

DR. FREDRICK ONYANGO AILA
SENIOR LECTURER AND DIRECTOR SELF SPONSORED PROGRAMME
MASENO UNIVERSITY

Department of Business Administration
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Education:

1. PhD in Business Administration (Maseno University, Kenya) **2014**
2. Master of Business Administration (MBA) (Maseno University, Kenya) **2007**
3. Bachelor of Commerce (Marketing Option) (University of Nairobi, Kenya) **1999**
4. Kenya Certificate of Secondary Education (Koderobara Secondary School, Kenya), A-(minus), **1993**
5. Kenya Certificate of Primary Education (Daraja Mbili Primary School, Kenya), 72 points/527marks, **1990**

Research Experience:

1. Mentor: **Sustainable Development for HIV Health (SD4H) Fellowship (Grant Number: 1D43TW011306-01A1 FAIN: D43TW011306)** funded by National Institutes of Health (NIH)/Fogarty International Center (FIC) for \$305,902.00 for the period 2020-2025. My role is mentoring students in agribusiness aspects of the project.
2. Co-PI: **Strengthening the Capacity of the Partner Institutions to Address Global Food Security in East and Southern Africa: The Case of the Democratic Republic of Congo and Kenya** funded by 1890 Universities Center of Excellence for Global Food Security and Defense, University of Maryland Eastern Shore for \$300,000.00 from April 2023-April 2024.
3. Co-PI: **Addressing Global Food Security Challenges through Partnerships and Local Community Engagement (Global Food and Nutritional Security Grant)** Award # 2020-38427-31514 USDA: funded by 1890 Center of Excellence for International Engagement and Development (CEIED)- Global Food and Nutritional Security Initiative and National Institute of Food and Agriculture (NIFA) USA for \$95,985 for the period 2020-2022
4. Co-PI: **1890 Capacity Building Grant (2021-22):** Building Capacity across 1890 Land-Grant Universities to Enhance Student Learning and Community Engagement in Global Food Security and Environmental Health, University of Maryland Eastern Shore (\$1,000)
5. Co-PI: **Addressing Current and Emerging Threats to Crops in the Democratic Republic of Congo and Kenya: A Collaborative and Interdisciplinary Approach;** The Current and Emerging Threats to Crops (CETC) Innovation Lab (IL) Pennsylvania State University (\$137,518)
6. Co-PI: **Potentials of Agroecological practices in east africa with a focus on Circular water-energy-nutrient systems- PreActiCe.** PrAActiCe project is funded by the HORIZON Europe programme under Grant Agreement number 101084248 value at Euro 6.985,275.00 for the period: 1 November 2022-30 April 2026.
7. Co-Investigator: Rongo University Postgraduate Research Grant for Robby Wyckliffe Otieno (PG/PHD/050/2011): **Moderating influence of job satisfaction on the relationship between employee resourcing practices and performance of academic staff in Kenyan public universities,** KES 90.000.00 [Co-supervisors: Dr. Fredrick Aila (Maseno University) and Prof. Isaac Ochieng' (Laikipia University).

(Candidate graduated in Dec. 2022.

8. Co-PI: **Upscaling the benefits of push-pull technology for sustainable agricultural intensification In East Africa — UPSCALE (NUMBER 861998 — UPSCALE)** funded by European Commission, Research Executive Agency (REA) valued at Euro 7,655,597.50 for the period 2020-2025.
9. Agribusiness and Marketing Consultant: **Participatory Assessment of Youth Engagement in Agriculture (GCP/INT/335/MUL)** under Letter of Agreement (LoA) between The Food and Agriculture Organisation of the United Nations- Kenya Office (FAO-KE) and Maseno University at KESS4,261,275 for the period 2020-2021.
10. Co-PI: **Development of Kisumu County Trade Policy** for the Department of Commerce, Tourism and Heritage, County Government of Kisumu, Kenya for KES 650,000.00 in 2015. Completed the Kisumu County Trade Policy.
11. Co-PI: **Poultry feed formulation and production cost improvement (KEN016-PSPK)**-Tich Nam Enterprises Ltd, Great Lakes University of Kisumu (GLUK), Kenya, 2009; and **Poultry Science Curriculum Development (KEN016-PSPK)**-Tich Nam Enterprises Ltd/Department of Agribusiness Management, Great Lakes University of Kisumu, Kenya, 2010 funded by Winrock International/USAID.

