



AUGUST 2019

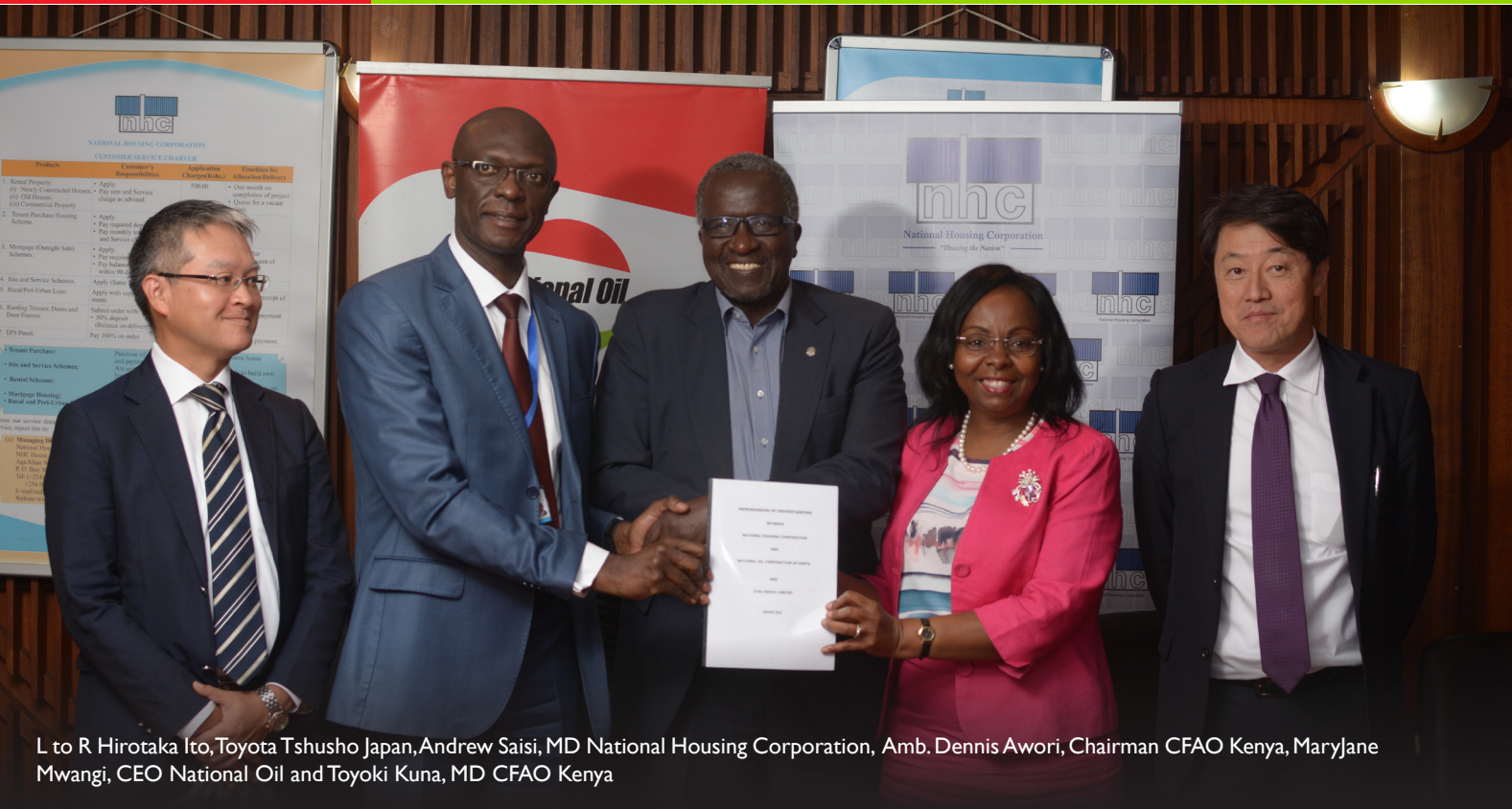
NATIONAL OIL CORPORATION OF KENYA



ENERGIZER



ENERGIZING KENYA



L to R Hiroataka Ito, Toyota Tshusho Japan, Andrew Saisi, MD National Housing Corporation, Amb. Dennis Awori, Chairman CFAO Kenya, MaryJane Mwangi, CEO National Oil and Toyoki Kuna, MD CFAO Kenya

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EDITORIAL TEAM

- Ken Mugambi
- Chrinus Genga
- Lawrence Njenga
- Rawlings Ochollah
- Joan Metumi
- Daniel Nzavi
- Allan Kinyua
- Catherine Waiyaki

National Oil signs MOU for SupaGas reticulation

The Corporation signed a milestone Memorandum of Understanding on 20th August 2019 with CFAO Kenya Limited (a Toyota Tshusho Group Company) and National Housing Corporation (NHC) to implement LPG reticulation for NHC residential units. The project will kick off with NHC's 75 residential apartments located in Nairobi's South B estate. The units are expected to be fully reticulated by end of December 2019 before being rolled out to other areas.

