

CURRICULUM VITAE

Name: Dr. Dishon Munuhe Wanjere
Citizenship: Kenyan
Sex: Male
Language: English, Kiswahili,
Marital Status: Married with Children
Religion: Christian
Email mdwanjere@gmail.com

KEY COMPETENCIES

Strategy formulation, implementation, & Evaluation, Policy development, Management Processes Audit and Improvement, Corporate governance, Corporate Entrepreneurship Development.

EDUCATIONAL BACKGROUND

2022: Doctor of Philosophy in Business Administration, University of Nairobi. My thesis title “Foreign Direct Investment, Absorptive Capacity, Business Environment and Performance of Manufacturing Firms in Kenya”.

1999: Master’s in Business Administration (MBA), University of Nairobi. My research title “An investigation of aspects of marketing planning within large private manufacturing companies”

1996: Post Graduate Diploma in Business Administration, Kenya Institute of Management (KIM).

1994: Bachelor of commerce (Business administration), Upper Second Class Honors, University of Nairobi.

24 YEARS TEACHING, MANAGEMENT, RESEARCH AND TRAINING EXPERIENCE

2023 to date, Dean School of Business and Economics. The school has 33 full time faculty staff, 11 programmes (certificate, diplomas, undergraduate & graduate level), & over 2500 students.

As Dean, i am responsible for the school activities, which included teaching, curriculum development and review, attending to student’s issues, Besides, I am a member of Deans Committee and the University Senate, member of the Strategic planning committee and Chair Talent Scholarship.

2022 to Date, Senior Lecturer, School of Business and Economic: Areas of Expertise, Global/ International Business Management, Marketing, Strategic Management & Entrepreneurship. Teaching Undergraduate and Postgraduate students.

2015 to 2022, Director PSSP, Learning Centres and Campuses.

As Director, i was responsible for the Directorate activities, which included overseeing nine (9) campuses, payment of different service providers, business development and marketing. Besides, I was a member of the University Management Board, Deans Committee and the Senate, member of the Strategic planning committee, Chair Prizes and Awards committees and many other responsibilities.

2014 to 2015, Senior Coordinator, PSSP Directorate.

As a Senior Coordinator, i was the Deputy to the Director PSSP. Within the time, I served in this position, i helped in processing of PSSP payment, assisted in the review of the University part-time payment policy, PSSP policy and developed our first Integrated Marketing Communication Plan.

2007 to 2013, Coordinator & Lecturer of Masters Programs School of Business and Economics (SOBE), Masinde Muliro University of Science and Technology.

As a Master's Programme Coordinator, I assisted the COD and Dean in managing the master's programmes in the school that is teaching, allocation of supervisors and organization of student defense. During this period, I achieved the highest ever enrolment in our University Masters programme and registered one of the best completion rates of graduate students.

As a lecturer I have been teaching strategic management, entrepreneurship, marketing management, general management, services marketing and research at both graduate and undergraduate level.

2003 to 2006: Tutorial Fellow and Examination officer at Kenyatta University, Business Admin Dept. Subject taught: Business Policy and Strategic Planning, Entrepreneurship and Small Business management, Organization theory, marketing research, Applied Marketing Research, marketing strategy and plans.

1999-2002: Senior Lecturer at Kenya School of Professional Studies, Business Studies Dept. Subject taught: Business Policy and Strategic Planning, Organization Theory, Marketing strategy and plans. Principles of Marketing, Principles of Management.

MANAGEMENT EXPERIENCE IN STANDING UNIVERSITY COMMITTEES

2014 to date: Member of the Technical Strategic Planning Team of Masinde Muliro University of Science and Technology. During the period, we have formulated two strategic plans (2015/16 to 2022/23. Finalizing the development of the 2022/23 to 2026/2027.

2015 to 2022: Member of University Management Board of Masinde Muliro University of Science & Technology. As a member of University Management, i participated in the top decision making organ of the University. We were able to make decisions and improve the university cashflows, paid outstanding debts to the tune of kshs.1 billion, construct key university infrastructure among other achievement.

2015 to 2022: Member of University Senate of Masinde Muliro University of Science & Technology. As a member of University Senate, I served in a number of senate committees like Graduated Part-time payment policy, Review of PSSP Committee, Graduation committee, Students disciplinary Committee.

2015 to 2022: Member of University Deans Committee of Masinde Muliro University of Science and Technology. As the Director, i represented the campuses in the dean Committee meeting. The Deans committee is a sub-committee of senate handling

2015 to 2021: Chairman, Graduation Prizes and Award Committees of Masinde Muliro University of Science and Technology. During the period, I presided over eight (8) graduation Prizes and Awards committed and raised over 3 million worth of prizes for the graduating student.

