

C U R R I C U L U M V I T A E

I. PERSONAL DETAILS

NAME: PROF.EVANS AOSA
ADDRESS: P.O.BOX 28396 -00200, NAIROBI
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EMAIL ADDRESS: eaosa@uonbi.ac.ke
DATE OF BIRTH: 1959
MARITAL STATUS: MARRIED

II. EDUCATIONAL BACKGROUND

1988-1992: University of Strathclyde (UK) and University of Nairobi (PhD)
1984 -1986: Catholic University of Leuven (Belgium) MBA (Distinction)
1979-1983: University of Nairobi; B.Com. (Business Administration)(First Class Honours)
1977 -1978: Cardinal Otunga High School; E.A.A.C.E. (Three Principal Passes plus one Subsidiary)
1973 -1976: Cardinal Otunga High School; E.A.C.E. (First Division)
1970 -1972: St. Mary's Mosoch; C.P.E.

AREAS OF STUDY (MBA)

Major Subject: Marketing
Minor Subject: International Business Management
Minor Subject: Finance

TOPIC OF RESEARCH (PHD)

An Empirical Investigation of Aspects of Strategy Formulation and Implementation within Large, Private Manufacturing Companies in Kenya

ACADEMIC AWARDS

1. Gandhi Smarak Nidhi Award for best overall student in the School of Business for the academic year 1981/82/83.
2. Kenya National Chamber of Commerce and Industry Award for best overall student in the School of Business for the Academic year 1981/82/83.
3. Kenya Reinsurance Corporation Award for best overall student in the School of Business for the academic year 1981/82/83.

III. PUBLICATIONS

1. Karingithi M.G., Aosa E., Ogollah K. & Njihia J.M. (2020). Strategy Typology, Organizational Factors and Performance of Freight Forwarding Companies in Kenya. *DBA Africa Management Review*, January, Vol. 10, No.1, pp. 1-10
2. Karingithi M.G., Aosa E., Ogollah K. & Njihia J.M. (2020). Influence of Strategy Typology on the Performance of Freight Forwarding Companies in Kenya. *DBA Africa Management Review*, January, Vol. 10, No.1, pp. 28-36
3. Mucai J.M., Awino Z.B., Aosa E. & Muranga J.N. (2018). The Influence of Tacit Knowledge on Competitive Advantage: Learning from ICT Service Providers in Nairobi. *Archives of Business Research*, Vol.6 (7)
4. Mucai J.M., Awino Z.B., Aosa E. & Muranga J.N. (2018). Organizational Learning as a Mediator of the Influence of Tacit Knowledge on Competitive Advantage: Learning from ICT Service Providers in Nairobi. *DBA Africa Management Review*, Vol.8 (2) pp109-124
5. Kamau G., Machuki V. & Aosa E. (2018). Corporate Governance and Performance of Financial Institutions in Kenya. *Academy of Strategic Management Journal*, Volume 17, Issue 1 (pp.1-13)
6. Kamau G., Aosa E., Machuki V. & Pokhariyal G. (2018). Corporate Governance, Strategic Choices and Performance of Financial Institutions in Kenya. *International Journal of Business and Management*, Vol.13, pp. 169-178
7. Karani W.J., Aosa E., Awino B.Z. & Njihia J. (2018). Relationship between Business Process Outsourcing and Performance of Oil and Gas Distribution Firms in Kenya. *Journal of Strategic Management*, Vol.2 (1) pp.71-86
8. Karani W.J., Aosa E., Awino B.Z. & Njihia J. (2018). Intervening Role of Operational Efficiency on the Relationship between Business Process Outsourcing and Performance of Oil and Gas Distribution Firms in Kenya. *Journal of Finance and Accounting*, Vol.2 (1) pp. 1-18
9. Namada J.M., Bagire V., Aosa E. & Awino Z.B. (2017). Strategic Planning Systems and Firm Performance in the Export Processing Zones. *American Journal of Industrial and Business Management*, 7, pp.487-500
10. Namada J. M., Aosa E., Awino Z. & Gituro W. (2015). The Role of Planning Resources in Firm Performance: An Empirical Investigation. *Case Studies Journal*, ISSN (2305-509X) Vol.3 (11)
11. Bagire V., Aosa E. & Awino Z.B. (2014). A Synthesis of the Strategic Orientation and NGO Legitimacy in the African Economic Setting. *Journal of Business and Economics*, 5(8), pp.1358-1373
12. Namada J.M., Aosa E., Awino Z. & Gituro W. (2014). Management Participation and Firm Performance. *American Journal of Industrial and Business Management*, 4 pp.113-122

13. Rugami J.M. & Aosa E. (2013). Environmental Dynamic Capabilities and their Effect on Competitive Advantage and Firm Performance. *Business Administration and Management*, 3(11), pp.1239-1243, November
14. Machuki V., Aosa E. & Letting N.K. (2012). Firm-Level Institutions and Performance of Public Quoted Companies in Kenya. *International Journal of Humanities and Social Science*, 2(21), pp. 298-312, November
15. Bagire V., Aosa E. & Awino Z. (2012). The Interaction of Personal Factors, Structure and Performance in NGOs. *DBA Africa Management Review*, 2(3), pp.25-41, November
16. Kinuu D., Maalu J. & Aosa E. (2012). Factors Influencing Change Management Process at Tamoil Kenya Limited. *Business Administration and Management*, 2(8), pp 655-662, August
17. Letting N., Aosa E. & Machuki V. (2012). Board Diversity and Performance of Companies Listed in Nairobi Stock Exchange. *International Journal of Humanities and Social Science*, 2 (11), pp.172-182, June
18. Bagire V., Aosa E. & Awino Z.B. (2012). The Strategy-resource Configurations and Performance Implications in Non-governmental Organizations. *Crown Research in Education*, 2(3)
19. Kinuu D., Murgor P., Ongeti W., Letting N. & Aosa E. (2012). Upper Echelons Theory and Research: A Review of Theory and Empirical Literature 28 Years Later. *Business Administration Management*, 2(10) pp.697-703
20. Aosa E. (2011). Strategic Management within Kenya Firms. *DBA Africa Management Review*, 1 (1) pp.25-36
21. Machuki V.N. & Aosa E. (2011). The Influence of the External Environment on the Performance of Publicly Quoted Companies in Kenya. *Business Administration and Management*, 1(7), pp. 205-218, June
22. Arasa R.M., Aosa E. & Machuki V.N. (2011). Participatory Orientation to Strategic Planning Process: Does it pay? *Business Administration and Management*, 1(10), pp.319-327
23. Aosa E. (1998). The Leadership Challenge Facing Kenyan Organizations. The Accountant: *Journal of the Institute of Certified Public Accountants of Kenya*, January–March
24. Aosa E. (1997). Contextual Influence on Strategic Planning: Porter's Industry Analysis Model in the Kenyan Setting. *Moi University Business Journal*, July/December
25. Aosa E. (1997). The Influence of the Linkage between Strategy and Budgeting on Implementing Strategic Decisions. *Nairobi Journal of Management*, 2, January/April
26. Aosa E. (1996). The Role of Government in Business. Introduction to Business: A Kenyan Perspective. *Kenya Literature Bureau*

