

# **CURRICULUM VITAE**

**VINCENT NYASAKA MACHUKI**

*B.A. (Moi University), MBA, PhD (University of Nairobi), MKIM.*

Cell Phone: 0721-687001

E-mail: [mnvincent@uonbi.ac.ke](mailto:mnvincent@uonbi.ac.ke)

[mnvincent@yahoo.com](mailto:mnvincent@yahoo.com)

|  |                             |
|--|-----------------------------|
| <b>DEMOGRAPHIC DETAILS</b>   |                             |
| <b>Date of Birth:</b>  | 10 <sup>th</sup> March 1979 |
| <b>Sex:</b>  | Male                        |
| <b>Nationality:</b>  | Kenyan                      |
| <b>County:</b>   | Kisii                       |
| <b>Marital Status:</b>   | Widowed with One child      |
| <b>Religion:</b>   | Christian.                  |
| <b>CAREER OBJECTIVE</b>  |                             |
| An exuberant and effective disseminator of knowledge, new ideas, and approaches; facilitation of the attainment of high levels of efficiency in service delivery and knowledge acquisition; charting out an appropriate path for long-term career development; and a distinguished team player in exercising professionalism and dynamism to mobilize efforts and resources to facilitate desired change and attain excellence.  |                             |
| <b>PERSONAL ATTRIBUTES</b>   |                             |
| i. Have a legacy of credibility and a strong commitment to excellence in task performance.<br>ii. Resilient with high level of self-motivation.<br>iii. High affinity to quality orientation and thoroughness in task performance.<br>iv. Humble, reliable honest and disciplined team player.<br>v. Dynamic and open-minded, ready to listen and to learn at all times.<br>vi. Excellent interpersonal, communication and presentation skills.<br>vii. Energetic, competent and passionate about innovative solutions to the ever-complex managerial and leadership problems.<br>iii. High sense of integrity and professionalism emanating from years of working experience. |                             |
| <b>EDUCATION</b>   |                             |
| <b>2008- 2010: PhD (Strategic Management), University of Nairobi</b><br>♦ <b>Thesis Title:</b> External Environment-Strategy Co-alignment, Firm-Level Institutions and Performance of Publicly Quoted Companies in Kenya.  |                             |
| <b>2003-2005: MBA (Strategic Management), University of Nairobi</b><br>♦ <b>Project Title:</b> Challenges to Strategy Implementation at CMC Motors Group Ltd.  |                             |
| <b>1998-2002: BA (Hons), (Linguistics), Moi University</b>   |                             |

**1993-1996 Gusii Highlights High School**  
Kenya Certificate of Secondary Education (KCSE)

**1985-1992 Riambase Primary School**  
Kenya Certificate of Primary Education (KCPE)

### **PROFESSIONAL TRAINING AND MEMBERSHIP**

**Certified Public Accounting One (CPA 1):** Commercial Stream: KASNEB  
**Associate-Member:** Kenya Institute of Management (Member No. 33923)

### **WORK EXPERIENCE**

#### **A) University Level Teaching & Other Institutions of Higher Learning**

**Feb. 2015-Current: University of Nairobi**

**Position:** Senior Lecturer, School of Business - Department of Business Administration, (Strategic Management and Entrepreneurship-BCom, MBA, PhD Levels).

**Nov.2011-Jan 2015: University of Nairobi**

**Position:** Lecturer, School of Business - Department of Business Administration, (Strategic Management and Entrepreneurship-BCom, MBA, PhD Levels).

**Feb. 2011-Nov.2011: University of Nairobi**

**Position:** Tutorial Fellow, School of Business - Department of Business Administration, (Strategic Management and Entrepreneurship-BCom, MBA, PhD Levels).

**Oct.2009-Jan.2011: University of Nairobi**

**Position:** Part-Time Lecturer, School of Business - Department of Business Administration, (Strategic Management and Entrepreneurship-BCom, MBA Levels).

