

CLASS OF
2019
ANGAZA

GRIP (GRADUATE INTERNSHIP PROGRAMME)

TO CHERISH, LOVE AND CARE

In the same way, let your light shine before others, that they
may see your good deeds and glorify your Father in heaven. - MATTHEW 5:16

World Vision

LIVES CAN
CHANGE *for Good*



WORLD VISION KENYA | 2019 GRIP

GRIP - ANGAZA 2019

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ABOUT THE GRADUATE INTERNSHIP PROGRAMME (GRIP)

This internship programme is designed to provide real work experience and professional development to university undergraduates. Through the GRIP initiative, fresh graduates in various disciplines from both public and private universities in Kenya are placed in rural and urban settings for one year as World Vision Kenya interns. The programme offers students real work experience, under the guidance of dedicated professional supervisors, who ensure they are ready for the work place and committed to servant leadership in the society.



ABOUT WORLD VISION

Blessings, 8 years, living with Cerebral Palsy uses her leg to calculate sums as she learns mathematics from her teacher at Masaku School for the Physically Disabled in Machakos County. World Vision seeks to improve access to assistive devices for persons with mobility limitations.

Photo / World Vision

WHO WE ARE

Founded in 1950, World Vision is an international partnership of Christians serving children, their families and communities in conditions of poverty in nearly 100 countries, primarily through programmes of community development, disaster management and promotion of justice.

World Vision began operations in Kenya in 1974. World Vision has a vast programme reach in Kenya, with Area Programmes - long-term development programmes, spread across 35 counties nationwide. Through valued partnerships, World Vision Kenya supports communities to access the knowledge and resources needed to improve the well-being of children and overcome poverty.

ASPIRATIONS

World Vision has four strategic goals regarding the well-being of children:

- Children enjoy good health
- Children are educated for life
- Children experience the love of God and their neighbours, always being mindful that World Vision is a guest in cultures that hold many diverse beliefs
- Children are cared for; protected and participating in the decisions that affect their lives

World Vision Kenya works with the most vulnerable children and communities regardless of religion, race, ethnicity and gender.

VISION STATEMENT

Our vision for every child, life in all its fullness; Our prayer for every heart, the will to make it so.

MISSION STATEMENT

World Vision is an international partnership of Christians, whose mission is to follow our Lord and Saviour Jesus Christ, in working with the poor and oppressed to promote human transformation, seek justice and bear witness to the good news of the Kingdom of God.

OUR CORE VALUES

We are Christian | We are committed to the poor | We value people
We are stewards | We are partners | We are responsive

World Vision

**LIVES CAN
CHANGE for Good**

LEARN MORE:

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 World Vision Kenya

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FOREWORD

DAVID MONTAGUE, Interim National Director,
World Vision Kenya



It is with great pleasure that I congratulate all interns for successfully completing the 2019 Graduate Internship Programme (GRIP) at World Vision Kenya. It has been an honour having you in this organisation. We do not take for granted the services you have offered. They were done with uttermost dedication, passion and hard work. You have lived up to our expectations and even surpassed them. Looking at you now, I can attest to GRIP being a life changing experience. You came in as young graduates and are now leaving as professionals.

I hope this year has enabled you to discover your potential as well as grow and get the much needed experience in your field of expertise. It is my belief that you have learnt various important lessons that I encourage you to implement in your lives moving forward. Remember to also share the knowledge you have gained. You will learn more by doing this. There are many people who look up to you now. Mentor them and be good role models.

It is my prayer that what I see in you is what other employers will see too. Strive to maintain the nature of being quick to learn and do not shy away from asking questions when you don't understand something. Identify your niche, then perfect and exploit it. In addition, practise the habit of healthy competition by competing with yourself to ensure there's a better version of you everyday.

We cannot talk of the success of the Graduate Internship Programme without mentioning our partner MINET. The organisation has consistently contributed monetary sponsorship, capacity building and job opportunities for our graduates. We do not take this kind gesture for granted, and are deeply appreciative to the MINET fraternity.

On behalf of the World Vision Kenya team, I would like to commend everyone who did a great job in ensuring this programme was a success. The immense dedication by supervisors and coaches to nurture these graduates into who they are today is heart warming.

I am confident that we are releasing refined, skilled, qualified and responsible professionals into the job market. May you maintain these qualities wherever you go.

HELP US CHANGE LIVES & POSITIVELY TRANSFORM THE NATION BY INVESTING IN WORLD VISION'S GRADUATE INTERNSHIP PROGRAMME (GRIP)

We invite organisations (and individuals) to join us and help make a difference in the life of Kenyan graduates. Sponsor a graduate to attend the one year Graduate Internship Programme (GRIP) offered at World Vision Kenya. Through your sponsorship, World Vision Kenya will train and mentor graduates to become professional, motivated personnel with broad experience and a sense of social responsibility.