27. Aosa E. (1992). Management Involvement, Training and Company Effectiveness in an African Context. *Journal of African Finance and Economic Development*, 1(2), Fall
28. Aosa E. (1996). Management in Africa: Contextual Factors and their Influence. *Nairobi Journal of Management*, 1
29. Aosa E. (1996). Kenyan Banks Choose Their Way. *Banking Times*, 3
30. Aosa E. (1996). Information Technology and Business Strategy. *Management Science Review*, January
31. Aosa E. (1995). Rationale and Business Implications of the Renewed East African Cooperation. *Marketing Review*, January
32. Aosa E. (1995). Banking in Kenya: An Industry at Crossroads? *BankingTimes*,2
33. Aosa E. (1993). Strategy: Customer or Competitor Supremacy? *Marketing Review*, June
34. Aosa E. (1992). Marketing and Strategy. *Marketing Review*, August
35. Aosa E. (1992). Foreign Aid and Economic Performance: African Experiences. *The Student Accountant*, October

IV. CONFERENCES ATTENDED

1. **Africa in the World Economy Conference**, University of the District of Columbia, Washington D.C., April, 29-30 1992. Presented a paper entitled “Managerial Involvement, Training and Organizational Effectiveness in an African Context”. This paper was first presented as a Working Paper in the Strathclyde International Business Unit Working Paper Series (92/14) before being presented at this conference.
2. **3rd Annual International Business Management (AIBUMA) Conference**, School of Business, University of Nairobi, 12th – 13th July 2012. Presented a paper entitled “Factors Influencing Change Management at Tamoil Kenya Limited”. (Co-authored with David Kinuu and Jackson Maalu).
3. **17th Annual International Management Conference**, Makerere University Business School, Kampala, 10th – 12th September 2012. Presented a paper entitled “The Substance of Strategic Configurations in Non-Governmental Organizations”. (Co-authored with Vincent Bagire and Zachary Awino). I also gave a keynote speech on “The University’s Expect at ion and the Role of a PhD Student and how to Become a Successful PhD student” at this Conference.
4. **European Foundation for Management Development (EFMD) Conference**, Nairobi, 11th – 12th October 2012. The theme of this Conference was “Sustainable Business Education Appropriate for Africa”. I made a plenary presentation on “Which Governance for a More Sustainable Business School”.

5. **4th Africa International Business Management (AIBUMA) Conference**, School of Business, University of Nairobi, Nairobi, 11th – 12th July 2013. Gave a keynote speech based on the Conference theme which was “Business and Management Outlook: Optimism or Pessimism?”
6. **2nd Biennial Africa Academic of Management (AFAM) Conference**, Gaborone, Botswana, 8th – 11th January 2014. Presented a paper entitled “An examination of the Resource and Performance Configurations”. (Co-authored with Vincent Bagire and Zachary B. Awino).
7. **5th Africa International Business Management (AIBUMA) Conference**, School of Business, University of Nairobi, Nairobi, 10th – 11th July 2014. Presented a paper entitled “Corporate Governance and Performance of Sugar Producing Companies in Kenya”.(Co-authored with Vincent Machuki and J.O. Rasowo).
8. **7th Africa International Business Management (AIBUMA) Conference**, School of Business, University of Nairobi, Nairobi 28th – 29th July, 2016. Presented a paper entitled “Technology and Strategic Management: A Conceptual Integration for Sustainable Firm Performance”.(Co-authored with Vincent Machuki).
9. **7th Africa International Business Management (AIBUMA) Conference**, School of Business, University of Nairobi, Nairobi 28th – 29th July, 2016. And paper entitled “Empirical Validation of an MSE Typology: Impact of Performance on Micro Small Enterprises in Nairobi”. (Co-authored with Madara M. Ogot and Zachary B. Awino).
10. **7th Africa International Business Management (AIBUMA) Conference**, School of Business, University of Nairobi, Nairobi 28th – 29th July, 2016. Presented a paper entitled “Generic Business Strategies in the Micro and Small Enterprise Typology: An Empirical Investigation among Nairobi Manufacturing MSEs”. (Co-authored with Madara M. Ogot and Zachary B .Awino).

SUPERVISION OF STUDENT RESEARCH

PhD

1. **Kaloki, P.K.**: “A Study of the Relationship between Cultural Beliefs, Expectations, Goals and Job Satisfaction of the Employees of Foreign-Owned Firms in Kenya. A Doctoral Thesis, University of Nairobi, 2001
2. **Waweru M.A.S.**: “Competitive Strategy Implementation and its Effect on Performance in Large Private Sector Firms in Kenya”. A Doctoral Thesis, University of Nairobi, 2008
3. **Arasa R.M.**: “Strategic Planning, Employee Participation and Firm Performance in Kenya’s Insurance Industry”. A Doctoral Thesis, University of Nairobi, 2008
4. **Machuki V. N.**: “External Environment-Strategy Co-alignment, Firm-Level Institutions and Performance of Publicly Quoted Companies in Kenya”. A Doctoral Thesis, University of Nairobi, 2011

5. **Letting N. K.:** “Board of Directors’ Attributes, Strategic Decision-Making and Corporate Performance of Firms Listed on the Nairobi Stock Exchange”. A Doctoral Thesis, University of Nairobi, 2011
6. **Odundo E.O.:** “Environmental Context, Implementation of Strategic Plans and Performance of State Corporations in Kenya”. A Doctoral Thesis, University of Nairobi, 2012
7. **BagireV.:** “Strategic Configurations and Performance of Large Non-governmental Organizations in Uganda”. A Doctoral Thesis, University of Nairobi, 2012
8. **Namada J.M.:** “Strategic Planning Systems, Organizational Learning, Strategy Implementation and Performance of Firms in Export Processing Zones in Kenya”. A Doctoral Thesis, University of Nairobi, 2013
9. **Orucho M.N.:** “Higher Education-Economic Sector Linkage Strategies, Competitive Forces and Performance of the Public and Private Universities Incorporated in Kenya”. A Doctoral Thesis, University of Nairobi, 2014
10. **Mkalama R.N.:** “Top Management Demographics Strategic Decision Making, Macro-Environment and Performance of Kenyan State Corporations”. A Doctoral Thesis, University Nairobi, 2015
11. **Madara M.O.:** “Generic Competitive Business Strategies and Performance of Micro and Small Enterprises in Nairobi: An Empirical Validation of the MSE Typology”. A Doctoral Thesis, University of Nairobi, 2014
12. **Murgor P.K.:** “External Environment, Firm Capabilities, Strategic Responses and Performance of Large Scale Manufacturing Firms in Kenya”. A Doctoral Thesis, University of Nairobi, 2014
13. **Njoroge J.K.:** “Strategy Implementation, Performance Contracting, External Environment and Performance of Kenya State Corporations”. A Doctoral Thesis, University of Nairobi, 2015
14. **Muli-Kiliko J.M.:** “Corporate Governance Strategic Decision Making Co-Alignment, External Environment and Performance of Mission Hospitals in Kenya”. A Doctoral Thesis ,University of Nairobi, 201
15. **Mayende W.:** “Top Management Team Characteristics, Strategy Implementation, Competitive Environment and Performance of Tea Factory Companies in Kenya”. A Doctoral Thesis, University of Nairobi, 2016
16. **Karani J.:** “Business Process Outsourcing, Operational Efficiency, Firm Characteristics and Performance of Oil and Gas Distribution Firms in Kenya”. A Doctoral Thesis, University of Nairobi, 2018

