



KENYA FORESTRY RESEARCH INSTITUTE

MENTORSHIP POLICY AND PROCEDURE

APRIL, 2019

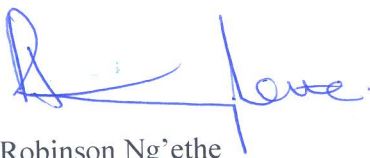
FOREWORD

The Institute requires competent staff in various disciplines with a grasp of the organizational culture and changing economic, technological, environmental and stakeholder interests in order to deliver its mandate. The Institute is currently facing many challenges including an ageing workforce, inadequate competencies in existing and emerging disciplines. This requires systematic recruitment of new staff and training of all staff to ensure that the Institute's functions are effectively and efficiently executed.

The Public Service policies such as the draft Public Services Succession Management Policy (2018) and the Human Resource Development Policy (2015) emphasize mentorship as an important element of succession planning to be mainstreamed by Ministries Departments and Agencies (MDAs) in their human resources management operations.

Mentoring is an important element of Human Resource Development that involves transfer of knowledge, skills, attitudes and competencies from the mentor to the mentee. A mentor shall be instrumental in facilitating self-reflective learning, induction, career growth, personal development and change management. The Institute is expected to institutionalize a mentoring culture in the organization by encouraging implementation of mentoring programmes as a way of developing staff.

The KEFRI Staff Mentorship Program provides an opportunity for seasoned employees to share their knowledge and experience with new and existing staff. New staff will gain from the coaching, guidance, and encouragement mentors provide. Experienced staff will gain fresh perspective and develop new relationships. The process enables the Institute to build stronger and a more cohesive staff.



Mr. Robinson Ng'ethe

For: KEFRI Board of Directors



Joshua K. Cheboiwo (PhD)

Director

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