Dissertations:

1. Aila, F. O. (2014). **Effect of consumer attitudes, consumer characteristics and biosecurity principles on consumer preferences for indigenous chickens in Kisumu City, Kenya.** An unpublished PhD Thesis, Department of Business Administration, Maseno University.
2. Aila, F. O. (2013). **Analysis of consumer attitudes on biosecurity principles influencing consumer preferences for indigenous chicken in Kisumu City, Kenya.** An unpublished PhD research proposal, Department of Marketing and Management, Maseno University.
3. Aila, F. O. (2007). **The Impact of Distribution Strategy on Customer Value: A Survey of Equator Bottlers Limited.** An unpublished MBA research project, Department of Economics and Business Studies, Maseno University.
4. Aila, F. O. (2005). **The Impact of Distribution Strategy on Customer Value: A Survey of Equator Bottlers Limited.** An unpublished MBA research proposal, Department of Economics and Business Studies, Maseno University.
5. Aila, F. O., Gachahi, V., Kiguta, J., Kariuki, V. Adoyo, F. and Githinji, J. (1999). **Strategies to improve domestic tourism in Kenya.** An unpublished Fourth Year Management Research Project, Department of Business Administration, University of Nairobi.

Postgraduate Supervision: (All Students up to Lecturer Position)

1. Aliata, Victor Lusala, Influence of Promotional strategies on performance of the National Bank of Kenya Ltd., 2011
2. Odongo, A. Dorine, Factors affecting strategy implementation in organizations: A case study of Pharmacy and Poisons Board, 2012
3. George Ayanga, Effect of strategic orientation on performance of banking institutions in Kisumu City-Kenya, 2012
4. Adhiambo, Nancy, Effect of strategic planning on performance of public secondary schools in Kisumu West Constituency, 2012
5. Anyal, Robinson O., An assessment of industry forces on performance: A case of hotel accommodation business in Kisumu City, 2013
6. Kipsisin, Morris, Effect of market entry and operation strategies on performance of commercial banks: A case of National Bank of Kenya, 2013
7. Kudoi, Emmanuel Taabu, Effect of inventory control methods on cost reduction in agricultural processing firms: A case of United Millers Ltd. Kisumu, Kenya, 2013
8. John Nyakwaka Gondi (PG/MBA/6018/011), Role of organisational development in the improvement of water service delivery in Homabay County, 2013
9. Jessica Ooko Henga (PG/MBA/6025/011) Role of strategic leadership on organisational performance in the sugar industry in Kenya: A case of Sonysugar, 2013
10. Joseph Amenity (PG/MBA/00023/011) Analysis of factors affecting effectiveness in revenue collection in devolved units in Kakamega County, Kenya, 2013
11. Emmanuel Kibet Sang (PG/MBA/00015/012) The impact of competitive factors on the performance of hospitality industry: case study of Sunset Hotel Ltd., Kenya, 2013