17. **Kamau G.K.:** "Corporate Governance, Agency Conflicts, Strategic Choices and Performance of Financial Institutions in Kenya". A Doctoral Thesis, University of Nairobi, 2018
18. **Mucai J.M.:** "Tacit Knowledge, Social Networks, Organizational Learning and Competitive Advantage of ICT Content Service Providers in Nairobi". A Doctoral Thesis, University of Nairobi, 2018
19. **Karingithi M.G:** "Strategy Typology, Organizational Factors, External Environment and Performance of Freight Forwarding Companies n Kenya". A Doctoral Thesis, University of Nairobi, 2020

MBA

1. **Mwendar Alban Mnyika:** "Perceived Quality of Port Services: The Case of the Kenya Ports Authority". An MBA Research Project, University of Nairobi, 1987
2. **Stennyondo Vincent:** "Members Attitudes towards the Loan Policy of the Savings and Credit Co-operative Societies in Kenya: The Case of CHUNA Cooperative Savings and Credit Society Ltd." An MBA Research Project, University of Nairobi, 1988
3. **Khawaja Anila:** "Computer Applications in Business Management: A Survey of Private Firms in Nairobi, Kenya". An MBA Research Project, University of Nairobi, 1990
4. **Karemu Catherine:** Strategic Management Practices in Kenya's Retailing Sector: The Case of Supermarkets in Nairobi". An MBA Research Project, University of Nairobi, 1993
5. **Shimba Edna:** "The Extent to which Commercial Banks and Non-bank Financial Institutions are Customer-oriented". An MBA Research Project, University of Nairobi, 1993
6. **Chune F. M. N:** "Changes in Business Environment in Kenya: A study of their Influence on Food Manufacturing Firms in Nairobi". An MBA Research Project, University of Nairobi, 1998
7. **Kangoro Violet:** "The State of Strategic Management Practices in Public Sector Organizations in Kenya". An MBA Research Project, University of Nairobi, 1998
8. **Koyio L.M.:** "Structure and Strategy Relationship in the Kenyan Enterprises". An MBA Research Project, University of Nairobi, 1999
9. **Kiliko J.:** "Strategic Management Practices within Non-Governmental Organizations in Kenya". An MBA Research Project, 2001
10. **Mbayah P.:** "Strategic Practices within Internet Service Providers in Kenya". An MBA Research Project, 2001
11. **Bett S.K.:** "Strategic Marketing of Dairy Products in Kenya". An MBA Research Project, University of Nairobi, 1995

12. **Mitra S.:** “Strategic Management in the Hotel Industry in Kenya”. An MBA Research Project, University of Nairobi, 2001
13. **Kirui S.:** “Competitive Advantage through Outsourcing of Non-Core Logistics Activities within the Supply Chain of British American Tobacco (BAT) Kenya”. An MBA Research Project, University of Nairobi, 2001
14. **Kasinga S.:** “Strategy Practices of Stockbrokers in Kenya”. An MBA Research Project, University of Nairobi, 2001
15. **Oluoch B.:** “In Search of Excellence: A Look at Top Ranking Primary Schools in Nairobi”. An MBA Research Project, University of Nairobi, 2001
16. **Vinayak R.:** “Strategic Marketing of Pharmaceutical Products Manufactured in Kenya”. An MBA Research Project, University of Nairobi, 2001
17. **Mwaura J.:** “Strategic Planning Practices by Television Companies in Kenya”. An MBA Research Project, University of Nairobi, 2001
18. **Kandie P.:** “Strategic Responses by Telkom Kenya in a Competitive Environment”. An MBA Research Project, University of Nairobi, 2001
19. **Mutyoki R.M.:** “Strategic Alliances and Partnerships among NGOs”. An MBA Research Project, University of Nairobi, 2003
20. **Wang’ombe J.G.:** “A Survey of Corporate Governance Practices in Co-operative Sacco Societies in Nairobi”. An MBA Research Project, University of Nairobi, 2003
21. **Musa A.H.:** “The Response of National Bank of Kenya to Changes in Her Environment”. An MBA Research Project, University of Nairobi, 2003
22. **Mwarania J.M.:** “Responses by Kenya Reinsurance Corporation Limited (Kenya Re) to Changes in the Environment”. An MBA Research Project, University of Nairobi, 2003
23. **Mpungu A.M.:** “Strategic Responses to Changing Environmental Conditions: A Case of AAR Health Services Ltd”. An MBA Research Project, University of Nairobi, 2005
24. **Muriuki W.:** “An Investigation into the Strategic Planning Systems in Kenyan Organizations: The Case of East African Breweries Limited”. An MBA Research Project, University of Nairobi, 2005
25. **Wangari J.R.:** “Growth through Mergers: A Case Study of Glaxosmithkline PLC”. An MBA Research Project, University of Nairobi, 2006
26. **Kiandiko K.R.:** “Industry Structure and Profit Ability: The Air Compressor Industry in Kenya”. An MBA Research Project, University of Nairobi, 2006
27. **Sang L.K.:** “Adoption of the Balanced Scorecard at UNDP–Kenya”. An MBA Research Project, University of Nairobi, 2006

