

# Global Women on Boards 2021

April – October 2021

A programme by:



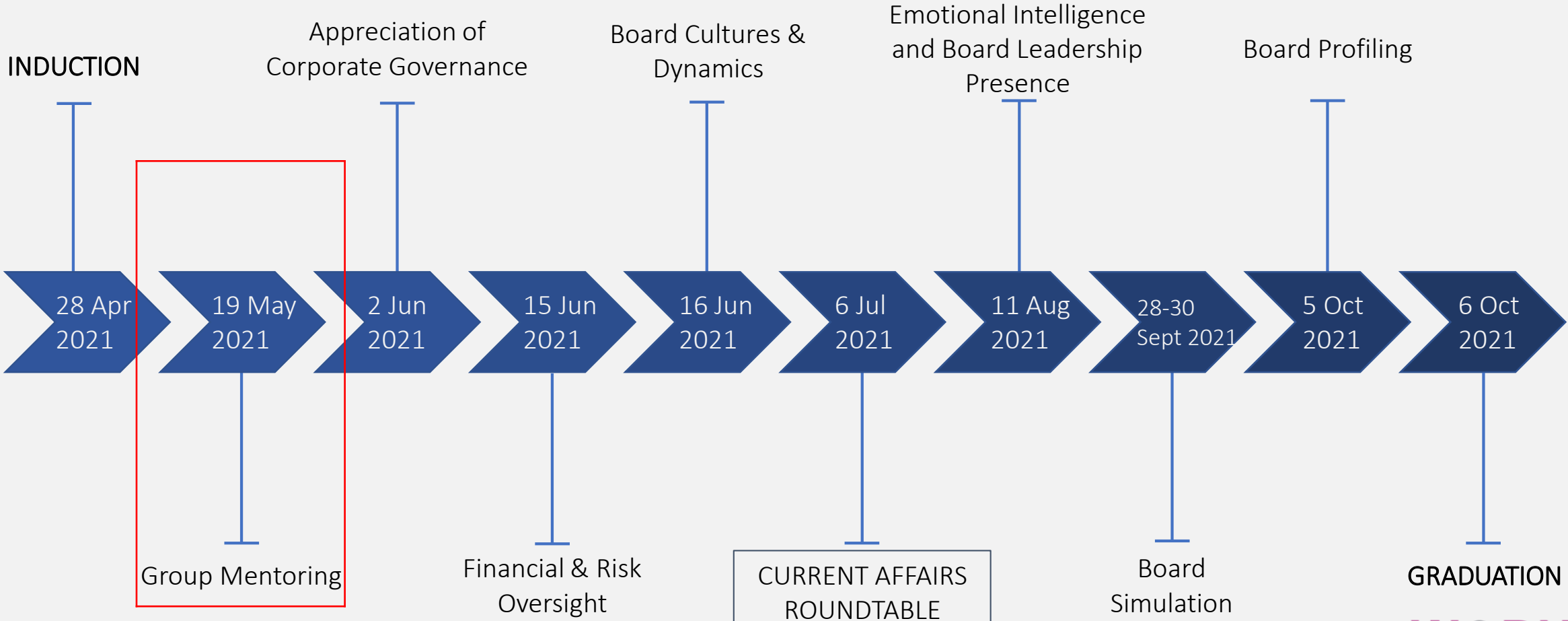
In collaboration with:



NAIROBI



# Programme Timeline



# Group Mentoring Session

19th May 2021



# Session Outline

Time (MYT/EAT)	Action	Person in Charge
14:00 - 14:15 / 09:00 - 09:15	Opening and logistics	Anne/Catherine
14:15 - 14:35 / 09:15 - 09:35	'The Power of Mentoring'	Anne/Catherine
14:35 - 14:55 / 09:35 - 09:55	Mentor Introduction	Anne/Catherine
14:55 - 15:00 / 09:55- 10 :00	Explanation for Breakout rooms	Anne/Catherine
15 :00-16 :30 / 10 :00-11 :30	Breakout rooms	Helena/Hannah
16:40 - 16:50 / 11:40 - 11:50	Closing	Anne/Catherine

