

**Answer:** My motivation to pursue a career in HR was my desire to see people progress in their career development. My first degree was in Education and so it was easy to transition into Human Resources, specifically Human Resources Development.

I would describe my leadership



*KLB Human Resources Manager, Mrs Roselyn Mugavana.*

Ndia Kuu Press, later rechristened the EALB. After the collapse of the East African Community (EAC) in 1977, it became a department in the Ministry of Education. It was thereafter incorporated through an Act of Parliament (Kenya Literature Bureau Act, Chapter 209 of 1980) and renamed Kenya Literature Bureau.

The State publisher established itself as a leader in

Mrs. Roselyn Mugavana is the Human Resources Manager at KLB. She holds a Master of Business Administration (Human Resource Management) degree from the University of Nairobi and a Bachelor of Education degree (English and Literature) from Egerton University. She is a Certified Human Resources Professional (CHRP, Kenya), Human Resources Practitioner, Certified Pension Trustee

style as transformational. I believe in building strong teams and lead by example; I promote shared effort and prefer engaging and inspiring others to achieve remarkable results by taking ownership of their work. I encourage my team to make decisions and maximise their capacity by considering each action as a learning process and not to focus on mistakes. I have an open-door policy and regularly communicate with the team, listen and I give feedback.

**Question: You are a Certified Human Resources Professional. How significant has it been in your career?**

**Answer:** Being a Certified HR Professional has opened opportunities for me as well as my colleagues in the department and the Bureau. Recently I was nominated by Federation of Kenya Employers to be a member of the National Joint FKE-COTU Consultative Technical Review Committee for review of Industrial Relations Charter and Labour Laws, representing KLB and the publishing industry. The current Kenya Labour Laws and the Industrial Relations Charter were last reviewed in 2007 and 1984 respectively. It was indeed an honour and humbling experience as I pass the knowledge over to others.

**Question: What is your greatest motivation in life? Who do you look up to as a role model, and why?**

**Answer:** My greatest motivation is to strive to succeed in whatever I do. Failure is never an option. I always look at the glass as half full and not half empty and I keep a positive attitude. My personal mantra is the poem "Desiderata" by Max Ehrmann that serves as my motivation. My role model is my mother who taught me determination from an early age and has been my inspiration and source of strength. She is a prayerful woman.

**Question: What do you regard as your strongest values and how best do they fit with your job?**

**Answer:** Patience, integrity and fairness. Human Resources by its very nature require handling people with various temperaments every day. I have learnt that patience is a virtue that should be served daily. By nature, I am a calm person, an attribute I inherited from my late father. I don't get easily agitated. I prefer to think through difficult situations before making decisions. That is a great asset for anyone who wishes to work in Human Resources. I often say, HR is not for the faint hearted.

**Question: KLB is implementing a new organisational structure. How do you intend to go about it? Do you have a plan to address employee expectations?**

**Answer:** The main focus will be to identify areas/



departments with skills and competency gaps and create the relevant jobs. It may be necessary to redeploy staff to areas where their strengths are required and focus on meeting the Bureau's strategy and bottom line. Capacity building in relevant areas will also address the organisational needs.

**Question: KLB has enjoyed a lengthy period of industrial harmony. What is your take on this?**

**Answer:** Human Resources is the cornerstone of every institution because you re-



*KLB Managing Director, Victor Lomaria congratulates Human Resources Manager, Mrs Roselyn Mugavana after she was feted as the best student in the recently held Institute of Human Resource Management (IHRM) graduation ceremony in Nairobi.*

quire people to meet organisational mandate and improve the bottom line. Industrial harmony cannot be understated. Enforcing employee retention strategy is key to keep staff motivated. With the support of the Managing Director and the Board of Management, the Bureau has continuously employed these strategies such as salary reviews, good employee benefit schemes including pension, education and car loans, staff mortgages, implementing capacity building programmes, performance management,

staff bonuses, negotiating and implementing favourable Collective Bargaining Agreements. Also, establishing good communication channels such as adopting open door policy in the HR department and most importantly implementing effective Human Resource Strategies and Policies.

**Question: What is the toughest test you have faced and won in your trade? Which one floored you?**

**Answer:** I have faced many tough tests or challenges in my trade and surmounted

them. I cannot specifically point at any particular one as the toughest. In HR there are always new challenges every day, even when you think you have seen it all. That is what makes it interesting. Nevertheless, I prefer to look at these tests as a feather in my cap and a learning experience. It is never really that serious.