INVESTMENT VALUE

- Evidence based social investment; nurturing a national workforce.
- Enhanced brand visibility through GRIP public events and graduation ceremony.
- Transforming the lives of vulnerable children, families and communities in Kenya.
- Talent development- GRIP interns gain skills and experience from World Vision to succeed in their careers and positively contribute to their employer.
- GRIP graduates gain local knowledge and perspective. A graduate from a region in which you currently do business or intend to do business can provide you with practical insights and a cultural exchange that you otherwise would not have.
- GRIP graduates are from diverse backgrounds. The interns are recruited from all over the country. This builds their capacity to work with people from different cultures and backgrounds.

SECTORS

GRIP interns can be sponsored to gain experience in a number of different sectors including:
Agriculture | Audit | Child Rights | Civil Engineering | Communications | Community Development | Design, Monitoring and Evaluation | Economics | Emergency Response | Finance, Accounts | Grant Management | Human Resource | ICT, Software Development, Computer Systems | Peace and conflict | Procurement, Supply Chain Management | Public Health | Nutrition and Social Services.

INTERNS WHO JOIN THE WORLD VISION GRADUATE INTERNSHIP PROGRAMME RECEIVE

- One year comprehensive mentorship.
- On the job experience under the guidance of experienced professional supervisors.
- Differential experience-Study stints in a variety of World Vision Kenya projects.
- Quarterly thematic workshops conducted that broadly cover self-awareness, personal branding and career development.
- Seven (7) dedicated coaches running thematic workshops.

WHO CAN BE A SPONSOR

A sponsor may be a private sector employer, public sector organisation, government organisation, charitable trusts, international governmental agencies, foundations or not-for-profit organisations, who have agreed to pay all the costs on behalf of an intern.

WHAT DO YOU NEED TO DO

If you are meeting the costs of one or more interns, you need to provide World Vision Kenya with a duplicate stamped bank slip confirming payment and an official letter indicating the details of the intern.

PAYMENTS SHOULD BE MADE TO:

**Commercial Bank of Africa,
World Vision Kenya Account Number 7143130019
SPONSORSHIP COST**

Approximately **Kenya Shillings 723,870 = or
US Dollars 7,000** to train one intern for one year:
* Costs are revised annually

LEARN MORE: wvi.org/kenya

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OUR HEARTFELT GRATITUDE TO WORLD VISION

As the GRIP Class of 2019, we chose the name '**Angaza**' to signify the light we would like to shine upon the world, by bringing change to communities so as to enable them experience the love of Jesus Christ.

From the bottom of our hearts, we thank you so much for giving us the opportunity to make this dream come true.

We were able to improve the wellbeing of children through the various World Vision departments and offices that we worked in.

This desire for change remains a lifelong vision for us. Wherever we go, we will continue to make a difference in the lives of people. We stand guided by the scripture in Matthew 5:16: *In the same way, let your light shine before others, that they may see your good deeds and glorify your Father in heaven.*

The yearlong experience we have had at World Vision has been eye opening and interesting. You gave us the opportunity to put into practice what we learnt in school.

Our interaction with community members during field visits and activities enabled us to be in touch with challenges affecting Kenyans. This gave us a platform to come up with innovative ideas that can help address the problems.

We appreciate the guidance and mentorship that we received from our supervisors and coaches. Thanks to their motivation, patience and commitment, we have become experts in our various fields of specialisation. We have also improved our leadership, critical thinking and decision-making skills.

To all staff, your support, friendship and amicable nature enabled us to have an enjoyable experience at the organisation. We will carry with us fond memories from our interactions at the office and during staff enhancement activities such as the sports day, team building activities and training forums.

Above all, we thank World Vision for helping us grow in our faith and spiritual journey through the daily morning devotions, praise and worships sessions, as well as chapel services.

May God grant you strength and resources to nurture more individuals like us.



PREPARING FOR THE JOB MARKET

DUNCAN EKASI OTITI, Senior Account Manager, Minet

Q1.

In your opinion, how does the GRIP initiative prepare young people for the future, considering you were once part of the programme?

It gives a holistic guidance on life matters that are often ignored in formal settings (work or school) such as financial management, adaptability, diversity, leadership, hard work, diligence and etiquette.

Q2.

What are some of the key things employers consider when looking for employees?

Employers have varied expectations of their employees. However, majority will consider the following:

- How much it will cost them to train a potential employee.

- If interviewees have the ability to put their personal life in order so that it does not interfere with work.
- Proof of current relevant soft skills such as effective leadership, communication, decision-making, problem solving and teamwork skills.
- Real work samples or experience.

Q3.

Talk about 'feedback' and 'continuous education' as strategies for Personal Career Development.

- Feedback helps employees to set more realistic goals whilst steering them towards options that they might not have been able to think of on their own. It also highlights skills and qualities that people may not be aware they possess.
- Continuous education enables employees to keep their skills current hence relevant in the job market. It also makes them very excited about their profession, as they are able to understand it better and remain up-to-date with industry related changes.

Q4.

What stood out for you, when you interacted with the GRIP 2019 class?

I was impressed by their confidence, maturity, focus and excitement about the next stage of their careers.

Q5.