12. Chwero, Hezron, Influence of brand equity on market share: An exploratory study of hotels in Kisumu City, 2014
13. John Paul Onyango (PG/MBA/00143/011) Effect of strategic analysis, choice and implementation on hospitality industry performance, Kisumu County, Kenya, 2015
14. Achieng' Tom Obunga (PG/MBA/00024/012) Effect of ISO 9001 Implementation Aspect of Leadership and Customer Focus on Performance of TVET Institutions in Western Region Kenya, Kenya, 2015
15. Adhiambo, Olivia (PG/MBA/00101/2012) Relationship between microfinance contribution and growth of small and medium scale enterprises in Ahero, Kenya, 2015
16. Milewa Caroline Apiyo (PG/MBA/00076/012): Effects of human resource audit on employee performance at Kisumu Water Sewerage Company, Kenya, 2015
17. Moenga, John Omanwa (PG/MBA/0171/011): Effect of strategic outsourcing on performance of Kenya Tea Development Authority managed factories in Kenya, 2015
18. Ogalo Willis Otieno (PG/MBA/O88/011): Effect of forward vertical integration and retail strategy implementation on execution excellence in Equator Bottlers company owned kiosks, Kisumu, Kenya, 2015
19. Ombuya Sharon Awuor (PG/MBA/00074/013): Assessment of institutional factors influencing implementation of strategic plan at Vihiga County Government, Kenya, 2016
20. Arondo Martin Shikuku (PG/MBA/6015/012): Effect of strategic information communication technology and adoption on performance of deposit taking SACCOs in Kisii Region, Kenya, 2016
21. Busaka Anita Kahuri (PG/MBA/00033/012): Relationship between working conditions and employee turnover in private security companies, Kisumu County, Kenya, 2016
22. Kipchoge Jonathan (PG/MBA/00106/012): Assessment of performance appraisal practices affecting employee performance at Kenya Medical Research Institute Kisumu, Kenya, 2016
23. Akello, Susan Akinyi (MBA/BE/06016/015): Effect of total quality management practices on organisational performance in international research organisation in Kenya, 2017
24. Anyango Phelgona Onyango (MBA/BE/00020/016): Analysis of consumer attitudes on use of internet banking services in Kenya, 2017
25. Gicheru Mary Muthoni (MBA/BE/05015/014): Analysis of team building effectiveness as a performance strategy in the telecommunications industry in Kenya, 2017
26. Mang'eni Joan Adeti (MBA/BE/00018/014): Contribution of strategic entrepreneurship in the growth of fast moving consumer goods firms in the Kenyan detergent industry, 2017
27. Kerongo Betty (MBA/IAT/001/014): Analysis of quality of service level agreements delivery in the information technology industry in Kenya, 2017
28. Sewe Maurice Ochieng' (MBA/BE/6026/015) Effect of Customer Relationship Management on Performance of Health Care Providers in Homabay County, Kenya, 2017
29. Siderra Molly (MBA/PG/000071/014): effectiveness of personal selling strategies in the banking industry in Kisumu County, Kenya, 2017
30. Mukhongo, R. A. (MBA/BE/0023/014): Assessment of road contractors' adoption of e-procurement in KeRRA Busia County, Kenya, 2017
31. Opana Tobias Okoth (MBA/BE/6007/014): Influence of blue ocean strategy on performance of retail sector in Kenya, 2018
32. Otieno Grace Auma (MBA/BE/6011/014): Analysis of relationship between counties internal control systems and performance in revenue collection: A case study of Homabay County, 2018
33. Betty Ouko (MBA/BE/00200/014): Institutional factors influencing implementation of strategic plans of National Bank of Kenya, 2018
34. Odhiambo, Lameck (MBA/BE/00034/016): Effect of relationship marketing on customer loyalty to brand choice: A survey of supermarkets in Kisumu City, 2018
35. Chepkwonyi, Patricia C. (PhD/BE/00183/014): Entrepreneurial communication: Assessment of communications mix influence on performance of micro-enterprises in Kericho County, Kenya, 2017
36. Aketch, Roman Josiah (PHD/BE/00156/013): Moderating influence of employee engagement on the relationship between employee procurement and operational performance of counties in Western Kenya, 2018
37. Mburu, Edward Njoroge (PG/PhD/00031/012): Influence of strategy formulation on the relationship between quality management system and access to water and sanitation services in Kenya, 2018

Graduated Students since Appointment as Senior Lecturer

1. Mutai, Henry K. (PhD/BE/00159/013): analysis of the relationship between performance-based contracting, road assets management and performance of road agencies in Kenya, 2019

2. Chepngetich Beatrice (PHD/SC/00080/014): assessment of customer experience and its relative effects on customer emotions and purchase behaviour in Kenyan hotels, 2021
3. Ojijo, Nyabola Thomas (PHD/00201/014): Relationships of entrepreneurial processes, procurement affirmative action practices and success of business of entrepreneurs with disability in Western Kenya, 2021
4. Simon Ondiwa (PHD/BE/00205/014) Analysis of dividend policy, macro-economic factors and stock return in Nairobi Securities Exchange, Kenya, Feb, 2022.
5. Lydia Kurgat (MBA/BE/0045/2014): Influence of strategic sourcing on supply chain performance at Moi Teaching and Referral Hospital, Kenya, Feb, 2022.
6. Daniel Otieno (MBA/BE/0028/018): Strategic implementation practices at Kisumu County Referral Hospital, Feb, 2022
7. Odingo Odak (MBA/BE/00007/015) Implementation and performance of energy and petroleum sector state corporations in Kisumu County, Kenya, Feb, 2022
8. Josia Kodjo (MBA/BE/00009/018): Technological Innovations and Customer Satisfaction in Kenyan Commercial Banks, Dec. 2022
9. Robby Otieno Wyckliffe (PG/PHD/050/2011): Moderating influence of job satisfaction on the relationship between employee resourcing practices and performance of academic staff in Kenyan public universities, Dec. 2022
10. Phebrone Muma (MBA/BE/00039/19): Brand management and its effects on performance of Mwalimu National Sacco, in Kenya, Dec. 2022