One of the most difficult times I faced though, came when one of the organisations I previously worked for before joining KLB, conducted staff re-organisation in order to fulfil its strategic mandate and address changes in the industry so as to remain relevant. While the organisation viewed this as necessary for its survival, indeed it was a difficult time for staff who had to re-apply for their jobs. This meant that some of the staff were not re-absorbed. Needless to say, HR finds itself in the middle of these circumstances. It involves counselling, preparing separation packages, and if possible finding a new job for those who would leave. It was painful to watch staff members whom you have considered family lose a job and a source of livelihood. This floored me. You can never be prepared for this.

**Question: How are you dealing with HIV and AIDS as a department?**

**Answer:** The department is committed to ensuring zero new HIV and AIDS infections and will continuously

sensitise staff members and stakeholders on condom use, HIV and AIDS prevention information and reducing stigma and discrimination towards Persons Living with HIV (PLHIV). Through the Bureau's medical scheme, PLHIV are able to access medical attention. In collaboration with our medical service providers, we have been able to sensitise staff and promote wellness and nutrition as well as management of stress, diabetes and hypertension. We have been able to facilitate staff to access wellness checks such as blood sugar levels, BMI, blood pressure etc. The Aids Control Unit, coordinated by the Assistant HR Manager, has been instrumental in mainstreaming HIV and AIDS. On 29 November 2019, the Bureau commemorated the World Aids Day by providing counselling services and HIV and AIDS testing. The activities culminated in an event that was graced by members of the Teachers Service Commission (TSC) AIDS Control Unit and Muthurwa Rehabilitation Centre, who are our stake holders. The students received a donation of Kshs 20,000/= courtesy of the Managing Director, book donations and clothes donated through the efforts of the Gender Mainstreaming Committee.

**Question: Kenya is on the verge of an ICT revolution. How prepared is KLB to harness the opportunities of new technology?**

**Answer:** In order to harness opportunities of new technology, the ICT Department is at an advanced stage of revising the ICT Policy to drive its strategy. Implementation of Information Security Management system is at an advanced stage for the acquisition of ISO 27001 certification in 2020. The Bureau operates an intranet that allows interaction with staff and easy access to information. The Human Resources Information Systems Management has made it possible for staff to access HR services with ease including leave application, access to payslips, recruitment services etc. I believe we are on the right track.

**Question: The world is streamlining disability at the workplace. Where is KLB in this?**

**Answer:** The Bureau is an equal opportunity employer and has taken steps towards making these opportunities available to Persons Living With Disabilities by availing our job advertisements to the National Council for Persons Living with Disabilities (PLWDs). The Bureau has reserved 30 percent of procurement opportunities for access by PLWDs. In addition, KLB has translated its service Charter into Braille both in English and Kiswahili. We have trained key staff members on sign language interpretation and continue to sensitise staff members

on mainstreaming disability. We have also reserved parking areas, designated washroom and installed a ramp at the reception area for easy access into the building by PLWDs.

**Question: How is your staff training desk doing? What do you want to improve to re-tool and up-skill staff for the 21<sup>st</sup> Century?**

**Answer:** In the 21<sup>st</sup> Century, we are guided by learning and development programmes. The programmes are developed by identifying skills gaps required to meet the Bureau's strategy. The essence is to build the capacity of employees to improve their skills and prepare them for more responsibility and develop their careers. At KLB, we appreciate that learning is not only formal classroom training sessions, but rather a continuous process. While we continue to send staff for formal training courses we encourage staff to cascade what they have learnt to their colleagues and avail the training reports. Further, we encourage coaching and mentoring by departmental heads because work experience for better productivity may not be learnt in the classroom. The Bureau offers education loans to staff and scholarships for technical courses.

**Question: What support mechanism do you have for employees with health challenges or substance abuse?**

**Answer:** The KLB staff medical scheme is quite comprehensive in meeting employee health challenges. The department conducts annual medical service provider's survey to determine gaps that need to be addressed. With regards to substance abuse, the HR department first counsels the affected staff member and consistently follows-up to ensure improvement and may recommend rehabilitation. At the moment, we are in discussions with one of our hospitals registered under our medical service providers to provide advanced care including rehabilitation when it is needed.