**Sept. 2009-April 2010: Kenya Methodist University**

**Position:** Part Time Lecturer, School of Business-Department of Business Administration (Strategic Management Courses at MBA Level).

**Jan-2008-Sept. 2009: University of Nairobi**

**Position:** PhD. Student- holding brief for Prof. Evans Aosa and other Lecturers in teaching Strategic Management and Entrepreneurship Courses at MBA Level as well as invigilating Examinations at both BCom and MBA Levels).

**May 2006- Dec 2008: Catholic University of Eastern Africa**

**Position:** Part Time Lecturer, Faculty of Commerce-Department of Marketing and Management (Strategic Management, Marketing, and General Management Courses at both BCom and MBA Levels).

**Feb. 2007-Feb 2009: Kenya School of Government {Formerly Kenya Institute of Administration (KIA)}**

**Position:** Part-Time Lecturer/Facilitator - Strategic Leadership Development Programme for Senior Civil Servants (Culture Change Management, Organizational Learning, Corporate Governance, Risk Management, and Strategic planning process and challenges to strategic plan implementation in the public sector)

**B) Other University Assignments**

**Feb.2016-Current: School of Business**

**Position:** Coordinator and Strategy Advisor- Performance Management, Business Development and Industry Liaison

**Sept. 2012-Current:** Seed Enterprise Management Institute (Semis), College of Agriculture and Veterinary Services, University of Nairobi.

**Position:** Appointed School of Business Trainer on Business Growth and Corporate Governance for SMEs to CEOs of Seed Companies in Africa.

**C) High School Teaching**

**2003: Gionseri Mixed Secondary School**

**Position:** BOG Teacher

**ACADEMIC SUPERVISION**

**I. PhD. Theses (Completed and Graduated)**

- i. **Kinuu David (2014):** Top Management Team Psychological Characteristics, institutional Environment, Team Processes and Performance of Companies Listed in the Nairobi Securities Exchange
- ii. **Ogendo Lillian Joan (2014):** Knowledge Transfer, Strategy Content, External Environment and Performance of Companies Listed on the Nairobi Securities Exchange in Kenya
- iii. **Ongeti Walter Juma (2014):** Organizational Resources, Corporate Governance Structures and Performance of Kenyan State Corporations
- iv. **Ombaka Beatrice Elesani (2014):** Resources, External Environment, Innovation and Performance of Insurance Companies in Kenya
- v. **Kimtai Paul Murgor (2014):** External Environment, Firm Capabilities, Strategic Responses and Performance of Large Scale Manufacturing Firms in Kenya
- vi. **Ndanu Rose Mkalama (2014):** Top Management Demographics, Strategic Decision Making, Macro-Environment and Performance of Kenyan State Corporations
- vii. **Ndegwa Joyce Watetu (2015):** Knowledge Transfer, Organizational Learning, Firm-Level Institutions and Performance of Medium Sized Companies in Kenya
- viii. **Njoroge K. Joseph (2015):** Strategy Implementation, Performance Contracting, External Environment and Performance of Kenyan State Corporations
- ix. **Kasome M. Fredrick (2015):** Top Management Team Diversity, Compensation Schemes, Strategic Choices and Performance of Kenyan State Corporations
- x. **Kiliko-Muli. M. Jonathan (2015):** Corporate Governance-Strategic Decision Making Co-alignment, External Environment and Performance of Mission Hospitals in Kenya.
- xi. **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
- xii. **Ondari N. Emily (2015):** Top Management Team Diversity, Competitive Environment, Diversification Strategy and Performance of Companies Listed in the Nairobi Securities Exchange
- xiii. **Wasike S. Mayende (2016):** Top Management Team Characteristics, Strategy Implementation, Competitive Environment and Performance of Tea Factory Companies in Kenya
- xiv. **Omondi S. Nyaoke (2016):** Firm Characteristics, Corporate Social Responsibility, Operating Environment and Performance of Financial Institutions in Kenya
- xv. **Oluoch K. Jack (2016):** Strategy Content, Quality Management Practices, Organizational Factors and Performance of ISO 9000 Certified Middle Level Colleges in Kenya

