LEARNING AND DEVELOPMENT SERVICES
2020

01 INDUSTRIAL RELATIONS & LABOUR LAWS PROGRAM
02 MANAGEMENT & LEADERSHIP PROGRAM
03 OCCUPATIONAL SAFETY & HEALTH PROGRAM
04 EMPLOYEE WELLNESS PROGRAMS
05 EMPLOYERS NATIONAL CONFERENCE
06 FEMALE FUTURE LEADERSHIP DEVELOPMENT PROGRAM

Federation of Kenya Employers
FKEChannel
@FKEKenya
The Federation of Kenya Employers (FKE) was established in 1959 under the Trade Unions Act Cap 233 (now repealed) to be the voice and to represent the collective interest of employers in Kenya.

As the leading Employers’ Membership body in Kenya, FKE conducts advocacy on behalf of employers and is the recognised social partner at the tripartite level involving the Government, Employers and Workers. FKE has an excellent working relationship and is represented on the board of the International Organization of Employers(IOE), and Business Africa-Employers’ Confederation (whose headquarters is in Nairobi).

Our goal is to build competitive and empowered employers while improving the business environment in Kenya. FKE is committed to provision of quality services and effective advocacy as guided by the following core values:

- Excellence
- Listening
- Loyalty
- Diversity & Inclusivity
- Collaboration

Our Membership

The Federation’s membership is open to all business organizations in public and private sectors i.e companies, partnerships, co-operatives, educational institutions, churches, non-governmental organizations (NGOs), religious institutions, parastatals and county governments. Mainstream civil service and discipline forces are excluded from FKE membership.

Learning & Development Program

We empower organizations for optimal performance and productivity through value-based Learning & Development as well as Organizational Development (OD) programs. We develop solutions that enable organizations improve their performance and productivity through customer-centric philosophy that ensures that every solution delivered is customized to address each client’s unique need.

“The Federation promises its members: a strong voice and quality services”

Jacqueline Mugo, EBS
Executive Director & CEO
Federation of Kenya Employers
The symposium aims to provide a forum for delegates to analyze the various tools and practices that govern industrial and employee relations in Kenya and develop appropriate guidelines.

**Overall Objective:**
The symposium aims to provide a forum for delegates to analyze the various tools and practices that govern industrial and employee relations in Kenya and develop appropriate guidelines.

**Symposium Design:**
- A re-look at the Industrial Relations Charter (1984): Its Relevance and Areas for Improvements
- Emerging Trends in Employee Relations and HR Practice
- The Clash of 5 Generations at the Modern Workplace
- Influencing Workplace Culture for Productivity
- Multiplicity of Trade Unions, Employee Constitutional Rights Vs Employers Rights and Expectations
- Emerging Issues on Collective Bargaining Agreements (CBAs) & Recognition Agreements (RAs)
- Pitfalls in Discipline Management at the Workplace: A tool-kit for all people managers.

**Target:**
Senior Managers, HR Directors & Managers, Employee Relations Managers, and Industrial Relations Practitioners.

**Nomination Form:**
http://www.fke-kenya.org/site/index.php/resources/downloads

To enroll contact:
Office cellular lines: +254 709827245/133/107/111
Email: conferences@fke-kenya.org
SYMPOSIUM 02
Productivity at the Work Place
Code: FKE SMP20-2

KISUMU, Kenya
22nd- 23rd October, 2020
2 Days

FKE Members
Ksh 60,000.00
FKE Non-Members
Ksh 80,000.00
(Exclusive of VAT)

Overall Objective:
Demystifying Productivity Concepts and Measurements

Symposium Design:
Areas of discussion will include:
• Productivity Measurements and Drivers
• Benchmarking for Performance Improvement
• Trends in the Practice of Performance Measurement and Management Control
• Case Studies

Target:
HR Managers, Line Managers and Union Officials.