**Question: What are some of the major activities you are currently undertaking as part of employee wellness?**

**Answer:** To maintain a healthy work life balance, we have a Wellness Committee which organises participation of staff members in charity walks and various sports activities. We have an operational Occupation Health and Safety Committee. We plan to introduce a nursing room for new mothers soon.

**Question: What keeps you awake about managing human resource at KLB?**

**Answer:** With continuous changes in government policy in the Education Sector and the print publishing industry, HR will continuously have to be in the forefront of adjusting to change. Failure to adjust to change may lead

to undesirable outcomes and examples are many, including the cab owner who failed to subscribe to Uber taxi services or Kodak that failed to embrace digital photography. Cost competitiveness, high book productivity levels required and maintaining a competitive edge with high quality products is major challenge and key for survival. We require to have the right people at the right time and at the right place. Continuous evolution of our workforce means what has always worked may not work anymore whether it be recruitment, compensation, or even workplace policies. This can be unsettling.

KLB has employed expansion and diversification strategies for key business areas and penetration into new markets to increase revenue streams. Re-skilling of employees and their placement on other jobs

becomes necessary to ensure that employees are engaged and satisfied to enable the Bureau achieve its mandate as we adjust to change. In doing so, KLB is able to sustain its bottom line and ensure it's on a constant upward trajectory, giving us a competitive edge in the industry. This makes us an employer of choice and, therefore, sustains our business revenues.

**Question: Finally, where do you see HR in the next five years?**

**Answer:** HR is the now and the future. Progressive organisations realised the important role HR plays in ensuring the success of an organisation just as oil drives an engine. Put human resources at the centre stage and watch your sales rise.

*KLB Human Resources Manager, Mrs Roselyn Mugavana (seated, centre) at the recently held College of Human Resource Management graduation ceremony in Nairobi.*





*KLB Publishing Manager, Kenneth Jumba (second left) hands over a donation of books to the founder of Polkadot Library, Chrystine Nasbe.*



*KLB Managing Director, Victor Lomaria (left) interacts with children at the Polkadot Library in Baringo County.*

## KLB donates books to children's library

*By Ronald Kibaron*

It was an early Christmas gift for hundreds of underprivileged children in Kabarnet after Kenya Literature Bureau (KLB) donated books and other learning materials worth Ksh150,000 to Polkadot Library in Baringo County.

The free-to-access community resource centre was founded in 2016 by Chrystyne Nasbe, an American who worked in Baringo as a Peace Corps Volunteer, to provide sustainable education and books to children from the area. He saw the need to establish a library for children as the available public library gave priority to adults.

At the hand-over ceremony, KLB Managing Director,

Victor Lomaria said the Bureau is keen to nurture and promote a reading culture among Kenyan children through book donation campaigns. He lauded the founders of the library for prioritising early learners noting the limited number of such facilities in the country.

"When we read about the good work Polkadot is doing, we were impressed and saw the need to support and be part of the worthy initiative to raise a holistic generation," said Lomaria.

Mr. Lomaria said the Bureau will continue partnering with other well-wishers, the county government and national government, to offer support to such worthy causes in the country.

Ms Nasbe thanked KLB for the donation, saying the books, particularly the new Competency Based Curriculum (CBC) textbooks will supplement their existing stock of reference materials.

"We are very grateful for the donation and at the same time very excited to partner with KLB to better the lives of these young kids. Last year we saw over 15,000 children visit the facility to learn Art, Science and Geography. Initially we didn't have books for the new curriculum, therefore, this donation from KLB will make a huge difference," said Ms. Nasbe.

The event was attended by Publishing Manager, Kenneth Jumba, Assistant Sales and Marketing Manager (Western Hub), Justine Koech, Senior Designer, Martin Ngugi, Senior Marketing Officer, Marjorie Mukui and Assistant Corporate Communications Officer, Ronald Kibaron.



## Partnerships enhanced to improve learning outcomes in constituencies



*Garissa Township MP, Hon. Aden Duale (third left) presents a set of the revision books to the principal of Garissa High School, Laurence Ombasa during the launch in Garissa Town.*

*By Joseph Ndegwa and Ronald Kibaroon*

Kenya Literature Bureau (KLB) has partnered with Garissa Township constituency to avail customised revision books for use by candidates in all public schools within the constituency. The constituency is the first in the country to roll out such an initiative geared towards improving the academic performance in the region.

