

Vincent N. Machuki, University of Nairobi

**CURRICULUM VITAE FOR DR. VINCENT NYASAKA MACHUKI
BA, MBA, PHD**



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BRIEF PROFILE

Vincent Machuki is a 40 year old Kenyan. He is a Strategic Management scholar and consultant and holds a Bachelor of Arts degree in Linguistics from Moi University, MBA and PhD degrees in Strategic Management from the University of Nairobi. Dr. Machuki is currently the Director of Kisumu Campus of University of Nairobi and a Senior Lecturer in the Department of Business Administration as well as immediate former Coordinator of Strategy and Business Development in the School of Business. He is not only the academic and administrative head of Kisumu Campus but also takes the lead in teaching and supervision of students' research work at both under- and post- graduate levels.

Over and above teaching and supervision, Dr. Machuki has distinguished himself as a published scholar and management consultant. He has taught, published and consulted in areas of strategic planning, strategic leadership, strategic change, strategy implementation, performance management, corporate governance and entrepreneurship as well as facilitated various short course trainings among them business growth and corporate governance for SMEs at the Seed Enterprise Management Institute (Semis), University of Nairobi and strategic leadership at the Kenya School of Government. As a result Dr. Machuki has gained wide and impactful teaching, consulting and managerial experience that is reminiscent of wide knowledge, leadership skills and competencies in efficient and effective administration and management of university education as well as commensurate formulation and implementation of strategies for prudent management of resources, effective management of academic programmes and overall quality service delivery .

Dr. Machuki continues to demonstrate unwavering and committed leadership in both academic and administrative realms where he mentors both students and staff as well as contribute towards innovative approaches that enhance impactful and desirable outcomes to stakeholders within the dynamisms of university education.

1.0 PERSONAL INFORMATION

Nationality:	Kenyan
Gender:	Male
Date of Birth:	10.03.1979
Religion:	Christian
Marital Status:	Married
Family:	Four Children
Qualifications:	BA, MBA, PhD
Specialization:	Strategic Management
Current Employer:	University of Nairobi
Position:	Director, Kisumu Campus

2.0 CAREER OBJECTIVE

An accomplished and distinguished scholar in strategic management with astute, strategic, innovative, transformative and visionary leadership skills and unquestionable integrity for attainment of high levels of excellence in the provision of university education and service to community.

3.0 PERSONAL ATTRIBUTES

- 3.1. A legacy of credibility and a strong commitment to excellence.
- 3.2. Resilient with high level of self-motivation.
- 3.3. High affinity to quality and meticulousness in task performance.
- 3.4. Humble, reliable, honest and disciplined team player.
- 3.5. Dynamic and open-minded, ready to listen and to learn at all times.
- 3.6. Excellent interpersonal, communication and presentation skills.
- 3.7. Energetic and passionate about innovative solutions to the ever-complex organizational challenges.
- 3.8. High sense of integrity and professionalism.

4.0 EDUCATION BACKGROUND

	Date	Institution	Qualification
4.1	2008- 2011	University of Nairobi	PhD
4.2	2003-2005	University of Nairobi	MBA
4.3	1998-2002	Moi University	BA
4.4	1994-1996	Gusii Highlights High School	KCSE
4.5	1993	Gionseri High School	Form One
4.6	1985-1992	Riambase Primary School	KCPE

5.0 PROFESSIONAL TRAINING AND MEMBERSHIP

5.1 KASNEB: Certified Public Accountant (CPA 1, Commercial Stream)

5.2 Kenya Institute of Management: Associate-Member (Member No. 33923)

6.0 WORKING EXPERIENCE

	Date	Position	Organization
6.1	Sept. 2016- to Date	Campus Director	Kisumu Campus University of Nairobi
6.2	March 2016-March 2017	Coordinator, Strategy and Business Development	School of Business University of Nairobi
6.3	July. 2015-Current	Senior Lecturer	School of Business University of Nairobi
6.4	Sept. 2012-Current	Trainer on Business Growth and Corporate Governance for SMEs.	Seed Enterprise Management Institute (Semis), University of Nairobi.
6.5	Nov.2011-June 2015	Lecturer	School of Business University of Nairobi
6.6	Feb. 2011-Oct.2011	Tutorial Fellow	School of Business University of Nairobi

6.7	Oct.2009-Jan.2011	Part-Time Lecturer	School of Business University of Nairobi
6.8	Sept. 2009-April 2010	Part Time Lecturer	School of Business Kenya Methodist University
6.9	Jan-2008-Sept. 2009	PhD Student and Teaching Assistant	School of Business University of Nairobi
6.10	May 2006- Dec 2008	Part Time Lecturer	Faculty of Commerce Catholic University of Eastern Africa
6.11	Feb. 2007-Feb 2009	External Facilitator for Strategic Leadership Development Programme	Kenya School of Government (KSG)
6.12	July-Nov. 2002	Contract Teacher	Riakemoni Secondary Academy
6.13	Dec. 2002-Jan. 2003	Short-term assignment as a Systems Survey Officer (Parts Dept)	CMC Motors Group Ltd.
6.14	Feb-Aug. 2003	BoG Teacher	Gionseri Mixed Secondary School
6.15	Jan-July 1998	Glass Cutting Machine Operator	Impala Glass Industries

7.0 ACHIEVEMENTS AS KISUMU CAMPUS DIRECTOR

- 7.1 **2016-2017:** Steered the Completion and Occupation of Kisumu Campus Complex
- 7.2 **2016:** Consolidated all the University of Nairobi operations at Kisumu Campus Complex
- 7.3 **2016:** Prepared Kisumu Campus for inspection and accreditation by the Commission for University Education
- 7.4 **2016-2017:** Establishment of the full-fledged Campus ICT Department
- 7.5 **2017:** Prepared Kisumu Campus for internal and external audit culminating into ISO 9001: 2015 certification.
- 7.6 **2017:** Organized the first ever interactive PhD Consultative Forum

- 7.7 **2017:** Organized the inaugural Kisumu Campus Open Week
- 7.8 **2017:** Prepared and launched the first Campus Marketing Plan
- 7.9 **2017:** Installation of the Campus Teleconferencing facility
- 7.10 **2018:** Spearheaded the launch of the Campus Bus and Van by the Vice Chancellor.
- 7.11 **2018:** Organized for the official Opening of the Kisumu Campus by the Chancellor
- 7.12 **2018:** Establishment of coordination offices for Internationalization, Quality Assurance, and Research & Consultancy.
- 7.13 **2018:** Initiated and launched an interactive and collaborative forum with industry, youth and women entrepreneurs dubbed “Business Friday”
- 7.14 **2018:** Prepared the School of Law for audit and inspection by Council for Legal Education culminating into licensing of the Campus as a legal education training provider.
- 7.15 **2018:** Establishment of Huduma Centre and setting up of Customer Experience Centre.
- 7.16 **2018:** Registered increased student to 2680 from 1530 in 2016.

