

RE

NEWS

THE OFFICIAL MAGAZINE OF KENYA
REINSURANCE CORPORATION LTD.



INSIDE:

- ▶ Kenya Re Profits Up
- ▶ Corporate Reputation
- ▶ Reinsurance In An Evolving World

Time for Growth

FROM THE MANAGING DIRECTOR



The first quarter of 2016 is almost coming to a close. Already, our New Year resolutions which happen to be the skeletons to our solid plans should start materializing, sooner rather than later.

The last quarter of 2015 saw high profile visits by various dignitaries to our Country. There's already talk of an impending visit by UK Prime Minister Mr. David Cameron later in June 2016. These visits spell opportunities for us to grab and run with. Our growing economy, political stability, favorable business conditions and strategic location makes our Country the ideal pick for investors.

In 2015, we opened up an office in Zambia to serve the Southern Africa market. This decision was informed by a decision by the Corporation to expand and have footprints spread across Africa and our business plan that is built on six strategic pillars - financial performance, business development, risk management, business process improvement, people performance and customer centricity. These pillars are what inform all our operations and guide investment decisions.

We look forward to an exciting year 2016. Already, we have additional funding to the Niko Fiti- Ability beyond Disability campaign and have allocated about Ksh33 Million for this year. Last year 160 Persons with Disabilities benefitted through provision of Mobile Vending Units in the Nairobi County. This year we hope reach at least 1000 persons living with different disabilities in identified counties and leave a positive impact in their lives.

We have already started working on our objectives and we are very optimistic that 2016 will be another productive and exciting year for us, our stakeholders and the country at large.

It is my hope that you will enjoy reading this edition of Re-News.

*Jadhah Mwarania, OGW,
Managing Director*

CORPORATE REPUTATION



According to Kim Harrison, A Consultant, Author and Principal of Cutting Edge PR, Corporate reputation is a 'soft' concept. It is the overall estimation in which an organization is held by its internal and external stakeholders based on its past actions and probability of its future behavior.

Many organizations consider their greatest asset to be their good name or reputation. Here at Kenya Re, our reputation really means a lot in terms of our prosperity, success and upward sales trends. Despite being an intangible concept, research universally shows that a good reputation patently increases a corporates' worth and provides sustained competitive advantage.

In essence a serious Corporate can achieve its objectives more easily if it has a good reputation from the view of its stakeholders, especially key stakeholders such as its largest customers, opinion leaders in the business industry, suppliers and current and potential employees. Reputation is and has been a concern by Kenya Re evidenced through its constant frequent structured customer and stakeholder surveys that always seek to inform its business objectives and plans.

In upholding its reputation and generally projecting a positive image to its stakeholders and the general public at large, Kenya Re has accrued a number of benefits among them stakeholder support and esteemed value in the market place among other benefits.

Kenya Re has put in place quite a number of initiatives geared towards building its reputation. One such

initiative is the popular *Niko Fiti na Kenya Re* Corporate Social Responsibility initiative which is geared towards benefitting people living with disability. This is one way the organization seeks to build its reputation as well as appeal to the emotions of its stakeholders and the community at large. This has given a shot in the arm to the Corporation's reputation and consequently regard by our main customers, who will more often than not prefer to deal with us ahead of others.

Our valued clients in most cases will influence other potential customers by word of mouth to the liking of the organization, therefore, resulting in increase in sales and confidence in the services offered. In addition to this suppliers are more inclined to trust in our organization's ability to pay and to provide fair trading terms. Likewise, government regulators will trust us more if we have a good reputation. And clearly, a potential employee will be more likely to sign up with us if we have a good reputation for our treatment of staff compared with an employer who may have an equivocal reputation.

Mmh much of reputation, now let's get back to the RE-NEWS. I sincerely thank Kenya Re staff for their immense contribution of articles and support in the success of this publication. Kudos to our contributors and we urge you to keep up the good work and support. And now to start us off, we have exciting articles lined up by various contributors to spice up your read.

Enjoy your read.