An LPG reticulation system involves distribution of LPG to several housing units through piping which sees multiple customers served from one centralized bulk storage tank. This is not only a cost effective option for consumers as they do not each have to invest in an LPG cylinder but also ensures safety through centralization of the LPG storage unit which makes it easy to isolate and shut off gas supply in case of an emergency.

In addition, customers enjoy the peace of mind of knowing that their LPG will not run out as they cook as is the case with supply through cylinders. In addition customers do not have to carry heavy cylinders especially for those living in storied units.

In this partnership, National Oil will supply the bulk gas under its LPG brand SupaGas and provide technical personnel to oversee the setup of the reticulation. CFAO Kenya will set up the reticulation infrastructure while NHC will provide access to its housing units. This is a key milestone in support of the President's Big Four agenda on affordable housing a key feature of which is reticulation technologies for the housing units.

Speaking during the MOU signing event, National Oil CEO MaryJane Mwangi expressed optimism that the project will be a game changer on safe use of LPG in the country.

UPISHI BORA NA SUPAGAS



“Gas reticulation is a practice done in other countries globally particularly in the western world. It ensures safety in cooking and handling of gas besides convenience to customers who are only billed for the exact quantity of gas they use. Through this project our customers will enjoy convenience and assurance of having cooking gas available in their kitchens at all times regardless of time or season.”Said Ms. Mwangi.

“We are also very excited about the impact this project will have on the affordable housing agenda being undertaken under the President’s Big Four Agenda which is encouraging LPG reticulation in housing units. We further expect that this project will support our efforts to firmly cement National Oil as a gas focused company with a large share of the LPG market in Kenya in line with the company’s 15 year transformation agenda”.

The project also underpins the Corporation’s objective of increasing the consumption of LPG as the preferred cooking fuel and enabling Kenyans to make the transition from use of firewood, charcoal and kerosene. Despite their negative impact on the environment, these fuels are a key contributor to domestic indoor pollution which is one of the leading cause of morbidity rates among both children and adults in Kenya as well as mortality rates among children below five years.

The Government has in the recent past expressed the need to enhance LPG penetration in the country through addressing various entry barriers that hinder Kenyans from accessing LPG. With only about 15% of Kenya’s approximately 10M households using LPG, the country’s LPG per capita consumption is below smaller economies such as Ghana, Senegal and Ivory Coast.

Products marketing activations kickoff



The Corporation kicked off various marketing activations across the Country in August. The activations emphasis is on sales increase and brand awareness of SupaGas, Lubricants, Fuel Card and Fuel products. The activations will involve customer engagements and service at the retail outlets and roadshows to specific regions.

The first activation was held on 17th August at Athi River, Mlongo and Syokimau regions followed by Gilgil and Nakuru on 30th and 31st of August. The Corporation will in the next couple of weeks hold other activations in other parts of the Country.





Malkia Strikers stage comeback to retain Africa Games title



The Malkia Strikers staged a remarkable comeback to thrash and upset Cameroon 3-1, retain the women's volleyball title and take gold in a hotly contested final match at the Salle Bouazaoui Arena on Friday night.

The opening set was a give and take scenario as both sides tied at 5-5 but moments later panic gripped Kenyans as Cameroon capitalised on the situation to take the scores to 10-7.

Coach Paul Bitok made changes, introducing Triza Atuka and Leonida Kasaya but nothing much changed as Cameroon took the set to 16-9 then 18-10. This threw Kenya into more panic as Cameroon enjoyed a field day, capitalising on basic blunders.

Sharon Chepchumba was then introduced and within seconds changed the matrix with Kenya taking an early 5-1 lead. Chumba changed the game from the usual hard knocks that troubled the Cameroonians. The charge was on and Malkia Strikers took the game to 14-8 and 18-12 as Cameroon threatened to close the gap.

However, this was never to be as the Kenyans increased the grip to win 25-15 for a 1-1 tie. There was no letting go in the third set as both sides tied at 3-3, 5-5, and 6-6. Cameroon tried pacing at 16-13 but the Kenyans would not let it go.