8.0 PROFESSIONAL CONSULTANCY

	Date	Consultancy Assignment
8.1.	May, 2018	Strategic Planning for Siaya County Public Services Board
8.2.	Oct., 2017	Strategic Planning for Sabatia Eye Hospital
8.3.	June. 2017	Strategic Planning for Utumishi Investment Limited
8.4.	Sept., 2016	Strategic Planning for Nyeri Water and Sanitation Company.
8.5.	June 2016	Board Induction Training on Corporate Governance and Performance for Nzoia Water and Sanitation Company and Kakamega Water and Sanitation Company
8.6.	March 2016	Strategic Planning for Githunguri Dairy Farmers Cooperative Society
8.7.	June 2015	Strategic and Business Planning for Kinangop Dairy Limited
8.8.	July 2015	Strategic planning for Kisumu County Government
8.9.	March. 2014	Strategic Planning for Sabatia Eye Hospital.
8.10.	Feb. 2014	Strategic Planning for Departments of Roads and Public Works, Water, Sewerage and Sanitation- Nyamira County.
8.11.	Dec. 2013	Development of County Integrated Development Plan for Busia County.
8.12.	July, 2013	Training on Corporate Governance, Strategic Management, Change Management, and Strategic Leadership to the Vihiga County Executive and Public Service Board Members.

8.13.	Feb. 2013	Training on Corporate Governance, Strategy and Performance Evaluation to the Rural Electrification Authority Board of Directors.
8.14.	May, 2012	Training on Corporate Governance, Strategic Planning, Teamwork and Entrepreneurship to the Board of Directors of Utumishi Investment Company Ltd.
8.15.	Dec.2011	Training on Application of Balance Scored as a Tool for Contemporary Management to the Top Management Team of Kisii Bottlers Ltd.
8.16.	Dec.2011	Development of Strategic Plan for Kisii Bottlers Ltd.
8.17.	Nov. 2011	Training on Culture Change Management, Transformational and Strategic Leadership and 360 Degree Performance Management System to Middle and Senior Management of NHIF.
8.18.	March 2011:	Training Impact Evaluation for Kenya Education Staff Institute, now Kenya Education Management Institute.
8.19.	February 2011:	Customer Satisfaction Survey for Youth Enterprise Development Fund.
8.20.	July, 2010:	Facilitator/Trainer on Transformational Leadership and Customer Service to Senior Management of Jomo Kenyatta University of Agriculture and Technology.
8.21.	March-May, 2010:	Strategic Plan Preparation for Regional Centre for Capacity Development of Kenyatta University.
8.22.	February 2010:	Work Environment Survey for the National Housing Corporation.
8.23.	March 2010	Training Needs Assessment for the National Housing Corporation.
8.24.	March 2010	Customer Satisfaction Survey, Work Environment Survey and Employee Satisfaction Baseline Survey for the Ministry of State for Development of Northern Kenya and other Arid Lands.
8.25.	Oct. 2009	Corporate Governance Action Plan Preparation for ACK Maseno Hospital
8.26.	Aug 2009	Strategic Plan preparation for Local Authorities Pension Trust (LAP Trust).
8.27.	June 2009	Strategic Plan preparation for African Network for Prevention and Protection of Child Abuse and Neglect (ANPPCAN))
8.28.	May 2009	Strategic Plan and Annual Work Plan preparation for South Nyanza Sugar Company Ltd.
8.29.	April 2009	Corporate Governance and Corporate Social Responsibility Training to KPLC Accountants.
8.30.	Feb., 2009	Strategic Plan Development and Preparation for Tea

8.31.	Oct., 2008	Research Foundation of Kenya 2009-2013 Strategic Planning and Corporate Governance Workshop Facilitation for PCEA Kikuyu Hospital
8.32.	Oct., 2008	Training on Strategic Planning in the Public Service-Ministry of Agriculture
8.33.	Sept. 2008	Customer Satisfaction Survey conducted for the Ministry of Higher Education, Science and Technology.
8.34.	Aug., 2008	Strategic Plan Development and preparation for the Ministry of Industrialization 2008-2012
8.35.	July 2008	Development of Corporate Governance Policy for Mission Hospitals
8.36.	Sept., 2007	Strategic Plan Review and Preparation of Reviewed Strategic Plan for National Bank of Kenya Ltd.

9.0 PUBLICATIONS

- 9.1. Osoo, C. A. & Machuki, V. N. (2019). Challenges of Implementing Consortium Strategy in Development Projects at ViAgroforestry, Kenya. *European Scientific Journal* 15(1); 151-184
- 9.2. Kamau, G. Machuki, V.N. & Aosa, E. (2018). Corporate Governance and Performance of Financial Institutions in Kenya *Academy of Strategic Management Journal*, 17(1); 1-13.
- 9.3. Kamau, G. Machuki, V.N., Aosa, E. & Ganesh, P. (2018). Corporate Governance, Strategic Choices and Performance of Financial Institutions in Kenya. *International Journal of Business and Management*, 13(7); 169-178
- 9.4. Bwaley, T. & Machuki, V. N. (2018). Integrating the Business and People Dimension of Change at Safaricom Limited Plc, Kenya. *International Journal of Humanities and Social Science*, 8(8); 128-140
- 9.5. Okoth, P. J. & Machuki, V. N. (2018). Tangible Resources and Performance of County Health Services in Kenya. *American International Journal of Contemporary Research*, 8(3); 25-42
- 9.6. Kelly, J.O. & Machuki, V.N. (2018). Quality Management Practices and Performance of ISO 9000 Certified Middle Level Colleges in Kenya. *International Journal of Business, Humanities and Technology*, 8(2); 30-44.
- 9.7. Kabui, C. A., Machuki, V.N., Yabs, J.K. & Njihia, J.M.(2018). Strategic Planning Process and Performance of Accredited Universities in Kenya: The Moderating Effect of Organizational Characteristics. *DBA Africa Management Review*, 8(2); 18-29
- 9.8. Kabui, C. A., Machuki, V.N. Yabs, J.K. and Njihia, J.M.(2018). Strategic Planning Process Intensity and Formality Impact on the Performance of Accredited Universities in Kenya. *International Journal of Business and Management*, 13(9); 153-160.

