Honouring Best Employers

Congratulations!

Federation of Kenya Employers (FKE) Congratulates all the winners of the Employers of the Year Awards (EYA) 2023

Overal Winner: Isuzu East Africa Limited
1st Runner Up: CIGNA Health Care
2nd Runner Up: Crown Paints PLC

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<th>AWARD</th>
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<td>1</td>
<td>Leadership and Governance</td>
<td>WINNER BRITISH AMERICAN TOBACCO</td>
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<td>1st Runner UP JUBILEE INSURANCE</td>
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<td>2nd Runner UP PRUDENTIAL LIFE</td>
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<td>2</td>
<td>Corporate Performance</td>
<td>WINNER CIGNA</td>
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<td>1st Runner UP IPSOS</td>
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<td>2nd Runner UP AMREF</td>
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<td>Innovations and Productivity</td>
<td>WINNER CROWN PAINTS PLC</td>
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<td>1st Runner UP CIGNA</td>
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<td>2nd Runner UP LIBERTY LIFE INSURANCE</td>
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<td>Responsible Business Conduct</td>
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<td>1st Runner UP ENWEALTH</td>
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<td>2nd Runner UP BOMU HOSPITAL</td>
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<td>5</td>
<td>Inclusiveness and Diversity</td>
<td>WINNER ISUZU EAST AFRICA LIMITED</td>
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<td>1st Runner UP KENYA ACCREDITATION SERVICES</td>
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<td>2nd Runner UP LIVERPOOL VOLUNTARY COUNSELLING &amp; TESTING (L-VCT)</td>
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<td>Work-Place Environment</td>
<td>WINNER LEWA WILDLIFE CONSERVENCY</td>
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<td>1st Runner UP PRUDENTIAL LIFE</td>
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<td>2nd Runner UP NCBA BANK</td>
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<td>7</td>
<td>Learning and Development</td>
<td>WINNER ISUZU EAST AFRICA LIMITED</td>
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<td>1st Runner UP ABSA BANK KENYA PLC</td>
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<td>2nd Runner UP UPFIELDS</td>
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<td>8</td>
<td>Human Resource Practice and Industrial Relations</td>
<td>WINNER ABSA BANK KENYA PLC</td>
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<td>1st Runner UP EAST AFRICAN BREWERIES LIMITED</td>
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<td>2nd Runner UP UPFIELD FOODS</td>
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<td>9</td>
<td>Small and Medium Enterprises (SMEs)</td>
<td>WINNER PRUDENTIAL LIFE</td>
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<td></td>
<td></td>
<td>1st Runner UP KENYA ACCREDITATION SERVICE</td>
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<td>2nd Runner UP UPFIELD FOODS</td>
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Isuzu team receive the overall winner award during the Employers of the Year Awards (EYA) 2023 held at Safari Park Hotel, Nairobi.

CIGNA Health Care receive the 1st Runner Up award.

Representatives from Crown Paints receive the 2nd Runner Up award.
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FKE encourages Employers who participated in the survey to acquire a customized report to help address the gaps that may be existing in organization. Those who wish to get these reports can contact our officer:

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or +254 703 429 494

Thank You

FKE wishes to thank all our partners, Sponsors and Supporters who showed immense support to ensure the Employer of the Year Awards was memorable.

Special thanks go to the following.

Partners

Supporters

In-kind supporters

JOIN THE FEDERATION OF KENYA EMPLOYERS (FKE)

For over 60 years, the Federation of Kenya Employers as the premier employers’ body, has represented and advanced members’ interests in social, economic, employment and labour relations. Through policy advocacy, FKE promotes an enabling business environment to enhance enterprise competitiveness and productivity.

FKE membership is open to registered public and private entities of all sizes including corporates, business associations, parastatals, county governments, cooperatives, partnerships, faith-based organizations, learning institutions, and non-governmental organizations.

BENEFITS OF BEING AN FKE MEMBER

1. Expert advice and representation in employment and labour relations matters [Collective Bargaining Agreements, dispute resolution, consultations on all work-related issues, opinions & advisories on emerging issues, employee separation]

2. Research for informed Policy advocacy to influence a conducive environment for business.

3. Access to relevant learning and skills development programs.

4. Organizational Development Services [recruitment & selection, job evaluation, HR audits, strategic plans, development and review of HR manuals & policies] to enhance performance, productivity and efficiency.