Once again Chumba was the darling of the crowd as she led the team from the front, racing from 18-22 down to tie the match at 24-24 before overtaking to win 26-24.

The fourth set was a miracle as Kenyans raced from 9-15 down to tie the game at 21-21 before overtaking to win the game 25-21. Join us in celebrating the Malkia Strikers for carrying Kenya's and the Corporation's flag high.



Anthony Gatehi celebrated for implausible effort



Mr Anthony Gatehi (c) recognized by Ms. Gladys Koletit, Company Sec. (r) and Ms. Cecilia Kalungu, HR Manager (l)

In the words of Erik Mosley, "when a manager recognizes an employee's behavior, personally and sincerely, both feel proud, gratified, and happy. There's a human connection that transcends the immediate culture to create a shared bond."

"The power of this bond is stronger than you might think; indeed, it's the power that holds together great organizational cultures." True to these words we celebrate, Assistant Manager Payables, Mr. Anthony Gatehi who was recognized by the CEO for his outstanding efforts to resolve a matter that saved the Corporation approximately Ksh. 50 million and also the corporate brand in a legal matter.

To Anthony; nothing is more effective than sincere, accurate praise, and nothing is more lame than a cookie-cutter compliment. Bravo! We celebrate you.

GM Finance calls for collective ownership to spur growth

The General Manager Finance, Trade and Treasury Mr. Alex Magu urged staff to embrace collective ownership in a bid to continuously improve the performance of the Corporation. Mr. Magu spoke during a staff forum organized in the month of August, where he presented the Corporation's performance during the last financial year.

He noted there was urgent need to look at the costs and expenditures by each and every employee to make a significant mark on the overall corporate cost management.

He encouraged everyone to do their part noting that significant progress will not necessarily come from further cost savings but proper utilization of available limited resources, most importantly time.

The Chief Executive Officer Ms. MaryJane Mwangi noted that significant progress had been made to transform the Corporation in the last three years.

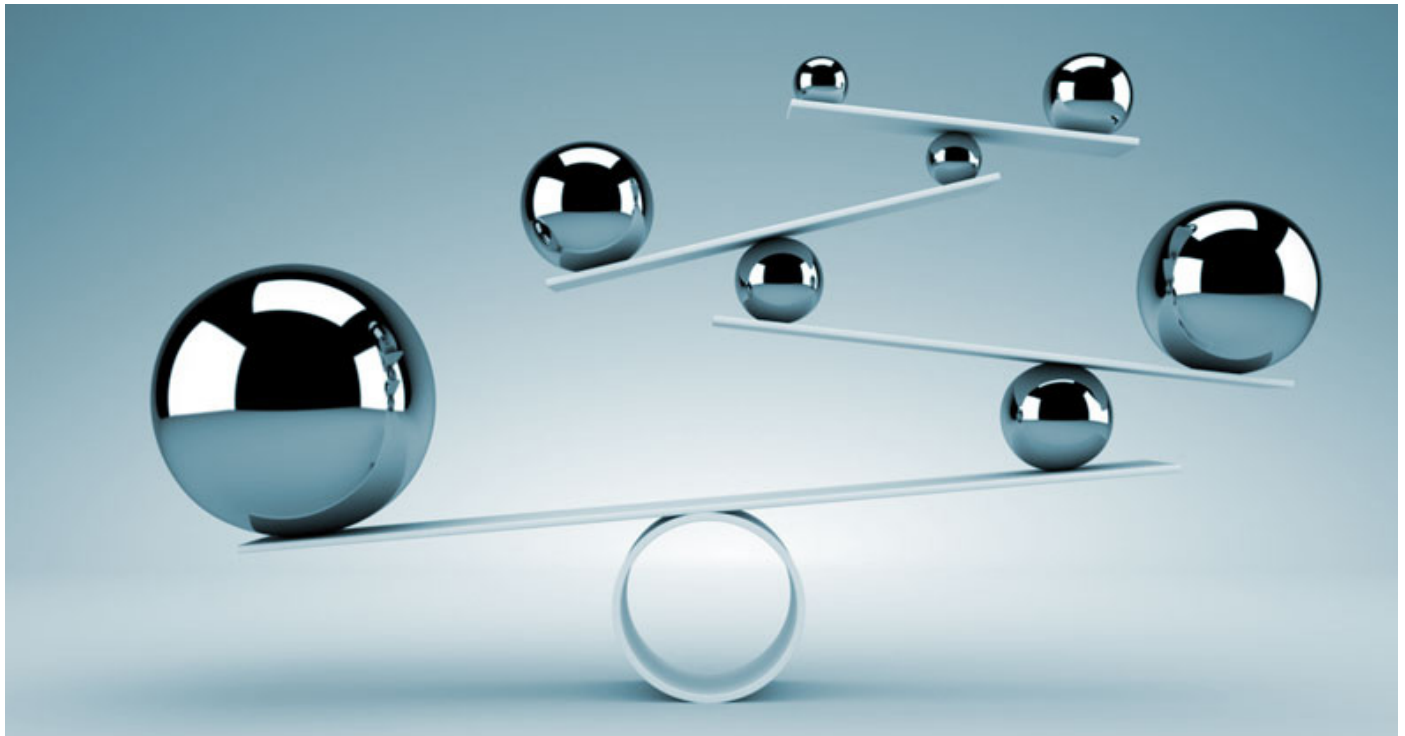
She noted that although the last financial year had its challenges, there is light at the end of the tunnel if all staff could pull together as a team and if each and every one played their roles at the individual level.