- 9.9. **Machuki, V.N.** & Rasowo, J. O. (2018). Corporate Governance and Performance: An Empirical Investigation of Sugar Producing Companies in Kenya. *European Scientific Journal*,14(31); 240-264
- 9.10. Abonda, F. & **Machuki, V. N.** (2018). Competitive Strategies and Performance of Construction Companies in Kisumu County, Kenya. *Journal of Management and Strategy*,9(4); 47-61
- 9.11. Ate, D. O. & **Machuki, V. N.** (2018). Implementation of expansion strategy at KCB group public limited company. *African Journal of Business and Management*, 3(2); 50-74
- 9.12. Mkalama, R. N & **Machuki, V. N.** (2018).Top Management Demographics and Performance: An Empirical Investigation of Kenyan State Corporations. *International Journal of Business and Management*, 10 (1); 1-19
- 9.13. Mutheitia, C. K. &**Machuki, V. N.** (2018). Implementation of Outsourcing Strategy: An Empirical Investigation of Selected Sugar Processing Companies in Kenya. *International Journal of Business and Social Science* 9(10); 126-145
- 9.14. Mutua, J. & **Machuki, V.N.** (2018).An Interrogation into Strategy-Technology Linkage at the Department of Immigration Services, Kenya. *European Scientific Journal*, 14(35); 221-246.
- 9.15. Jaleha, A. A. and **Machuki, V.N.** (2018). Strategic Leadership and Organizational Performance: A Critical Review of Literature. *European Scientific Journal*, 14(35); 124-149
- 9.16. Ongeti, J.W & **Machuki, V. N.** (2018). Organizational Resources and Performance of Kenyan State Corporations. *European Scientific Journal*, 14(34); 91-117
- 9.17. Ayuya, A. M., Awino, Z. B., **Machuki, V. N.** & Wainaina, G. (2017). Strategic Choice and Performance of Universities in Kenya: The Mediating Role of Organizational Learning, *DBA Africa Management Review*, 7(2); 138- 151.
- 9.18. Awino, Z. B., Ayuya, A. M., **Machuki, V. N.** & Wainaina, G. (2017). Strategic Choice and Performance: An Overview of Institutions of Higher Learning. *Archives of Business Research*, 5(12), 378-390
- 9.19. Ayuya, A. M., Awino, Z. B., **Machuki, V. N.** & Wainaina, G.(2017). Strategic Choice and Performance of Universities in Kenya: Does Organizational Learning and Top Management Team Characteristics Really Matter? *International Journal of Science Arts and Commerce*, 2(9); 79-89
- 9.20. Awino, Z.B., Ogaga, B. J. & **Machuki, V.N.** (2017). Corporate Strategy and Performance of Kenyan Companies. *Archives of Business Research*, 5(5), 37-51.
- 9.21. Miako, M. J. M. &**Machuki, V.N.** (2016).Challenges of Strategy Implementation at Adrian Company Limited Kenya, *Journal of Business and Strategic Management*,1 (1); 16 - 33.
- 9.22. Ndung'u, C. W. & **Machuki, V. N.**(2016).Competitive Strategies Adopted By Players in the Beer Industry in Kenya, *Journal of Business and Strategic Management*,1(1); 34 - 52

- 9.23. Ondari, E. N., Awino, Z. B. & **Machuki, V.N.** (2016). The Effect of Diversification Strategy on Performance of Companies Listed In the Nairobi Securities Exchange. *Archives of Business Research*, 4(3); 53-71.
- 9.24. Ombaka, B. E.; Awino, Z. B.; Machuki, V. N.; and Wainaina, G. (2015). Exploring Resources and Performance Relationships in Commercial Enterprises: An Empirical Perspective. *Journal of Management and Strategy*, 6 (4), 12-28.
- 9.25. Wasike, M. S.; **Machuki, V.N.**; Aosa, E. and Pokhariyal G. (2015). Top Management Team Characteristics and Performance of Tea Factory Companies in Kenya. *Journal of Business Management and Economics*, 3 (10), 21-27.
- 9.26. Njoroge, J. K., **Machuki, V. N.**, Ongeti, W. J., Kinuu, D. (2015). The effect of strategy implementation on performance of Kenya state corporations. *Prime Journal of Business Administration and Management*, 5(9); 1931-1922.
- 9.27. Ombaka, B. E.; Muindi, F.; and **Machuki, V. N.** (2015). Effectiveness of the Balanced Scorecard in Implementation of Corporate Strategy - A Case Study of a Kenyan Insurance Company. *Prime Journal of Business Administration and Management (BAM)* 5(11), 1941-1948.
- 9.28. Ombaka, B. E.; **Machuki, V. N.**; Awino, Z. B.; & Wainaina, G. (2015). Organizational Resources, Innovation and Performance of Insurance Companies in Kenya. *DBA-Africa Management Review*, 5(1); 21-41.
- 9.29. Ndegwa, J.W.; **Machuki, V.N.**; Maalu, J.K.; Awino, Z. B. & Iraki, X. N. (2015). Knowledge Sharing, Organizational Learning and Performance of Top 100 Medium Enterprises in Kenya. *DBA-Africa Management Review*, 5 (1); 42-65.
- 9.30. Ombaka, B. E.; **Machuki, V. N.**; & Mahasi, J. (2015). Organizational Resources, External Environment, Innovation and Firm Performance: A Critical Review of Literature. *DBA Africa Management Review*, 5(1); 60-74.
- 9.31. Gathungu, J.M.; Aiko, D. M.; & **Machuki, V. N.** (2014). Entrepreneurial Orientation, Networking, External Environment, and Firm Performance: A Critical Literature Review. *European Scientific Journal*, 10(7); 335-357.
- 9.32. Letting' N. K., Aosa, E., & **Machuki, V. N.** (2012). Board Diversity and Performance of Companies Listed in Nairobi Stock Exchange. *International Journal of Humanities and Social Science*, 2(11): 172-182
- 9.33. **Machuki, V. N.**, Aosa, E., & Letting', N. K. (2012). Firm-Level Institutions and Performance of Publicly Quoted Companies in Kenya. *International Journal of Humanities and Social Science*, 2(21): 289-312
- 9.34. **Machuki, V. N.** & Amondi, N. O. (2012). Corporate Governance Structures and Performance of HIV/AIDS in Nairobi, Kenya. *African Journal of Business and Management*, 3(1): 163-181.
- 9.35. Maalu, J., McCormick D., K'Obonyo P.O. & **Machuki V.N.** (2013). Succession Strategy and Performance of Small and Medium Family Businesses in Nairobi, Kenya. *International Journal of Education and Research*, 1(6): 1-22.