Letter of Completion

1. Olivia Adhiambo Achieng (PHD/BE/00028/2017): Relationship between real estate investment strategies, financial literacy and behavioral biases on financial performance of real estate investment firms in Nairobi County, Kenya (Letter of Completion)

Students at Thesis Drafting Stage

1. Osiemo Chrisanthus Titus Auma (PhD/ BE/00035/015): Effect of strategic orientation on the relationship between strategy implementation and performance of public health facilities in Western Kenya (Thesis drafting stage)
2. Boniface Bakari Lihanda (PHD/BE/00008/2017): Social Entrepreneurship Strategies, Social Innovation and Resilience of One-Acre Fund Household Livelihoods in Kakamega County. (Thesis drafting Stage)
3. Sebastian Mulongo (PHD/BE/00066/017): Influence Of Supply Chain Management Practices Integrated Financial Management Information Systems On Procurement Performance Of County Governments In Kenya (Thesis drafting stage)
4. Jessica Atieno Ooko (PHD/BE/00163/2014): Relationship marketing, customer satisfaction and brand loyalty in the mobile telecommunication sector in Kenya (Thesis Drafting Stage)

Students at Proposal Development

1. Linnaus Odoyo Anogo (PHD/BE/00036/2017): Relationship between green operation practices, sustainable procurement and supply chain performance of county governments, Kenya. (Proposal Development)
2. Jacqueline Adhiambo Odero (PHD/BE/00041/015): The impact of marketing strategies on service delivery and customer loyalty in the mobile telecommunication industry in Kisumu County, (Proposal development)
3. Ogendo Nyamwaya Duncan (PG/PhD/0146/2011): Entrepreneurial environment, motivational factors and the growth of rural enterprises along Lake Victoria Region (Proposal Development)
4. Renson Wanyonyi (PHD/BE/00068/018): Procurement legal framework implementation, technological innovation and organizational performance of public entities in Kenya (Proposal Development)
5. Kere Dennis Odhiambo (PHD/BE/00075/2020): Influence of financial inclusion strategies on the relationship between digital finance services and credit risk in commercial banks in Kenya (Proposal Development)
6. Phelix Omondi Otieno (MSC/BE/00039/020): Analysis of farmer's cost drivers, attitudes, desirability, and willingness to pay for improved maize seed variety and return on investment in Kenya [CEIED Project] (Proposal Development)
7. Olwenya A. Donna (MSC/AF/00123/2020): Economic analysis of post-harvest losses in maize: A case of Kisumu and Siaya counties, Kenya [CETC-IL Project] (Proposal Development)

8. Oliech, Winnie Atieno (MBA/BE/00021/020): Maize value chain integration and its effects on financial performance of push-pull technology for smallholder farmers in western Kenya [UPSCALE Project] (Proposal development)

External Examination @ Masinde Muliro University of Science and Technology (MMUST):

1. Ezekiel Wechuli Wanyama (PBA/H/57639/2016): Organisational resources, corporate governance and performance of regional development authorities in Kenya (2020).
2. Elizabeth Anindo Mwanza (PBA/H/23/2015): Corporate social responsibility, transformational leadership and organisational performance of selected sugar companies in Western Kenya (2020).
3. Priscillah Nzula Iteyo (PBA/H/01/57725/2016): Strategic staff development practices, organisation culture and organisational performance among public universities in western Kenya (2020).
4. William M. Wakhisi (MBA/G/86/12): Effect of strategic leadership on organisation performance of state owned sugar manufacturing firms in western Kenya (2021).
5. Robert Odhiambo Onyango (PBA/H/01/56361/2016): High performance work practices, organisation culture and employee engagement in the hospitality in the North Rift Region, Kenya (2022).
6. Viola Jepkemboi Rutto (MBA/G/026/08): Effect of women leadership factors on corporate performance of the Kenyan banking sector (2022).
7. Anuri Kwamboka Priscillah (PBA/H/01-54025/2019): Effect of transformational leadership practices on strategy implementation in county governments in Western Region, Kenya (2022).