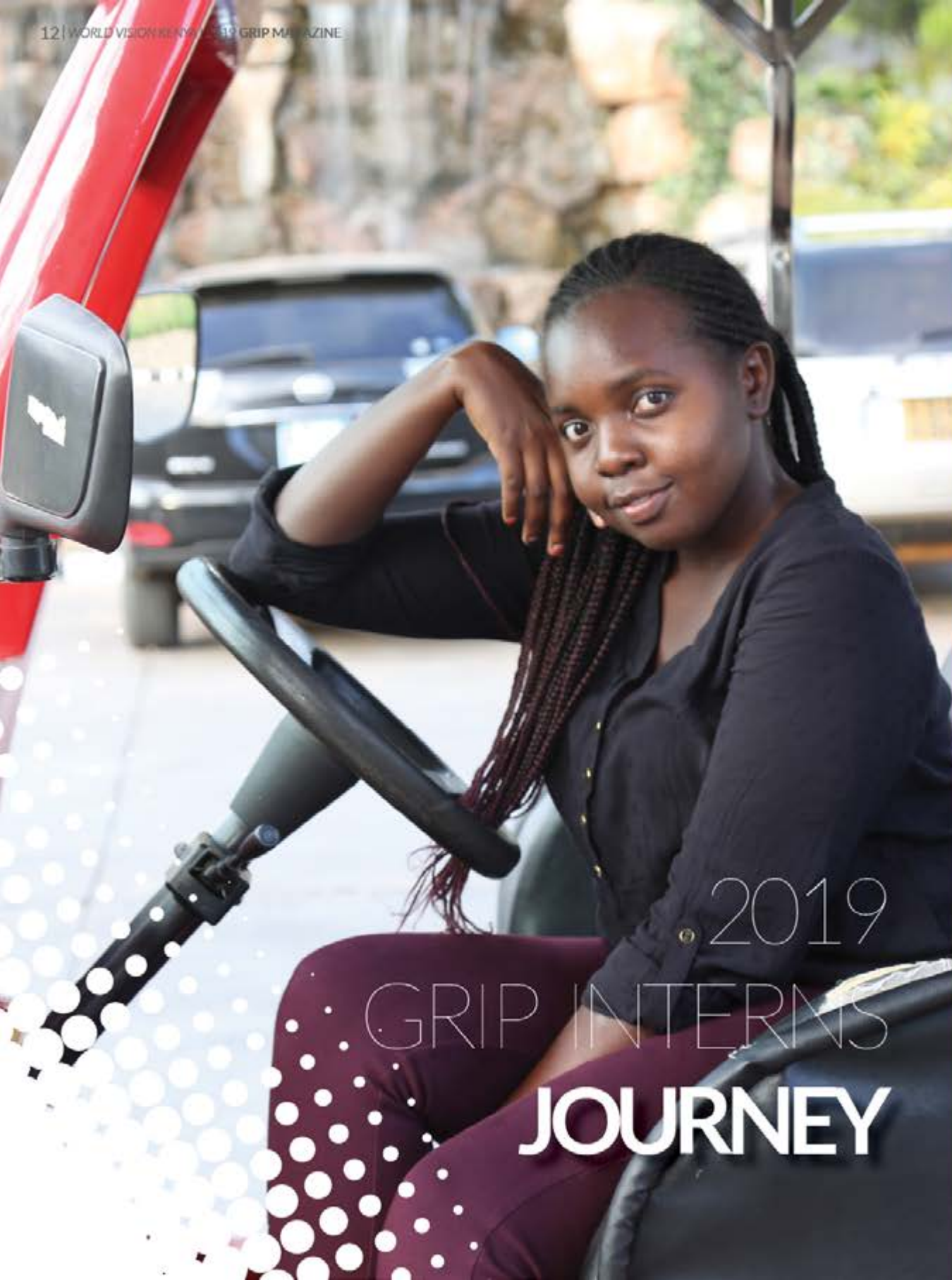
What would be your advice to young professionals getting into the job market?

I encourage them to learn as much as possible and be positive as they settle down in their different careers of choice.

OUR APPRECIATION TO MINET

As the GRIP class of 2019, we are thankful for the support you have given us. Through your partnership with World Vision Kenya, you have helped nurture us into highly skilled professionals with strong work ethic and impeccable character. We have had an opportunity to apply the theoretical knowledge we gained in school and use it to tackle societal and organisational challenges. This has given us the confidence to boldly pursue our life dreams and impact people's lives positively. In a special way, we would like to thank Mr. Duncan Oti, the Senior Account Manager at MINET, for his words of inspiration and encouragement. You were a great coach and mentor. May God Bless you.





2019 GRIP INTERNS JOURNEY

ALOYCE OTIENO ONYANGO

Karatina University

Bachelor of Human Resource Management

Station: National Office

Internship Location: Karen (Nairobi County)

Priority Area: People & Culture (Human Resources Management)

This was one of the greatest opportunities in my life. I gained practical experience in human resources management. One of the important skills I learnt was handling the employee life cycle (employee attraction, recruitment, on-boarding, development, retention and separation). I am so glad I attended many training workshops that boosted my skills, knowledge and experience. An example is the Core Competencies Orientation, which enriched me with a broader scope and perspective of the essential behaviours and abilities that employees need to acquire for better performance. Bearing witness to how World Vision's humanitarian work transforms the lives of the most vulnerable people in various communities, I always got motivated and encouraged to work with more passion and commitment. The GRIP initiative has equipped me with a lot in terms of career and personal development. I am now more informed. Through the E-campus courses as well as coaching and mentorship opportunities that I got at World Vision, I have gained a lot in terms of knowledge and skills. In addition, I am grateful for the opportunity to co-ordinate devotion as this improved my interpersonal, public speaking and leadership skills. Thank you to all the stakeholders for the support provided. I can confidently say that GRIP was a rainbow in my clouds.