*Gladys Some-Mwangi,
Manager Corporate Affairs*



EDITOR IN CHIEF:
Gladys Some-Mwangi

EDITORIAL TEAM:
Jane Odipo
Sally Kang'ethe
George Njuguna
Andrew Ongicha

CONTRIBUTING WRITERS:

Brian Njoka
Sammy Ruugia
Sally Kang'ethe
Andrew Ongicha
Rahab N. Kariuki
Robert Obudho
Nicodemus Gekone
Bilal Abdulaziz Laving



Kenya Re Profits Up

By Andrew Ongicha



The Corporation recorded a 15 percent rise in its Pretax profits up from Ksh 3.9Billion in 2014 to 4.5Billion in 2015. The impressive growth in profitability resulted from strong investment returns and reinsurance premium growth.

During a breakfast meeting to release its 2015 Financial Year results on Wednesday, 30th March 2015, Kenya Re Chairman, David Kemei said the great performance was as a result of major developments like growth of the economy, improved awareness and increased demand for various insurance products and services in the market.

The audited financial accounts for FY 2015 shows a 13 percent growth in gross premium fuelled by a focused implementation of the Corporation's strategic plan. The increase came from new treaty and facultative business and tremendous support from cedants across its chosen market. Net earned premiums grew by 17 percent to Ksh 12 Billion up from 10.3Billion the previous year.

Kenya Re MD, Jadhiah Mwarania cited acquisition of new business and maintenance of existing treaties and facultative reinsurance business in both life and non-life portfolios through aggressive marketing as a major contributor to success.

The strategic focus FY 2016 as described by Mwarania will be driven by key strategic pillars outlined as: Maintaining Financial Stability, Business Process Improvement, Enhanced Business Development, Risk Management and Strengthening of Institutional Capacity. Among other initiatives that would support the aforementioned pillars include; improved corporate citizenship, strengthened ICT applications for efficient and effective operations, increased shareholders value and enhanced revenue growth.

The successful event was graced by the presence of Kenya Re Board of Directors and Management, Nairobi Stock Exchange (NSE) member firms, Insurance Industry Heads and key players, Fund Managers, Shareholders and members of the fourth estate.

The Corporation looks forward to a fruitful FY 2016.

INSURANCE IN AN EVOLVING WORLD

By Rahab N. Kariuki



The world is changing. Whether we are ready or not, things will not be the same tomorrow as they were yesterday. And if we - in the insurance industry - are not alert, we shall be caught off-guard and might be overtaken by events.

When the world changes, insurance equally changes. Technologies, risks and client needs evolve in line with new situations. Take climate change, for example. It is an issue that is becoming a constant worry not only for policy makers but also for the risk takers. Even the doubting Thomases who, in the past, thought of climate change talk as too much hullabaloo created by the West, have now seen first-hand the devastating effects of floods and droughts, occurring in constant repetition across the globe.

While it does not take the risks away, Insurance, helps those affected to bear the consequences. Through provision of covers such as crop insurance, we can help farmers recover from un-anticipated destruction to their crops and the consequent loss of earnings. This ultimately reduces poverty and contributes to national development.

Recent discoveries of Oil and Gas in the Eastern African region have brought with them risks hitherto not familiar to the citizens of these countries. Recent times have seen an interest in progression to greener energy sources. Kenya is already using geothermal, and, to a smaller extent, wind and solar energy. And there is constant innovation aimed at creating more efficient wind and solar power machinery. The Climate Change conference held in Paris recently (COP21), stressed the need to support developing countries in the shift to greener

energy. All these developments come with insurable risks. Insurers will be required to analyse these risks and provide relevant and timely covers.

The risk of terrorism is now a world-wide concern. Kenya has previously and most recent borne the brunt of this menace, mainly due to the long border shared with Somalia and the conflict arising thereof. The insurance industry has made significant strides in providing cover as much as possible. But then, like everything else, terrorism is also evolving. Cyber terrorism is even more complex. Not only does the terrorist not need to physically be at the site of the attack, but also the effects are more widespread and more difficult to quantify. This becomes even more complicated with the interconnectedness of persons and organisations all over the globe. Terrorists are working day and night to outsmart security measures, and underwriters need to update themselves with the latest terror tactics.

These new challenges also present opportunities for insurers. Consequently, the industry needs to keep up with the new trends and challenges.

We can do this by using our creative minds to tailor products that meet customers' changing needs in a sustainable way for all stakeholders. We also need to update our knowledge constantly. This will help us develop a deep understanding of how the changing world affects our customers and in turn affects us and thus, provide meaningful and relevant solutions to diverse needs.