Review Activity:

1. *Journal of Innovation and Entrepreneurship*.
2. *SAGE Open*.

Teaching Experience:

1. Senior Lecturer of Marketing, Department of Business Administration, Maseno University. Aug. 2019 to date.
2. Lecturer of Marketing, Department of Business Administration, Maseno University, Nov. 2014-Aug. 2019.
3. Assistant Lecturer or Marketing, Department of Business Administration, Maseno University, Oct. 2011-Nov. 2019.
4. Assistant Lecturer or Marketing, School of Business and Legal Studies, Bondo University College (now Jaramogi Oginga Odinga University of Science and Technology), Aug.-Oct. 2011.
5. Assistant Lecturer or Marketing, Department of Agribusiness Management, Great Lakes University of Kisumu, Feb. 2009-Aug. 2011.

Consultancy Initiatives:

1. Capacity building on promotion of National Values and Principles of Governance within the KeRRA, Marsabit Region at Kisumu Hotel, Maseno University, 28th-30th June 2022.
2. A two-day in-house sales & marketing training for ACFC Sales Team, at Agro-Chemical Food Company Ltd, Muhoroni, Kenya, 22nd and 23rd June 2022.
3. **Princeton University Global Seminar** titled "GLS/AFS 337K: Kenya: Evolution of the Capitol of Western Capitalism in Eastern and Central Africa" in collaboration with Maseno University, Kisumu Campus, May 31-July 9th, 2022.
4. Letter of Agreement (GCP/INT/335/MUL) between the Food and Agriculture Organization of the United Nations ("FAO") and Maseno University for provision of "Participatory Assessment of Youth Engagement in Agriculture"
5. Resource Person during the Fifth in-Country Training on Rural Women Empowerment, Homabay Sub-County, Homabay County, 13th June -24th June 2016 organised by African Institute For Capacity Development, Kenya Country Office. Facilitated Module 6: Business, Entrepreneurship Skills and Marketing.
6. Resource Person during Platform for Dialogue on County Planning and Budgets, IBP Kenya, 15th May 2015 at Maseno University. Facilitated the discussion on: "What Role Does the University Play in County Planning and Budgeting?"
7. Trade Project Supervision facilitation Kisumu Polytechnic, Kisumu on 26th Oct. 2013
8. Facilitated a workshop for Irrigation Kimira and Oluch Water Users Assosiation Central Management Committee members at Mbita organized by Kimira Oluch Small Holder Farm Improvement Project (KOSFIP) on 10-15th Nov. 2013.

9. Salesmen Training on Customer Care at Mayfair Holdings Ltd- Bakery Section, Kisumu on 19th Jul. 2009.
10. Facilitated training on Key Roles of Board of Directors Workshop for SAIPEH, at Blue York Hotel- Busia, organized by Jafra Consulting Group Ltd on 24th-26th Aug. 2007.
11. Structured and facilitated Route Book Implementation training Program at Golden Inn Hotel, Kakamega. Thereafter at Equator Bottlers Ltd- Kisumu. Training implemented for sales team and Distributors' sales force during June 2004

Professional Membership:

1. Member, Marketing Society of Kenya (MMSK)
2. Council Member, Marketing Society of Kenya (MSK)
3. Member, Kenya Institute of Management (MKIM)
4. Member, Fellowship of Christian Unions
5. Member, FOCUS Regional Advisory Committee-Western Kenya

Skills and Training:

Skills: Marketing, selling, management, leadership, negotiation, computer literacy, community service, statistical analysis

Training: Quality Management System; Quality Auditor (ISO9001:2008/2015)

Leadership Experience:

1. Nov. 2017 to date, Ag. Director, Self Sponsored Programme (SSP), Maseno University.
2. Aug. 2016-Oct. 2017, Ag. Director, Homa Bay Campus, Maseno University.
3. Feb. 2009- 31st Aug 2011: Marketing Manager, Tich Nam Enterprises Ltd, Great Lakes University of Kisumu.
4. Nov. 2004-Jan. 2009: Area Sales Manager, Equator Bottlers Limited, (The Coca-Cola Bottlers in Western Kenya).
5. Oct. 1999-Oct. 2004: Sales Representative, Equator Bottlers Limited, (The Coca-Cola Bottlers in Western Kenya).