I CAN
CONFIDENTLY SAY
THAT GRIP WAS
A RAINBOW IN
MY CLOUDS.



ANITA EWOTAN AKULAL

Kisii University

Bachelor of Business and Management (Accounting)

Station: National Office

Internship Location: Karen (Nairobi County)

Priority Area: Accounts Payables

It is said, "A journey of a thousand miles begins with a single step". I am certain that my first step into the corporate world began when I received a congratulatory call, having passed the GRIP interview. Since induction, World Vision has taught me a lot in regard to my career and self-awareness development. The beauty of the internship programme is that it not only allows for professional growth, but also provides an opportunity to interact with different communities in various capacities. As much as my work entailed being in the office most of the time, I was also able to visit various field projects. Key among them was a borehole project in Mwala, which brought great transformation, joy and delight to communities. The greatest lesson this internship programme has taught me is that nothing is more glorious, than the feeling of fulfilment when you see others prosper as a result of your hard work, insights and goodwill. Thanks to GRIP, I have also been equipped with appropriate skills and experience for becoming a great accountant. In addition, the Christian culture and environment has made me grow into a responsible young professional. God bless World Vision.



NOTHING IS MORE
GLORIOUS, THAN THE
FEELING OF FULFILMENT
WHEN YOU SEE
OTHERS PROSPER.



BILLY OTIENO OUMA

Egerton University

Bachelor of Science (Agricultural Economics)

Station: Kegonga Ntimaru Area Programme

Internship Location: Kegonga (Migori County)

Priority Area: Livelihood & Resilience (Economic Empowerment and Agricultural Value Chain)

I must admit that joining World Vision has been one of the best experiences in my life so far. I always dreamt of joining the humanitarian industry and specifically a Christian organisation. World Vision attracted me because of the care they give to other human beings. Through the GRIP initiative, I have experienced growth in my career, social, and spiritual life. Learning about local agricultural value chain development was a great turning point for me. It assisted me in the formation of six Commercial Village Market groups within Kuria East. I also took part in the formation of the sweet potato value chain by supporting the establishment of a cottage industry. This will help farmers in the area increase their income from the sale of sweet potato products. I attribute these successes to World Vision's GRIP mentorship and a good working environment that facilitates career development.

JOINING
WORLD VISION HAS
BEEN ONE OF THE
BEST EXPERIENCES
IN MY LIFE.



CELESTINE PTIONY

University of Kabianga
Bachelor of Business Management (Accounting)
Station: National Office
Internship Location: Karen (Nairobi County)
Priority Area: Field Finance

I am grateful for getting the opportunity through the Graduate Internship Programme to grow professionally and spiritually. The experience I gained has given me the confidence to face the world. I really enjoyed learning and interacting with different systems of accounting. This has made me a professional in the field. Through site visits to Kirindon and Ilaramatak, I got an opportunity to advise and motivate young Maasai girls who underwent FGM at a tender age. Their experiences were saddening but I gave them hope and they vowed to become anti-FGM ambassadors in their communities.

The internship has really transformed me. I used to have a hard time interacting with people. However, I overcame this challenge after getting opportunities to lead and preach during morning devotions. Through numerous mentorship sessions, I learnt about self-awareness, personal growth, and the significance of putting God first in everything that we do. In addition, I enjoyed the friendly environment in the organisation and warmth of World Vision staff.

THE EXPERIENCE I
GAINED HAS GIVEN ME
THE CONFIDENCE TO
FACE THE WORLD.



CORNELIUS KIMANGA MULI

Moi University
Bachelor of Education
Station: Kegonga Ntimaru Area Programme
Internship Location: Kegonga (Migori County)
Priority Area: Education and Child Protection

My life dream is to become an agent of transformation in the society. I am glad that the internship programme enabled me to make a difference in the lives of children by supporting projects aimed at enhancing their numeracy and literacy skills. I also supported the County Government of Migori to roll out the Competency Based Curriculum for Early Childhood Development Education (ECD). With the help of my supervisor, I learnt how to write good reports that can be used for fundraising. The daily devotions nurtured my spiritual relationship with God. From my experience during the internship period, I believe that God's purpose for my life is to serve and save vulnerable children from the challenges they face.

MY LIFE DREAM
IS TO BECOME AN
AGENT OF
TRANSFORMATION
IN THE SOCIETY.



DAVID MUHORO MIANO

The University of Nairobi

Bachelor of Science (Environmental & Biosystems Engineering)

Station: Bartabwa Area Programme

Internship Location: Bartabwa (Baringo County)

Priority Area: Water, Sanitation & Hygiene (WASH) and Construction

My life was changed and enriched through the Graduate Internship Programme. The tasks I accomplished enabled me to apply the theoretical knowledge I gained at the university so as to provide practical solutions to water, sanitation and hygiene challenges affecting communities. I am also grateful that I got the chance to grow my spirituality through morning devotions, improve my engineering design skills through training opportunities, sharpen my analytical skills through reporting, and further develop project planning and implementation skills. As I end my journey, I have acquired important skills to apply in my career endeavours.