- 9.36. Arasa R. M., Aosa, E. & Machuki V.N (2011). Participatory Orientation to Strategic Planning Process: Does It Pay? *Business Administration and Management Journal*, 1(10): 319-327
- 9.37. Machuki, V. N. & K'Obonyo, P. O. (2011). Organizational Strategic Behaviour and Performance of Publicly Quoted Companies in Kenya. *Business Administration and Management Journal*, Vol. 1(7): 219-232.
- 9.38. Machuki, V. N. & Aosa, E. (2011). The Influence of External Environment on the Performance of Publicly Quoted Companies in Kenya. *Business Administration and Management Journal*, 1(7): 205-218.
- 9.39. Machuki, V. N. (2011). *Strategy Implementation: Practices and Challenges in a Multidivisional Company (The Case of Cooper Motors Corporation, Kenya)*. Koln, Germany: LAP Lambert Academic Publishing AG & KG. ISBN: 978-3-8443-1275-1.
- 9.40. Maalu, J. and Machuki, V. N. (2008). Sustainability Strategies for Church Health Institutions in Kenya. *CHAK TIMES - A Publication of Christian Health Association of Kenya*, January – April

10.0 THESIS AND PROJECT

- 10.1 Machuki, V. N. (2011). *Environment-Strategy Co-alignment, Firm-Level Institutions and Performance of Publicly Quoted Companies in Kenya* (Unpublished PhD Thesis). University of Nairobi
- 10.2 Machuki, V. N. (2005). *Challenges of Strategy Implementation at Cooper Motor Corporation Ltd, Kenya* (MBA Project). University of Nairobi

11.0 CONFERENCE PRESENTATIONS AND PARTICIPATION

- 11.1 **Session Chair:** 4th DBA-AMR Journal International Conference 2018.
- 11.2 **Session Chair:** 9th African International Business and Management (AIBUMA) Conference 2018
- 11.3 **Paper Presenter:** 7th Annual Germany Africa Universities Partnership (GAUP) Conference on Universities, Entrepreneurship and Enterprise Development in Africa organized by the (2018). **Paper presented:** Product Innovation and Performance of a Kenyan Medium Sized Company.
- 11.4 **Session Chair:** 1st DBA-AMR Journal International Conference (2015)
- 11.5 **Session Chair:** 6th African International Business and Management (AIBUMA) Conference (2015)
- 11.6 **Paper Presenter:** 5th African International Business and Management (AIBUMA) Conference (2014). **Papers Presented:**
 - i. Tangible Resources and Performance of County Health Services in Kenya,

- ii. Corporate Governance and Performance of Sugar Producing companies in Kenya.

11.7 Paper Presenter: 4th African International Business and Management (AIBUMA) Conference (2013). **Papers Presented:**

- i. The Influence of External Environment and Innovation on the Relationship Between Organizational Resources And Firm Performance: A Critical Review Of Literature;
- ii. The Influence Of Corporate Social Responsibility And Operating Environment on the Relationship Between Firm- Level Institutions and Organization Performance: A Critical Review of Literature

11.8 Session Chair: Operations Research Society of East Africa (ORSEA) Conference (2013).

12.0 STUDENT SUPERVISION

12.1 Master Projects

12.1.1. Wachira Bonface K	Challenges Of implementing Corporate Restructuring At Kcb Bank Group Ltd
12.1.2. Anne Kerubo Mwasi	Corporate Governance Practices In Micro-Finance Institutions In Nairobi, Kenya
12.1.3. Oketch, Nereah Amondi A	Corporate Governance Structures And The Performance Of Hiv/ Aids Non Governmental Organizations In Nairobi, Kenya
12.1.4. Eliud K. Bett	Response Strategies By Kenya Post Office Savings Bank To Changes In The Business Environment
12.1.5. George Monari Bogecho A	Sources Of Sustainable Competitive Advantage Among Milk Processing Companies In Kenya
12.1.6. Chumo Leonard Falex	Sustainability Strategies Adopted By Nongovernmental Organisations In Nairobi, Kenya
12.1.7. Penninah Wangare Ndirangu	The Strategic Value Of Iso Certification Among State Owned Enterprises In Kenya
12.1.8. Paul Ratiro Omboto	Adoption Of Blue Ocean Strategy By Commercial Bank Of Africa Limited, Kenya
12.1.9. Benson Mbithi Maweu	Application Of Ansoff's Product/Market Growth Strategies In Community Based Organizations In Kisumu East District, Kenya
12.1.10. Samwel Onguti Obonyo	Challenges Of Strategy Implementation At National Cereals And Produce Board, Kenya
12.1.11. Rose Akinyi	Challenges Of Strategy Implementation At The Municipal