Other Administrative Services:

1. Peer reviewer for the 'Internal Audit Strategic Plan 2020/2023', Department of Internal Audit, Maseno University, 2020.
2. Academic leader PhD in Marketing Management Programme
3. Chairman, BSc. Marketing Management with IT Programme Review Committee, Department of Business Administration, Maseno University, 2020
4. Academic Leader, PhD in Marketing Management Programme, Department of Business Administration, Maseno University, 2020
5. Chairman, School Postgraduate Committee, School of Business and Economics, Maseno University, 2015-2016
6. Chairman, Departmental Postgraduate Committee, Department of Business Administration, Maseno University, 2015-2016
7. Examination Officer and Timetable Coordinator, Department of Business Administration., Maseno University, 2011-2016
8. Member, School of Business and Economics Admission's Committee, Maseno University, 2011-2016
9. Chairman, School of Business and Economics Quality Management System Committee, Maseno University, 2011-2016
10. School of Business and Economics Representative, Directorate of Research, Consultancy and Publication Board, Maseno University (2012-2016)
11. ISO 9001:2008/2015 Quality Management System Internal Quality Auditor, Maseno University.
12. Participant in curriculum review and development: Review of MBA, BBA with IT, Bachelor of Business Studies curricular, Department of Business Administration; Review of BSc. Marketing Management with IT; Review of PhD in Marketing Management and PhD in Entrepreneurship; Development of Master of Business Entrepreneurship, Bachelor of Business Entrepreneurship with IT, and MSc. Human Resource Management curricular, Department of Business Administration; Development of Diploma and Certificate level courses in County Resource Management and NGO Management, Department of Business Administration; Development of a Short Course in County Resource Management, Department of Business Administration.

13. Course Developer of nine Bachelor Business Administration with Information Technology Year 3 Semester 1, Year 4 Semester 1 & 2 E-Learning Modules at the E-Campus, Maseno University: Sales Management; Marketing Communications; Marketing Strategy and Planning; Occupational Safety and Health; Conflict Management; Agricultural Marketing; Issues in Marketing Management; Planning and Administrative Decision-Making, Leadership Theory and Practice
14. Course Reviewer of one Bachelor Business Administration with Information Technology Year 1 Semester 2, E-Learning Module at the E-Campus, Maseno University: Business Communication.
15. Course Facilitator of several Bachelor Business Administration with Information Technology Year 1, 2, 3 & 4 E-Learning Modules at the E-Campus, Maseno University at various times: Introduction to Business Studies; Behavioural Science; Sales Management; Marketing Communications; Marketing Strategy and Planning; Occupational Safety and Health; Elements of Marketing; Fundamentals of Human Resource Management; Organizational Theory and Behaviour; Agricultural Marketing; Conflict Management; Planning and Administrative Decision Making; Issues in Marketing Management.

Community Service:

1. Secretary, Welfare Committee, Tuom Dechi Self Help group
2. Deacon, Chrisco Central Church, Ondiek
3. Chairman, Youth Committee, Chrisco Central Church, Ondiek
4. Member, Prison Ministry, Chrisco Central Church, Ondiek
5. Advisory Committee Member, Maseno University Christian Union
6. Advisory Committee Member, Kisumu Campus Christian Union
7. Patron, Committee Member, Kisumu Campus Christian Union from April 2023
8. Member, Regional Advisory Committee, FOCUS Western Kenya Region from Nov. 2022
9. Member, FOCUS Associates Team, Kisumu
10. Interim Chairman, Nyanza Chapter, Marketing Society of Kenya (MSK)- 2020 to date
11. Council Member, Marketing Society of Kenya (MSK)-2020 to 2021
12. Mentor: Marketing Society of Kenya (MSK)
13. Reviewer- Sage OPEN
14. Reviewer- Journal of Innovation and Entrepreneurship

Workshops Attended:

1. PreActiCe First in-person monthly meeting on 3rd-4th April 2023, Acacia Premier Hotel, Kisumu, Kenya.
2. UPSCALE General Assembly and Regional Stakeholders Meeting on 13th-17th February 2023, Malaika Resort Hotel, Mwanza, Tanzania.
3. Consultative Workshop to Review Findings on Assessment of Kenya's Country Status on Driving Agriculture and Food Systems Transformation on 17th November 2022, at Golden Tulip Hotel, Nairobi, Kenya [AGRA].
4. UPSCALE Work Package 8 Workshop on 14th-15th November 2022, at Duduville, *icipe*, Kasarani, Nairobi, Kenya.
5. PreActiCe Kick-Off Meeting (KOM) on 11th November 2022 (Virtual).
6. Fish Health Management Workshop: North-South Dialogue on Capacity Building and Knowledge Transfer Approaches Held on 19th – 24th Sept, 2022 in Kisumu Hotel, Kenya [CEIED/CEGFSD Project]
7. SOAP Farmers Field Day, Sigomere on 24th Aug. 2022 (Represented Maseno University and UPSCALE).
8. UPSCALE Project 2nd National MAC Meeting for Ethiopia on 3rd -4th June 2022, Lisak Resort, Bishoftu Oromiya/Debrezeit, Ethiopia.
9. UPSCALE Project 2nd General Assembly, 7th & 8th February 2022, Park Inn Hotel, Kigali, Rwanda and online via Zoom (Blended)
10. UPSCALE Project Regional Stakeholders Meeting, 9th & 10th February 2022, Park Inn Hotel, Kigali, Rwanda and Clustered in Bishethu, Ethiopia; Namulonge, Kampala; Mbita, Kenya; Musoma, Tanzania and online via Zoom (Blended)
11. UPSCALE Project, Kenya National MAC Management Committee Workshop, 5th November 2021, Kisumu Hotel, Kisumu (Blended)
12. UPSCALE Project, Ethiopia National MAC Management Workshop, 2nd to 3rd September 2021, Asham Africa Hotel, Bishoftu Oromiya/Debrezeit Ethiopia (Blended).
13. UPSCALE Project, Rwanda National MAC Management Committee Workshop, 22 June 2021, Park Inn by Radisson, Kigali-Rwanda
14. 1st SD4H Mentorship Workshop, 2-4 June 2021, Kisumu Hotel, Kisumu (Blended).

15. UPSCALE Project, Tanzania National MAC Workshop, 21st May, 2021, Africa Inland Church Tanzania (AICT) - Agro-forestry training centre, Musoma district, Mara region (Blended).
16. National Research Fund (NRF): Research Capacity Exercise Workshop in Nyanza and Western Region at Kisumu Hotel, Maseno University in Kisumu, 11-13 May 2021
17. UPSCALE Project, Rwanda National MAC Workshop, 6 May 2021, Hotel SCHEBA, Kigali-Rwanda (Blended)
18. UPSCALE Project, Kenya National MAC Workshop, 3-4 May 2021, Kisumu Hotel, Kisumu (Blended).
19. UPSCALE Project, Uganda National MAC Workshop, 18-19 February, 2021, Mums Resort Hotel, Iganga, Uganda (Blended).
20. UPSCALE Project Kick Off Conference, 23-26 November 2020, Kisumu Hotel, Kisumu (Blended).
21. UPSCALE Project Dry Run Workshop, 3-4 November 2020, Kisumu Hotel, Kisumu (Blended).
22. Maseno University Business Incubator Business Plan Development Workshop SPADE project (NICHE-KEN-284) on 6th to 8th September 2019 at Kisumu Hotel, Maseno University under the project *Building Stronger Capacities to Link Spatial Planning to Agribusiness and Public Policy Development in Greater Western Kenya*.
23. Kisumu retirement planning (Retirement Benefits Authority (RBA) /Maseno University Retirement Benefits Scheme (MURBS)) (2016/2017/2018)
24. Quality Assurance and University Examination Processes, Maseno University, 9th November 2018
25. Maseno University Association of Business Students (MUABS) Elimika Empowerment Forum, 23rd October 2018
26. The role of Supervisors in Quality Research and Proposal Writing Workshop: DAAD/Maseno University 18-19th October 2018
27. Kasneb workshop for Training Institutions, Kasneb Towers, 12th October 2018
28. Newton-Utafiti Early Careers Researcher Links Workshop on Improving Food Security and Nutrition in Kenya: Strengthening Indigenous Leafy Vegetables Research and Innovation Capacity: National Research Fund/Newton Fund 10-13th September 2018
29. Partnership for Enhanced and Blended Learning (PEBL) Workshop: UKAID/Association of Commonwealth Universities, 10-11th October 2018
30. Job Analysis, PwC/SRC, 21-22 March 2017
31. Education Research and Evaluation, SEREK, 8th March 2017
32. Platform for Dialogue on County Planning and Budgets, IBP Kenya, 15th May 2015
33. Mainstreaming HIV/AIDS in Maseno University Programmes, 31st May 2013, Maseno University AIDS Control Unit, Maseno University.
34. E-Learning Course Developers and Facilitators Course, 15th to 16th January 2013, E-Campus, Maseno University.
35. Implementation of a Quality Management System According to ISO 9000 Standards Course and ISO 9001:2008 Quality Management System Internal Quality Audit Course offered by Kenya Bureau of Standards from 1st October 2012 to 5th October 2012 at Maseno University.
36. Partnership for Safe Poultry in Kenya (PSPK) Exit Workshops, organized by PSPK/Winrock International in Nairobi, Kisumu and Makueni, 11th-16th July 2011.
37. Expanding Agricultural Competitiveness, Market Access and Food Security: Research findings and Policy Options Conference organized by Tegemeo Institute of Agriculture, Egerton University, 27th-28th October 2010.
38. Enhancing Poultry Stakeholder Partnerships in the Region, Regional Workshop organized by Partnership for Safe Poultry in Kenya/Winrock International, 11th-15th October 2010.
39. Training on Poultry Feed Formulation and Production Cost Improvement and Commercial Poultry Production. Sponsored by Partnership for Safe Poultry in Kenya (PSPK)/Winrock International, Southern University at Shreveport Louisiana (SULSA), and Great Lakes University of Kisumu (GLUK), 9th-15th December 2009.
40. Back to Basics: Selling skills, merchandising skills, and the profit story, Coca-Cola East Africa & Islands, Nairobi, May/June 2006.
41. Managing and responding to consumer contacts- Coca-Cola East Africa & Islands, Kisumu, May 27th 2003.
42. Kenya execution challenge- Coca-Cola East Africa & Islands, Kisumu, May 2005.
43. Key results areas- prioritizing key result areas and identifying competencies for each performance cycle, Equator Bottlers Limited, Kisumu, March 2003.
44. Route book implementation- capturing route sales information, Equator Bottlers Limited, Kisumu, June 2004.