KENYA RE PARTICIPATES IN THE EAST AFRICA ISLAMIC FINANCE SUMMIT 2016

By Bilal Abdulaziz Laving

East Africa Islamic Finance Summit 2016 brought together the most influential figureheads in East Africa and the world of Islamic Finance. The forum provided the participants with a platform to exchange their views and opinions on the issues affecting Islamic Finance development in East Africa, in a high-quality setting that is ideal for conducting business meetings.

The purpose of the event was to provide a forum to discuss the potential of Islamic finance and investment in Africa and enable a platform where Gulf Corporation Council (GCC) and foreign investors met with African companies and professionals to forge business relationships and stimulate the economic growth of the region and entire continent.

The summit provided a high-profile platform to specifically

focus on the opportunities and challenges that are shaping the Islamic finance landscape in East Africa. The summit hosted the industry's most senior and distinguished representatives.

Experts in Islamic Finance discussed the development of Islamic Finance in East Africa, exploration of infrastructure projects in the region and alternative opportunities for project and trade finance for both public and private sector projects.

Speakers and panellists covered key areas including Regulatory Framework, Regional Infrastructure Projects and Opportunities for takaful and Sukuk Insurance amongst other topics.

Some of the Renowned speakers at the summit included, Attorney General, Republic of Kenya, Prof. Githu Muigai,



Left: Delegates pose for a photo session with the Treasury Cabinet Secretary Mr. Henry Rotich (3rd left) during the East Africa Islamic Finance Summit that was held recently at a Nairobi Hotel.

Top page left: Munyao Kathitu (moderator) of the summit

Top page right: Bilal Abdulaziz (panelist) of the summit

Centre: MD Takaful Insurance Hassan Bashir (l) and Chairman of Kenya Re Shariah

Top: Board Professor Mohamed Badamana during the summit

Bottom: Professor Mohamed Badamana (r) follows the proceedings at the summit.

Cabinet Secretary, National Treasury-Kenya, Henry Rotich, Central Bank of Kenya Governor, Dr. Patrick Njoroge, Research & Policy, Kenya Bankers Association Director, Jared Osoro, Head of Composite Insurers, Insurance Regulatory Authority, Mary Nkoimu, among others.

Kenya Re was one of the key sponsors of the event and was allocated a whole session. As the Sharia Coordinator, I, Mr. Bilal AbdulAziz Laving, presented a paper on "Availing new opportunities for Re-Takaful business for EastAfrica".

There was a panel discussion after the presentation which consisted of our Sharia Supervisory Board Chairman, Professor Muhammad Badamana, Hassan Bashir, Chief Executive Officer, Takaful Insurance of Africa, Mary Nkoimu, Head of Composite Insurers,

Insurance Regulatory Authority and Bilal Abdulaziz Laving. Our Senior Marketing Executive, Dan Kathitu was the moderator of this session. The topic of the panel discussion was, "Do Any Opportunities Exist for Takaful and ReTakaful in Africa?"

It was a very fruitful seminar as there was a lot to learn as well meeting key industry players around the globe. It was a good forum for making the Retakaful window more known.

IN THE NAME OF ALLAH THE MOST GRACIOUS THE MOST MERCIFUL


African Wisdom...

All Muslims are like a foundation, each strengthening the other; in such a way they do support each other *| Abu Musa: Bukhari & Muslim |*

Global Strength

For more than forty years, Kenya Re has relied on the wisdom of its African roots to provide the strength that reinsures insurance companies across the globe. With the launch of our Retakaful Window, we pledge to continue growing our knowledge and expertise so that we can get even better at making the world a more secure place for you.

Visit our website www.kenyare.co.ke or call +020 220 2000 for more information on our Retakaful Window

 @kenyareinsurance  #kenya-re



WHY DID KENYA RE NAME HER ANNIVERSARY TOWERS?

By Brian Njoka



Ever been curious as to why Anniversary Towers holds this ICONIC name? Did you even know it is owned by Kenya Reinsurance?

It could probably be due to its ICONIC stature, or maybe it's ASTOUNDING height. Well Anniversary Towers the building is adjacent to AMBANK House and SHELL petrol station. It is

situated between University Way and Monrovia Lane, overlooking the Central Business District with the birds eye view extending miles out to the airport and on the other end it overlooks the majestic open green spaces, and built area of The University of Nairobi all the way to Westlands.