# Objectives of the Mentoring Programme:

- Assist mentees in their skills and knowledge development in Board leadership
- Encourage the sharing of knowledge and experience that support productive involvement and understanding in leadership matters
- Provide a private and confidential learning experience to facilitate trustful, meaningful and ongoing key relationships
- Provide motivation for mentees to seek and improve their knowledge and skills
- Increase network and visibility of the mentee in the leadership circles

# Mentoring Programme Details

- Mentoring Relationship will be over 6 months (subject to further discussion).
- Frequency of communication depends on initial arrangement (min 3 sessions expected for 6 months) as well as goals **outlined by mentee**.
- First meeting should be within first month of arrangement
- **Meetings will be initiated and co-ordinated by the mentee**

## Guidelines

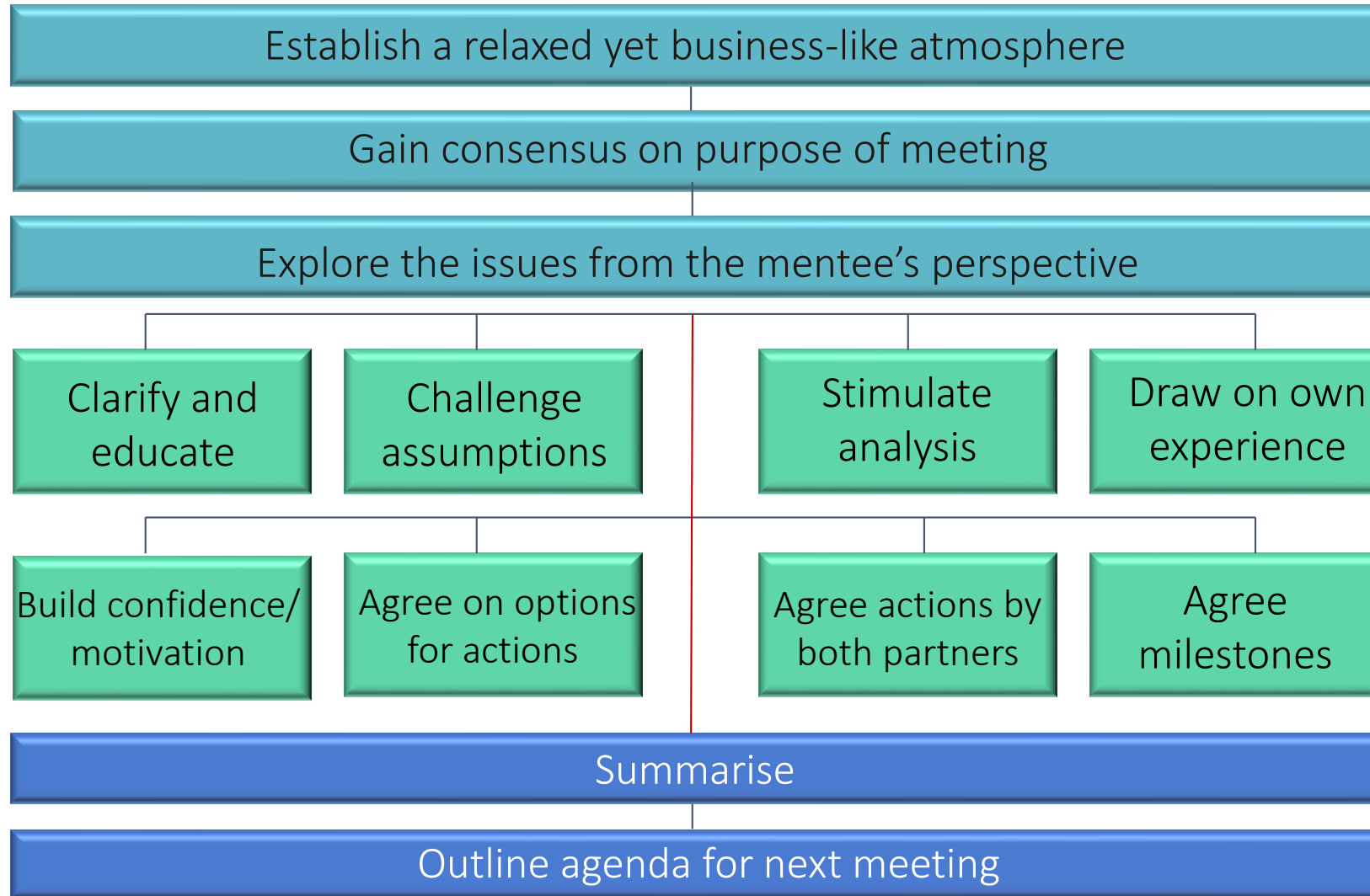
## Matching

- A committee comprising of LW and Women on Boards Network Kenya resource community will strive to make the best possible match between mentor and mentees based on several factors such as experience, location and type of organisation and needs of the mentee.
- Depends on interest and availability of both parties
- Both prospective mentor and mentee will have the right to refuse the match, in which case we will try to identify a more suitable match

- At the end of mentoring period, both individuals will attend a post-programme discussion to **provide input and feedback** on the value derived for the purpose of further strengthening the programme
- Opportunity to continue the relationship beyond the programme to be discussed

## Evaluation

# An Ideal Mentoring Session



Source: Mentoring Implementation Toolkit

# Mentor/Mentee Roles and Responsibilities

Mentee's Role	Mentor's Role
Decide your objectives, priorities and expectations	Challenge, stretch, guide
Be willing to learn, question and receive feedback	Be flexible, willing to learn and be contemporary
Complete assignments or evaluation given on time.	Encourage, support, empathise
Be open and authentic – state boundaries if needed	Show enthusiasm, openness and honesty
Be proactive	Maintain confidentiality and commitment
Maintain confidentiality	Inspire mentees and offer encouragement
Staying committed to your development	Set high expectations of performance and encourage winning behavior.