I HAVE ACQUIRED
IMPORTANT SKILLS
TO APPLY IN
MY CAREER
ENDEAVOURS.



EDWIN GITONGA KABURU

Technical University of Mombasa

Bachelor of Science (Civil Engineering)

Station: Marafa Area Programme

Internship Location: Marafa (Kilifi County)

Priority Area: Water, Sanitation & Hygiene (WASH) and Construction

The internship programme has not only sharpened my professional skills but also strengthened my will to live a life of integrity and service to others. I got the opportunity to help construct water storage structures and pipelines, as well as equip boreholes and sensitise communities on appropriate water, sanitation and hygiene practices. This enhanced my interpersonal and communication skills. Through the training and experience that I received, I can consider myself an expert in most computer-aided designs in structural, architectural and water engineering. In addition, I acquired experience in technical project monitoring and evaluation. It was always a joy to see families enjoying life after we enabled them get access to clean water. That gave me the motivation to keep working hard each day. Thanks to the internship, I believe I am now on the right path to becoming a professional engineer, which is what I have always dreamt of. I will forever be grateful to World Vision for giving me this opportunity.



I WILL FOREVER
BE GRATEFUL TO
WORLD VISION FOR
GIVING ME THIS
OPPORTUNITY.



EUNICE DOROTHY AKOTH

Daystar University

Bachelor of Arts (International Relations and Security Studies)

Station: National Office

Internship Location: Karen (Nairobi County)

Priority Area: Resource Acquisition Management

My experience has been great; I do not regret going through the internship programme. Thanks to this initiative, I have been able to find mentors to coach me on my personal and professional life. I knew I wanted to serve children before joining World Vision and I got numerous opportunities to do that in the organisation. For instance, I supported fundraising initiatives seeking to bring clean water to children. I also participated in sensitisation forums aimed at creating awareness on the rights of children. The mentorship received during the internship programme has enabled me to improve on soft skills such as confidence, good networking and presentation skills. There was never a dull day here. My energy levels were constantly high and I continually gave my best in all assigned tasks. Above all, my faith has been nourished and strengthened through my position as a transteam (bible study) leader. I also benefitted immensely from the daily devotions that I participated in. My parting shot, as I finish this internship would be that originality is important in what a person does; it also improves self-awareness.

MY ENERGY LEVELS
WERE CONSTANTLY
HIGH AND I CONTINUALLY
GAVE MY BEST IN ALL
ASSIGNED TASKS.



FAITH SEELAH NABAALA

Chuka University

Bachelor of Arts (Economics and Sociology)

Station: National Office

Internship Location: Karen (Nairobi County)

Priority Area: Governance and Risk Management

The internship programme at World Vision Kenya was beneficial to me. It was an introduction to the actual work environment that helped me to rediscover myself. It gave me the opportunity to learn more about my potential and abilities. The risk assessment field visits were among my best learning moments. In addition to identifying the risks that can affect projects on the ground as well as giving recommendations to mitigate them, I was able to understand how technical programmes and different departments in World Vision operate. I was also able to learn how the organisation implements its projects as well as how the humanitarian industry, which I am passionate about, works.

Visiting new environments where the most vulnerable communities are located transformed my life. The challenges that most children in such areas go through were heart breaking. But seeing the smiles on their faces, as they celebrated World Vision projects that changed their lives moved my heart. It also deepened my commitment to become a faithful steward, seeking to bring transformative change to societies.

VISITING NEW
ENVIRONMENTS
WHERE THE MOST
VULNERABLE
COMMUNITIES ARE
LOCATED TRANSFORMED
MY LIFE.



FRANCIS OKOTH MADUNGU

Kenyatta University

Bachelor of Commerce (Finance)

Station: Katito Area Programme

Internship Location: Katito (Kisumu County)

Priority Area: Finance and Accounts

I thank God and World Vision for the GRIP initiative. While working and supporting the finance, accounts and procurement departments, I gained practical skills and hands-on experience. The training and mentorship I received has enhanced my professional, communication and networking skills. This has boosted my self-confidence and enabled me to have a strong work ethic. With regards to the society that I was part of for the last one year, I have witnessed tremendous impact on the lives of children and communities – thanks to World Vision projects, some of which I supported. This gave me a deep sense of satisfaction, knowing that I served God well by helping to bring change to communities. World Vision has also helped me to grow in faith and become a good Christian with a clear purpose and vision in life.

THIS INTERNSHIP
HAS BOOSTED MY
SELF-CONFIDENCE
AND ENABLED ME TO
HAVE A STRONG
WORK ETHIC.