Adem	Council Of Kisumu In Kenya
12.1.12. Musembi Amos Kalia	Competitive Strategies Adopted By Chinese Firms In The Building And Construction Industry In Kenya
12.1.13. Ruth Jelagat Bett	Competitive Strategies Adopted By Private Security Firms In Kisumu Municipality, Kenya
12.1.14. Emmah S.A Bosire	Factors Influencing Management Of Change In Public Sector Organizations In Kenya
12.1.15. Thuraniira Consolata	Response Strategies Adopted By Commercial Banks In Kenya To Changes In Economic Environment
12.1.16. Ouma Monica Ogolla	Strategic Management Practices In Government Funded Youth Small And Medium Enterprises In Kisumu Town East Constituency, Kenya
12.1.17. Barasa Evans Jakait	Strategies Adopted By Mumias Sugar Company Ltd To Gain Competitive Advantage
12.1.18. Edwin Mungai Waithaka	Strategies Adopted By The University Of Nairobi To Achieve Sustainable Competitive Advantage
12.1.19. Eric Sila	The Corporate Parent - Subsidiary Relationship And The Strategy Of The Subsidiary At Barclays Bank Of Kenya
12.1.20. Muiruri Catherine W.	Strategy Evaluation and Control Practices at the University of Nairobi
12.1.21. Njiri Gerald Steve Otieno	Strategic Management Practice and Performance of Government Sponsored Youth Owned SMEs in Hamisi Sub-County, Kenya
12.1.22. Musiega Ruth Ikuni	Perceived Challenges in the Implementation of Performance Contracting in Tertiary Public Colleges in Kakamega County, Kenya
12.1.23. Opondo Mary Anyango	Strategic Issues and Performance of Public Secondary Schools in Kisumu East and Central Sub-Counties, Kenya
12.1.24. Giathi Claris Wambui	Management Perception of the Influence of Organizational Learning on Strategy Development at Sarova Hotels Limited, Kenya
12.1.25. Karanja Rose Wanjiru	Integrating Corporate Security in Strategic Management of Five-Star Hotels in Nairobi, Kenya
12.1.26. Ndurungi Scolastica Nyangabi	Strategic Value of Action by Churches Together (ACT) Alliance to Finn Church Aid, Kenya

12.1.27.	Muli Simon Uvanyu	Sustainability Strategies Adopted by Investing in Children and their Societies (ICS) in Kenya
12.1.28.	Barongo Alfred Nyakundi	Competitive Strategies Adopted by Small and Medium Audit Firms in Nairobi County, Kenya
12.1.29.	Bwaley Thomas Kiplagat	Business Intergration and Human Dimension of Change at the Safaricom Limited, Kenya
12.1.30.	Otieno Luciah Angela Amondi	Sustainability Strategies Adopted by International Training and Education Centre for Health, Kenya
12.1.31.	Obonyo Felistars Chiboso	Perception of Employees on Acquisition Strategy at Liquid Telecom Kenya
12.1.32.	Nkirote Damaris	Strategic Responses by National Industrial Credit Bank to Changes in Asset Based Financing Sector in Kenya
12.1.33.	Wasike Senorine Nelima	Product Innovation and Performance of Haco Tiger Brands East Africa
12.1.34.	Ogillo Michael Onyango	Response Strategies Adopted by Lake Basin Development Company in Kenya to the Threat of Rice Imports
12.1.35.	Kipruto Jonathan K.	Challenges of Implementing Outsourcing Strategy at Eastern Produce Kenya Limited
12.1.36.	Obari Rose	Management Perception of Information and Communication Technology Strategy Implementation Challenges at the Independent Electoral and Boundaries Commission in Kenya
12.1.37.	Ng'ang'a Diana Wanjiku	Strategic Issue Management at Enashipai Resort and Spa Limited, Kenya
12.1.38.	Chemutai Patricia	Strategy Implementation at Standard Chartered Bank of Kenya
12.1.39.	Orina Beatrice Nyaboke	Change Management at International Centre for Tropical Agriculture, Nairobi, Kenya
12.1.40.	Kamau David Macharia	Response Strategies to Environmental Changes by Small and Medium Sized Enterprises in Eastleigh Business District, Nairobi County, Kenya
12.1.41.	Maina John Githinji	Competitive Strategies Adopted by Bank of Africa Kenya Limited in Retail Banking in Kenya
12.1.42.	Aburi Peter	Challenges of Strategy Implementation at the Ministry of East

Monda	African Affairs, Commerce and Tourism, Kenya
12.1.43. Ndukhu Bonface Nyongesa	Participatory Strategic Planning and Performance of Commercial Banks in Kenya
12.1.44. Okanga Hellen Okoyo	Management Perception of the Influence of Performance Contracting on Performance of Kenya Reinsurance Corporation Limited
12.1.45. Jisuveyi Silvester	Factors Affecting Strategy Implementation in Public Secondary Schools in Hamisi Sub County, Kenya
12.1.46. Otieno Christine Awuor	Change Management at Lake Basin Development Authority, Kenya
12.1.47. Muchemi Doreen Wangechi	Strategy Implementation Practices at the Kenya Post Office Savings Bank
12.1.48. Madara Millicent	Stakeholders Involvement in Strategic Management Process at Walter Reed Project, Kisumu Kenya
12.1.49. Gesora Nimrod	Kenya Post and Savings Bank as a Preferred Strategic Partner by Commercial Banks in the Implementation of Agency Banking in Kenya
12.1.50. Arasa Sophia Obonyo	Diversification Strategy and Performance of Kenya Commercial Bank Group
12.1.51. Kaugi Oliver Muriuki	The Strategic Implications of East African Regional Integration to Small and Medium Enterprises in Kisumu County, Kenya
12.1.52. Ondieki Raphael Kamemba	Management of Strategic Change at Chemelil Sugar Company Limited, Kenya
12.1.53. Odhiambo Fredrick Hannington e	Strategy-Culture Relationship at the University of Washington Global Assistance Program Kenya
12.1.54. Kipkoech Vincent Kirui	Strategic Management Practices at the Kenya Red Cross Society
12.1.55. Mburugu Kim	Strategic Positioning of National Hospital Insurance Fund and the Challenges of Healthcare Financing in Kenya
12.1.56. Imbo Hilda Akumu	Implementation of Corporate Restructuring at the Independent Electoral and Boundaries Commission in Kenya
12.1.57. Naktari Longit B.	Humanitarian Risk Mitigation Strategies Adopted by Non-Governmental Organizations in West Pokot County, Kenya