Completed and officially opened in 1992, this prestigious development was and in many ways is still a first iconic and architectural marvel of its kind. Just to mention but a few complexities and features that you may not know:

- Massive panoramic glass windows and facades, technically called curtain walling. The sheer size, design, panoramic and photovoltaic properties of the windows is impressive and revolutionary.
- At the time of its construction it was the second tallest building, second only to KICC and is currently Kenya's fifth tallest built structure.
- The painstaking meticulous workmanship required to clad such a mammoth superstructure in mosaic tiles is almost unfathomable. It is sheer art and science, contractors must have been excellent trustworthy artisans I tell you.
- Host of the most modern and fastest lifts in the country with currently only one building in Kenya having lifts faster than those at Anniversary, it is also another Engineering marvel.

Way back when, I undertook my undergrad engineering units and we would do research on buildings and Anniversary Towers the constant case study on the technical and complex foundation engineering and now six years later I am humbled to be part of a project to provide industrial grade generator sets, one of the most modern of its kind and definitely among the most powerful and complex generator sets installations ever undertaken. The corporation having invested over 700,000.00 USD to ensure unparalleled service provision to the

tenants and the reputation of Kenya Re to always set the pace in every industry it sets foot – leaving an indelible footprint.

The building hosts among the largest quasi government institutions and corporates such as:

- Kenya National Audit Office
- Independent Electoral and Boundaries Commission
- Higher Education Loans Board
- Kenya Commercial Bank
- San Valencia restaurant and conference facilities lounge
- Judges and Magistrates Vetting Board
- Music studios for large artists such as DJ MO and Size 8.

Anniversary Towers was to Kenya Re - Happy 20th Birthday. To only more iconic heights. I can't wait to see and be part of what next big this incredible institution comes up with next. God bless Kenya Re; God bless Kenya!!!





PERFORMANCE MANAGEMENT AND MEASUREMENT USING THE BALANCED SCORE CARD (BSC)

*By Sally Kang'ethe,
Manager Human Resources*



Performance management is the process by which an Organization monitors the implementation of its Corporate Strategic objectives and goals. This enables an Organization to ensure that its vision, mission and strategic objectives are achieved.

BALANCED SCORE CARD DEFINED

What is a Balanced score card? Paul Niven 2002, defines the Balanced Score Card as "A carefully selected set of measures derived from an Organization's strategy. The measures selected for the scorecard represent a tool for leaders to use in communicating to employees and external stakeholders the outcomes and performance drivers by which the organization will achieve its mission and strategic objectives."

A balanced scorecard should reinforce the objectives of an Organization by measuring the things that are important to achieving strategy and not just the ones that are easy to measure.

"In the absence of clearly-defined goals, we become strangely loyal to performing daily trivia until ultimately we become enslaved by it."

Robert Heinlein (1907-1988), American Science Fiction Writer

The Corporation has opted to use the Balance Score Card as it's tool for performance management and measurement.

BALANCE SCORECARD (BSC) SIMPLIFIED

Simply put the Corporate Balanced Score Card (BSC) helps the Corporation to measure the implementation of its Strategic Plan and performance using four perspectives:

- i. **Financial** - How we add value for customers while controlling costs
- ii. **Customer Focus** - How we create value for our customers
- iii. **Internal Business Processes** - How we satisfy our customers using business processes that we must excel in,
- iv. **Learning and Growth** - How we enable ourselves to grow and change to keep meeting ongoing customer needs.

To this end, the Balanced Score Card has enabled Corporation to link its Corporate strategy with Key performance indicators (KPI'S) at the divisional, departmental and the employee level in these four perspectives and communicate them across the Organization. As the saying goes:

What gets measured gets done...and,

If you can't measure it you can't manage it...

The Corporation has been able to achieve great strides in its Performance Management process and we look forward to improving the way we are using the Balanced Score Card to make performance management and measurement even better.



INTERNAL AUDIT - INSIGHTS

*By Robert Obudho
IS Auditor*



INTERNAL AUDIT DEFINED

The Institute of Internal Auditors (IIA) defines internal auditing as an independent, objective assurance and consulting activity that adds value to and improves an organization's operations.