28. **Gathika K.L.:** "The Practice of the Board of Directors in Kenya Roads Board". An MBA Research Project, University of Nairobi, 2006
29. **Kiuna T.N.:** "Strategy Formulation at Community Development Trust (CDTF)". An MBA Research Project, University of Nairobi, 2005
30. **Ŷituma Ŷ.:** "Corporate Turnaround at Kenya Commercial Bank". An MBA Research Project, University of Nairobi, 2006
31. **Ndungu M.C.:** "Sustaining a Competitive Advantage at British Airways World Cargo–Kenya". An MBA Research Project, University of Nairobi, 2006
32. **Mwangi K.:** "The Implementation of the Balanced Scorecard at Kenya Revenue Authority". An MBA Research Project, University of Nairobi, 2006
33. **OŶano K.O.:** "The Level of Awareness and Use of Knowledge Management in Firms Listed in the Nairobi Stock Exchange". An MBA Research Project, University of Nairobi, 2006
34. **Ogada A.O.:** "Strategic Change Management at the Wrigley Company East Africa Limited". An MBA Research Project, University of Nairobi, 2007
35. **Ogolla K.O.:** "Strategic Management Practices of Pharmaceutical Importers and Distributors in Kenya". An MBA Research Project, University of Nairobi, 2007
36. **Omollo Elizabeth:** "The Challenges of Implementing Strategic Decisions at the Kenya Armed Forces Medical Insurance Scheme". An MBA Research Project, University of Nairobi, 2007
37. **Torome Ŷ.:** "Corporate Parenting Practices by Publicly Quoted Companies in Kenya". An MBA Research Project, University of Nairobi, 2007
38. **Bore L.:** "Strategic Responses of Supermarkets in Central Business District to Competition". An MBA Research Project, University of Nairobi, 2007
39. **Nyakango M.N.:** "Competitive Strategies Adopted by Audit Firms in Kenya". An MBA Research Project, University of Nairobi, 2007
40. **Kagwathi G.Ŷ.:** "The Strategic Response of Rwathia Group of Businesses to Environmental Change". An MBA Research Project, University of Nairobi, 2007
41. **Rukaria N.K.:** "Corporate Governance Practices Adopted by Insurance Companies in Kenya". An MBA Research Project, University of Nairobi, 2007
42. **Mugo R.K.:** "Balanced Scorecard Application at Flashcom". An MBA Research Project, University of Nairobi, 2007
43. **Ngaruiya Ŷ.G.:** "Implementation of a Turnaround Strategy at Morison Engineering Limited". An MBA Research Project, University of Nairobi, 2007

44. **Mathara K.:** "The Response of National Bank of Kenya to Changes in the External Environment". An MBA Research Project, University of Nairobi, 2007
45. **Wanjohi K.S.:** "Implementation of Strategic Decisions: The Case of Mathare 4A Slum Upgrading in Nairobi". An MBA Research Project, University of Nairobi, 2007
46. **Hinga E.:** "Strategy Evaluation at the World Health Organization – Somali Office". An MBA Research Project, University of Nairobi, 2007
47. **Zeynu J.U.:** "Business Process Re-engineering as a Tool for Management of Strategic Change". An MBA Research Project, University of Nairobi, 2008
48. **Kiambuthi M.K.:** "Change Management at Kenya Association of Manufacturers". An MBA Research Project, University of Nairobi, 2008
49. **Amenya S.A.:** "Management of Strategic Change at Rift Valley Railways (Kenya) Ltd". An MBA Research Project, University of Nairobi, 2008
50. **Mute T.G.:** "Managing Change at Nairobi City Water & Sewerage Company Ltd". An MBA Research Project, University of Nairobi, 2008
51. **Ngotha W.W.:** "Competitive Strategies Employed by Johnson Diversey East Africa Company Limited". An MBA Research Project, University of Nairobi, 2008
52. **Matundura A.:** "Implementing Turnaround Strategy at Kenya Revenue Authority". An MBA Research Project, University of Nairobi, 2008
53. **Abuya D.O.:** "A Survey of Strategic Risk Management Practices Among State Corporation in Kenya". An MBA Research Project, University of Nairobi, 2008
54. **Murgor P.K.:** "Strategic Responses of Sugar Companies in Kenya in the Face of Changing Environmental Conditions". An MBA Research Project, University of Nairobi, 2008
55. **Mito C.A.:** "Strategic Responses by World Bank in Funding Community Based Projects". An MBA Research Project, University of Nairobi, 2008
56. **Karani J.W.:** "Competitive Strategies Adopted by the Call Centre Industry in Kenya". An MBA Research Project, University of Nairobi, 2008
57. **Mmayi J.A.:** "Role of the Corporate Board of Directors in Strategy Process in Private Hospital in Nairobi". An MBA Research Project, University of Nairobi, 2009
58. **Musila R.N.:** "Diversification Strategy among the Churches in Kenya: A Case Study of the Anglican Church of Kenya". An MBA Research Project, University of Nairobi, 2009
59. **Ayore S.O.:** "Implementation of Performance Contracting at Kenyatta National Hospital". An MBA Research Project, University of Nairobi , 009

60. **Meturi E.N.:** "Performance Contracting at National Social Security Fund – Kenya". An MBA Research Project, University of Nairobi, 2009
61. **Oponde D.A.:** "Responses of SACCOs based in Nairobi to Changes in the External Environment". An MBA Research Project, University of Nairobi, 2009
62. **Gichira C.G.:** "Strategic Planning at Compassion International Kenya". An MBA Research Project, University of Nairobi, 2009
63. **Muguna N.M.:** "Managing Resistance to Change at Nairobi Water and Sewerage Company Limited". An MBA Research Project, University of Nairobi, 2009
64. **Muthee C.N.:** "Building Competitive Advantage at Ericsson-Kenya Limited". An MBA Research Project, University of Nairobi, 2009
65. **Weru A.K.:** "Response by Kenya Kazi Security Company Limited to Changes in the Environment". An MBA Research Project, University of Nairobi, 2009
66. **Kinyua J.M.:** "Strategic Alliances between Jomo Kenyatta University of Agriculture & Technology (JKUAT) and Middle Level College in Kenya". An MBA Research Project, University of Nairobi, 2010
67. **Doris N.O.:** "Evaluation of Strategic Planning at Kenya Revenue Authority". An MBA Research Project, University of Nairobi, 2010
68. **Wabomba I.N.:** "Managing the Implementation of the Change Process at the Kenya Broadcasting Corporation". An MBA Research Project, University of Nairobi, 2010
69. **Jeinah M.K.:** "Strategic Planning in Christ is the Answer Ministries". An MBA Research Project, University of Nairobi, 2010
70. **Mwazumbo P.M.:** "Strategies used by Diversey Eastern and Central Africa Limited to create Sustainable Competitive Advantage". An MBA Research Project, University of Nairobi, 2010
71. **Nyagode C.A.:** "Strategic Planning at Land O'Lake International". An MBA Research Project, University of Nairobi, 2010
72. **Turunga E.G.I.:** "Strategic Responses by Kenya Medical Supplies Agency to Environmental Conditions". An MBA Research Project, University of Nairobi, 2010
73. **Ruoro A.:** "Role of Leadership in Managing Change at Total Kenya Limited". An MBA Research Project, University of Nairobi, 2010
74. **Irungu N.G.:** "Strategic Responses by AAR Credit Services Limited to Changes in External Environment". An MBA Research Project, University of Nairobi, 2010
75. **Kimani P.M.:** "Strategic Responses by Nation Media Group to Changes in the External Environment". An MBA Research Project, University of Nairobi, 2010