**Openness and Trust**

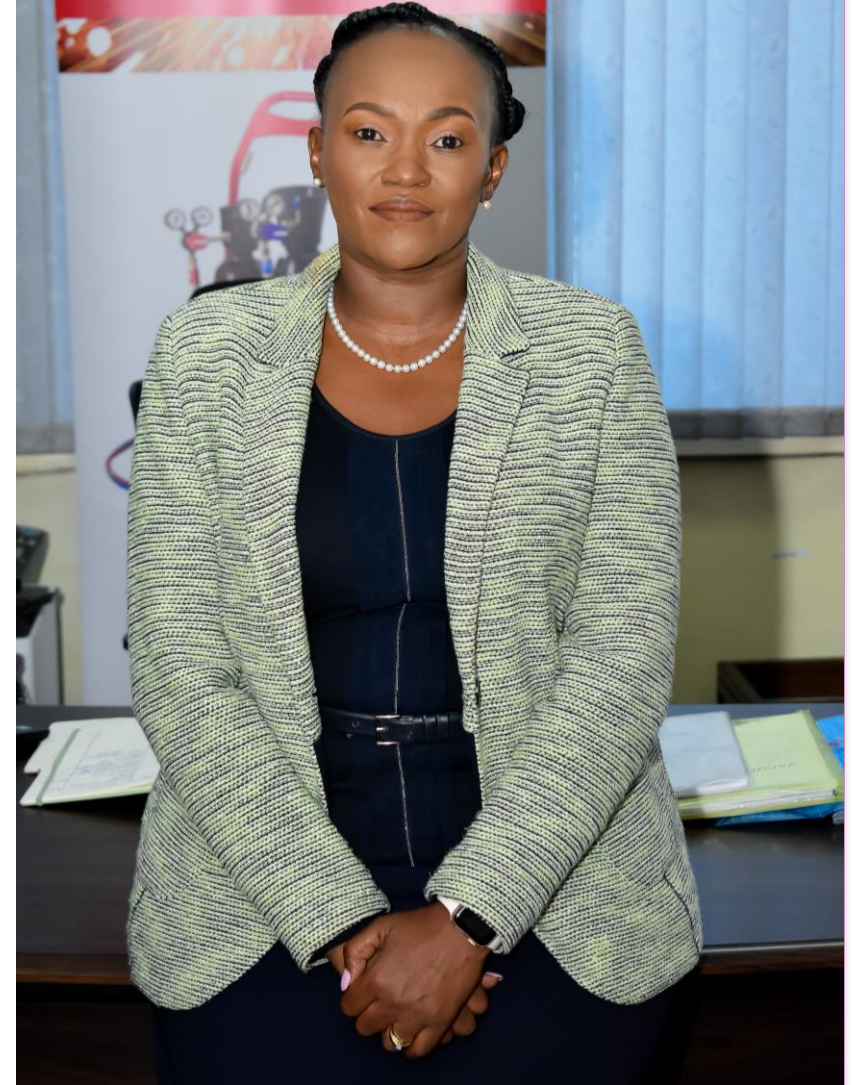
# GWOB 2021 Mentors

## Ms Marion Gathoga-Mwangi Managing Director BOC Kenya PLC

Marion is the current Managing Director of BOC Kenya PLC, the leading Gases and Engineering Solutions Company owned by The Linde Group AG and listed on the Nairobi Securities Exchange (NSE). She is an Independent Non-Executive Director of British American Tobacco (BAT) and a Director at the Kenya Association of Manufacturers (KAM). Marion is also a long serving Trustee of The Palmhouse Foundation - an Education Trust that has shaped the lives of more than 900 bright and needy secondary school young people - and Council Member of Superbrands East Africa.

She has over 20 years' experience in Senior Management roles with expertise in Lean Manufacturing, Performance Management and Trade Marketing. Over the last few years she has a proven track record in transitioning business in Turnaround Situation across FMCG, Commodity, Dairy and Professional Services sectors.

Over the span of her career she has held Executive Positions at Nestlé Foods (K) Limited and Bayer East Africa Limited and General Manager roles at Cadbury Kenya and East Africa (Kraft Foods), Unga Limited, Parmalat Botswana Pty (Groupe Lactalis) and The Association of Certified Chartered Accountants (ACCA). She has held full PnL responsibility with business Annual Net Revenues ranging from USD 100,000 to USD 1 Billion and been the Lead for Process and Business Turnaround.



# GWOB 2021 Mentors

## Mr Mohd Rashid Mohd Yusof

Rashid commenced his career with PETRONAS in 1980 and is a member of the Chartered Association of Certified Accountants (UK) and the Malaysian Institute of Accountants. He had also attended the Advanced Management Program at Wharton Business School, Pennsylvania.