## **II. MBA Projects**

|                              |  |
|------------------------------|--|
| 1. Wachira Bonface K         | Challenges Of implementing Corporate Restructuring At Kcb Bank Group Ltd   |
| 2. Anne Kerubo Mwasi         | Corporate Governance Practices In Micro-Finance Institutions In Nairobi, Kenya   |
| 3. Oketch, Nereah Amondi A   | Corporate Governance Structures And The Performance Of Hiv/Aids Non Governmental Organizations In Nairobi, Kenya         |
| 4. Eliud K. Bett             | Response Strategies By Kenya Post Office Savings Bank To Changes In The Business Environment                             |
| 5. George Monari Bogecho A   | Sources Of Sustainable Competitive Advantage Among Milk Processing Companies In Kenya                                    |
| 6. Chumo Leonard Falex       | Sustainability Strategies Adopted By Nongovernmental Organisations In Nairobi, Kenya                                     |
| 7. Penninah Wangare Ndirangu | The Strategic Value Of Iso Certification Among State Owned Enterprises In Kenya  |
| 8. Paul Ratiro Omboto        | Adoption Of Blue Ocean Strategy By Commercial Bank Of Africa Limited, Kenya  |
| 9. Benson Mbithi Maweu       | Application Of Ansoff's Product/Market Growth Strategies In Community Based Organizations In Kisumu East District, Kenya |
| 10. Samwel Onguti Obonyo     | Challenges Of Strategy Implementation At National Cereals And Produce Board, Kenya                                       |
| 11. Rose Akinyi Adem         | Challenges Of Strategy Implementation At The Municipal Council Of Kisumu In Kenya  |
| 12. Musembi Amos Kalia       | Competitive Strategies Adopted By Chinese Firms In The Building And Construction Industry In Kenya                       |
| 13. Ruth Jelagat Bett        | Competitive Strategies Adopted By Private Security Firms In Kisumu Municipality, Kenya                                   |
| 14. Emmah S.A Bosire         | Factors Influencing Management Of Change In Public Sector Organizations In Kenya   |
| 15. Thurania Consolata       | Response Strategies Adopted By Commercial Banks In Kenya To Changes In Economic Environment                              |