76. **Atandi B.K.:** "Strategic Plan Implementation at the Higher Education Loans Board of Kenya". An MBA Research Project, University of Nairobi, 2010
77. **Mwando G.M.:** "The Application of Outsourcing Strategy at British Airways". An MBA Research Project, University of Nairobi, 2010
78. **Chesiyna J.K.:** "Competitive Strategies Applied by Flower Firms in Kenya". An MBA Research Project, University of Nairobi, 2010
79. **Ndereva J.W.:** "Response Strategies Adopted by Oilibya (Kenya) Limited to Changes Affecting the Oil Industry". An MBA Research Project, University of Nairobi, 2010
80. **Mbewa T.N.:** "Strategies Employed by Barclays Bank of Kenya to Achieve Competitive Advantages". An MBA Research Project, University of Nairobi, 2010
81. **Muinde L.M.:** "Strategies Employed by National Housing Corporation to Achieve Competitive Advantage". An MBA Research Project, University of Nairobi, 2010
82. **Gwengi E.:** "Strategic Change Management at Frigoken Kenya Limited". An MBA Research Project, University of Nairobi, 2010
83. **Nyakundi D.O.:** "Strategy Implementation in Citibank N.A.". An MBA Research Project, University of Nairobi, 2010
84. **Miring'u L.W.:** "Knowledge Management as a Strategic Tool in Barclays Bank of Kenya". An MBA Research Project, University of Nairobi, 2010.
85. **Ochieng B.O.:** "Strategic Planning and Implementation Practices and Challenges at the College of Health Sciences, University of Nairobi". An MBA Research Project, University of Nairobi, 2010
86. **Kaloki A.:** "Managing Strategic Alliances between Church World Services and Community based Organizations in Kenya". An MBA Research Project, University of Nairobi, 2010
87. **Pacioli A.P.:** "Corporate Social Responsibility and Sustainability at Kenya Commercial Bank". An MBA Research Project, University of Nairobi, 2010
88. **Chune J.M.:** "The Influence of Performance Contracting in the Ministry of Education on the Management of Public Secondary Schools in Nairobi Province". An MBA Research Project, University of Nairobi, Kenya, 2010
89. **Mbugua A.K.:** "Strategic Planning at Nairobi City Water & Sewerage Company Limited". An MBA Research Project, University of Nairobi, 2010
90. **Ndarwa J.K.:** "Implementation of the Strategic Alliance between USAID-DCA and selected Commercial Banks in Kenya". An MBA Research Project, University of Nairobi, 2011

91. **Jeng W.J.:** "Challenges Facing Implementation of the Discovery Channel Global Education Partnership (DCGEP) Initiative in Kenya". An MBA Research Project, University of Nairobi, 2011
92. **Ouma S.L.:** "Management of Strategic Change at East African Portland Cement Company Limited". An MBA Research Project, University of Nairobi, 2011
93. **Oscar M.O.:** "Strategic Change Management at the Interim Independent Electoral Commission (IEC)". An MBA Research Project, University of Nairobi, 2011
94. **Mutyoka S.W.:** "Strategic Control at the National Social Security Fund, Kenya". An MBA Research Project, University of Nairobi, 2011
95. **Amayo J.O.:** "Managing for Value at the Kenya Agricultural Research Institute (KARI)". An MBA Research Project, University of Nairobi, 2011
96. **Onyango C.J.A.:** "Strategic Responses by Kenya Post Office savings Bank to Changes in the Environment". An MBA Research Project, University of Nairobi, 2011
97. **Kaberia L.I.:** "Application of Innovation Strategies at Airtel Kenya". An MBA Research Project, University of Nairobi, 2011
98. **Kiche J.O.:** "Management of Strategic Change at NokiaSiemens Networks–Sub-Saharan Africa Region". An MBA Research Project, University of Nairobi, 2011
99. **Komira A.A.:** "Strategic Responses by Jubilee Insurance to Changing Competitive Environment". An MBA Research Project, University of Nairobi, 2011
100. **Mutiya M.B.:** "Responses to TetraPak Limited to Changes in the Environment". An MBA Research Project, University of Nairobi, 2011
101. **Ndirangu N.:** "Response Strategies of Safaricom Limited to Macro-environmental Changes". An MBA Research Project, University of Nairobi, 2011
102. **Ngoko I.K.:** "Strategy Implementation and Skills Development at Barclays Bank of Kenya". An MBA Research Project, University of Nairobi, 2011
103. **Sala L.J.:** "Corporate Governance Practices at the Kenya National Library Service (KNLS)". An MBA Research Project, University of Nairobi, 2011
104. **Maina C.W.:** "Growth Strategies Adopted by Eco Bank Kenya Limited". An MBA Research Project, University of Nairobi, 2011
105. **Kariuki R.K.:** "Strategic Management in Middle Tier Investment Clubs in Nairobi Kenya". An MBA Research Project, University of Nairobi, 2011

106. **Oluoch M.:** "Strategic Management Practices at the Kenya Civil Aviation Authority". An MBA Research Project, University of Nairobi, 2011
107. **Maina M.:** "Implementation of Strategic Alliance Strategy at the University of Nairobi". An MBA Research Project, University of Nairobi, 2011
108. **Nduta R.:** "Strategies for Developing Sustainable Competitive Advantage at Signon Freight Limited, Kenya". An MBA Research Project, University of Nairobi, 2012
109. **Njiru C.K.:** "Strategic Responses to Changes in the External Environment by Universities in Kenya". An MBA Research Project, University of Nairobi, 2012
110. **Kimuyu C. M.:** "The Role of Board of Directors in Corporate Governance at the National Housing Corporation, Kenya". An MBA Research Project, University of Nairobi, 2012
111. **Gichema M.:** "Strategy Implementation at World Vision Kenya". An MBA Research Project, University of Nairobi, 2012
112. **Mutwiri-Kamunde B.K.:** "Strategic Management Practices at Kenya Airports Authority". An MBA Research Project, University of Nairobi, 2012
113. **Mbwana E.L.:** "Strategic Management Practices at Barclays Bank of Kenya". An MBA Research Project, University of Nairobi, 2012
114. **Muhia R.N.:** "Corporate Social Responsibility Practices in Kenya Airways". An MBA Research Project, University of Nairobi, 2012
115. **Omumu J.O.:** "Implementation of Performance Contracting in Kenya's Public Sector". An MBA Research Project, University of Nairobi, 2012
116. **Oluoch J.N.:** "Challenges of Implementing Strategic Decisions for Service Delivery at the Office of the Vice-President and Ministry of Home Affairs". An MBA Research Project, University of Nairobi, 2012
117. **Njuguna A.M.:** "Strategic Responses to Changes in the Environment by Real Estate Firms in Nairobi, Kenya". An MBA Research Project, University of Nairobi, 2012
118. **Gacheri M.:** "Strategy Implementation Practices in the Department of National Registration Bureau in Kenya". An MBA Research Project, University of Nairobi, 2012
119. **Njagi P.K.:** "Strategies Employed by Internet Service Providers in Nairobi to Gain Competitive Advantage". An MBA Research Project, University of Nairobi, 2012
120. **Karingithi M.G.:** "Strategic Management Practice at DHL Global Forwarding Kenya Limited". An MBA Research Project, University of Nairobi, 2012