12.1.58. Warugongo Richard Mureithi	Strategy Implementation at National Bank of Kenya
12.1.59. Ndung'u Gibson Mithaa	Strategic Management Practices in the Registered Filming Organizations in Kenya
12.1.60. Eric Muthundo Ndungu	The Role of Leadership in Management of Strategic Change at Nairobi Bottles Limited, Kenya
12.1.61. Elijah Virginia Wanjiku	Strategic Management at Parklands Primary School, Kenya
12.1.62. Millicent Namusonge	Competitive Strategies Adopted By Governance Non-Governmental Organizations in Nairobi, Kenya.
12.1.63. Sara Noah Atieno	Stakeholder Involvement in the Management of Strategic Change at Finlays Tea Company Limited Tea Company Limited
12.1.64. Justice George Msopera	Determinants of Attractiveness of Hospitality Industry in Malawi
12.1.65. Rose Mbaki Ndunda	Implementation of One Stop Border Post Strategy at the Busia Border, Kenya
12.1.66. Inez Odongo	Management of Strategic Change at Konrad Adenauer Foundation in Kenya
12.1.67. Judy Nyaga	Management Perception of the Influence of Performance Contracting on Service Delivery at The Ministry Of Education, Kenya
12.1.68. Aswani Solomon	Strategic Innovations and Performance of Universities in Kenya
12.1.69. John Wasilwa Kimunguyi	Management of Strategic Change at International Livestock Research Institute
12.1.70. Mary Osano	Stakeholder Involvement in Strategic Management of Health Based NGOs in Nairobi, Kenya.
12.1.71. Kamwere Joshua	Strategic Planning at UNAITAs Sacco Ltd, Kenya
12.1.72. Solomon Kibue	Management of Strategic Change at Family Bank Limited
12.1.73. Collins Mukhongo	Challenges of Implementing ICT Strategy at Kenya Revenue Authority
12.1.74. Wachira Charles	Key Success Factors in Kenya's Insurance Industry

12.1.75. Jullyane Okello	Performance contracting and Strategy Evaluation in State Corporation in Kenya
12.1.76. Risper Nyongesa	Challenges of Strategy Implementation at the Kenya Police Service
12.1.77. Winnie Mbithi	The Strategic Value of Cloud Computing at Standard Group Limited Kenya.
12.1.78. Peter Achoki	Competitive Strategies Adopted By Bank of India, Kenya.
12.1.79. Janet Wanjiku	Competitive Strategies and Performance of Financial Sector Companies Listed in the Nairobi Securities Exchange
12.1.80. Vungo Nathan	Strategic Implications of Devolved Government Structure to LAPTRUST, Kenya.
12.1.81. Evusah Morris	Strategic Responses by the University Of Nairobi to Changes in the External Environment
12.1.82. Etyang Michael	Response Strategies to Changes in the Macro-Environment by Middle Level Colleges in Nairobi Central Business District, Kenya.
12.1.83. Duncan Gatoto	Strategic Alliance as a Tool for Competitive Advantage at African Population and Health Research Center (APHRC), Kenya
12.1.84. Aketch Ng'ong'a	Management of Strategic Change at Kenya Power and Lighting Company Ltd.
12.1.85. Samba Hawkins	Strategies for Managing Public Policy Research Grants at KIPPRA
12.1.86. Guzami Ellah	Strategic Management Practices of Community Based Organizations in Kisumu East Sub-County, Kenya.
12.1.87. Kagumba Edith	Stakeholder Involvement in Change Management at Vi Agroforestry, Kenya
12.1.88. Odero Faith	Evaluating Management of Strategic change in HIV-Research Laboratory at the Kenya Medical Research Institute/Centre for Disease Control and Prevention (KEMRI/CDC)
12.1.89. Omwenga Bosibori	Management Perception of Corporate Social Responsibility at Kenya Power and Lighting Company Ltd.
12.1.90. Okwako Damary	Strategic Planning and Performance of Public Secondary Schools in Rarieda Sub-County, Kenya
12.1.91. Simiyu Petronilla	Challenges of Strategy Implementation at Kakamega Teachers Savings and Credit Cooperative Society, Kenya.
12.1.92. Ncurai Dennis	Strategic Management Practices of Beach Management Units in Bondo Sub-County, Kenya.
12.1.93. Kurendi Alfaxard	Factors Influencing Strategy Implementation among Flower Firms in Naivasha, Kenya
12.1.94. Kipkemboi	Management of Strategic Change at Rift Valley Textiles Ltd,

Titus	Kenya
12.1.95. Barasa Diana	Structural Analysis of the Sugar Industry in Kenya
12.1.96. Okundi Eliakim	Business Process Reengineering as a Tool for Managing Change at Agro-Chemicals and Food Processing Company, Kenya.
12.1.97. Joseph Rotich	Challenges of Strategy Implementation at Unga Group Ltd., Kenya
12.1.98. Okoth Peter	Tangible Resources and Performance of County Health Services in Kenya
12.1.99. Odhiambo Irene	Challenges of Implementing Performance Contracting in Public Health Facilities in Migori County, Kenya
12.1.100. Joseph Rasowo	Corporate Governance Practices and Performance of Sugar Processing Companies in Kenya.
12.1.101. Omboto Paul Ratiro	Implementation of Blue Ocean Strategy at the Commercial Bank of Africa, Kenya
12.1.102. Wanyama Mary	Management of Strategic Change at Kenya Ports Authority.
12.1.103. Oginda Elijah	Challenges of Implementing Procurement Strategy at Kenya Power and Lighting Company Ltd.
12.1.104. Sammy Mburu	Factors Influencing Strategy Implementation among Water Service Providers under Lake Victoria South Water Services Board, Kenya.
12.1.105. Maganda Jackline	Managing Organizational Change at Lake Victoria Water Services Board, Kenya
12.1.106. Timothy Mulwa	Response Strategies to Environmental Munificence by Mumias Sugar Company Ltd., Kenya.
12.1.107. Watsiera Paul	Challenges in Implementing the Kenya Vision 2030 by TIVET Institutions in Western Kenya Region.
12.1.108. Kivugale Benard	Challenges of Implementing Foreign direct Investment at United Bank of Africa, Kenya.
12.1.109. Rachel Okuom	Diversification Strategy and Performance at South Nyanza Sugar Company, Ltd.
12.1.110. Peter Muchiri	Response Strategies Adopted by Mastermind Tobacco Kenya Ltd to changes in the Macro Environment.
12.1.111. Valentine Jalemba Lusigi	Challenges of Implementing SME Banking Strategy at Kenya Commercial Bank Group Ltd.
12.1.112. Dennis O. Nyakundi	Bancassurance as a Risk Management Strategy at Equity Bank Ltd., Kenya.
12.1.113. Gogoh George	Implementation of Enterprise Resource Planning Strategy at ADS, Kenya
12.1.114. Onam	Strategic Implications of Devolved Government Structure to