Speaking during the launch of the book drive at Boystown Secondary School within Garissatown, area Member of Parliament, Hon. Aden Duale said he will pool resources to ensure exam candidates in the constituency produce sterling results. Hon Duale added that he was happy

to be associated with KLB, the government publishing firm with a long history of publishing and printing quality books.

“We will do our part as leaders to ensure availability of adequate learning materials. KLB books are celebrated and are the best. Make good use of these books we have bought to better your lives,” said Hon. Duale.

KLB Business Development Manager, Evans Nyachieng'a, who represented the Managing Director, thanked the constituency's education stakeholders for partnering with KLB. He added that the Bureau will continue to promote better results

through publishing of easy-to-read and understand materials for learners.

“Our books are simplified making learning interesting. Utilise the books we are launching today to improve your results,” said Mr. Nyachieng'a.

Mr. Nyachieng'a further encouraged attendees from the region to promote local content through writing books in native Somali language adding that there was shortage of Somali books in the country.

The Bureau also sponsored training for Grade 3 teachers from private schools within Garissa County. The schools, under their umbrella body, Garissa Private Schools Association (GAPSA), met to discuss the progress of the implementation of new Competency-Based Curriculum and the upcoming Grade 3 assessment.

KLB Assistant Sales and Marketing Manager, Joseph Nyiri who attended the training took the opportunity to inform the teachers of the evergreen content in our books.

“It is our mandate as KLB to make sure that our children get continuous opportunity to learn holistically. We are certain that every parent would want to give their children the best start in life and that will be achievable through using KLB books,” said Nyiri.

Garissa Township constituency bought revision books worth Kshs. 5 million through the National Government Constituency Development Fund (NG-CDF).

### Buuri constituency

In Buuri Constituency, books worth Kshs. 3,000,000 were supplied in a partnership deal that will see KLB provide all public primary and secondary schools in the constituency with branded revision books. The books are aimed at improving the performance of the learners.

Speaking during the flagging off of the books at Kiirua market, the Area MP Hon Rindikiri Mugambi said that his leadership will continue working with the relevant bodies to create a better learning environment. He noted while appreciating the positive footprints made by KLB since time

immemorial in printing and publishing quality books. He further added that the constituency's mission with KLB will not stop any time soon till the learners' needs are fully addressed.

"Education is the only tool that will equalize the child of a millionaire with that of the poor and we will achieve this through using these quality books published by Kenya Literature Bureau," said Hon Rindikiri.

KLB Business Development Manager, Evans Nyachieng'a assured the stakeholders that they made the right decision in partnering with KLB adding that they will never go wrong with KLB books. He encouraged them to make proper use of the books for better results in the constituency.

"Seventy-five per cent of the questions examined by the Kenya Examination Council are modelled around KLB Top

Mark Series, make good use of them" said Nyachieng'a.

Buuri East Sub County Director of Education, Ms Madina Guyo expressed confidence in the expected performance by learners from use of KLB revision materials. She added that the books will make them achieve the constituency's set target for a better performance. Guyo further urged teachers to use the books effectively to realise a positive performance index.

The Area Sales Manager, Daudi Sobera took the opportunity to inform the teachers of KLB new books particularly the KLB Dictionary for Mathematics and Essential Career Guide. He encouraged them to stick to legit books published by KLB adding that the content was approved, conducive for all levels of learners and simplified, making learning interesting.

The books were distributed to 85 primary schools and 36 secondary schools. Each primary school received six copies of books per subject while each secondary school received 10 copies of books per subject.

KLB was represented by Business Development Manager, Evans Nyachieng'a, Area Sales Manager, Daudi Sobera and Business Development Officer, Francis Karai.



Buuri MP, Hon Rindikiri Mugambi (in white cap) receives revision books from Kenya Literature Bureau at the constituency's NG-CDF offices.



*Igembe Central MP, Hon Cyprian Kiringo during the launch of branded KLB revision books at the constituency's NG-CDF offices in Kangeta township.*

## Igembe Central

**A**t Igembe Central Constituency, branded KLB revision textbooks were launched and distributed to Primary and Secondary schools in the region. The event, held at the Constituency National Government Constituency Development Fund (NG-CDF) offices at Kangeta Township, off Meru-Maua Road, saw school heads collect the books for learners in their institutions.