45. National MIT Trainings- field executions, Coca-Cola East Africa & Islands, Nyeri/Kisumu, September/October 2002.
46. Merchandising principles- unlocking the tools for market executions, Equator Bottlers Limited, Kisumu, April 2005.
47. Kisumu systems trainings- training on merchandising routines, Equator Bottlers Limited, Kisumu, October 1999.
48. ITMO champion- re-launch of the ITMO as a tool to the trade, Coca-Cola East Africa & Islands, Kisumu, April 2001.
49. High school ministry course- Kenya Students Christian Fellowship, Nairobi, October/November 1998.
50. The market agenda for free market economies- Marketing Students Association, Nairobi, 18th/19th March 1999.

Conference Proceedings, Abstracts, & Presentations:

1. UPSCALE Project, Kenya National MAC Management Committee Workshop Proceedings, 5th November 2021, Kisumu Hotel, Kisumu (Blended)
2. UPSCALE Project, Ethiopia National MAC Management Workshop Proceedings, 2nd to 3rd September 2021, Asham Africa Hotel, Bishoftu Oromiya/Debrezeit Ethiopia (Blended).
3. UPSCALE Project, Rwanda National MAC Management Committee Workshop Proceedings, 22 June 2021, Park Inn by Radisson, Kigali-Rwanda
4. UPSCALE Project, Tanzania National MAC Workshop Proceedings, 21st May, 2021, Africa Inland Church Tanzania (AICT) - Agro-forestry training centre, Musoma District, Mara region (Blended).
5. UPSCALE Project, Rwanda National MAC Workshop Proceedings, 6 May 2021, Hotel SCHEBA, Kigali-Rwanda (Blended)
6. UPSCALE Project, Kenya National MAC Workshop Proceedings, 3-4 May 2021, Kisumu Hotel, Kisumu (Blended).
7. UPSCALE Project, Uganda National MAC Workshop Proceedings, 18-19 February, 2021, Mums Resort Hotel, Iganga, Uganda (Blended).
8. UPSCALE Project Kick Off Conference Proceedings, 23-26 November 2020, Kisumu Hotel, Kisumu (Blended).
9. UPSCALE Project Dry Run Workshop Proceedings, 3-4 November 2020, Kisumu Hotel, Kisumu (Blended).
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