Rashid has held various financial positions in PETRONAS as Head of Group Accounting, Head of Group Treasury and Head of Group Internal Audit as well as Financial Director of Engen Limited, before assuming general management positions as CEO of MITCO and later on MD/CEO of Engen Limited in South Africa where he also served a term as the Chairman of the South African Petroleum Industry Association (SAPIA).

During the course of his career he has also served as a Director of several companies in the Petronas group, including Putrajaya Holdings, KLCC Holdings, Energas Insurance (Labuan) Limited and Chairman of Petronas ICT

Post retirement from Petronas, he currently sits as Independent Director on the Boards of Standard Chartered Bank Berhad, Velesto Energy Berhad, (previously known as UMW Oil and Gas Berhad) , Scicom Berhad and Media Prima Berhad.

He also serves on the Audit and Risk Committee of Mavcom (Malaysian Aviation Commission)



# GWOB 2021 Mentors

## Mr. Peter Mwangi

### Group Managing Director & CEO-Old Mutual Group

Mr Mwangi is the Group Managing Director & CEO-Old Mutual Group The UAP Old Mutual Group is comprised of Faulu, UAP and Old Mutual, forming one of the largest financial services groups with a growing footprint in Eastern Africa, with operations in Kenya, Uganda, Tanzania, South Sudan and Rwanda. The Group was formed in 2015 as a result of the acquisition of a controlling stake by Old Mutual in Faulu Microfinance Bank in 2014 and UAP Holdings in 2015.

Previously, Mr Mwangi was the CEO of the Nairobi Securities Exchange Limited which is the premier and the largest Securities Exchange in the Greater Eastern Africa region. Founded in 1954 it currently has 60 listed companies. Additionally, the NSE has 63 Treasury and 21 Corporate bonds listed on the NSE. He was also the managing Director of Centum Investment Company Plc.