5. Representation on key national, regional, and global bodies and forums to advance the employers’ agenda.

6. Benchmarking and networking opportunities at national, regional and global level.

7. Access to FKE’s Online services through eWaajiri Members Service Portal

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Crown Paints, the leading paint and coatings manufacturer in Kenya, has been recognized as the leader in Innovation and Productivity at the just concluded Employer of the Year Awards by the Federation of Kenya Employers (FKE) and Second Runners up as Overall Employer of the Year.

The award celebrates the achievements of employers who have demonstrated a commitment to excellence in workplace practices and set the benchmark for workplace standards in Kenya.

The firm was recognized for its outstanding achievements in developing and implementing innovative solutions that have enhanced its products, services, and processes. The company has over the years been at the forefront of innovating new technologies and textures that have not only improved the quality and durability of its products but also added value and transforms customers’ homes and workplaces.

The Group Chief Executive Officer of Crown Paints, Dr. Rakesh Rao, expressed his gratitude for the award and attributed it to the company’s culture of innovation and customer satisfaction.

“We are honored to receive this prestigious award, which reflects our commitment to delivering quality products and services that meet the needs and expectations of our customers. Innovation is at the core of our business strategy, and we are constantly investing in research and development to create new and improved solutions in the industry,” he said.

He added that Crown Paints has been a pioneer in introducing innovative products and technologies in the Kenyan market, such as silicone-based paints, special effects finishes, and eco-friendly paints.

“Crown Paints has differentiated itself and carved a niche in the industry by offering unique and value-added products that enhance the beauty and durability of homes and buildings. Our products are not only aesthetically pleasing, but also functional and protective, as they resist weathering, mould, fungus, and corrosion,” he explained.

One of the company’s recent innovations is Permacote Ultraguard Silicone, which is a paint that uses silicone technology from Germany through a partnership with Wacker Chemie plc. This technology makes the paint more resistant to extreme weather conditions, such as heat, rain, and UV rays. It also reduces water absorption and cracking, thus extending the life span of the paint. The paint also has self-cleaning properties that reduce maintenance costs and enhance appearance.

Further to product innovation, the firm has also been at the forefront of enhancing its marketing strategies and customer service delivery. The company has launched several campaigns to educate the public on the benefits of using quality paints through established showrooms across the country where customers are able to interact with experts and view samples of various products.

Meanwhile, the award comes at a time when innovation is essential for the paint and coatings industry, especially in the face of changing customer preferences, environmental regulations, and market dynamics. The paint and coatings industry is undergoing a transformation, where customers are becoming more aware and demanding of quality, safety, and sustainability. They want products that are not only attractive, but also healthy, eco-friendly, and cost-effective.

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Celebrating a Remarkable Milestone as FKE’s 2023 Employer of the Year

In a momentous event held on October 6, 2023, Isuzu East Africa (Isuzu EA) was crowned the Overall winner of the “2023 Employer of the Year Award” by the Federation of Kenya Employers (FKE). This accolade, accompanied by additional overall wins in Inclusiveness and Diversity, as well as Learning and Development, reflects not only Isuzu EA’s industry leadership but also its unwavering commitment to its employees and the broader community.

A Driving Force in Kenya’s Economic Growth
Isuzu EA is a powerhouse in Kenya’s manufacturing sector, which forms a vital component of the government’s strategic plans for economic growth. As part of the automotive industry, Isuzu plays a pivotal role in the growth of this crucial sub-sector.

At the heart of Isuzu EA’s success is the incorporation of the Kaizen principle into its manufacturing processes. Kaizen, a Japanese industrial practice and management philosophy, revolves around the idea of continuous improvement for enhanced productivity and efficiency.

What sets Isuzu EA apart is its dedication to infusing Kaizen principles into every aspect of its operations, involving all employees and garnering the full support of top management. This commitment has earned Isuzu EA a stellar reputation as a trusted partner to its customers. By prioritizing high standards in product and process, Isuzu EA ensures that its customers meet customer needs but also bolsters the local assembly industry.