The function of internal

audit can be different from business to business, and the expectations placed on internal audit change rapidly. An optimized internal audit function integrates performance data, leading practices, and feedback received from an

ongoing quality assurance (either internally or externally facilitated) and improvement program to continually strengthen and develop internal audit's ability to provide value.

Whereas Internal Auditing is defined as an activity, Internal Control (COSO Framework) is defined as follows: a process, effected by an entity's board of directors, management and other personnel, designed to provide reasonable assurance regarding the achievement of objectives in the following categories:

- Effectiveness and efficiency of operations.
- Reliability of financial reporting.
- Compliance with applicable laws and regulations

THE VALUE OF INTERNAL AUDIT DEPARTMENT

The demands on the internal audit departments have increased considerably in recent years as technology advances, regulation becomes more rigorous, new risks emerge, and companies seek more business insights. Internal audit plays a crucial role in providing assurance on an organization's governance, risk management, and control processes to help an organisation achieve its strategic, operational, and financial objectives while balancing compliance objectives and expectations from regulators. Internal audit departments therefore need to leverage an understanding of industry trends, feedback from leadership, regulatory compliance requirements, and available public information to add value to the organization.

THE AUDIT PROCESS

An Audit process generally includes the following successive steps:

- Conducting opening meeting to discuss the audit objectives, timing, and report format and distribution.
- Assessing the soundness of the internal controls or business systems and operations.
- Testing the existing internal controls to ensure they mitigate the attendant risks effectively.
- Communicate to management all preliminary observations.
- Communicate to management the draft audit report and their responses, if available, prior to release of the final audit report.
- Following up on critical issues raised in audit reports to determine if they have been successfully resolved within the agreed timelines.

THE BASIC TYPES OF AUDITS AND REVIEWS:

i. Financial Audit

This is an independent assessment executed for the purpose of verifying the fairness, accuracy, and reliability of financial data. It is mostly carried out by the external auditors.

ii. Operational Audit

This is the independent and systematic evaluation of organizational activities. The main sources of evidence are the operational policies and achievements related to organizational objectives. Internal controls and efficiencies may also be evaluated during this type of review.

iii. Information Systems (IS) Audit

IS Audits are categorized into three broad categories as listed below:

• *General Controls Review*

A review of the controls which govern the development, operation, maintenance, and security of application systems in a particular environment. This type of audit might involve reviewing a data centre, an operating system, a security software tool, or processes and procedures (such as the procedure for controlling production program changes), etc.

• *Application Controls Review*

A review of controls for a specific application system. This would involve an examination of the controls over the input, processing, and output of system data. Data communications issues, program and data security, system change control, and data quality issues are also considered.

• *System Development Review*

A review of the development of a new application system. This involves an evaluation of the development process as well as the product. Consideration is also given to the general controls over a new application, particularly if a new operating environment or technical platform will be used.

iv. Investigative Audit

This type of audit occurs as a result of a report of unusual or suspicious activity on the part of an individual or a department. It is usually focused on specific aspects of the work of a department or individual.

v. Follow-up Audit

This type of audit is conducted nearly six months after an internal or external audit report has been issued. They are designed to evaluate corrective action that has been taken on the audit issues reported in the original report.



BEWARE OF STRATEGIC INFECTION POINTS

By *Nicodemus Gekone,*
Manager Investments



Does the title of the article make you think of a disease infection? Well, let us explore more on strategic infection points.

A strategic infection point is a time in your life or that of a business when fundamental changes are likely to take place. The change can be an opportunity to rise to new heights, but may also

signal the beginning of the end. The infection points can be caused by technological change, horizontal and vertical competition, changes in legislation, changes in generational and cultural trends among others. Of fundamental significance is that a strategic infection point can be deadly when unattended to.

Strategic infection points do not always lead to disaster. When the way business is being conducted changes, it creates opportunities for players who are adept at operating in the new way. This can apply to new comers or to incumbents, for whom a strategic infection point may mean an opportunity for a new period of growth. The fact that automated teller machines could be built

changed banking around the world just like Mpesa has transformed people's lives in Kenya.

The lessons of dealing with strategic infection points are similar whether you are dealing with a company or your own career. If you run a business, you must recognize that no amount of formal planning can anticipate such changes. That does not mean that you shouldn't plan at all. You need to plan the way the a fire department plans: it cannot anticipate where the next fire will be, so it has to shape an energetic and efficient team that is capable of responding to the unanticipated as well as to any ordinary event. Understanding the nature of strategic infection points and what to do about them will help you safeguard your company's well-being. It is your responsibility to guide your company out of harm's way and to place it in a position where it can prosper in the new order. Nobody else can do this but you.