Lilian	KCB Group Ltd, Kenya.
12.1.115. Lijoodi Brian	Outsourcing Strategy and Performance of KTDA Managed Tea Companies in Kenya
12.1.116. Vareline Masitsa	Challenges of Strategy Implementation at Nzoia Sugar Company Ltd., Kenya.
12.1.117. Janet Koech	Competitive Strategies Adopted by the Kenya Tea Packers Limited
12.1.118. Charles A Owelle	Challenges of Strategy Implementation at Chemelil Sugar Company Ltd
12.1.119. Kipkemboi Kibet Titus	Management of Strategic Change at Rivatex East Africa Limited, Kenya
12.1.120. Denvas N. Gekonde	Stakeholders Involvement in Strategy Implementation at Nature Kenya
12.1.121. Harty Atieno Otieno	Management of Strategic Change at Kenya Commercial Bank Group Ltd
12.1.122. Okwany Wilfrida Adhiambo	Response Strategies to Macro-Environmental Changes by Alcoholic Drinks Manufacturing Companies In Kenya
12.1.123. Gode Henry Opiyo	Strategic Planning and Performance of Public Secondary Schools in Kisumu East District, Kenya
12.1.124. Charles Ombati Omwenga	Management of Strategic Change at the Ministry of Energy and Petroleum, Kenya
12.1.125. Duncan Orera Odhiambo	Management of Change at Hawinga Girls High School
12.1.126. Weldon Byegon	Business Growth Strategies Adopted by Independent Oil Marketing Companies in Kenya
12.1.127. James Wambua Mutua	Strategy-Technology Linkage at the Department of Immigration Services, Kenya
12.1.128. Nyongesa Maurice Obaso	Management of Strategic Change at Ewaso Nyiro South Development Authority, Kenya
12.1.129. Sylvia Manoti Gimona	Managing the People Dimension of Change at the Nairobi Securities Exchange, Kenya
12.1.130. Vincent Kennedy Ogada	Strategic Management Practices at AAR Healthcare Limited, Kenya

Hongo	
12.1.131. Kilonzo Beth	Analysis of the Structural Attractiveness of the Hotel Industry in Kenya Using Porter's Modified Model
12.1.132. Patrick Wanyonyi Munialo	Implementation of Results Based Management System among Water Service Providers in Western Kenya.
12.1.133. Oguna Sylvia Khabukwi	Strategic Management at Sustainable Aid in Africa International Organization, Kenya
12.1.134. Dede John Alal	Managing the People Dimension of Change at Kenya Medical Research Institute/Centre for Disease Control
12.1.135. Beatrice Atieno Yamo	Strategic Management Practices at Ujima Foundation
12.1.136. Samuel Onyango Ohanga	Management of Strategic Change at Jaramogi Oginga Odinga University of Science and Technology, Kenya
12.1.137. Ochieng Jugith Akinyi	Strategic Capabilities and Performance of Commercial Banks in Kenya.
12.1.138. Fredrick Abonda	Competitive Strategies and performance of construction companies in Kisumu County, Kenya
12.1.139. Ben Onyango Raminya	Corporate Social Responsibility and Performance of Commercial Banks Listed in the Nairobi Securities Exchange
12.1.140. Mark Otieno Miruka	Management Perception of the Role of Strategic Alliance on the Business Growth of KCB Group
12.1.141. Charles Muthaitia	Implementation of outsourcing strategy at selected sugar companies in Kenya.
12.1.142. Nancy Kerubo Nyarige	Impact of Implementation of Feeder based business units as an operations Strategy on Performance in Kenya Power and Lighting Company, Kisumu County, Kenya.
12.1.143. Kiche Iscah Achieng'	Management Of Strategic Change at Homabay County Teaching and Referral Hospital
12.1.144. Juma Margaret Adhiambo	Responses Strategies to Legal changes by Plastic Bag Manufacturers in Kenya.
12.1.145. Jenipher Atieno Kosome	Strategic Implementation at the Ministry of Interior and Coordination of National Government of Kenya
12.1.146. Emmanuel	Entrepreneurial Education and Performance of Youth Owned

Oigo Nyachoti	Micro and Small Enterprises in Bungoma County, Kenya
12.1.147. David Odiwuor Achilla	Implementation of Food Safety Management System for Competitive Advantage at Mumias Sugar Company Limited, Kenya.
12.1.148. Thuku Florence Nyambura	Strategy Implementation at Metropol Corporation Limited, Kenya
12.1.149. Flora O. Muganda	Perceived Influence of Corporate Strategy on Performance at Equity Bank Limited, Kenya
12.1.150. Nancy Chesang Rono	Management Perception of the Influence of Mobile Technology-Based Strategy on Service Delivery at Kenya Revenue Authority
12.1.151. Ahmed Sheikh Takoy	Environmental Determinism and Strategic Choice Among Selected Commercial Banks in South Sudan
12.1.152.	Implementation of Expansion Strategy at KCB Group Public Limited Company, Kenya
12.1.153. Alfayo Kemei	Strategic Responses to Organizational Performance Index in Media Stations in Kenya.
12.1.154. Ate Daniel Omulindi	Implementation of Expansion Strategy at KCB Group Public Limited Company, Kenya

12.2. Doctor of Philosophy (PhD)

- 12.2.1. **Kinuu David (2014):** Top Management Team Psychological Characteristics, institutional Environment, Team Processes and Performance of Companies Listed in the Nairobi Securities Exchange
- 12.2.2. **Ogendo Lillian Joan (2014):** Knowledge Transfer, Strategy Content, External Environment and Performance of Companies Listed on the Nairobi Securities Exchange in Kenya
- 12.2.3. **Ongeti Walter Juma (2014):** Organizational Resources, Corporate Governance Structures and Performance of Kenyan State Corporations
- 12.2.4. **Ombaka Beatrice Elesani (2014):** Resources, External Environment, Innovation and Performance of Insurance Companies in Kenya
- 12.2.5. **Kimtai Paul Murgor (2014):** External Environment, Firm Capabilities, Strategic Responses and Performance of Large Scale Manufacturing Firms in Kenya
- 12.2.6. **Ndanu Rose Mkalama (2014):** Top Management Demographics, Strategic Decision Making, Macro-Environment and Performance of Kenyan State Corporations