Mr Alex Magu, GM Finance, Trade & Treasury

Driving a Risk Culture in an Organization

By Mchembre David, Enterprise Risk Management & Business Continuity Management Unit



Since the Enron Scandal of USA in 2001 and the global financial crisis of 2008-2009, the debate on efficacy of enterprise risk management has been on upsurge, a core part of this discourse has been on how to boost risk culture in an organization.

Notably, risk has increasingly become part and parcel of an organization's DNA, mitigating organization's exposure against reputational damage, revenue loss, customer's dissatisfaction, litigation and regulatory sanctions. Despite this, a recent global survey has shown espousing risk culture in an organization is an uphill task.

Recently one CEO noted that, 'Risk culture is critical to what we do, it's probably the greatest safeguard to an organization, it should be embedded in the firm', but that is not going to happen outright', Consistently, a discussion paper postulated by Financial Stability Board also alluded that risk culture helps in influencing the business actions, decisions and shaping peoples attitude towards making risks everyone's food; considering what can impede process owner from achieving the business strategic objectives and the effect of event impact on process and Corporation strategic objectives at large.

Nevertheless, the journey of driving risk culture in any organization should not be limited to key decision makers alone if the organization desire is to develop risk savvy culture. Risk culture therefore is a term describing the values, beliefs, knowledge, attitudes and understanding about risk shared by a group of people with a common purpose, in particular the employees of an organization.

As a collective organization, each staff should have the right attitude and mindset when it comes to managing risks, hence strengthening risk culture in an organization. This may symbolizes embracing the following attributes:

Accountability and Ownership: Every business process owner should be accountable to the risks in his or her area of operation, including having updated risk register; reporting risks incidents, mitigating the risks and having risk discussion during departmental meetings.

Risk Transparency: Process owner should encourage open and transparent discussion about risks in the business unit. Additionally, timely risk reporting and incident management should be the cornerstone of inculcating a risk savvy culture. This may require timely escalation of risk events and carrying out root cause analysis of incidents.

Strong communication and Training: Developing a risk savvy culture requires vigorous communication platform and customized training for stakeholders. This may require among others, Head of Departments and staffs prioritizing risk discussion during departmental meetings, every staff member obliged to report timely on any risk events that he/she comes across.

On the other hand, customized departmental training is essential in broadening understanding of enterprise risk management in the context of entrenching risk based thinking in departmental business processes.





Partnership and Collaboration: Developing robust partnership and collaborative approach for purposes of building enterprise risk management architecture entails stakeholder mapping and optimizing the engagement with central aim of fostering risk culture.

This may entail creation of enterprise risk and business continuity working group, corporate risk committee and board audit and risk committee and ensuring that consistent risk information is shared across the members and that everyone understand their role and position of a symbiotic relationship. This is key in driving risk culture in any organization.

In conclusion, developing a strong risk culture is a journey, but as Chinese Philosopher alluded, a journey of a thousand miles commences with a single step. To this end, the Corporate Planning, Strategy and Affairs department is on the forefront of driving risk culture in the Corporation. It's very important that all of us be part of this noble exercise.

'I can accept failure. Everyone fails at something. But I can't accept not trying', (Michael Jordan)'

'Risk is like fire: If controlled it will help you; if uncontrolled it will rise up and destroy you.' -Theodore Roosevelt

Long service awards – Financial year 2018-2019



◆ 30 Years awards

Congratulations to John Ego on achieving Thirty Year service award.

◆ 10 Years awards

Congratulations to Benjamin Obuong, Freda Mbogo, Antony Oduor and Tsar Agumba on achieving Ten Year service awards.