Quotable quotes

"In life you will meet two kinds of people. Ones who build you up, and ones who tear you down. But in the end, you will thank them both". Sara Hopkins

"The world breaks everyone and afterwards, some are strong at the broken places". Ernest Hemingway

Hey there are new additions to our families...



**NATHAN JOE
KIRAGU**

born on 21/02/2016

*Son of Jacqueline Karimi,
Claims Division*



**TYLAH NANG'UNI
CHEPSAKAT**

born on 28/02/2016

*Daughter of Collins Kiboi,
Credit control*



2015 END OF YEAR PARTY AWARDS

By Kithinji S. Ruugia

Kenya-Re over the years has a reputation of throwing a pompous end of year party for its staff. This is usually a good gesture of thanking staff for their great performance throughout the year. Staff gloriously arrive into the party venue, usually a five star hotel in pomp and colour. Special dresses are tailored for this occasion and the best dressed male and female get awarded.

End of year 2015 party was exceptional. The Corporation procured all the aspects of a party that enabled staff enjoy sumptuous buffet meals, colourful decorations, best dancers and disco jockey with exhilarant beats. The mood was set and staff came to have that one great moment before the year is wrapped up. During the event the corporation honored long serving employees who had served the organization for 5, 10, 15, 20, 30 years with appreciation tokens. The party followed a formal program climaxed by Managing director, Mr. Jadhiah Mwarania, awarding the top performers of the year.

It is important to note that every staff has always coveted the awards and each looked forward to winning. These awards are usually categorized as; female employee of the year, Male employee of the year and the division of the year awards. Winners usually receive gift vouchers and bragging rights for the following one year. In addition, winners' portraits will then be pinned on the corporate notice board for the next one year.



1



1 Female employee of the year Award

After a rigorous exercise undertaken procedurally, the winner under this category was Dorry Awili Gangla. Dorry was credited with the following key attributes that made her a darling to everyone: Display of immense knowledge in her areas of operation, useful and innovative, She was stern without being rude, takes responsibility for her actions, team player, balances well her professional and social attributes, enjoys what she does best, very bright, largely resourceful in her field as well. In addition, Dorry is said to be polite, willing to assist, diligent in her work, tidy, very efficient and responsible. Dorry works as an accountant in finance division.

2 Male Employee of the Year Award

Leonard Kipyegon Langat emerged the winner under this category and the following was said about his performance in the year 2015; He was Cheerful and offered prompt service. He is hardworking, and always goes out of his way to assist, very devoted in assisting visitors and exudes a generally positive attitude, excellent customer relationship and support, Integrity as well as professionalism and eagerness to learn. Leonard works as an accountant in the finance division.



3 Division of the Year Award

Information communication and Technology Division scooped this award for their dedicated service to the Corporation. The team comprised of ICT Manager, George Njuguna, and his members of staff, Charles Abebe, Samuel K. Ruugia, Davis Onsakia, Luke Kiunga, Kaytie Nyambati and Damaris Maina. This is what staff said about the performance of ICT division in the year 2015; "ICT staff are super-efficient, they exhibit a spirit of team work, Service culture, employee focus, excellent customer service, very professional in execution of their duties, highly dedicated to work and always ready to give assist when called upon.

They say heroes are made in secret before you can see them receiving their crowns in public. The aforementioned winners can only work so hard to retain their crown as new heroes are being made as the year progresses. We can only wait and see what 2016 end of year party has in store for the entire corporate team. The overall dedication and commitment shown by the entire Kenya Re family towards work and staff cohesion, is exemplary and highly plausible. God bless Kenya Re with success and great fortunes in its field of business and other Corporate undertakings.

Quotable Quotes

"Somebody once said that in looking for people to hire, you look for three qualities: integrity, intelligence, and energy. And if you don't have the first, the other two will kill you. You think about it; it's true. If you hire somebody without [integrity], you really want them to be dumb and lazy."