|                                  |  |
|----------------------------------|--|
| 16. Ouma Monica Ogolla           | Strategic Management Practices In Government Funded Youth Small And Medium Enterprises In Kisumu Town East Constituency, Kenya                                       |
| 17. Barasa Evans Jakait          | Strategies Adopted By Mumias Sugar Company Ltd To Gain Competitive Advantage   |
| 18. Edwin Mungai Waithaka        | Strategies Adopted By The University Of Nairobi To Achieve Sustainable Competitive Advantage   |
| 19. Eric Sila                    | The Corporate Parent – Subsidiary Relationship And The Strategy Of The Subsidiary At Barclays Bank Of Kenya  |
| 20. Muiruri Catherine W.         | Strategy Evaluation and Control Practices at the University of Nairobi   |
| 21. Njiri Gerald Steve Otieno    | Strategic Management Practice and Performance of Government Sponsored Youth Owned SMEs in Hamisi Sub-County, Kenya   |
| 22. Musiega Ruth Ikuni           | Perceived Challenges in the Implementation of Performance Contracting in Tertiary Public Colleges in Kakamega County, Kenya  |
| 23. Opondo Mary Anyango          | Strategic Issues and Performance of Public Secondary Schools in Kisumu East and Central Sub-Counties, Kenya  |
| 24. Giathi Claris Wambui         | Management Perception of the Influence of Organizational Learning on Strategy Development at Sarova Hotels Limited, Kenya  |
| 25. Karanja Rose Wanjiru         | Integrating Corporate Security in Strategic Management of Five-Star Hotels in Nairobi, Kenya   |
| 26. Ndurungi Scolastica Nyangabi | Strategic Value of Action by Churches Together (ACT) Alliance to Finn Church Aid, Kenya  |
| 27. Muli Simon Uvanyu            | Sustainability Strategies Adopted by Investing in Children and their Societies (ICS) in Kenya  |
| 28. Barongo Alfred Nyakundi      | Competitive Strategies Adopted by Small and Medium Audit Firms in Nairobi County, Kenya  |
| 29. Bwaley Thomas Kiplagat       | Business Intergration and Human Dimension of Change at the Safaricom Limited, Kenya  |
| 30. Otieno Luciah Angela Amondi  | Sustainability Strategies Adopted by International Training and Education Centre for Health, Kenya   |
| 31. Obonyo Felistars Chiboso     | Perception of Employees on Acquisition Strategy at Liquid Telecom Kenya  |
| 32. Nkirote Damaris              | Strategic Responses by National Industrial Credit Bank to Changes in Asset Based Financing Sector in Kenya   |
| 33. Wasike Seniorine Nelima      | Product Innovation and Performance of Haco Tiger Brands East Africa  |
| 34. Ogillo Michael Onyango       | Response Strategies Adopted by Lake Basin Development Company in Kenya to the Threat of Rice Imports   |
| 35. Kipruto Jonathan K.          | Challenges of Implementing Outsourcing Strategy at Eastern Produce Kenya Limited   |
| 36. Obari Rose                   | Management Perception of Information and Communication Technology Strategy Implementation Challenges at the Independent Electoral and Boundaries Commission in Kenya |
| 37. Ng'ang'a Diana Wanjiku       | Strategic Issue Management at Enashpai Resort and Spa Limited, Kenya   |

|                                   |  |
|-----------------------------------|--|