GEORGE AMANI AYINO

The Co-operative University of Kenya

Bachelor of Commerce (Finance)

Station: Orwa Area Development Programme

Internship Location: Orwa (West Pokot County)

Priority Area: Finance

Through the Graduate Internship Programme, I was able to utilise and enhance my skills and abilities while working diligently to serve residents of West Pokot community. I have experienced all round spiritual, emotional and professional growth. This was made possible through the dedication of my supervisor, coaches, and mentors who were always ready to assist. I had the privilege to access vast online learning courses and physical training opportunities that also contributed positively to my growth. In West Pokot, communities battle with negative cultural practices such as Female Genital Mutilation (FGM) and forced early marriages spurred by local insecurity challenges and poverty. Being part of the World Vision team in West Pokot and getting involved in the organisation's unrelenting efforts to curb these vices has been a true honour.

I HAVE
EXPERIENCED
ALL ROUND SPIRITUAL,
EMOTIONAL AND
PROFESSIONAL
GROWTH.



GILBERT KIPLAGAT

Chuka University

Bachelor of Science (Community Development)

Station: Changamwe Area Programme

Internship Location: Changamwe (Mombasa County)

Priority Area: Education & Child Protection (Sponsorship)

This internship programme at World Vision was a great journey that positively impacted my life. I learnt what it means to serve humanity by interacting with vulnerable communities, especially children who needed a lot of attention. Through meetings aimed at finding solutions to issues affecting children and other development challenges, I was able to polish my advocacy and communication skills. Training programmes like Savings for Transformation, Empowered Worldview and many others enhanced my knowledge and expertise in economic development. I thank God for granting me the opportunity to join the internship programme, which enabled me to learn more about His word. This strengthened my faith in Christ and inspired me to transform lives and impact communities positively. It is something I will keep doing even after I leave World Vision.

I AM INSPIRED
TO TRANSFORM
LIVES AND IMPACT
COMMUNITIES
POSITIVELY.



HELLEN ATIENO OWUOR

Daystar University

Bachelor of Arts in Communications (Electronic Media and Psychology)

Station: National Office

Internship Location: Karen (Nairobi County)

Priority Area: Communications and Media

My journey in GRIP has been characterised by immense professional, spiritual, and academic growth. I have had the opportunity to use my creativity at work, as well as the skills I gained while in campus. I am filled with pride when I see the execution of my theoretical skills into practical work through videos, articles, voice-overs and photography.

Being in the communications department, I gained knowledge on how to effectively use the media to promote the work, visibility, and image of World Vision. This was done through the production of factual, evidence-based content that were published in newsletters and the website. My position also gave me the opportunity to travel to different places in the field where I interacted with community members and conducted interviews for generating success stories. Sometimes, the challenges that people went through – especially children – burdened my soul. But it was always a joy to watch their faces light up when World Vision brought change to communities. These are God's little angels that we are called upon to nurture, love and care for. This GRIP is an initiative that I would recommend to all graduates because I have witnessed the commitment supervisors have in refining interns. I would never trade this experience for any other!

I WOULD
NEVER TRADE
THIS EXPERIENCE
FOR ANY
OTHER!



HESBORN OJWANG DETE

Kisii University

Bachelor of Education (Early Childhood Education & Foundaton Studies)

Station: Nyamusi Area Programme

Internship Location: Nyamusi (Nyamira County)

Priority Area: Education & Child Protection

As I worked, each day was a learning opportunity and an avenue to explore and understand my abilities, strengths and weaknesses. The internship programme gave me an opportunity to interact with key stakeholders in the Ministry of Education and Children's Department. This was during teacher training and child protection forums. They equipped me with appropriate pedagogical and technical skills. Providing guidance and counselling to young boys and girls - especially on spirituality matters - was a life changing experience for me. I have also sharpened my decision-making, critical thinking, problem solving and public speaking skills. This was as a result of the numerous partner engagement meetings and awareness creation opportunities that WorldVision provided.

My spiritual growth has been consistent, having once been the spiritual leader for the GRIP class of 2019. I also gained a lot from the numerous spiritual reading materials that were discussed during morning devotions. I leave GRIP knowing that good leaders take initiative and make things happen!



I LEAVE GRIP
KNOWING THAT
GOOD LEADERS
TAKE INITIATIVE
AND MAKE THINGS
HAPPEN.



LUCY NJOKI GICICI

Jomo Kenyatta University of Agriculture and Technology

Bachelor of Business Information Technology

Station: National Office

Internship Location: Karen (Nairobi County)

Priority Area: Information and Communication Technology

Practical experience is a prerequisite of any employment and I was fortunate enough to get this experience from the Graduate Internship Programme. At the Information Technology (IT) department, I performed numerous duties that included: trouble shooting, customer support, systems and network administration, as well as computer and telephone configuration. These are some of the on-job tasks that I undertook, which supplemented what I had already learnt in school. The internship programme also improved my spiritual growth, exposure and self-confidence. Participating in devotions and praise and worship led to spiritual growth. I have particularly improved my problem solving and communications skills. To top it all, I was also exposed to lives in different regions and cultures in the country during the various field trips, which I was privileged to be part of. I am thankful to WorldVision for this opportunity, as it will give me a competitive advantage in the job market. I pray that this programme continues so that more people can benefit from it, just like I did.