121. **Obondy E.O.:** "The Development and Implementation of Mergers and Acquisitions Strategy at Internet Solutions Kenya Ltd." An MBA Research Project, University of Nairobi, 2012
122. **Gathendu A.G.:** "The Use of the Call Centre by Safaricom Limited Kenya as an Approach for Competitive Advantage". An MBA Research Project, University of Nairobi, 2012
123. **Mary K.A.:** "Application of Diversification Strategies at Safaricom Limited, Kenya". An MBA Research Project, University of Nairobi, 2012
124. **Gichira J.G.:** "Strategy Implementation at Equity Bank Limited in Kenya". An MBA Research Project, University of Nairobi, 2012
125. **Ochieng B.:** "Managing Change at Telkom Kenya". An MBA Research Project, University of Nairobi, 2012
126. **Gacheru D.W.:** "Board Audit Committee Effectiveness Variables and Financial Performance of Commercial Banks in Kenya". An MBA Research Project, University of Nairobi, 2013
127. **Kang'ethe N.W.:** "Strategies Employed by Practical Action Eastern Africa to Develop Competitive Advantage". An MBA Research Project, University of Nairobi, 2013
128. **Moseba A.M.:** "The Contribution of Industrial-organizational Psychology to Strategy Implementation in the Commercial Bank of Africa". An MBA Research Project, University of Nairobi, 2013
129. **Wataka C.W.:** "Managing Strategic Change at PACT Kenya". An MBA Research Project, University of Nairobi, 2013
130. **Njiru D.M.:** "Strategic Response Adopted by Kenya Women Finance Trust to Environmental Change". An MBA Research Project, University of Nairobi, 2013
131. **Onyambu J.G.:** "Organizational Culture Change at Kenya Power and Lighting Company Limited". An MBA Research Project, University of Nairobi, 2013
132. **Gacheru L.C.:** "Growth Strategies Adopted by Private Hospitals in Nairobi". An MBA Research Project, University of Nairobi, 2013
133. **Otieno J.O.:** "Implementation of Diversification Strategy at Kenya Power and Lighting Company Limited". An MBA Research Project, University of Nairobi, 2013
134. **Ngaruiya G.N.:** "Application of Value Innovation as the Basis for Blue Ocean Strategy at Safaricom Limited". An MBA Research Project, University of Nairobi, 2013

135. **Mwololo M.M.:** "Strategic Responses to Technological Changes by Barclays Bank of Kenya". An MBA Research Project, University of Nairobi, 2013
136. **Maore L.K.:** "Implementation of Downsizing Strategy at Bridge International Academics". An MBA Research Project, University of Nairobi, 2013
137. **Nduati P.N.:** "Strategy Implementation at Kenya Accountants and Secretaries National Examinations Board". An MBA Research Project, University of Nairobi, 2014
138. **Keteke R.K.:** "Strategies Employed by Imperial Bank Limited to Develop Competitive Advantage in the Banking Sector". An MBA Research Project, University of Nairobi, 2014
139. **Gakinya J.K.:** "Strategic Responses by Sasini Coffee Company Limited to Environmental Changes in Kenya". An MBA Research Project ,University of Nairobi, 2014
140. **Shani F.Y.:** "Implementation of Public-Private Partnerships at Kajiado County, Kenya". An MBA Research Project, University of Nairobi, 2014
141. **Otuoma P.N.:** "Influence of Organizational Capabilities in the Realization of Organizational Objectives at Kenya National Assembly". An MBA Research Project, University of Nairobi, 2014
142. **Kamica R.W.:** "Strategies Adopted Sarova Group of Hotels in Kenya in Response to Changes in the External Environment". An MBA Research Project, University of Nairobi, 2015
143. **Agan G.:** "Innovation and Performance of the Small and Medium Enterprises in Machakos Township, Kenya". An MBA Research Project, University of Nairobi, 2015
144. **Musau T.M.:** "Strategies Adopted by Commercial Banks in Kenya to Gain Competitive Advantage". An MBA Research Project, University of Nairobi, 2015
145. **Gichuhi J.N.:** "Challenges of Strategy Implementation in Murang'a County in Kenya". An MBA Research Project, University of Nairobi, 2015
146. **Nyaga G.U.:** "Effects of Strategic Responses Adopted by BASF East Africa Limited to Increased Competitive Conditions in the Market". An MBA Research Project, University of Nairobi, 2015
147. **Chege P.W.:** "Strategies used by PricewaterhouseCoopers Kenya to Gain a Sustainable Competitive Advantage". An MBA Research Project, University of Nairobi, 2016

148. **Njoroge R.W.:** "Strategies Adopted by Shopping Malls in Nairobi City County to Gain Competitive Advantage". An MBA Research Project, University of Nairobi, 2016
149. **Achola G.C.:** "Strategic Responses to Changing Business Environment by Kenya Electricity Generating Company". An MBA Research Project, University of Nairobi, 2016
150. **Kimathi F.M.:** "Factors Influencing Strategic Change Management Practices at CocaCola Company in Kenya". An MBA Research Project, University of Nairobi, 2016
151. **Ochieng D.A.:** "The Balanced Scorecard and Strategy Implementation Challenges at the Nairobi City County Government". An MBA Research Project, University of Nairobi, 2016
152. **Mandere J.N.:** "Management of Strategic Change at National Crime Research Centre in Kenya". An MBA Research Project, University of Nairobi, 2017
153. **Kobia B.K.:** "Strategic Planning and Performance of Secondary Schools in Limuru Sub County, Kenya". An MBA Research Project, University of Nairobi, 2017
154. **Mwaura N.N.:** "Effect of Total Quality Management on Performance of Kenya Revenue Authority". An MBA Research Project, University of Nairobi, 2017
155. **Mwangi C.W.:** "Strategy, Competitive Advantage and Performance of Financial Institutions that Offer Mobile Loans Services in Kenya". An MBA Research Project, University of Nairobi, 2017
156. **Ogogo M.A.:** "Response Strategies Adopted by Tullow Oil Company in Kenya to Changes in External Environment". An MBA Research Project, University of Nairobi, 2017
157. **Muchiri J.W.:** "Internationalization: Foreign Market Entry and Operation Strategy by Kenol Kobil Limited". An MBA Research Project, University of Nairobi, 2018
158. **Karori F.N.:** "Competitive Strategies used by AAR Insurance Kenya Limited in Coping with Challenges of Competition in the Insurance Industry in Kenya". An MBA Research Project, University of Nairobi, 2018
159. **Mwenga J.:** "Strategic Leadership Teams, Board Diversity and Performance of Kenya Association of Manufacturers". An MBA Research Project, University of Nairobi, 2018
160. **Gaicuhie E.W.:** "Acquisition Strategy and Growth of I&M Bank Limited in Kenya". An MBA Research Project, University of Nairobi, 2018
161. **Agolla A.I.:** "Corporate Social Responsibility at Equity Bank (Kenya) Limited". An MBA Research Project, University of Nairobi, 2018

