



# **ROLE OF GOOD GOVERNANCE IN TRANSITION**

**INSTITUTE OF CERTIFIED PUBLIC SECRETARIES OF KENYA  
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# Transition Defined

‘...the process or a period of changing from one state or condition to another...’

*Synonyms: change, passage, move, transformation, conversion, alteration, handover, changeover*

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# Characteristics of Transition



# Key Ingredients of Transition

- Vision
- Planning
- Consensus
- Communication
- Resistance





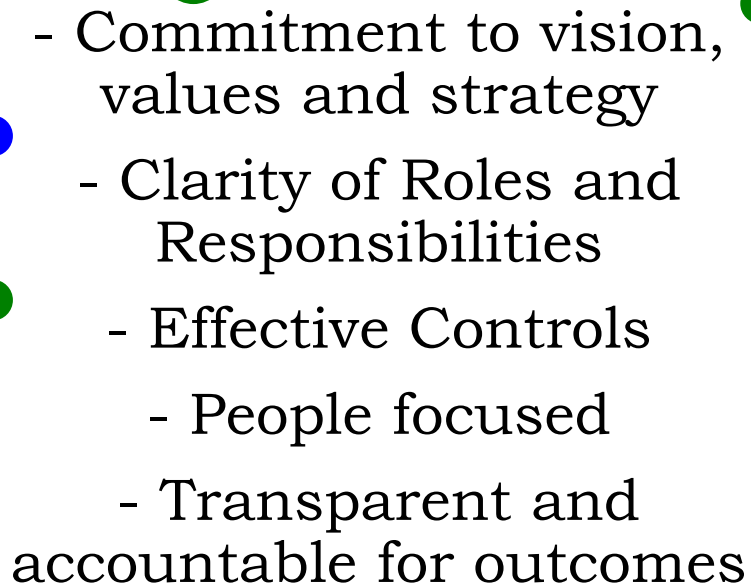
# Tenets of Good Governance

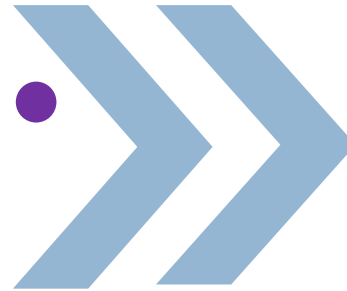


# The System

**Good governance is the process of making and implementing decisions, characterized by:**

- **Right people** - primary building blocks for any governance system.
- **Right culture** - open, trusting environment that inspires and encourages active debate.
- **Focuses on the right issues** – value adding.
- **With the right information** – knowledge is the new source of wealth.
- **Use the right processes** – to harness individual and team potential.
- **Risk management** – identify, manage and engage in continuous improvement.

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- Commitment to vision, values and strategy
  - Clarity of Roles and Responsibilities
  - Effective Controls
    - People focused
    - Transparent and accountable for outcomes



**Good and  
Ethical  
Governance**



# Determinants of Well Governed Transitions

# ORGANIZATIONAL HEALTH CHECK

## WHAT STYLE DRIVES THE ORGANIZATION?

### PERSONALITY

#### Features

Driven by vision and possibilities

Leadership uses passion to exert power

**'Trust me'**

### PEOPLE

#### Features

Family atmosphere

Leadership uses relationships to exert power

**'Involve me'**

### PERFORMANCE

#### Features

Driven by best practices

Leadership uses measures of performance to exert power

**'Show me'**

### POLICY

#### Features

Driven by rules and policy

Leadership uses rules to exert power

**'Tell me'**

# What is being Managed?

- Leadership
- Policies
- Roles
- Culture
- Structure
- Resources
- Histories



# How to Manage Transition

- **Clarify and communicate** the purpose and outcome of the change.
- **Acknowledge** what people might be losing as a result of the change and, to the extent possible, honor the past.
- **Provide relevant information** as the transition progresses, including information about any temporary policies, groupings, or reporting relationships that will help people get through the transition.
- **Encourage thoughtful experimentation and innovation** during the transition.