Over the span of his career, he has served on various Boards including UAP, Faulu and Old Mutual entities both in Kenya and in the region. Other boards he has served on are AON Minet Insurance Brokers Ltd, UAP Provincial Insurance Co Ltd, Capital Markets Challenge Fund Ltd, Rift Valley Railways (Pty) Ltd, General Motors East Africa Ltd, Nairobi Bottlers Ltd among others.



# GWOB 2021 Mentors

## Ms Zuhura Muro

### **HRM Practitioner, Coach & Leadership Capacity Building Consultant**

Zuhura is a Founder & Managing Director of Lindam Group Limited, a firm offering Advisory, Audit, Training and coaching services. Prior to establishing her own business, she was Head of Human Resource Department for Celtel Tanzania Limited (now trading as Airtel), In addition to her entrepreneurship, Zuhura is a big picture thinker with hands-on experience in leading and transforming business enterprises through providing strategic oversight to management teams. She has provided oversight leadership for a number of East Africa based businesses such as the Nation Media Group in Kenya and its subsidiary Mwananchi Communication Limited in Tanzania, Resolution Insurance Tanzania, and KCB Group subsidiary in Tanzania.

Zuhura is also a founding Trustee of Africa Leadership Initiative East Africa Foundation and a Fellow of Aspen Global Leadership Network. She holds a Bachelor of Arts & Social Sciences, University of Dar Es Salaam and a number of post graduate diplomas and certificates in general management, entrepreneurship development and corporate governance. She is also a certified Emotional Intelligence Trainer and Assessor.



# GWOB 2021 Mentors

## Dr Martin Oduor-Otieno, CBS, ACC Chairman & CEO Leadership Group Limited

Dr. Martin Oduor-Otieno's career started out in Accounting and Banking but has now shifted to Leadership and Governance. He is currently an independent Business Advisor and Accredited Executive Coach, and runs the Consulting Firm, The Leadership Group Limited. Prior to this, he worked with Deloitte East Africa as a Partner, Financial Services Industry from May 2013 to December 2016. He had an illustrious career at KCB Group Plc, between October 2005 and December 2012, most of which he was the Chief Executive Officer, presiding over rapid transformation and growth for the bank. He has also held senior positions in Barclays Bank both in Kenya and in South Africa, in addition to an earlier decade spent in various finance roles at British American Tobacco Kenya and as an accounting trainee at the professional services firm, Ernst & Young (EY).

Dr. Martin Oduor-Otieno has also had a stint in the Public Sector as Permanent Secretary Ministry of Finance/Treasury in the Government of Kenya between 1999 and 2001.

Dr. Martin Oduor-Otieno holds Non-Executive Directorships in Standard Bank Group, Standard Bank of South Africa, East African Breweries Limited, British American Tobacco Kenya Plc, GA Life Assurance Limited and is also a Trustee of SOS Children's Villages Kenya and member of the International Senate of SOS KDI and President International Coaching Federation Chapter



# GWOB 2021 Mentors

## Ms Flora Mutahi

### Founder & CEO Melvin Marsh International Ltd

Ms Mutahi is the Founder and CEO of Melvin Marsh International Limited Kenya's largest flavoured tea company. Flora has extensive local and international experience in strategic leadership , businesses development , market penetration and marketing. She also has interests in real estate. She is a former Chairperson of the Kenya Association of Manufactures, being the first Chairperson since it's inception 58 years ago. She serves on several boards both private and public sector.

Flora is passionate about business , mentors entrepreneurs particularly women . She founded the Women in Manufacturing (WIM) a programme aimed at encouraging more women to join the manufacturing industry.

She holds and MBA from the University of Cape Town and a Bsc Finance and Accounts. She has won several awards for her business at a personal level during her entrepreneurial journey.



# GWOB 2021 Mentors

## Dr Kalanithi Nesaretnam

Dr Kalanithi Nesaretnam is currently an Independent Non-Executive Director of FGV Holdings Berhad, a public listed company. She is co-founder and deputy chairperson of Climate Governance Malaysia (CGM) which is the country chapter of the World Economic Forum's Climate Governance Initiative. She is also on the Steering Committee of the CEO's Action Network (CAN), a coalition of leaders for sustainability action and leadership.