The Bureau had supplied 259 copies of KCSE Top Mark Biology Questions and Answers (590), KCSE Top Mark Chemistry Questions and Answers (590), KCSE Top Mark Physics Questions and Answers (590), KCPE Top Mark Mathematics Questions and Answers (590), KCPE Top Mark Science Questions and Answers (590) and Top Mark Mathematics Questions and Answers (590).

Presiding over the event was Igembe Central MP, Hon. Cyprian Kubai Kiringo accompanied by the Sub-County Commissioner,

Michael Nyakioni. All Primary and Secondary School Heads were at the function, where the area MP also distributed cheques (for bursary, construction and school feeding programmes) to schools.

In his remarks, Hon. Kiringo said his administration is keen on investing in education, particularly sciences, to improve learning outcomes and create a future generation of skilled manpower to drive national government goals such as Kenya's Vision 2030 and the Big Four Agenda.

"We have bought these books to enable our children prepare well for national examinations," he said, while decrying poor performance recorded by schools in the constituency in previous examinations.

"I urge teachers to do their part, to re-double efforts in learning and show commitment to your job," he

added. He thanked KLB for the books.

Speaking at the event, KLB Business Development Manager, Evans Nyachieng'a, thanked Hon Kiringo for the partnership that has seen the Bureau supply the books to the constituency.

"You are the second constituency to have partnered with KLB in this programme. We are, therefore, grateful for the partnership," he said.

He urged local leaders to also invest in technical books for Technical and Vocational Education Training (TVET) centres in the constituency for enhanced learning and technical skills development.

KLB was represented by Mr. Nyachieng'a, Senior Corporate Communications Officer Joseph Ndegwa, Francis Karai (Business Development Officer) and Victor Tanui (Driver).



*Branded KLB revision textbooks were unveiled at Igembe Central Constituency's NG-CDF offices.*

## The first African author published by East African Literature Bureau mourned

By Kenneth Jumba

“One person cannot embrace the Baobab tree,” these words have come to be associated with Canon Professor John Samuel Mbiti, a renowned theologian, philosopher, author, teacher and pastor, when he called on the world to embrace African cultural heritage in theological processes, while maintaining the Bible as the guide and indispensable tool of theological reflection and articulation.

In his writings on African consciousness, he argues that many communities in Africa have ascribed divine authority to their leaders, whom they worship as representatives of the Supreme Being on earth.

“African religions have neither founders nor reformers. They have incorporated national heroes, leaders, rulers and other famous men and women into their body of beliefs and mythology. Some



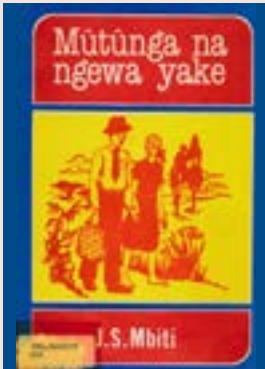
Prof. John Samuel Mbiti

of these figures are elevated to high national positions and may even be regarded as deities responsible for natural objects of phenomena,” says Prof. Mbiti.

The news of his sudden death therefore, robbed the publishing fraternity of a distinguished author. Professor Mbiti was born on November 30, 1931 in Mulango, Kitui. He was an ordained Anglican priest, and as of 2005, a Canon, who began schooling at a local mission elementary school in Mulango, Kitui where he studied and finished in a record three years, instead of the usual six years. He went on to pursue further education at Alliance High School between the years of 1946 and 1949.

While at Alliance, the desire to write found expression in a first novel, *Mutungu Na Ngewa Yake*, later published in 1954, earning him the distinction of being the first African author to publish with the East African Literature Bureau, the precursor of KLB. His sequel, the *English-Kamba Dictionary* in 1958 has remained a gem for language experts and readers.

After finishing high school in 1949, Mbiti went to study at Makerere University College, Kampala, Uganda, which was then a constituent college of the University of London, where he graduated in 1953 with a Bachelor’s degree in English and Geography. There was no course yet offered in religious studies. He returned



to Kenya to teach at his home school, during which time he developed an interest in African oral traditions.

