TALKING POINTS DURING THE INSTALLATION OF PROF. PETER F. MBITHI AND COMMENDATION OF THE OUTGOING VICE-CHANCELLOR PROF. GEORGE A.O. MAGOHA, AT THE UNIVERSITY OF NAIROBI, JANUARY 14, 2015, IN TAIFA HALL AT 8.00 A.M.

- Chancellor, Dr. Vijoo Rattansi
- Chairman of Council, Dr. Idel Farah
- Vice-Chancellor, Prof. P.M.F. Mbithi
- Outgoing Vice-Chancellor Prof. George Magoha
- Management
- Staff
- Students
- Distinguished guests
- Ladies and Gentlemen

1. Greet everybody
2. Happy new year
3. Back to be at home and then thank them for the support they have given me for the last one and half
years while at the helm of the education sector in the country.

4. Congratulate Prof. Mbithi
   • In his appointment and becoming the CEO of University of Nairobi.“THE UNIVERSITY”
   • Appeal to him to think and act as a CEO

5. New bloom.
   • Appeal to him and others who have recently been appointed to their respective positions, to sweep better.
   • Appeal to them to leave a legacy.

6. Successful Institutions – Because of succession from within

7. Motto – “Better your best”

8. Address students
   • In understanding, be the men and women.
   • Be pace setters in participating in development matters in your community.
   • Be positive change agents.
   • Mentor your brothers and sisters.
   • Let other people want to join the university because they see value in being a university student, with demand driven skills and competencies.

9. Talk to staff
Remind them of national values and principles of governance, especially patriotism, rule of law and participation of the people (Heads of departments), inclusiveness, equality and non-discrimination (marginalized and the disabled).

I challenge the University Management to explore alternate source of funding to undertake infrastructural projects within the University. Not only academic facilities but also recreational facilities and hostels so as to facilitate a holistic development of our students.

10. To outgoing Vice-Chancellor

Well done for steering the university to World Class status, number one in the nation and the region.

Manu Chandaria Towers will forever remind us of you. I am proud to have been part of that unique legacy – often referred to as “AN INDELIBLE MARK”

Mine is to really wish you success in your future endeavours.

11. Final appeal to all:
“Subscribe to principle of continuous improvement”.

DON’T SIT ON YOUR LAURELS. DON’T BE COPY CATS. “CREATIVITY AND INNOVATIVENESS” SHOULD BE YOUR MANTRA.

12. Finally, the following are some of the
resolutions for Prof. Mbithi (proposed) to improve work flow and job satisfaction among his team members:-

- Realign around **vision** and **mission** (Focus on them) – “LIVE THEM,” AS THEY SAY.
- Clarify roles (Define and communicate)
- Monitor success – Make adjustments to improve your products.
- Empower employees – Give employees space. Trust them to accomplish tasks assigned to them.
- Invest in middle management – Stay connected to them. DON’T CREATE A CHASM.
- Build ‘internal’ university – Train your employees – BEST COMPANIES APPROACH
- Improve communication – Encourage face to face interaction. MBWA APPROACH. DON’T RELY ON E-MAILS ALONE.

13. **PARTING SHORT TO PROF. MBITHI:--**
UON has given you wings to fly. Please fly and do it well.

14. **THANK YOU AND GOD BLESS YOU ALL**
PROF. JACOB T. KAIMENYI, PhD, FICD, EBS
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