Warren Buffett

"I have always believed that the way you treat your employees is the way they will treat your customers, and that people flourish when they are praised." Sir"

Richard Branson

"A bad attitude from a chronic complaining employee is like a cancer; it will only spread and infect others. This can take your business down in a nanosecond. You must cut out the cancer and invite them to seek employment elsewhere. Quickly."

Beth Ramsay, #Networking is people looking for people looking for people

"Realize that employees and the customers both have to be engaged, at the same time, to move your business forward for sustainable success."

Robert G. Thompson, Hooked on Customers: The Five Habits of Legendary Customer-Centric Companies

"The growth of an organization is not dependent on the number of employees in its register. It is dependent on the number of employees who show dedication and commitment to the vision of the organization."

Israelmore Ayivor, Leaders' Ladder

"Imagine going to work every day to do only and exactly what you love!! All the work gets done because of the abundant diversity of your team. Different skills, interests and talents are woven together into a whole that is much greater than the sum of the parts!"

Denise Moreland, Management Culture

My poems

By Hillary Wachinga,
Manager Risk and Compliance



Scatter me ideas like wild pollen,
Litter me ideas like star fallen,
But prop me thoughts still,
Till a timeless time pollinate.

Share me out like a pricey meal,
But steal me not from a haven,
Neither let the ugly raven peck me,
But check me into annals of the greats.

And when this lost generation asks,
Spread me out on winey stellar casks,
Seat self on sacks of golden barley,
And tell them of me ideas, till dusk.

Of a pigeon that yapped lyrics,
Yarned in pubs, market places and chapels,
That burned like bushfire in savannah,
From heavenly highlands to serene shores.

For now, for the peace of me pen,
Scatter me far and wide like a sower,
But litter me not on rocks or thorns,
Blowing horns at the eerie African dawns.

Academic and Professional Achievement

Kenya Reinsurance is a leader in the industry with a rich and diverse academic achievers. The Corporation believes in its employees hunger to further their studies and has thus bore fruits of a well-endowed work force with academic qualifications. Kenya Reinsurance would like

to appreciate the efforts put by the following employees who recently graduated in their chose fields of study and congratulate them for the successful completion of their respective degrees. We encourage more staff to follow in their steps.





SADLY THOUGH WE HAVE HAD SOME MOMENTS OF LOSS:



The family of Jane Were of Life Business Unit in Reinsurance department and the entire Kenya Re fraternity is saddened following the loss of Jane's first born daughter, Miss Wynn Edith.

The late Ms. Wynn first fell sick in July 2005 while in her 3rd year of study at Strathmore University. It all started like a black out while in class and was consequently hospitalized at Aga Khan University Hospital where all possible tests were carried out but nothing was found a miss. After one month, they sent the specimen to Germany where she was diagnosed with the little known disease- Porphyria.

From that time on, she has been in and out of hospitals. Sadly, she succumbed to the illness on 8th February 2016.

May God rest her soul in Eternal Peace. AMEN



African Wisdom...

Being happy in life is better than being a king | Ghanaian Proverb |

Global Strength

For more than forty years, Kenya Re has relied on the wisdom of its African roots to provide the strength that reinsures insurance companies across the globe. Today, our new future begins with a pledge of our promise to continue growing our knowledge and our expertise so that we can get even better at making the world a more secure place. By reinsuring insurance companies across the globe.