Thereafter, he secured a scholarship to study theology at Barrington College in the US and later graduated with a doctorate in 1963 at the University of Cambridge, UK. Afterwards, he spent a decade teaching theology and religion at Makerere University and soon after assumed directorship of the World Council of Churches Ecumenical Institute in Bogis-Bossey, Switzerland.

Prof. Mbiti has made a significant contribution to the advancement of intellectualism in the world. His seminal book, *African Religions and Philosophy* (1969), which challenged

the long held view that traditional African religious ideas were 'demonic', has remained a masterpiece in Christian studies. His interest in theology spans the African and Asian continents, remaining consistent in his extrapolation of the attitudes of mind and belief that have evolved in many societies and groups.

Always a collector, Prof Mbiti amassed roughly 300 concepts of God and more than 300 African prayers, as well as 12,000 traditional African proverbs as a portion of the data for the *African Religions and Philosophy* (1969) book.

He has been a visiting professor at various universities and seminaries in the US, Africa, Australia and Europe. Among others, Prof. Mbiti has received many honours and recognitions including a publication, *Religious Plurality in Africa: Essays in Honour of John S. Mbiti*, edited by Jacob K. Olupona and Sulayman S. Nyan and published in Berlin and New York by Mouton de Gruyter (1993).

### **Kikamba Bible rising from the original Greek**

As an Emeritus professor at the University of Bern and Parish minister to the town of Burgdorf, Switzerland, Prof Mbiti worked on a translation of the Bible from Original Greek to his native Akamba language. The Kikamba

Bible – *Utianiyo Mweu Wa Mwiyai Yesu Kilisto* (the New Testament of the Lord Jesus Christ) was published and launched on 19th December, 2014 at KLB headquarters in South C, Nairobi.

During the Kamba Bible processing session, the donor paid keen attention to detail, was amiable to people working with him and always enlivened their lives with constant prayer and gems of deep philosophy. He was a down to earth intellectual celebrity.

The Kikamba Bible is the first translation, from the original Greek, of the entire New Testament by an African Scholar into his own language, and will enable many in his community to read and understand the gospel. It is perhaps the last publication he authored and KLB is privileged to have also been his first and last publisher.

In a speech read on his behalf at the launch, Prof Mbiti shared his experience working on the translation, which took him close to 10 years to accomplish.

"I embarked on this project as a hobby, and as I enjoyed reading the word of God, I found myself translating the Bible word for word from the original Greek to Kikamba," he said.

The then Chief Justice Dr. Willy Mutunga, who was the

chief guest at the launch, lauded Prof Mbiti for the effort to translate the Bible directly from Greek. "By this translation, several hidden meanings in the gospel have been preserved," Mutunga said.

Makueni Governor, Prof Kivutha Kibwana, Machakos

Town MP, Dr. Susan Musyoka, Global Translation Consultant at the United Bible Societies, Prof. Aloo Osotsi Mojola and Dr. Jean-Claude Loba-Mkole and Akamba Trust Executive Director, Mutua Mulonzya attended the unveiling of the new Kamba Bible. Other key players in the translation were Pastor Markus Wyss

of the Reformed Church of Switzerland, his friend UON theology scholar Prof. Jesse Mugambi and then KLB Managing Director, Eve Obara.

As KLB, we have lost a great man of letters. Fare thee well Prof Mbiti.

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KENYA VISION 2030

# KLB's Know Kenya (3K) Club craved to see the country in depth

By Joseph Ndegwa

It was a club for all who wanted to explore magical Kenya. It brought together employees of all cadre and backgrounds on a discovery mission of the beauty of this country and beyond. KLB management fully supported its activities, sponsoring their travel to different destinations.

The KLB Know Kenya (3K) Club was a membership club established in the 1990s as a vehicle to promote domestic tourism among employees

Company (UTC), Flamingo Tours, Discover Kenya, Inside Africa Safaris and the Abercrombie & Kent Limited safari tour companies focused on small luxury safaris that locals of ordinary means could hardly afford.

Therefore, 3K club members came up with an arrangement where staff would save for an agreed travel date. The Bureau would, on the other hand, complement their efforts with a donation that

company staff buses – Isuzu KAB 978B, Isuzu KAJ 171S and Isuzu KAD 596M mini bus. In all trips, they were driven by Bernard Odhiambo (deceased) and Dickson Mwangola Kimbio (deceased).