- 12.2.7. **Ndegwa Joyce Watetu (2015):** Knowledge Transfer, Organizational Learning, Firm-Level Institutions and Performance of Medium Sized Companies in Kenya
- 12.2.8. **Njoroge K. Joseph (2015):** Strategy Implementation, Performance Contracting, External Environment and Performance of Kenyan State Corporations
- 12.2.9. **Kasomi M. Fredrick (2015):** Top Management Team Diversity, Compensation Schemes, Strategic Choices and Performance of Kenyan State Corporations
- 12.2.10. **Kiliko-Muli. M. Jonathan (2015):** Corporate Governance-Strategic Decision Making Co-alignment, External Environment and Performance of Mission Hospitals in Kenya.
- 12.2.11. **Yalla, Alice Jael Odek (2015):** The Influence of Corporate Political Activity on the Effect of Innovative Capability, Competitive Strategy and Firm Characteristics on Performance of Large Manufacturing Firms in Kenya
- 12.2.12. **Ondari N. Emily (2015):** Top Management Team Diversity, Competitive Environment, Diversification Strategy and Performance of Companies Listed in the Nairobi Securities Exchange
- 12.2.13. **Ndegwa J. Watetu (2015):** Knowledge Transfer, Organizational Learning, Firm-Level Institutions and Performance of Medium Sized Companies in Kenya.
- 12.2.14. **Wasike S. Mayende (2016):** Top Management Team Characteristics, Strategy Implementation, Competitive Environment and Performance of Tea Factory Companies in Kenya
- 12.2.15. **Omondi S. Nyaoke (2016):** Firm Characteristics, Corporate Social Responsibility, Operating Environment and Performance of Financial Institutions in Kenya
- 12.2.16. **Oluoch K. Jack (2016):** Strategy Content, Quality Management Practices, Organizational Factors and Performance of ISO 9000 Certified Middle Level Colleges in Kenya.
- 12.2.17. **Mwazaru P. Mwazumbo (2016):** Organizational Resources, Dynamic Capabilities, Environmental Dynamism and Performance of Large Manufacturing Companies in Kenya.
- 12.2.18. **Ogaga J. Bruce (2017):** The Influence of Organizational Structure and Industry Competition on the Relationship Between Corporate Strategy and Performance of Companies Listed in the Nairobi Securities Exchange.
- 12.2.19. **Ayuya A. Mukokho (2018):** Strategic Choice, Organizational Learning, Top Management Team Characteristics and Performance of Accredited Universities in Kenya.
- 12.2.20. **Kamau G. Wairimu (2018):** Corporate Governance, Agency Conflicts, Strategic Choice and Performance of Financial Institutions in Kenya.

- 12.2.21. **Kabui A. C. Wanjiru (2018):** Strategic Planning Process, Strategy Implementation, Organizational Characteristics and Performance of Accredited Universities in Kenya.

13.0 EXTERNAL EXAMINER

- 13.1 Jan. 2015- To date: School of Business, Jomo Kenyatta University of Science and Technology.
- 13.2 Jan. 2018- To date: School of Business, Rongo University
- 13.3 Jan 2014-June 2017: Graduate Studies, Department of Marketing and Business Administration, Baraton University of Eastern Africa.
- 13.4 Jan 2014-June 2016: School of Business, Kabarak University

14.0 UNIVERSITY OF NAIROBI COMMITTEES SERVED

- 14.1 Member, Senate Committee on Student Safety and Security
- 14.2 Chair, Kisumu Campus Tender Evaluation Committee
- 14.3 Chair, Kisumu Campus Executive Committee
- 14.4 Chair, Kisumu Campus Management Committee
- 14.5 Chair, Kisumu Campus Marketing Committee

15.0 COMMUNITY LEADERSHIP AND ACTIVITIES

- 15.1 2015- To date: Board on Management Member, Igoma Mixed Secondary School, Kisii
- 15.2 2013-To date: Member, Church Development Committee, Gionsri II SDA Church, Kisii
- 15.3 May 2017: Organized and participated in cleaning of Jaramogi Oginga Odinga Teaching and Referral Hospital, Kisumu
- 15.4 August 2018: Organized and participated in cleaning and donations of foodstuff as well as clothing at Mama Ngina Children's Home, Kisumu.
- 15.5 Talk on strategic planning to a BoM of Matunwa Secondary school-Kisii
- 15.6 Guidance on strategic plan development for St. Clare Girls secondary school, Bumala.
- 15.7 Donated Books to Matunwa Secondary School, Kisii
- 15.8 Motivational and career guidance talks to secondary schools from the Lake Region during the Kisumu Campus Open Week (2017 &2018).

16.0 TRAININGS, SEMINARS AND WORKSHOPS

- 16.1 2016: Training on Grant Proposal Writing at the UNES Ariziki conference Centre, Chiromo
- 16.2 2016: Sensitization Workshop on ISO 9001: 2015 standard at Kisumu Campus
- 16.3 2017: Customer Care Training at Kisumu Campus
- 16.4 2017: Team building and Cohesion Training at Tom Mboya Labor College, Kisumu
- 16.5 2017: Sensitization Workshop on Online Staff Performance Appraisal System at Kisumu Campus
- 16.6 2017: PhD Supervision training at Kisumu Campus
- 16.7 2017: Training on Operations of Huduma Centre at Kisumu Campus
- 16.8 2018: Training on E-Procurement System at Kisumu Campus
- 16.9 2018: Participated in grant and fundraising symposium at the School of Business, Lower Kabete Campus
- 16.10 2018: Training on becoming an Innovation Champion at the VIP Lounge University of Nairobi Towers.
- 16.11 2018: Training on Public Complaints Handling and Reporting at Kisumu Campus

17.0 ACADEMIC REFEREES

- 17.1 Prof. Evans O. Aosa,
Professor of Strategic Management,
University of Nairobi.

- 17.2 Prof. Peter K'Obonyo
Professor of Management,
University of Nairobi.

- 17.3 Prof. James M. Njihia
Dean, School of Business,
University of Nairobi

18.0 CONTACTS

18.1 University of Nairobi

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