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MAUREEN JEPKORIR AYABEI

Dedan Kimathi University of Technology

Bachelor of Science (Civil Engineering)

Station: Mutomo & Lower Yatta Area Programme

Internship Location: Mutomo (Kitui County)

Priority Area: Water, Sanitation & Hygiene (WASH) and Construction

When I began the GRIP journey, I was unaware of what was in store for me. Close to a year later, I can confidently say that the programme has equipped me with immense knowledge and skills that are relevant to my field. With regards to the field experience I got at World Vision, it was always fulfilling to see children and women get clean water as a result of our projects. This saved them from having to walk long distances to get water from contaminated sources. Indeed, I can say that I have received holistic transformation while working at World Vision. The numerous mentorship and life skills training programmes have given me self-confidence. In addition, the daily devotions that I attended each morning enabled me to grow in faith and Christianity. I now have a deeper understanding of the bible and God's desire for us to make the world a better place through our actions. This spiritual growth has really transformed my personal and professional life.

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CONFIDENCE.

SAMANTHA NYABOKE ASUMA

Jomo Kenyatta University of Agriculture and Technology

Bachelor of Commerce (Finance)

Station: Soin Area Programme

Internship Location: Tambach (Elgeyo Marakwet County)

Priority Area: Finance

During my internship programme, I was able to acquire skills and hands on experience in the financial and accounting field. I worked under a project known as ENRICH which aims at enhancing nutrition services to improve maternal and child health. Being part of this project enabled me to interact with diverse cultures which broadened my worldview. I learnt the importance of integrating gender responsive and transformative approaches so as to bring about holistic transformation in communities. Generally, I have become a better individual physically, spiritually, socially and mentally. I am grateful for the opportunity provided to interact with many people. This taught me how to embrace and accommodate different personalities. The greatest lesson I have learnt is serving people in marginalised communities through ministering to their needs first, then sharing the love of God.

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TAUGHT ME HOW
TO EMBRACE AND
ACCOMMODATE
DIFFERENT
PERSONALITIES.

SHEILA NAINI KISHOYAN

The University of Nairobi

Bachelor of Science (Environmental Conservation and Natural Resource Management)

Station: Bandaptai Area Programme

Internship Location: Bandaptai (Bomet County)

Priority Areas: Livelihoods & Resilience (Food Security, Nutrition, National Resource Management, Climate Change and Youth Empowerment)

My GRIP experience has been awesome and unforgettable. It has nurtured me to become a professional in my field. It has also turned me into a strong and confident person who is able to undertake tasks and challenges with a positive attitude. During my early days at Bandaptai, I encountered challenges such as language and cultural barriers, as well as the rough terrain of the area. However, I was able to overcome them gradually through support from colleagues. With an open mind, I succeeded in embracing cultural diversity, which made it easy for me to connect with residents and feel at home. My work experience has been fulfilling and a blessing from God. I have gained a lot of knowledge on how to enhance food security and good nutrition using climate-smart and innovative technologies that promote agricultural production. In addition, engaging with the community - especially children - on environmental conservation and management of natural resources, has given me hands-on experience and opportunities to be innovative. I have learnt to have fun, be myself, and gain as much knowledge as possible.

I HAVE LEARNT TO
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AND GAIN AS MUCH
KNOWLEDGE AS
POSSIBLE.

VERA KIBIRO MASWAGE

Jomo Kenyatta University of Agriculture and Technology

Bachelor of Science (Procurement and Contract Management)

Station: National Office

Internship Location: Karen (Nairobi County)

Priority Area: Supply Chain

I gathered a lot of knowledge at the university. However, the hands-on experience provided by World Vision Kenya has been invaluable. I gained experience in the sourcing and evaluation process of procurement. Most importantly, I learnt how to use the procurement ERP system to undertake tasks. During the internship period, I successfully planned and helped to organise the first International Vendor Forum for World Vision in East Africa. Moreover, I got opportunities to work with colleagues from other departments and learn about their work.

For instance, I supported the Policy and Advocacy teams in their efforts aimed at ending Female Genital Mutilation (FGM) in Kegonga, during the International Day of Zero Tolerance against FGM. I was also able to support the communications department in offering media coverage during the 2019 Driver Recognition Programme organised by the Fleet Forum. This exposed me to World Vision's humanitarian and development work. I was equally able to grow spiritually. Daily Devotions created a safe space and opportunity for me to reflect on the Word of God and encounter thoughtful teachings on important spiritual topics. The gym on the other hand provided a platform to ensure I stayed fit and healthy.

I GAINED VALUABLE
EXPERIENCE IN THE
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OF PROCUREMENT.





THE PURPOSE OF LIFE

BARZIL MWAKULOMBA, Country Cash & Food Assistance Manager, World Vision Kenya

As a leadership coach, I believe that until we discover why we are alive, we are just surviving. We are created for a purpose on earth- to make a difference. This difference is unique to each individual. To know our purpose and be significant in our environment, we need to start asking ourselves some difficult questions. However, while doing so, we must acknowledge that there are right and wrong questions. Wrong questions result in depression and lethargy whereas the right questions provoke personal action and a correct perspective towards life.