162. **Guandaru A.W.:** “Strategies Deployed by 540 Aviation Company to Sustain Competitive Advantage”. An MBA Research Project, University of Nairobi, 2019
163. **Muriungi B.N.:** “Strategy Evaluation and Control Practices adopted by Non-governmental Organizations in Somalia”. An MBA Research Project, University of Nairobi, 2019
164. **Ndavuta C.M.:** “Strategic Responses by SMEP Microfinance Bank in Kenya to Changes in the External Environment”. An MBA Research Project, University of Nairobi, 2019
165. **Githongo F.W.:** “Effect of Corporate Governance on Firm Performance for Audit Firms in Nairobi City County”. An MBA Research Project, University of Nairobi, 2019
166. **Karanja G.N.:** “Influence of Strategic Planning Practices on the Perception of Public Health Care Services by Health Care Workers in Tana River County, Kenya”. An MBA Research Project, University of Nairobi, 2019
167. **Kihiko L.W.:** “Challenges of Organizational Restructuring at Kenya Rural Roads Authority”. An MBA Research Project, University of Nairobi, 2019
168. **Muchangi M.W.:** “Influence of Strategic Alliances on Performance of Kenya Women Microfinance Bank Limited”. An MBA Research Project, University of Nairobi, 2019
169. **Okoth M.A.:** “Challenges of Strategy Implementation at SRC of Kenya”. An MBA Research Project, University of Nairobi, 2019
170. **Wambua M.M.:** “Influence of Strategic Leadership on Performance of Small and Medium Enterprises in Nairobi City County”. An MBA Research Project, University of Nairobi, 2019
171. **Gikunju N.N.:** “Challenges of Strategy Implementation at Salaries and Remuneration Commission of Kenya”. An MBA Research Project, University of Nairobi, 2019
172. **Okoth O.C.:** “Information Technology and Strategic Management Practices of Firms Listed in Nairobi Stock Exchange”. An MBA Research Project, University of Nairobi, 2019
173. **Kathuri P.W.:** “Strategies Adopted by East Africa Breweries Limited to Gain Competitive Advantage”. An MBA Research Project, University of Nairobi, 2019
174. **Kamau P.C.:** “Strategic Leadership and Competitive Advantage at Equity Bank”. An MBA Research Project, University of Nairobi, 2019
175. **Keya R.A.:** “Strategic Response to Changes in the External Environment of Mombasa Island Cargo Terminal Limited”. An MBA Research Project, University of Nairobi, 2019

176. **Obonyo R.O.:** "Value Innovation and Performance of Universities in Kenya". An MBA Research Project, University of Nairobi, 2019
177. **Nyambura S.K.:** "Strategy Implementation and Competitive Advantage of Water Service Providers in Kenya". An MBA Research Project, University of Nairobi, 2019
178. **Karira D.M.:** "Challenges of Strategic Change Management in Kenya's Tourism Promotion". An MBA Research Project, University of Nairobi, 2019
179. **Kipkoech A.:** "Balanced Scorecard as a Tool of Strategy Implementation at Kenya Commercial Bank Kenya Ltd". An MBA Research Project, University of Nairobi, 2020
180. **Hakizimana J.P.:** "Challenges of Strategy Implementation in Private Insurance Sector in Rwanda". An MBA Research Project, University of Nairobi, 2020
181. **Ombongi F.O.:** "Strategies Adopted by Kenya Electricity Generating Company PLC Limited to Achieve Competitive Advantage". An MBA Research Project, University of Nairobi, 2020
182. **Kemei J.C.:** "Board of Directors and Strategic Planning within Deposit-Taking Savings and Credit Cooperative Societies in Nairobi County". An MBA Research Project, University of Nairobi, 2020

WORKEXPERIENCE

EMPLOYMENT

- | | |
|----------------------------|--|
| December 2013 – to date: | Professor in Strategic Management, Department of Business Administration, University of Nairobi |
| August 2001 – Nov. 2013: | Associate Professor in Strategic Management, Department of Business Administration, University of Nairobi |
| Sept. 1994 – August 2011: | Senior Lecturer in Strategic Management and International Business, Department of Business Administration, University of Nairobi |
| October 1986 – Sept. 1994: | Lecturer in Strategic Management and International Business, Department of Business Administration, University of Nairobi |
| October 1987 – Dec. 1997: | Part-time Lecturer in Strategic Management, United States International University–Africa |
| January – August 1984: | Sales Supervisor, Kenya Cooperative Creameries Ltd. P. O. Box 30131, Nairobi |
| August – December 1984: | Sales Trainee, Kenya Cooperative Creameries Ltd. P. O. Box 30131, Nairobi |

January – September 1979: Untrained Secondary School Teacher, Gekano Girls Secondary School, P. O. Box 611, Kisii, Kenya

OTHER ACADEMIC DUTIES

- 1998 -2005: External Examiner at Egerton University (Njoro, Laikipia and Kisii Campuses)
- 1999-2002: External Examiner at Makerere University Business School, Kampala, Uganda
- 2000-2004: External Examiner at Africa Nazarene University, Nairobi

ADMINISTRATIVE DUTIES AND OTHER EXPERIENCES

Prof. Aosa has been very active in providing leadership within the School of Business. He has been providing administrative support to all the programmes offered in the School. He has also been instrumental in building teaching resources in the School. Of special mention here is his spirited effort to strengthen the business library. As a result of these efforts, the library now has a good collection of up-to-date business books.

Prof. Aosa played an active role in the introduction of self-sponsored (Module II) academic programmes at the University. These programmes have created access to University education for many in addition to attracting financial resources to the University.

Prof. Aosa participates (as a resource person) in staff training programmes within the University. The groups he has trained include University Management Board (UMB), Senate, Finance Department Staff, ICTC and Secretarial staff. His motivational speeches have been a source of inspiration to many at the University.

Prof. Aosa is a key member of the Strategic Planning and Performance Contracting Committee at the University. He provides guidance and advice on developing and implementing strategic plans to all units in the University.