The chairman of the 3K Club was Githinji Gitau Joseph (Chief Editor, later Publishing Manager), Andrew Mlamba (Vice Chairman), Gideon Maingi (Secretary) and Joel Rono (Treasurer).



*3K Club members in a group photo.*

of the State publisher. At the time, members of the Kenya Association of Tour Operators (KATO) were paying more attention to foreign tourists visiting the country.

Pollman's Safaris, Birds Paradise, United Touring

included a free bus and fuel for the safari. Subsequently, many employees who could, otherwise, not afford to make such trips got the opportunity to visit national parks and even cross the border to Arusha, Tanzania.

At the time, KLB had three



*3K Club members on excursion.*

Their first trip was to Masinga Dam in Machakos County. In this visit, then KLB Managing Director, Samuel Lang'at (1984-2003) was present together with their entire management team. It was a rare opportunity for



*3K Club members at Iten View Point*

top management and staff to interact and bond outside office setting, a key ingredient for effective team building.

Thereafter, 3K Club made another trip to Kisumu National Park and port. This trip had its fair share of hiccups; on their way to the lake town, the windscreen of their bus came off at Ngata Area in Nakuru, forcing them to spend the night in Nakuru as they awaited mechanics to fix it.

This trip took them to Kakamega Forest, which is a tropical rainforest famous for its blue monkeys and rare bird species such as the West African Great Blue Turaco and the black-and-white-casqued hornbill. Still in Kakamega, the touring party had an opportunity to see the legendary Crying Stones of Ilesi and visited the Pan African Paper Mills – Webuye, which was the largest paper manufacturing factory in the region.

From Webuye, they travelled to Eldoret, and back to Nairobi through the Iten - Kabarnet – Marigat - Nakuru road. In this journey, they marvelled at the geographical wonder of the Great Rift Valley, the 100 metres deep Cheploch gorge and the Lake Bogoria hot springs. They experienced a mix of beautiful landscape and historic sites.

Another trip was to Aberdares National Park in Nyeri, Meru National Park and Mount Kenya. The parks provide a habitat for elephants, black rhinos, leopards, spotted hyenas, olive baboons, warthogs, bushbucks, buffalos, black and white colobus monkeys among others.

A number of KLB staff scaled Mount Kenya, which is the highest mountain in the country and second-highest in Africa, after Mount Kilimanjaro. Among those who made it to its highest peaks are Clive Bojo Kalama (Finance Department) and



*3K Club members on a tour of the Arusha International Conference Centre Library, Tanzania*

Harriet Kananu.

"It was a difficult climb," says Kalama.

"We didn't know altitude would affect our hearing and we were required to plug our ears with cotton wool," he adds.

The most memorable trip was to the East African Community (EAC) headquarters in Arusha and to the Arusha International Airport in Mwanza, Tanzania. They were fascinated to see the Ujamaa Villages and the trans-boundary Mara River that flows into Serengeti National Park. It is the river that lies across the migration paths of the ungulates (wildebeest) in the Maasai Mara/Serengeti ecosystems.

In Nairobi, the team toured the East African Breweries Limited factory in Ruaraka.

The traditions of the 3K Club have been maintained, albeit on a small scale,





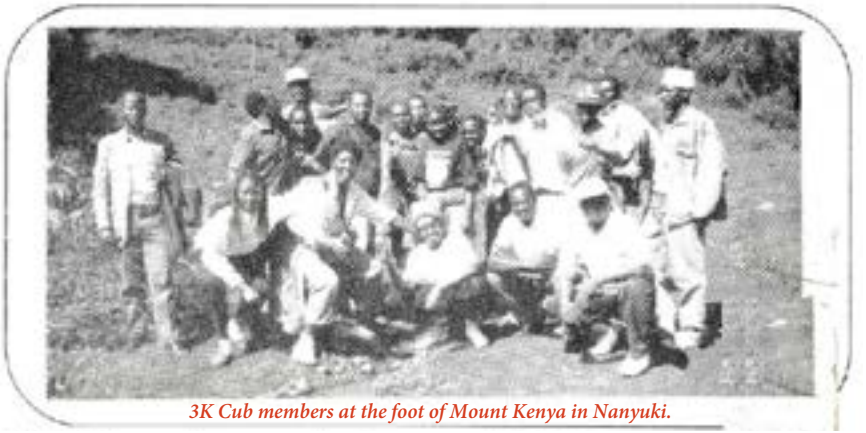
*A group photo of 3k Club members at the main entrance of the Arusha International Conference Centre in Tanzania.*

by staff in the Finance Department. In October 2019, the team travelled to Tanzania, where among others, they toured Arusha National Park.