| 38. Chemutai Patricia             | Strategy Implementation at Standard Chartered Bank of Kenya  |
| 39. Orina Beatrice Nyaboke        | Change Management at International Centre for Tropical Agriculture, Nairobi, Kenya   |
| 40. Kamau David Macharia          | Response Strategies to Environmental Changes by Small and Medium Sized Enterprises in Eastleigh Business District, Nairobi County, Kenya |
| 41. Maina John Githinji           | Competitive Strategies Adopted by Bank of Africa Kenya Limited in Retail Banking in Kenya  |
| 42. Aburi Peter Monda             | Challenges of Strategy Implementation at the Ministry of East African Affairs, Commerce and Tourism, Kenya                               |
| 43. Ndukhu Bonface Nyongesa       | Participatory Strategic Planning and Performance of Commercial Banks in Kenya  |
| 44. Okanga Hellen Okoyo           | Management Perception of the Influence of Performance Contracting on Performance of Kenya Reinsurance Corporation Limited                |
| 45. Jisuveyi Silvester            | Factors Affecting Strategy Implementation in Public Secondary Schools in Hamisi Sub County, Kenya  |
| 46. Otieno Christine Awuor        | Change Management at Lake Basin Development Authority, Kenya   |
| 47. Muchemi Doreen Wangechi       | Strategy Implementation Practices at the Kenya Post Office Savings Bank  |
| 48. Madara Millicent              | Stakeholders Involvement in Strategic Management Process at Walter Reed Project, Kisumu Kenya  |
| 49. Gesora Nimrod                 | Kenya Post and Savings Bank as a Preferred Strategic Partner by Commercial Banks in the Implementation of Agency Banking in Kenya        |
| 50. Arasa Sophia Obonyo           | Diversification Strategy and Performance of Kenya Commercial Bank Group  |
| 51. Kaugi Oliver Muriuki          | The Strategic Implications of East African Regional Integration to Small and Medium Enterprises in Kisumu County, Kenya                  |
| 52. Ondieki Raphael Kamemba       | Management of Strategic Change at Chemelil Sugar Company Limited, Kenya  |
| 53. Odhiambo Fredrick Hanningtone | Strategy-Culture Relationship at the University of Washington Global Assistance Program Kenya  |
| 54. Kipkoech Vincent Kirui        | Strategic Management Practices at the Kenya Red Cross Society  |
| 55. Mburugu Kim                   | Strategic Positioning of National Hospital Insurance Fund and the Challenges of Healthcare Financing in Kenya                            |
| 56. Imbo Hilda Akumu              | Implementation of Corporate Restructuring at the Independent Electoral and Boundaries Commission in Kenya                                |
| 57. Naktari Longit B.             | Humanitarian Risk Mitigation Strategies Adopted by Non-Governmental Organizations in West Pokot County, Kenya                            |
| 58. Warugongo Richard Mureithi    | Strategy Implementation at National Bank of Kenya  |
| 59. Ndung'u Gibson Mithaa         | Strategic Management Practices in the Registered Filming Organizations in Kenya  |
| 60. Eric Muthundo Ndungu          | The Role of Leadership in Management of Strategic Change at Nairobi Bottles Limited, Kenya   |
| 61. Elijah Virginia Wanjiku       | Strategic Management at Parklands Primary School, Kenya  |