PS: Delegates earn CPD points

To enroll contact:
Office cellular lines:+254 709827245/133/107/111
Email:conferences@fke-kenya.org
Nomination Form: http://www.fke-kenya.org/site/index.php/resources/downloads
**Symposium Design:**

The symposium will cover topics like:
- Current OSH Status and Practices in Kenya
- Local and International Standards on Safety and Health
- Social Dialogue at The Workplace on OSH
- Understanding the Importance of OSH through Behaviour Based Safety at the Workplace
- Introduction To Emergency & Disaster Management
- Mitigation Against Exposure To Litigation
- Experience Sharing and Case Studies including a Field Visit

**Target:**

HR Managers, OSHE Practitioners, Employee Wellness Managers and Security & Safety Officers

**Theme:**

Current challenges and concerns on safety and health at the work place

**PS: Delegates earn CPD points**

- The quoted fee is per delegate per programme (p. d. p. p) and covers tuition, course materials, a certificate of participation and meals (Transport and Accommodation is not covered).
- A 16% VAT charge is applicable to the quoted fees.
- Booking: To reserve a slot delegates are required to submit the L&D nomination form one month to the event date.
- Payment: 70% downpayment should be done at least 2 weeks prior to the event date. The 30% balance is paid within 1 month.
- Early Bird Rate: Get 10% discount for making full payment one month in advance to event date. Other early payment plans can be discussed.
- Cancellation within 7 days to the event date will attract a penalty of 50% of the event fee.
- Nominating organizations will enjoy a 20% discount on the 5th delegate and more.
- Delegates who are members of professional bodies may earn credit points in line with the regulations of those bodies e.g. IHRM, LSK, ICPAK, PSEA etc.
VUCA: Volatile, Unpredictable, Complex and Ambiguous

This necessitates ensuring that the workforce is agile, adaptable and engaged with transformation.

The future of work is increasingly about anticipating what’s coming next in terms of new innovations and how people will use new technologies. Digitalization, mobility, artificial intelligence and machine learning are fundamentally changing the way organizations engage with both their customers and their workforce. This means career trajectories are now far from linear and it is up to organizations to ensure their workforce is best prepared for these new technologies as they transform the workplace.

During this conference, focus will be on the following areas:

(i) How technology has affected the work environment today.
(ii) The impact of digital transformation on the workplace; Change Management.
(iii) How companies can create and retain jobs during digital transformation; Application of 3 Rs: Rethinking, Re-skilling and Redeploying
(iv) Meeting the changing skills demand

Overall Objective:

To provide a forum for high level discussions and presentations on the disruptive nature of operating environments for businesses attributed to fast changing technology, digital transformation, human capital trends, open skills markets and changing regulatory regimes. This conference will equip delegates with innovative ways in which to initiate Business Unusual Models (BUMs) within their enterprises.

Conference Design:

Three thematic areas in 3 days

Day 1: Changing Technology and Digital Transformation at the Workplace

Changing Technology at the Workplace
Throughout history, technology has consistently changed the way workers across every industry do their jobs. From the industrial age to modern day, technology has improved working conditions. Its impact on the work environment has streamlined tedious and environmentally wasteful processes, expedited access to work while exponentially increasing productivity and made working from anywhere easier than ever.

Digital Transformation at the Workplace
Digital transformation has the potential to impact every aspect of the world of work. It is a global megatrend that is geared to affect, change and challenge every sector with an increasing pace. It is no longer enough to find talented workers to meet current skills demands forcing organizations to look ahead and ensure that they have the ability to compete effectively in an ever-changing digital economy. This necessitates ensuring that the workforce is agile, adaptable and engaged with transformation.

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Conference Title:
Finding your own way in the VUCA World of Work
(VUCA: Volatile, Unpredictable, Complex and Ambiguous)


Whitesands Beach Hotel & Resort, North Coast, MOMBASA Coastal City of Kenya. 29th – 31st July, 2020

3 days

The conference charges are Ksh 85,000 + 16% VAT for FKE members
Ksh 100,000 +16% VAT for FKE Non-members

Booking:

Do not allow the VUCA World of Work disrupt your business!

Register and attend this 1st ever VUCA Conference in Africa.

Write to us at conferences@fke-kenya.org and fkehq@fke-kenya.org
• The conference charges are Ksh 85,000 + 16% VAT for FKE Members and Ksh 100,000 +16% VAT for Non-members.
• Early Bird Rate: Get 10% discount for making full payment one month in advance to event date. Other early payment plans can be discussed.