2015 to 2021: Secretary, University Wide PSSP Board, Masinde Muliro University of Science & Technology. During the period, the board disbursed raised we managed PSSP funds using principles of good governance, transparency and accountability.

2015 to 2021: Chairman, Privately Sponsored Students Program University Board, Masinde Muliro University of Science & Technology. During the period, we processed approximately Kshs 1.7 billions of PSSP funds to staff as per the PSSP Policy.

2015 to 2022: Member of staff training committee of Masinde Muliro University of Science & Technology.

2016 to 2019: Member of Income Generating Unit Board of Masinde Muliro University of Science & Technology. During the period, a policy was conceived to reorganize university income generating unit

2017 to date: Chairman, Talent Scholarship Committees of Masinde Muliro University of Science & Technology. We have disbursed Scholarships worth Kes 30 millions to over 300 students

MANAGEMENT EXPERIENCE IN ADHOC COMMITTEES OF THE UNIVERSITY

2015: Member of Committee to review the 2010 PSSP Policy of Masinde Muliro University of Science & Technology.

2016: Member of Committee to review the Part Time Policy of Masinde Muliro University of Science & Technology. The committee came up with graduated part-time policy currently in use in the University.

2015: Member of Committee to review the 2015 PSSP Policy of Masinde Muliro University of Science & Technology.

MILESTONES IN CONSULTANCY SERVICES (2000-2023)

ACHIEVEMENT AS A DIRECTOR

- i) As a Director, I managed a business portfolio generating revenues of between Kes 0.5 billion to Kes 0.9 billion per annum. The Directorate under my leadership was able to fight off competition from other University that had set up their operations in Kakamega.
- ii) I participated fully in the restructuring of the University campuses to make them more business focused. In the course of this restructuring, non- productive campuses were closed to cut on cost and improve on service delivery.
- iii) Developed cost-cutting policies to guide University part time payment, PSSP payments. The Part time payment policy is still in use upto now and has helped the university reduce on part time bills.
- iv) Member of Technical person in the development of three strategic plans Masinde Muliro University of Science and Technology 2014/15-2019/20 Strategic Plan, then 2019/2020 to 2022/2023. I am currently in the team developing the 2022/2023-2026/2027 strategic plan for Masinde Muliro University of Science and Technology.

SPECIFIC CONSULTANCY/ ASSIGNMENT UNDERTAKEN

i) CONSULTANCIES IN STRATEGIC MANAGEMENT REQUIRING MULTI-DISCIPLINARY APPROACH

- 2022; A committee member in the review of the 2022/23 to 2026/27 Masinde Muliro University of Science and Technology Strategic Plan.
- 2019: A committee member in the review of the 2015/16 to 2022/23 Masinde Muliro University of Science and Technology Strategic Plan.
- 2014: A committee member in the development of 2015/16 to 2019/20 Masinde Muliro University of Science and Technology Strategic Plan.
- 2014: A key resource person in the development of 2015 Masinde Muliro University of Science and Technology Integrated Marketing Communication Plan.
- 2011: Study and critique the four strategic plans objectively identifying any gap(s) in them and on and on how they can be well implemented.
- 2009: A Consultant for the development of a 5-year strategic plan for STIPIL, Masinde Muliro University of Science and Technology.
- 2009: A lead consultant for the development of a 5-year strategic plan for Department of Business Management, Masinde Muliro University of Science and Technology.
- 2009: A lead Trainer, Best practices in the development of Strategic plan for Pension Scheme, Masinde Muliro University of Science and Technology.
- 2008, 2007, 2006, 2003, 2001 and 2000: Participated as a Team leader for the Company of the Year Award (COYA), organized by Kenya Institute of Management. As a consultant I was the technical person in the area of strategic planning.
- 2008: A lead consultant for the development of a 5-year strategic plan for Masinde Muliro University of Science and Technology PSSP program.
- 2008: A lead consultant in the mid-term review of Horticultural Corporation Development Authority 10-year strategic plan.
- 2006: A Lead consultant for the development of a 5years strategic plan for the Communication Department Methodist Church of Kenya.
- 2006: A Lead consultant for the development of a 5 years Business plan for the Kenya School of Flying

ii) CONSULTANCIES IN TRAINING NEED ASSESSMENTS, CUSTOMER, EMPLOYEES SATISFACTION, WORK ENVIRONMENT SURVEY, ENVIRONMENTAL HEALTH AND SAFETY SURVEY & CORRUPTION RISK ASSESSMENT SURVEY.

- 2022: A Lead consultant for Lake Victoria North Water Works Development to develop instruments and carry out survey on customer satisfaction during the 2021/2022 financial years.
- 2018: A Lead consultant for the Department of Justice (OAG&DO) to develop instruments and carry out Baseline Survey in Employee satisfaction, customer satisfaction, access to information 2017/2018 financial years.