# **The Role of Good Governance in the Transition**

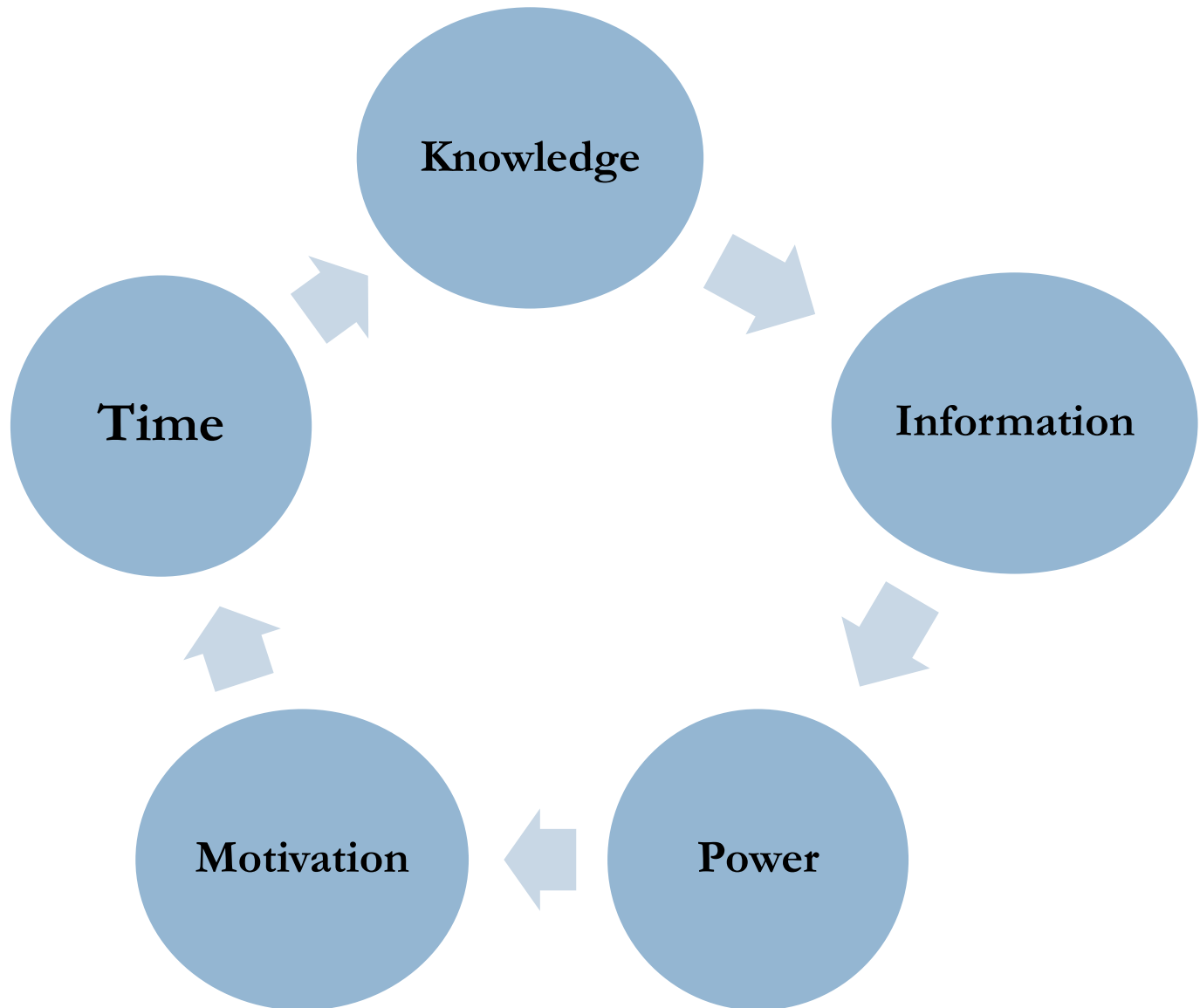
# The Role of Good Governance in Transition

- If you don't stand for something, you will fall for anything.
- Efficient allocation of resources.
- Effective use of limited time available.
- Protection of relationships with stakeholders.
- Managing pressure which may result in personal conflict.
- Monitoring and evaluation.





# In Summary





**CONCLUSION**

A close-up portrait of Narendra Modi, the Prime Minister of India, wearing glasses and a grey kurta. He is looking slightly to the right with a thoughtful expression, his hand resting near his chin. The background is dark.

**GOOD GOVERNANCE NEEDS  
SELF-DISCIPLINE. ONLY  
DISCIPLINE WITHIN CAN ENSURE  
DISCIPLINE WITHOUT.**

**NARENDRA MODI**

 **SilkyQuote**



Q & A