|                            |   |
|----------------------------|---|
| 62. Millicent Namusonge    | Competitive Strategies Adopted By Governance Non-Governmental Organizations in Nairobi, Kenya.                                  |
| 63. Sara Noah Atieno       | Stakeholder Involvement in the Management of Strategic Change at Finlays Tea Company Limited Tea Company Limited                |
| 64. Rose Mbaki Ndunda      | Implementation of One Stop Border Post Strategy at the Busia Border, Kenya  |
| 65. Inez Odongo            | Management of Strategic Change at Konrad Adenauer Foundation in Kenya   |
| 66. Judy Nyaga             | Management Perception of the Influence of Performance Contracting on Service Delivery at The Ministry Of Education, Kenya       |
| 67. Aswani Solomon         | Strategic Innovations and Performance of Universities in Kenya  |
| 68. John Wasilwa Kimunguyi | Management of Strategic Change at International Livestock Research Institute  |
| 69. Mary Osano             | Stakeholder Involvement in Strategic Management of Health Based NGOs in Nairobi, Kenya.   |
| 70. Kamwere Joshua         | Strategic Planning at UNAITAs Sacco Ltd, Kenya  |
| 71. Solomon Kibue          | Management of Strategic Change at Family Bank Limited   |
| 72. Collins Mukhongo       | Challenges of Implementing ICT Strategy at Kenya Revenue Authority  |
| 73. Wachira Charles        | Key Success Factors in Kenya's Insurance Industry   |
| 74. Jullyane Okello        | Performance contracting and Strategy Evaluation in State Corporation in Kenya   |
| 75. Risper Nyongesa        | Challenges of Strategy Implementation at the Kenya Police Service   |
| 76. Winnie Mbithi          | The Strategic Value of Cloud Computing at Standard Group Limited Kenya.   |
| 77. Peter Achoki           | Competitive Strategies Adopted By Bank of India, Kenya.   |
| 78. Janet Wanjiku          | Competitive Strategies and Performance of Financial Sector Companies Listed in the Nairobi Securities Exchange                  |
| 79. Vungo Nathan           | Strategic Implications of Devolved Government Structure to LAPTRUST, Kenya.   |
| 80. Evusah Morris          | Strategic Responses by the University Of Nairobi to Changes in the External Environment   |
| 81. Etyang Michael         | Response Strategies to Changes in the Macro-Environment by Middle Level Colleges in Nairobi Central Business District, Kenya.   |
| 82. Duncan Gatoto          | Strategic Alliance as a Tool for Competitive Advantage at African Population and Health Research Center (APHRC), Kenya          |
| 83. Aketch Ng'ong'a        | Management of Strategic Change at Kenya Power and Lighting Company Ltd.   |
| 84. Samba Hawkins          | Strategies for Managing Public Policy Research Grants at KIPPRA   |
| 85. Guzami Ellah           | Strategic Management Practices of Community Based Organizations in Kisumu East Sub-County, Kenya.                               |
| 86. Kagumba Edith          | Stakeholder Involvement in Change Management at Vi Agroforestry, Kenya  |
| 87. 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)   |
| 88. Omwenga Bosibori          | Management Perception of Corporate Social Responsibility at Kenya Power and Lighting Company Ltd.                                |
| 89. Okwako Damary             | Strategic Planning and Performance of Public Secondary Schools in Rarieda Sub-County, Kenya                                      |
| 90. Simiyu Petronilla         | Challenges of Strategy Implementation at Kakamega Teachers Savings and Credit Cooperative Society, Kenya.                        |
| 91. Ncurai Dennis             | Strategic Management Practices of Beach Management Units in Bondo Sub-County, Kenya.   |
| 92. Kurendi Alfaxard          | Factors Influencing Strategy Implementation among Flower Firms in Naivasha, Kenya  |
| 93. Kipkemboi Titus           | Management of Strategic Change at Rift Valley Textiles Ltd, Kenya  |
| 94. Barasa Diana              | Structural Analysis of the Sugar Industry in Kenya   |
| 95. Okundi Eliakim            | Business Process Reengineering as a Tool for Managing Change at Agro-Chemicals and Food Processing Company, Kenya.               |
| 96. Joseph Rotich             | Challenges of Strategy Implementation at Unga Group Ltd., Kenya  |
| 97. Okoth Peter               | Tangible Resources and Performance of County Health Services in Kenya  |
| 98. Odhiambo Irene            | Challenges of Implementing Performance Contracting in Public Health Facilities in Migori County, Kenya                           |
| 99. Joseph Rasowo             | Corporate Governance Practices and Performance of Sugar Processing Companies in Kenya.   |
| 100. Omboto Paul Ratiro       | Implementation of Blue Ocean Strategy at the Commercial Bank of Africa, Kenya  |
| 101. Wanyama Mary             | Management of Strategic Change at Kenya Ports Authority.   |
| 102. Oginda Elijah            | Challenges of Implementing Procurement Strategy at Kenya Power and Lighting Company Ltd.   |
| 103. Sammy Mburu              | Factors Influencing Strategy Implementation among Water Service Providers under Lake Victoria South Water Services Board, Kenya. |
| 104. Maganda Jackline         | Managing Organizational Change at Lake Victoria Water Services Board, Kenya  |
| 105. Timothy Mulwa            | Response Strategies to Environmental Munificence by Mumias Sugar Company Ltd., Kenya.  |
| 106. Watsiera Paul            | Challenges in Implementing the Kenya Vision 2030 by TIVET Institutions in Western Kenya Region.                                  |
| 107. Kivugale Benard          | Challenges of Implementing Foreign direct Investment at United Bank of Africa, Kenya.  |
| 108. Rachel Okuom             | Diversification Strategy and Performance at South Nyanza Sugar Company, Ltd.   |
| 109. Peter Muchiri            | Response Strategies Adopted by Mastermind Tobacco Kenya Ltd to changes in the Macro Environment.                                 |
| 110. Valentine Jalemba Lusigi | Challenges of Implementing SME Banking Strategy at Kenya Commercial Bank Group Ltd.  |
| 111. Dennis O. Nyakundi       | Bancassurance as a Risk Management Strategy at Equity Bank Ltd., Kenya.  |