The following are the administrative duties that Prof. Aosa has been specifically performing:-

- 2015 to Jan. 2020: Deputy Director, Centre for Self-Sponsored Programmes (CESSP), University of Nairobi
- 1996 to date: Member, University of Nairobi Senate
- 2002-2004 & 2006 to date: Member, University of Nairobi Deans' Committee
- 2002-2004 & 2006 to 2015: Member, College Management Board – College of Humanities and Social Sciences, University of Nairobi
- 2002-2004 & 2006 to date: Member, College Academic Board – College of Humanities and Social Sciences, University of Nairobi
- 2012 to 2015: Member, Board of Postgraduate Studies, University of Nairobi

2006 to 2015:	Chairman, Postgraduate Studies Committee, School of Business, University of Nairobi
2006 to 2015:	Associate Dean, Graduate Business Studies, School of Business, University of Nairobi
2002 to 2004:	Dean, School of Business, University of Nairobi
1996 to 2002:	Chairman, Department of Business Administration, School of Business, University of Nairobi
1992 to 1996:	Coordinator, MBA Programme, School of Business, University of Nairobi

CONSULTANCY EXPERIENCE

1. Corporate Appraisal for Kenya Institute Management (1992)
2. Examination of Operations and Control of a Private Members' Club- The United Kenya Club (1992)
3. Strategic Planning for Export Promotion Council (1995)
4. Strategic Planning for the University of Nairobi (1994, 2007, 2011)
5. Strategic Planning for the Institute of Certified Public Secretaries of Kenya (1995)
6. Strategic Planning for Kenya Institute of Administration (1995)
7. Strategic Planning for Restructuring- The Kenya Railways (1995)
8. An Examination of the Operations of Kenya Co-operative Creameries with a view to Identify areas for Efficiency Improvement (1995)
9. Corporate Review for the Unga Group of companies (1995)
10. Strategic Planning for Mitchell Cotts (K) Ltd. (1995)
11. Strategic Plan Review for Postbank Ltd. (1996)
12. Training Needs Assessment and Marketing Survey for Kenya Water Institute (1996)
13. Strategic Planning for Gilgil Telecommunication Industries Ltd. (1996)
14. Strategic Planning for National Social Security Fund (1996)
15. Corporate Review for Twiga Chemical Industries Ltd. (1997)
16. Strategic Planning for Kenya Airways (1997-1998)

17. Strategic Plan Implementation Review for Gilgil Telecommunication Industries Ltd. (1997)
18. Strategic Planning for Postbank Ltd. (1997)
19. Strategic Planning for UNES Ltd. (1998, 2012)
20. Strategic Planning for Ukulima SACCO (1998, 2006 and 2011)
21. Strategic Planning for Harambee SACCO (1998)
22. Strategic Planning for Ndege Chai Sacco Society (2003)
23. Strategic Planning for Kalamka Ltd. (1999)
24. Strategic Planning for UAP Provincial Insurance Company (2000)
25. Strategic Planning to Kenya College of Communication Technology (KCCT) (1999)
26. Strategic Planning for Wajir South Development Association (WASDA) (2001)
27. Strategic Planning for Lawyers Environment Action Team (LEAT) Bagamoyo (Tanzania) (2001)
28. Strategic Planning for Nairobi Peace Initiative (2002)
29. Strategic Planning for British American Insurance Company Ltd. (2003 and 2007)
30. Strategic Planning for Mt. Kenya Bottlers (2006)
31. Strategic Planning for Rift Valley Bottlers (2004)
32. Strategic Planning for Mumias Sugar Company Ltd. (2003, 2007, 2010, 2012)
33. Strategic Planning for Chemelil Sugar Company (2003 and 2007)
34. Strategic Planning for Kenya Anti-Corruption Commission (2005)
35. Strategic Planning for Kenya Roads Board (2008)
36. Strategic Planning for South Nyanza Sugar Company (2009)
37. Strategic Planning for Kenya Ferry Services Limited (2010)
38. Strategic Planning for Githunguri Dairy Farmers Cooperative Society Ltd. (2010)
39. Strategic Planning for East African Court of Justice (2010)
40. Strategic Planning for Development Bank of Kenya Limited (2011)

41. Strategic Planning for Machakos Technical Training Institute (2011)
42. Strategic Planning for Siginon Freight Limited (2011)
43. Strategic Planning for Kisii Bottlers Limited (2012)
44. Strategic Planning for University of Nairobi (2013)

PARTICIPATION IN MANAGEMENT SEMINARS

- a) Participated as a resource person in in-house Management Development Seminars in many organizations including: General Motors (K) Ltd., Kenya Breweries Ltd., Kenya Shell, Kenya Tea Development Authority, Industrial and Commercial Development Corporation, Agricultural Finance Corporation, D.T. Dobie (K) Ltd., Kenya Seed Company Ltd., Alico (K), Research International, Kenya Institute of Management, Orbit Distributors, Madison Insurance Company Ltd., Kenya Power & Lighting Company Ltd., B.A.T (K.) Ltd., Bata, Express (K) Ltd., The British Council, Unga Ltd., Kenol-Kobil, Standard Chartered Bank, Central Bank of Kenya, Kenya Railways, Lonrho Motors, Undugu Society, Twiga Chemical Industries Ltd., Firestone (K) Ltd., Kenya Airways and University of Nairobi (1987-2011).
- b) Women in Non-Governmental Organization (NGO) seminar. Participated as a resource person in this seminar organized by the United States International University- Africa (July 1996).
- c) Management Development for Women Managers' seminar. Participated as the local resource person in this two weeks' international seminar. The international resource person came from the Royal Institute of Public Administration (RIPA) International, London. The seminar was organized by the Kenya Institute of Management and funded by British Council and United States Agency for International Development (USAID). Participants were senior women managers from Ethiopia and Kenya. (November - December 1995).
- d) Seed Enterprise Management Institute (SEMI). This is a training programme intended to impart knowledge on sound business practices which will enable beneficiaries to build healthy and sustainable seed enterprises in Africa. The programme is jointly delivered by the School of Business and the College of Agriculture and Veterinary Sciences. Prof. Aosa is a resource person and is the team leader from the Business School (ongoing).

OTHER PUBLIC SERVICE DUTIES

- a) **Kenya School of Government.** Prof. Aosa was a member of the Government taskforce on the creation of the Kenya School of Government. He represented the University of Nairobi in this important Committee. The recommendations of this taskforce were accepted by Government and the School established.
- b) **Performance Contracting.** Prof. Aosa has been a member of the Government Ad Hoc taskforce for the negotiation and evaluation of performance contracts with public agencies in the country. He has been doing this since performance contracting was introduced in Kenya's public sector.

- c) **Board Membership.** Prof. Aosa is a member of the Board of Management of Kenya Marine and Fisheries Research Institute. He is serving a second term. In this Board he is the Chairman of the Finance and Establishment Sub-Committee of the Board. He is also a member of the Board of Governors at Senior Chief Musa Nyandusi, Kegati Secondary School, Kisii.
- d) **Board Membership.** Prof. Aosa is a member of the Board of Kenya Institute for Public Policy Research and Analysis (KIPPRA). He is serving a first term. In this Board he is the Chairman of the Finance and Establishment Sub-Committee of the Board.

REFEREES

1. Prof. Peter K'Obonyo
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P.O.Box30197 –00100
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2. Prof. Francis Kibera
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School of Business, University of Nairobi
P.O.Box30197 –00100
Nairobi
3. Prof. Eunice W. Mutitu
University of Nairobi
P.O.Box30197 –00100
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