NB: The charges are only for full-day conference and day-time meals. Accommodation and evening meals are not included, but delegates can request FKE to organize this for them at special rates with the hotel.

Feel free to call us on telephones:
Office Main Line: 2721929/48/49/52
Office Cellular Lines:+254 709 827245/133/107/111

FKE EMPLOYERS NATIONAL CONFERENCE

http://www.fke-kenya.org
conferences@fke-kenya.org
Day 2: Human Capital Trends and Open Skills Markets

The Human resource practice and needs have been changing extremely fast in recent times. The attraction, growth and retention of human capital is one of the key strategic decision areas of focus for any business. It is a known fact that the competitive advantage and level of success of any enterprise is defined by the quality of its human capital and this will be even more challenging in future of work environments. On the flip side, the expectations from workers are constantly changing and hence the need for enterprises to be up to date with innovative ways of motivating staff. As a new decade begins, employers from all sectors ought to be aware of the human capital trends, the operating and contextual labour environment that shape these trends and consequently make conscious decisions to survive and thrive otherwise, the employee motivators of yester years can easily be just a page in history.

The conference will help delegates to understand the eminent human capital trends, facilitate conversations on the changing nature of business operations and provide insights into effective Human Resource Practices in readiness for the future of work. Thematic areas to be discussed include but not limited to: Key conversations on the reality of the gig economy and borderless workforce; Workforce engagements and arrangements; Focus on skills; Talent wars and mobility; Productivity and effective productivity measurements of the 21st century; Technology and its role as business enabler/inhibitor including Artificial Intelligence among others.


Regulatory regimes/frameworks constitute both legal and institutional. There are a number of legal and institutional changes that have been made to the existing frameworks governing business in Kenya while new ones have been created/promulgated altogether. Changes in the legal frameworks have the most implications because they have the force of law once enacted. Institutional changes on the other hand may not have such force of law and may arise simply through executive orders i.e. where the president or cabinet ministers create institutional changes.

This conference will seek to discuss some critical changes in the regulatory frameworks.

Key among the changing legal frameworks includes changes in the primary laws that govern employment in Kenya. There is an Employment Bill that is in the process of enactment that will have dire consequences to employers if enacted as is. The cost implication of sustaining employment by employers shall be excessively high and this will have an impact on investment in Kenya. There’s a Labour Relations (Amendment) Act 2019 that will change the labour movement in Kenya if enacted as is. The Bill seeks to regulate strikes in essential services in Kenya.

There will be discussions on the Private Security (General) Regulations 2019 and its potentially devastating effects in the private security industry in Kenya should they see the light of day. The forum will also discuss the role of NEA (National Employment Authority) in Kenya’s business environment, the import of regulating the migration of Kenyan workers abroad, the effect of importing labour from other countries particularly in the infrastructure industry. There will be a discussion on how the Finance Act 2019 will affect the employment environment in Kenya. These discussions and other plenary contributions will aim to consolidate industry views to be package as common stands at the end of the conference.

Target: High level delegates, international speakers and influencers composed of Government Executives, Industry Captains, Representatives of UN Agencies and other International partners such as ILO, BA, IOE, UNDP etc.

3 days incorporating half-day of guided tour of historic and tourist sites in the scenic coastal city of MOMBASA, Kenya.

PS: Delegates earn CPD points

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Nomination Form: http://www.fke-kenya.org/site/index.php/resources/downloads
HR Peer Learning and Networking Forums

FKE Headquarters, NAIROBI.

**Forums**
1. Friday 20th March, 2020
2. Friday 19th June, 2020
3. Friday 21st August, 2020
4. Friday 20th Nov, 2020

**FKE Members**
Ksh 7,000

**FKE Non-Members**
Ksh 12,000
(Exclusive of VAT)

In 2020 the Federation will conduct 4 HR Forums on topical issues revolving around the following:
- Emerging trends from the CBAs
- Emerging Issues from Court Rulings
- Women in Leadership
- Tax Management for Employers
- Lessons from Employer of the Year Awards (EYA)
- Wellness Program at the Workplace – A Driver for Peak Performance
- Emerging Practices in Human Resource Management
- Inclusivity and Diversity at Workplaces

The overarching objective of these forums will be to educate members on evolving issues & trends in the industry and offer practical solutions to challenges faced by managers at work places.