|      |                  |  |
|------|------------------|--|
| 112. | Gogoh George     | Implementation of Enterprise Resource Planning Strategy at ADS, Kenya            |
| 113. | Onam Lilian      | Strategic Implications of Devolved Government Structure to KCB Group Ltd, Kenya. |
| 114. | Lijoodi Brian    | Outsourcing Strategy and Performance of KTDA Managed Tea Companies in Kenya      |
| 115. | Vareline Masitsa | Challenges of Strategy Implementation at Nzoia Sugar Company Ltd., Kenya.        |
| 116. | Janet Koech      | Competitive Strategies Adopted by the Kenya Tea Packers Limited                  |

### III. Other Academic Duties

May 2012 to Date:

**Internal Examiner for PhD. Theses:** University of Nairobi, School of Business.

Sept. 2013 to Date:

**External Examiner for PhD. Theses:** Jomo Kenyatta University of Agriculture and Technology, Kabarak University, and Rongo University College

### PUBLICATIONS

1. 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
2. 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.
3. 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.
4. 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.
5. 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
6. 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
7. 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
8. 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. 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.
10. Ndung'u, W. C., Machuki, V. N., & Murerwa, T. (2014). Response Strategies by Commercial Banks to Economic Changes in Kenya. *Journal of Economics and Sustainable Development*, 5(2): 137-153
11. 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

12. Ombaka, B. E, Machuki, V. N, and Mahasi, J. (2015). Organizational Resources, External Environment, Innovation and Firm Performance: A Critical Review of Literature. *DBA Africa Management Review*, 5 (1), 60-74
13. 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 (2), 21-41
14. Ndegwa, W. J.; Machuki, V. N.; Maalu, K. J.; 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 (2), 42-65
15. 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.
16. 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.
17. 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.
18. Kinuu, D., Ongeti, W. J., Machuki, V. N., Njoroge, J. K (2015). *The effect of strategy implementation on performance of Kenya state corporations*. University of Nairobi Press

### **CONFERENCE ATTENDANCE AND PARTICIPATION**

- a) African International Business and Management (AIBUMA) Conference : 2010, 2011, 2012, 2013, & 2014

#### **Papers Presented**

- i. Ombaka B.E, Machuki V. N. & Mahasi J. (2013). The Influence of External Environment and Innovation on the Relationship Between Organizational Resources And Firm Performance: A Critical Review Of Literature.
- ii. Nyaoke S.O. & Machuki V. N, (2013). The Influence Of Corporate Social Responsibility And Operating Environment on the Relationship Between Firm- Level Institutions and Organization Performance: A Critical Review of Literature
- iii. Machuki, V.N. Okoth, P.J. & Arasa, R. M. (2014). Tangible Resources and Performance of County Health Services in Kenya
- iv. Machuki, V.N. Rasowo, J.O. & Aosa, E. (2014).Corporate Governance and Performance of Sugar Producing companies in Kenya

- b) Operations Research Society of East Africa (ORSEA) Conference: 2011,2012, & 2013:

Participated through chairing sessions and contribution in the discussions during paper presentations

### **Consultancy Experience**

1. **June 2015-Current** : Strategic and Business Planning for Kinangop Dairy Limited
2. **Nov. 2013-March. 2014**: Strategic Planning for Sabatia Eye Hospital.
3. **Feb. 2014**: Strategic Planning for Departments of Roads and Public Works, Water, Sewerage and Sanitation- Nyamira County.