- 2013 and 2012: A Lead consultant for the National Treasury Project to carry out Training Impact Assessment for District Treasuries in Central Kenya, Lower Eastern and South Rift region for the training carried during the period 2010/2011 and 2011/2012 financial years.
- 2012, 2011 and 2008: A Lead consultant for the Ministry of Justice and Constitutional Affairs Project to develop Instruments and carry out Training Needs Analysis (TNA).
- 2011: A Lead consultant for the Ministry of Finance Project to develop instruments and carry out Training Needs Analysis (TNA) for the Public Financial Management Reform program
- 2011: A Lead consultant for the Ministry of Justice and Constitutional Affairs Project to develop instruments and carry out Customer Satisfaction Survey.
- 2013 and 2014: A Lead consultant for the Ministry of Water and Irrigation Project to carry out employee satisfaction and customer satisfaction survey.
- 2008, 2007 and 2006: A Lead consultant for the Ministry of Justice and Constitutional Affairs Project to carry out Employee Satisfaction, Customer Satisfaction and Work Environment Survey.
- 2008 and 2006: A Lead consultant for the Ministry of Justice and Constitutional Affairs Project to develop instruments and carry out Environmental Health and Safety Survey (EHSS).
- 2011 and 2007: A Lead consultant for the Ministry of Justice and Constitutional Affairs Project to carry out Corruption Risk Assessment Survey.

iii) OTHER CONSULTANCIES UNDERTAKEN

- 2006 to date: A facilitator for workshops held at Kenya Institute of Administration for various governments department; Area Public Relations
- 2006: A facilitator for workshops held at Kenya Institute of Management to review the COYA tools (Questionnaire for carrying out the management Audit), train KIM consultants on the COYA process and report writing.
- 2006: A facilitator for workshops organized by Kenya School of Professional studies for executive secretaries and personal assistants on Time management and Delegation
- 2000: Participated as a consultant for the Company of the year Award (COYA), organized by Kenya Institute of Management and The Media Owners Association
- 2004: A resource person in the development of a micro finance diploma by Strathmore University and Swisscontact and Association of Microfinance Institutions (AMFI).
- 2002: A Consultant in reorganizing Roy Transmotors Ltd. In this project we helped the company come up with the policy documents to be used in the management of the organization and developed some standard Proposals for them.
- 2000 and 2001: Participated as a consultant for the Company of the year Award (COYA), organized by Kenya Institute of Management and The media owners Association

PUBLICATIONS IN INTERNATIONAL JOURNALS

- i) Mbirira, S.B., Oseno, B., and Wanjere, D.M (2023). Effect of Corporate Culture on the Performance of the Kenya Commercial Bank, *African Journal of Empirical Research* Vol. 4 (2), pp. 88-109.
- ii) Misiko, E. W., Kiongera, F. N., and Wanjere, D. M. (2023). Effect of facility location on performance of state-owned sugar firms in Kenya. *The Strategic Journal of Business & Change Management*, 10 (3), 289 – 301.
- iii) Cecilia M. Musyoka, Ayub Shitseswa.,and Wanjere, M. D. (2023). Effect of Stakeholder Participation in Planning on Performance of Kenyan Alcohol Manufacturing Firms, *African Journal of Empirical Research* 4(1):219-22.
- iv) Kisaka, C., Kiongera, F., and Wanjere, D. (2023). Effect of procurement procedures on delivery of services in selected devolved units in Kenyan Western Region. *The Strategic Journal of Business & Change Management*, 9 (4), 609 – 617.
- v) Swinfen, A., Kwendo, E, S., and Wanjere, D. (2023), Effect of Niche Marketing on Performance of International Courier Companies in Kenya, *International Journal of Strategic Marketing Practice*, Vol. 5, Issue 1, No.1, pp 1-24, 2023.
- vi) Kombija F. O., Oseno, B., and Wanjere, D., (2019), Lending Technologies of Commercial Banks and Accessibility of Finance by Small and Medium Size Enterprises in Kakamega County, Kenya, *International Journal of Economics, Commerce and Management, United Kingdom*, Vol. VII, Issue 11.
- vii) Sindani T, G., Alala O. B., and Wanjere D., (2019). Social Media Marketing and Brand Loyalty At Safaricom Company, Kenya, *European Journal of Business and Strategic Management*, ISSN 2518-265X (Online) Vol.4, Issue 5, pp 49- 64.
- viii) Chimwene, M. L., Wanjere, D., and Otuya, W. (2019). Effect of rewards systems on competitiveness in public universities in western region of Kenya. *The Strategic Journal of Business & Change Management*, 6 (4), 1315 – 1325.
- ix) Miheso, P., Manyasi, J., and Wanjere, D. (2019). Effect of recruitment and selection practices on employee retention in SACCOS in Kakamega County. *The Strategic Journal of Business & Change Management*, 6 (3), 356-360.
- x) Kulundu, M.O., Dr. Egessa, R., and Wanjere, D.,(2018), Stakeholder Involvement and Performance of Sugar Parastatals in Western Kenya, *International Journal of Multidisciplinary and Current Research*, ISSN: 2321-3124.
- xi) Ndung'u, G. W., Ngoze, M. L., and Wanjere, D.,(2018), Horizontal Diversification Strategy Adoption and the Performance of State Owned Sugar Firms in Western Kenya, *International Journal of Novel Research in Marketing Management and Economics*, Vol. 5, Iss 3, pp: (1-9).