They will have diagnostic approach to problem solving and offer specific guidance on particular issues.

**Venue**: FKE Headquarters, NAIROBI.
- Half day
- Meals provided

**PS: Delegates earn CPD points**

To enroll contact:
Office cellular lines: +254 709827111/245/133
Email: consulting@fke-kenya.org
FKE Female Future Leadership Program aims to inspire and empower women to take on higher level leadership roles by emphasizing on Leadership Development, Boardroom Competence, Rhetoric, Network Building and facilitating greater visibility. This course is about adding to the talent pool for the recruitment of more women to senior executive positions and the boardroom.

To enroll contact:
Office cellular lines: +254 709827110
Email: femalefuture@fke-kenya.org

A leadership development and board competence program with the aim to recruit more women to senior executive positions and to the boardroom. The emphasis being leadership development, boardroom competence, rhetoric, network building, personal growth and facilitating greater visibility.

**Duration:** 9 months, offered over 14 well distributed days (Fridays & Saturdays) with assignments in between and 360 Evaluation.

**The first cohort reports on 11th February, 2020; the second intake in April, 2020 and third intake September, 2020.**
The Federation is responsive to market needs and regularly designs and mounts programmes to addresses specific needs for organization on a case by case basis. Some of the programmes offered are listed below:

### In-house Courses

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<tr>
<th>Course Title</th>
<th>Target Group</th>
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<tr>
<td>a) Management and Leadership Skills Development</td>
<td>Managers and Supervisors</td>
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<tr>
<td>b) Performance Management</td>
<td>HR Managers and other Line Managers</td>
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<tr>
<td>c) Pre-retirement and Staff Outplacement Planning</td>
<td>Staff who are about to leave the company</td>
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<tr>
<td>d) Introduction to Productivity Concepts &amp; Measurements</td>
<td>Suited for factory/manufacturing companies</td>
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<tr>
<td>e) Employee Wellness Champions &amp; Coordinators</td>
<td>Staff involved in Employee Wellness activities</td>
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<tr>
<td>f) OSH Committee Training</td>
<td>Staff involved in OSH activities</td>
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<td>g) OSH Training for Boiler Operators</td>
<td>HR Managers, Line Managers and Enterprise Owners</td>
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<tr>
<td>h) Building Synergy in Management Teams</td>
<td>Managers and Directors</td>
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<tr>
<td>i) Management of Sexual Harassment at the Workplace</td>
<td>Senior and Middle Level Managers</td>
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<tr>
<td>j) Employee Wellness at the Workplace</td>
<td>HR Managers and other Line Managers</td>
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<tr>
<td>k) Tax Management for Employers</td>
<td>Staff in Finance and Accounts Management</td>
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### Organizational Development Services (OD)

The Federation undertakes various OD support interventions to its members as well as non-members. These are HR oriented and are meant to strengthen the capacity of the organizations.

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<th>Code</th>
<th>Services</th>
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<td>FKE OD-01</td>
<td>Formulation of New or the Review of Existing HR Policies &amp; Manuals</td>
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<td>FKE OD-02</td>
<td>Job Evaluation (JE)</td>
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<td>FKE OD-03</td>
<td>Salary Surveys (SS)</td>
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<td>FKE OD-04</td>
<td>Executive Search, Selection and Recruitment (ESSR)</td>
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<td>FKE OD-05</td>
<td>Employee Assessment</td>
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<tr>
<td>FKE OD-06</td>
<td>Formulating or Reviewing of Performance Management Systems (PMS)</td>
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</table>

For more information contact:
Office cellular lines:+254 709827111/245/133
Email:consulting@fke-kenya.org
Thank you Eric.
This was awesome

Patrick Kyalo - HR Advisor
Christian Health Association of Kenya (CHAK)