The following are the questions we should ask ourselves:

- What values do we live for? Values are protective foundational convictions that influence our being. Our value system becomes the weighing scale of all decisions we make. Examples of recommended values include: honesty, respect for others and being compassionate.
- What solutions can we give? The world is our puzzle and human beings are the puzzle solvers. We are surrounded with problems and until we find what we can solve, we are yet to be significant.
- What areas do we need to develop? Self-leadership is a journey of continuous personal development. We must challenge and push ourselves to grow in all potential areas.
- What or Who do we need to avoid? The people we associate with have an impact on who we become. The words we hear equally shape us. Therefore, we ought to protect ourselves from being poisoned. As we find what or who to avoid, we should also be on the journey of discovering life situations we can accommodate.





STRESS MANAGEMENT STRATEGIES

JACKLINE ONGUKA, Senior People & Culture (Human Resources) Officer,
World Vision Kenya

Growing up, we used to walk long distances to fetch water. Personally, the longer I walked with the jerry can of water on my head, the heavier it felt. Back then, the carrying method was culturally determined. But today, women can choose their preferred method. And the one that lightens the load the most will be the preferred option.

The same principle applies to stressors in life. The sources of stress are all around us, but we choose how to handle them by settling on options that we hope will give us the most relief. Remember that it is not the load that breaks you down; it is the way you carry it.

Stress is the body's automatic response to any physical or mental demand placed on it. In order to have a healthy life, it is important that we have some moderate levels of stress to help improve performance and efficiency. Too little stress may result in boredom, while too much stress may cause an unproductive anxiety level. However, the reality of life is that many times we experience high levels of stress.

Our focus therefore should be more on how to manage the stressors that we find in our way and how to build resilience to enable us carry the stress without crumbling. Body relaxation exercises, physical exercises, meditation and counseling are some of the stress relief strategies that we can employ. Hans Selye, a scholar said, "it is not stress that kills us; it is our reaction to it."

There are some stressful situations that we cannot do anything to avert. Acceptance works best in such situations. Embrace what has happened and constantly think positively despite the tough situation. Our ability to choose one positive thought over a negative one is a great weapon in the stress management journey. Adopt a positive attitude even when things look gloomy, and gradually, the stress will fade away.



MAKING THE RIGHT CAREER CHOICE

DAVID MASHAZHU, Director People & Culture
(Human Resources), Administration and Security



Many times people get confused about choosing their career. On making their choice, they get emotionally, mentally or physically drained because they lack interest and motivation in their career. So, what is a career? And what should be considered when choosing a career path?

I would define a career as a long-term commitment. As a result, it should be chosen carefully with a deep understanding of oneself. It is not wise to choose a career because it pays well when it makes you miserable.

When trying to find a suitable career, think more of the returns. What are you seeking to gain from it? Does it provide you with an opportunity to use, advance and diversify your skill set? Think about the skills you enjoy and let these skills guide you to the right decision. Find your niche; what I call your native genius and work to perfect it. This will ensure that you enjoy your work and that you do it with passion. It will also save you and the organisation time, and most importantly, make you stand out.

Passionate employees can be easily spotted because they always go the extra mile to complete an assigned task. However, keep in mind that passion does not always guarantee financial success. It is important to consider the marketability of your desired career.

The world is constantly changing and in these times of technological advancements, some careers may be phased out. But they will give rise to others. Analyse the patterns and look for what is on demand, what you are comfortable with picking up and what to drop. Also, be ready to learn, unlearn and relearn.

With a combination of an admirable skill set, passion, wise decision-making skills and access to the right resources, you can find a fulfilling career. Be a go-getter; do not be intimidated by anyone or anything. And at all times, have a career development plan.



ACHIEVING CAREER DEVELOPMENT GOALS

GEOFREE GITHINJI, Senior People & Culture (Human Resources)
Organisational Development, World Vision Kenya

Many people desire to improve their life in one way or another. Unfortunately, most individuals are never successful in achieving their career development goals. This failure is often attributed to their lack of simple, but concrete plans designed to achieve the goals. Other times, the failure may arise as a result of people setting goals that are way above their abilities. If you are looking to develop and invest in yourself, below are the five steps to follow:

Validate your goals. Ask yourself the following questions:

- Are my goals relevant to my development?
- Am I taking into consideration my strengths?
- Am I taking into consideration anything that may hold me back?
- What insights do I trust that could validate my goals?

Define the success indicators for each goal. This step can help you know if the goal is achievable. At this point, you should also include the time frame by which you expect to reach the desired success.

Define your goals. This will set a foundation for your plan. In doing so, consider your strengths, career aspirations, performance and feedback from your peers and leaders. Also, ask yourself what you can do differently that would make the greatest positive impact to your work.

Identify your action plan. The best plans fail because of not being acted upon. Identify specific actions that you need to undertake to reach your goals and define the steps to be undertaken.

Have faith. This is the belief that you can do it. Faith gives you the strength to continue when faced with challenges. It removes limitations. Faith is persistence and perseverance. One Calvin Coolidge put it this way, "Nothing in the world can take the place of persistence. With a clear plan and the resolve to action it, you can be sure you are focused in the right direction as far as your development is concerned."





LIVES CAN
CHANGE *for Good*

LEARN MORE:

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