- xii) Kirop, R. J., and Wanjere, D., (2017), Effects of Ethnic Diversity on Organizational Performance of Elgeyo Marakwet County, Kenya, *International Journal of Multidisciplinary and Current Research* ISSN: 2321-3124.
- xiii) Wanjere, D., and Yabs, J., (2017), A Critical Literature Review On The Link Between Multinational Enterprises Presence, Absorptive Capacity And Competitive Advantage Of Firms, *Archives of Business Research – Vol.5, No.3*.
- xiv) Tuvei, D., Wanjere, D., and Mauyo, H., (2016), Influence of Intrinsic Rewards on Organizational Performance in Sugar Companies of Western Kenya, *International Journal of Science and Technology*, Vol. 6 No.10.
- xv) Nyangi, G. O., Wanjere, D., Egessa,R., and Masinde, S. W., (2015), Organizational Capabilities and Performance of Sugar Companies in Kenya, *International Journal of Management Research & Review*, Volume 5/Issue 10/Article No-8/845-863.
- xvi) Nganga, J. M., Wanjere, D., and Egessa,R., (2015), Influence of Technical Training on Organizational Performance of Sugar Industry in the South Nyanza Zone of Kenya. *International Journal of Academic Research in Business & Social Sciences*, Vol. 5, No.9.
- xvii) Wanjere, D., Egessa,R., and Kagucia, C., (2014), Effect of Dominance Conflict Resolution Strategy on Employee Performance in Kenyan Public Universities, *International Journal of Management Research & Review*, Vol. 4/Iss 7/ No-1/704-714.
- xviii) Mwanja, B. K., Marangu,W.N., Wanjere, D., and Kuria J. T., (2014), Effect of Corporate Governance on Performance of Savings and Credit Co-operative Societies in Kakamega County, *European Journal of Business and Management*, Vol.6, No.30.
- xix) Wanjere, D.M., Egessa, R., and Kagucia, C., N, (2014), Effect of Dominance Conflict Resolution Strategy on Employee Performance in Kenyan Public Universities, *International Journal of Management Research & Review*, Vol. 4/Issue 7, No-1/704-714.
- xx) Obanda, Wanjere and Nasongo, (2014), Effect of Co-operative Reforms on Corporate Governance in Savings and Credit Co-operative Societies in Kakamega County. *International Journal of Community and Cooperative Studies*, Vol.1, No.2, pp.59-66.
- xxi) Mutinda, Wanjere, and Kirwa, Effect of Child Attention on Career advancement of women employee in Kenya, *International Journal of Science and Technology*. Vol. 6 No.10,
- xxii) Abisay Lumosi Mudaki, Wanjere, D., Ochieng, I., and Odera, O.,(2012), Effects of Operational Factors on Organizational Performance in Kenyan Insurance Industry, *International Journal of Business and Social Science*, Vol. 3 No. 17.

SOME OF TRAINING ATTENDED

2004, December, Training for Trainers (TOT) Sponsored by Swisscontact Group,
2002, Writing Workshop, sponsored by Kenya School of Professionalism (KSPS),
2002, Team building course Sponsored by Kenya School of Professionalism (KSPS).
2002, Training for Trainers (TOT) Sponsored by British council.
2001, Company Evaluation Training Sponsored by the Kenya Institute of Management.
1997, Personal growth by World Business Academy (WBA) Sponsored by Interactive Digital Limited.

PROFESSIONAL AFFILIATIONS

Associate Member: Kenya Institute of Management (Kenya)

REFEREES

Prof Egara Kabaji
Former Deputy Vice
Chancellor, Planning
Research & Innovation
Masinde Muliro University
of Science & Technology
P.o.Box 190, 50100,
Kakamega.

Mr James Gatere
Director,
Huma Resource
Management and
Development, State
Department of ICT
P.o.Box 30025, 00100,
Nairobi

Mr. Maina Kimato
Managing Partner
Dafina Consultants,
P.o.Box 74001,
Nairobi.