There is an expression that travel is the only thing you can buy that makes you richer. This is because every experience, destination and person you meet changes you and before you know it, travel teaches you a few things about yourself.

"It is true. Travel taught us to look beyond personal horizons," says Susan Waigera of Publishing Department.

"The more of Kenya you see, the more you want to discover the rest," she adds.



*3K Club members at the foot of Mount Kenya in Nanyuki.*



*3K Club members at Aberdare National Park.*



*3K Club members follow proceedings at the Arusha International Conference Centre.*



*Andrew Nona Mwangala and Chabala in Kilifi National Park.*



*3K Club members at Aberdare National Park.*

# Plant trees to mitigate

**E**nvironment and Forestry Cabinet Secretary Keriako Tobiko has attributed desertification to land degradation, climate change, and harmful human activities.

organisations to promote public awareness and rally people to combat desertification, land degradation and drought in line with the United Nations Convention to Combat Desertification (UNCCD), which Kenya

“proper land management and environmental conservation,” in order to reduce poverty and extreme anger.

“We are working on a programme on restoration and afforestation which will see us work closely with County Governments to increase forest cover by 10 percent by 2022,” said the CS.

Dr Tobiko expressed concern at the decreased forest cover in Makueni County, which is attributed to charcoal burning and uncontrolled sand harvesting activities along river beds that have degraded the environment. He asked local communities to “build resilience against current multi-fold development challenges through sustainable land management practices to avert desertification.”



*Environment Chief Administrative Secretary, Mohamed Elmi (third right) arrives at the venue of the event.*

He said this during the World Day to Combat Desertification (WDCD) celebrations held on June 17 in Makindu, Makueni County. This is an annual event that brings together government, lobby groups, the private sector and civil society

signed in 1994 and ratified in 1997. The global event was held in Ankara, Turkey.

In a speech read on his behalf by the Environment Chief Administrative Secretary, Mohamed Elmi, the Cabinet Secretary announced plans to ensure

# gate desertification

By Joseph Ndegwa



A procession in Makindu to mark the World Day to Combat Desertification.

He further urged Kenyans to plant trees at institutional and household levels, and to support initiatives aimed at rehabilitating water towers and wetlands.

Speaking at the event, Makueni Governor, Prof Kivutha Kibwana said: "Cutting down of trees for firewood and charcoal as well as land degradation is accelerating desertification in the country." He supported the planned enforcement of the Cli-

mate Change Act seeing it as a sure way of addressing emerging environmental issues, including desertification.

Kenya Literature Bureau sponsored the event and was represented at the function by Assistant Quality Assurance Manager, Jackson Musau.

*Environment Chief Administrative Secretary, Mohamed Elmi (right) planted a tree to mark the World Day to Combat Desertification fete in Makindu.*



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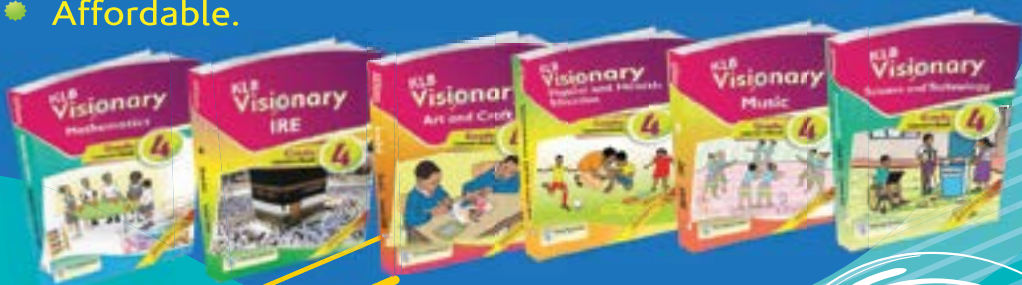
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