◆ 5 Years awards

Congratulations to Susan Miring'u, Daniel Mutiso, Evelyne Mwangi, Mfarine Vilughoh, Temesi Munyendo, Henry Orare, Eric Asirigwa, Rose Njiru, Dancan Otieno, Samson Oranya and Erastus Kanyiri on achieving Five Year service awards.

Internal promotions – Financial year 2018-2019

We are pleased to announce the promotion of the staff listed below in their various capacities. This promotions recognize the contributions of each of the staff to the Corporation. Join us in congratulating them as they take on these new responsibilities.

S/No.	Staff Name	Position	Department	Date Promoted
1	Millicent Munene	Assistant Manager, Business Development (Alternative Business & Retail Network Expansion)	Retail	3-Jul-18
2	Robert Kibaru	Assistant Manager, ICT (Software & Business System Development).	ICT	16-Jul-18
3	Chrinus Genga	Manager, Retail,	Retail	5-Nov-18
4	Elvis Lundu Kahi	Assistant Manager, Lubricants	Commercial	1-Nov-18
5	Rose Njiru	Assistant Manager – Retail, Eastern Region	Retail	1-Dec-18
6	Lawrence Oduor	Control Room Operator	Engineering	1-Mar-19
7	Ambrose Ofafa Agola	Senior Geophysicist	Upstream Operations	1-Mar-19
8	Emily Mwachoni	Senior Geochemist	Upstream Operations	1-Mar-19
9	Getrude Mukami	Senior Information Systems Auditor	Internal Audit	15-Apr-19
10	Maureen Ogwang	Senior Internal Auditor (Financial)	Internal Audit	15-Apr-19
11	Teddy Ochiel	Assistant Depot Manager, Mombasa	Supply Chain & Logistics	1-Jun-19
12	Roselyne Mulange	Assistant Manager – Inventory & Stock Control	Supply Chain & Logistics	1-Jun-19
13	Beatrice Achieng Otieno	Supply Chain Officer, Stocks Control.	Supply Chain & Logistics	1-Jun-19
14	Susan Miringu	Assistant Manager, Supply Planning	Supply Planning & Logistics	01st Sep 2019
15	Josphat Kioko	Accountant Credit Control	Finance	01st Sep 2019
16	Gideon Nabor	Assistant Accountant, Stock	Finance	01st Sep 2019
17	Joseph Chege	Lubes & LPG Coordinator, Mombasa		01st Sep 2019
18	Ken Mugambi	General Manager, Planning	Corporate, Planning & Strategy	07th Aug 2019
19	Gladys Koletit	Company Secretary/Manager, Legal Services	Legal	07th Aug 2019

The Corporation appoints a General Manager for Downstream Operations



The Corporation has appointed Mr. George Miriti Kubai as the General Manager, Downstream Operations effective 2nd September 2019. He holds a Bachelor's Degree and a Masters of Business Administration.

Mr. Kubai has previously served in various senior positions in the commercial sector with various companies like Nairobi Bottlers, Airtel Kenya, Pan Africa Life and Equity Bank.

Join us in welcoming Mr. Kubai to the National Oil family.

CHANGAMSHA ENGINE





ENERGIZING KENYA

NATIONAL OIL CORPORATION TEAM BUILDING

Date: 14th September 2019



1 TEAM SPIRIT VISION

Training Facilitators

Kenya School of Leadership & Adventure

Transport Arrangement:

Pick up from KAWI House - 7.00 a.m.
Pick up from NNT - 7.00 a.m.
Date: - 14th Sep 2019

For transport arrangements send email to Lily Munyanya by Monday 09 September at 10.00 a.m

Session Timing

1st briefing- on arrival at the venue 14th Sep.
Morning Session 8:30am-10:30am
Morning Break 10:30am – 11:00am
Mid morning session 11:00am -1:00pm
Lunch Break 1:00pm- 2:00Pm
Afternoon session 2:00Pm- 4:30 Pm

Meals:

Scheduled meals will be provided

Other Information

If there will emerge any changes on the program or new communication to be done, we will inform you immediately

Dress Code – Comfortable

Comfortable decent attire and shoes. For ladies trousers are encouraged where possible especially during the outdoor activities.



ENERGIZING KENYA

FREE KAJIADO EYE SCREENING & TREATMENT CAMP

AT
**Isinya &
Bissil**
Health Center



DATE

9th - 13th
Sep 2019

PARTNERS



THE COUNTY
GOVERNMENT
OF KAJIADO



Lions SightFirst Eye Hospital