4. **Dec. 2013-Feb.2014:** Development of County Integrated Development Plan for Busia County.
5. **July, 2013:** Training on Corporate Governance, Strategic Management, Change Management, and Strategic Leadership to the Vihiga County Executive and Public Service Board Members.
6. **Feb. 2013:** Training on Corporate Governance, Strategy and Performance Evaluation to the Rural Electrification Authority Board of Directors.
7. **May 2012:** Training on Corporate Governance, Strategic Planning, Teamwork and Entrepreneurship to the Board of Directors of Utumishi Investment Company Ltd.
8. **Dec.2011:** Training on Application of Balance Scored as a Tool for Contemporary Management to the Top Management Team of Kisii Bottlers Ltd.
9. **Dec.2011-Feb. 2012:** Development of Strategic Plan for Kisii Bottlers Ltd.
10. **Nov. 2011:** Training on Culture Change Management, Transformational and Strategic Leadership and 360 Degree Performance Management System to Middle and Senior Management of NHIF.
11. **October 2010-March 2011:** Training Impact Evaluation for Kenya Education Staff Institute, now Kenya Education Management Institute.
12. **November 2010-February 2011:** Customer Satisfaction Survey for Youth Enterprise Development Fund.
13. **July, 2010:** Facilitator/Trainer on Transformational Leadership and Customer Service to Senior Management of Jomo Kenyatta University of Agriculture and Technology.
14. **March-May, 2010:** Strategic Plan Preparation for Regional Centre for Capacity Development of Kenyatta University.
15. **February 2010:** Work Environment Survey for the National Housing Corporation.
16. **February/March 2010:** Training Needs Assessment for the National Housing Corporation.
17. **Feb-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.
18. **Oct. 2009:** Corporate Governance Action Plan Preparation for ACK Maseno Hospital
19. **Aug.-Dec. 2009:** Strategic Plan preparation for Local Authorities Pension Trust (LAP Trust).
20. **June-July 2009:** Strategic Plan preparation for African Network for Prevention and Protection of Child Abuse and Neglect (ANPPCAN))
21. **May-June 2009:** Strategic Plan and Annual Work Plan preparation for South Nyanza Sugar Company Ltd.
22. **April-May 2009:** Corporate Governance and Corporate Social Responsibility Training to KPLC Accountants.
23. **February, 2009.** Strategic Plan Development and Preparation for Tea Research Foundation of Kenya 2009-2013
24. **October 2008:** Strategic Planning and Corporate Governance Workshop Facilitation for PCEA Kikuyu Hospital
25. **October 2008:** Training on Strategic Planning in the Public Service-Ministry of Agriculture
26. **Sept. 2008:** Customer Satisfaction Survey conducted for the Ministry of Higher Education, Science and Technology.
27. **Aug.- Dec. 2008:** Strategic Plan Development and preparation for the Ministry of

Industrialization 2008-2012

28. **July 2008:** Development of Corporate Governance Policy for Mission Hospitals

29. **Sept.-Nov. 2007:** Strategic Plan Review and Preparation of Reviewed Strategic Plan for National Bank of Kenya Ltd.

### **Other Experience**

#### **2002: CMC Motors Group Ltd.**

**Position:** Systems Survey Officer (Parts Dept)

**Duties:** Monitoring and assessment of the warehouse- keeping systems and supply of spare parts to the workshop(s) to establish causes of lost sales; Producing findings report on efficiency rate in ensuring parts availability and supply, and presenting the report to management citing recommendations for improvement.

#### **1998: Impala Glass Industries**

**Position:** Machine Operator

**Duties:** Operating an automated glass-cutting machine while ensuring accuracy, precision and low wastage rate.

|                        |   |
|------------------------|---|
| <b>COMPUTER SKILLS</b> | Working knowledge of MS-Office Packages. Other packages including SPSS. |
|------------------------|---|

**LANGUAGES:** English, Kiswahili, and a bit of French (Both written and spoken)

|                  |  |
|------------------|--|
| <b>INTERESTS</b> | <b>Reading, Traveling, Watching Football, Socializing and Making friends</b> |
|------------------|--|

### **REFEREES**

|  |  |   |
|--|--|---|
| Prof. Evans Aosa,<br>Deputy Director,<br>Centre for Self Sponsored<br>Programs (CESSP),<br>University of Nairobi<br>P.O Box 30197, Nairobi.<br>Tel. No. 0722518872 | Prof. Justus Munyoki<br>Chairman, Dep. of Bus. Admin.<br>School of Business<br>University of Nairobi<br>P.O Box 30197- 00100<br>Nairobi<br>Tel. No. 0721785587 | Mr. Alex Jaleha,<br>Director,<br>Kisumu Campus,<br>University of Nairobi,<br>P.O Box 19134- 40123<br>Kisumu.<br>Tel.No 0722499070 |
|--|--|---|

### **Certification:**

I, certify that this information is correct and describes me, my qualifications, and work experiences.