She holds a PhD in Biochemistry and Molecular Biology from the University of Reading, UK. She has a comprehensive knowledge of the palm oil sector having been involved in research and market development. She is familiar with international markets having worked and travelled extensively in Europe, Australia and Asia.

She held the position of Director, Product Development and Advisory Services at the Malaysian Palm Oil Board and subsequently as Minister in the Embassy of Malaysia and Mission to the European Union.



## GWOB 2021 Mentors

### Dr. Edward Odundo(PhD (UON), FCPA, FCPS, FKIM, CIFA MBS) Director, School of Pension and Retirement Studies (SPRS)

Dr. Edward Odundo (PhD (UON), FCPA, FCPS, FKIM, CIFA MBS) is a lecturer at the University of Nairobi, School of Business, the Director, School of Pension and Retirement Studies (SPRS), Chairman of the Public Service Superannuation Scheme, Kenya (PSSS), Director at The Equity Group Holding PLC, and a Consultant in Pensions, Tax, Corporate Governance and Financial Services. He is the former Chief Executive Officer of Retirement Benefits Authority (Kenya), former President, of International Organization of Pension Supervisors, former Director Nairobi Securities, former Director Insurance Regulatory Authority, he was also a commissioner of VAT at the Kenya Revenue Authority, honoured by former President, His Excellency, Hon. Mwai Kibaki, with The Moran of the Order of The Burning Spear (MBS).

He holds a PhD in Business Administration (Strategic Management) from The University of Nairobi, MBA degree in Strategic Management and Marketing and a BSc. Degree in Finance and Accounting. He is also an alumnus of Harvard University, John F. Kennedy School of Government (HSB), London School of Economics (LSE), and holds membership of several professional bodies. He has spoken on topical issues globally on management, tax, pension and corporate governance at the invitation of the World Bank, IOPS, AfDB and OECD. He lives in Nairobi and has published a book 'The Doctrine of Strategic Planning'.



# GWOB 2021 Mentors

## Ms Mary Wangari Wamae Group Executive Director; Equity Group Holdings Plc

Ms Wamae is the Group Executive Director for Equity Group Holdings Plc. She joined Equity Group a publicly-listed non-operating holding company in 2004 as Company Secretary and Secretary to the board and thereafter was appointed Director of Strategy in 2007. She served in this capacity until 2017 when she was appointed as the Group Executive Director responsible for subsidiary oversight. Currently the group has 7 banking subsidiaries in Kenya, Uganda, South Sudan, Rwanda, Tanzania, DR Congo, Ethiopia, in addition to Insurance, Investment Bank and Fintech subsidiaries.

She is an Advocate of the High Court of Kenya with over 14 years private legal practice experience.

Ms Wamae holds a Master's degree in Leading Innovation and Change from York St. John University, UK, a Bachelor of Laws degree from the University of Nairobi and a Diploma in Law from the Kenya School of Law. She is a Certified Public Secretary (Kenya) and member of The Institute of Certified Public Secretaries of Kenya (ICPSK), Law Society of Kenya (LSK), the Kenya Section of International Commission of Jurists and Women Corporate Directors ( WCD).



# GWOB 2021 Mentors

## Mr Kris Senanu

### Managing Director; Digital Division at Telkom

Kris is an accomplished business leader with 20+ years' experience in creating enabling environments and building high-performance teams. Kris is passionate about the entrepreneurial ecosystem and has helped to grow many tech businesses and mentored many tech entrepreneurs on the continent. More specifically, he has extensive experience working with and helping to grow Start-ups, Fintechs and Tertiary Educational Institutions

He is currently the Managing Director – Digital Division, at Telkom Kenya, leading the charge to grow the company's Corporate Market share in a highly competitive environment, through the introduction of more innovative solutions and strategic value addition.

Kris is also the Chair of the United States International University Council and other past and current chairmanships. More recently, he took up a cause that is close to his heart; Board membership at the Amahoro Coalition, an African-led initiative of which he is also co-founder, that is championing the economic inclusion of refugees on the continent, majorly by way of post-secondary education.