The 2023 FKE announcement carried a significant message that coincides with Isuzu EA’s May 2023 declaration as the overall winner of the Kenya Association of Manufacturers (KAM) Energy Management Award. This further underscores the company’s dedication and progress towards its sustainability goals as the leading local motor vehicle assembler.

In addition, the company has increased its annual production capacity by more than 60% from 11,000 vehicles to 18,000 vehicles, following the official launch of its multimillion-dollar Electro-Deposition Paint Plant in early June by Kenya’s President H.E William Ruto. This will further boost Kenya’s local assembly capacity to create more jobs for the country’s youth.

Empowering a Productive Work Environment
Kaizen principles place strong emphasis on the human element in the pursuit of perfection. Isuzu EA champions the idea of process-oriented efforts by its people to organize and maintain a safe and disciplined workplace. This not only ensures sustainability but also promotes efficiency, productivity, waste reduction and cost containment.

This commitment to Kaizen is exemplified in Isuzu EA’s impressive rise in the Workplace of Choice and Employee Engagement survey results, reaching an outstanding 97 percent in 2023, up from 91 percent in 2019. Beyond their unwavering dedication to their roles, our employees also participate in a myriad of community initiatives, lending their support to the company’s CSR program. Looking ahead, we have ambitious plans to streamline Isuzu EA’s social investments through a corporate foundation. This strategic move will create new avenues for our employees to drive positive transformation within our communities.

Core Values and Employee Engagement
At the core of Isuzu EA’s success are its values: Customer Focus, Relationships and Excellence. These principles form the foundation of the culture demonstrated by employees in their day to day operations, guiding the company in its purpose of providing diverse transport solutions to its customers across the East African region.

Isuzu EA’s Managing Director, Rita Kavashe, expressed her profound satisfaction, emphasizing that this prestigious Employer of the Year award validates the enduring commitment, processes and employee focused systems the company has diligently cultivated over the years. These efforts have harmoniously combined to craft a workplace environment that combines responsibilities and brings out the very best in each of our exceptional employees.

Fred Wasike, Director of Human Resources and Corporate Sustainability (Popularly known as Director of Happiness) acknowledges that the FKE recognition is a testament to Isuzu’s determination to enhance the work environment by offering development opportunities to its staff at all levels. This commitment to continuous learning and growth has been integral to Isuzu EA’s achievements.

Fred’s personal accolade as the Institute of Human Resource Management (IHRM) Kenya HR Director of the Year in 2021 is indicative of the pivotal role the HR department plays. He views the HR department as the ‘cockpit’ of the organization, contributing significantly to Isuzu’s market leadership in the automotive and logistics sectors for over a decade.

With an impressive 51.8% market share in 2022, Isuzu EA has set a new standard in the automotive industry. The FKE Employer of the Year Award is not just a recognition but an inspiration that will reverberate throughout Isuzu’s business operations, both locally and globally.

A Vision for the Future
Isuzu EA is committed to optimizing its employee improvement programs to foster a sense of belonging, autonomy and competence. As the market leader in the automotive sector, it will continue to develop a workplace that maximizes the full potential of its workforce while upholding its core values and maintaining a sharp focus on its employees, thus building a trusted automotive brand.

This recognition as FKE’s 2023 Employer of the Year stands as a testament to Isuzu EA’s dedication to its people, its industry and the nation’s economic growth.

*This award is contributed to making a great company*

17th December, 2021: Fred Wasike, shortly after being announced as the 2021 HR Director of the Year Award by the Institute of Human Resources Management (IHRM) Kenya HR Director of the Year in a photo with Isuzu EA senior management leaders. L-R: Shinichi Koyama, General Manager, Plant operations; Yoshio Ueda, Manager, Product Engineering, Vehicle Validation and Sales Engineering; Eng. Emmanuel Ogot, Director, Product Planning, Engineering and Body Building; Rita Kavashe, Managing Director; Fred Wasike, Director HR & Corporate Sustainability; Hiroshi Hisatomi, Chairman Isuzu EA; and Wanjohi Kanguki, Director Sales & Marketing.