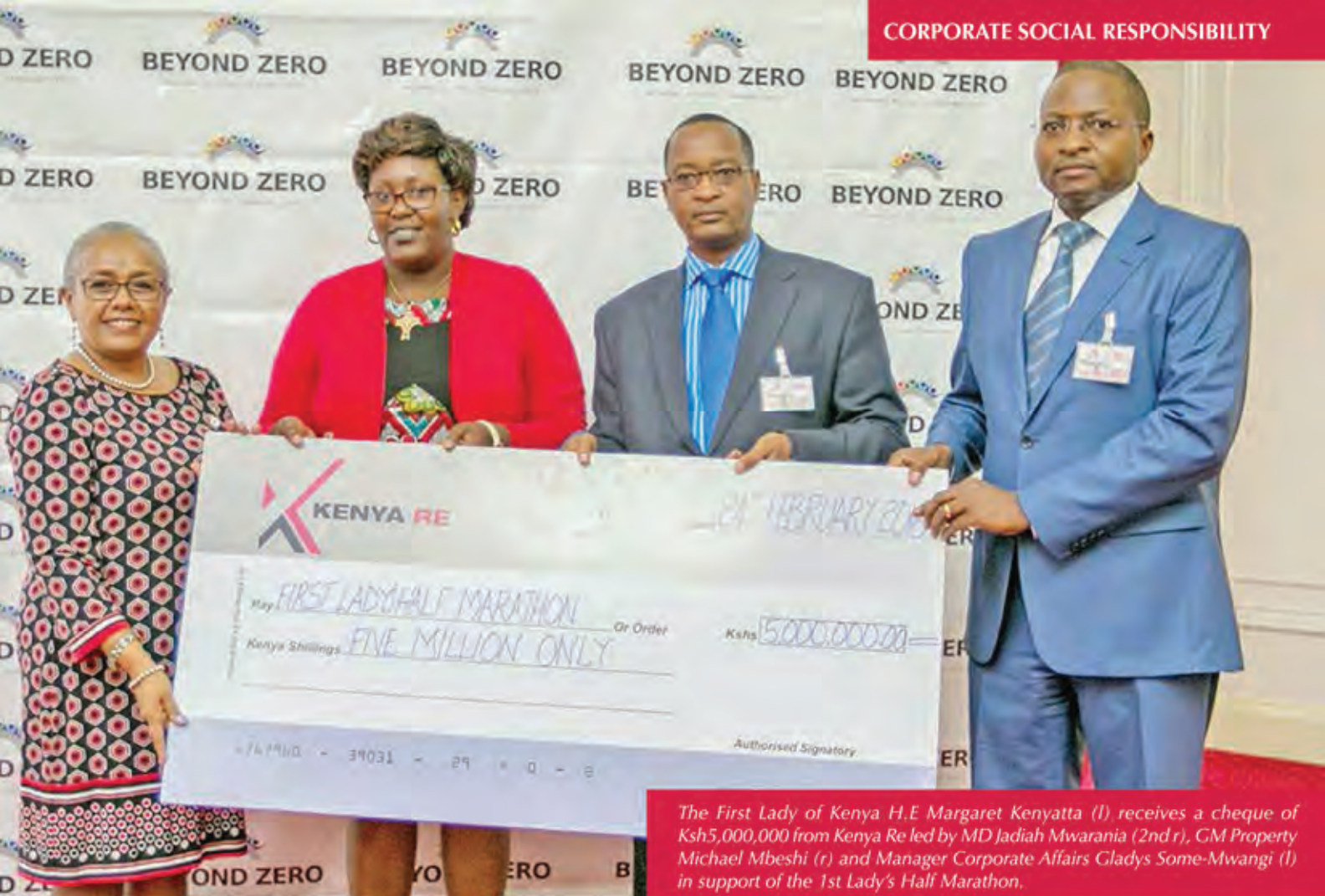
KENYA RE
STRENGTH & WISDOM BEYOND BORDERS



James Aketch (in a cap) hands over various items that were donated by the Corporation as part of Corporate Social Responsibility.



Kenya Re staff Jane Apollo (3rd r) Patrick Amonde (c) and James Aketch (r) presented a cow to Double Joy Children's Home in Rarieda that was donated by the Corporation.



The First Lady of Kenya H.E Margaret Kenyatta (l) receives a cheque of Ksh5,000,000 from Kenya Re led by MD Jadhah Mwarania (2nd r), GM Property Michael Mbeshi (r) and Manager Corporate Affairs Gladys Some-Mwangi (l) in support of the 1st Lady's Half Marathon.

KENYA RE PARTICIPATES IN THE FIRST LADY'S HALF MARATHON

By Gladys Some-Mwangi



Despite having its anchor Corporate Social Responsibility initiative being the 'Niko Fiti na Kenya RE', an initiative focusing on people living with disabilities in Kenya, the Corporation participated in the recently concluded First Lady's Half Marathon in the Gold category to the tune of Ksh. 5,000,000 (Five Million Kenya Shilling). This category of sponsorship entitled Kenya Re to among other benefits, the opportunity to showcase itself to the public through exhibition space at the venue.

The First Lady's Half Marathon, also known as "Beyond Zero Campaign" is an initiative by the First Lady of Kenya, HE Mrs. Margaret Kenyatta to raise funds towards ensuring safe deliveries for childbearing mothers and provision and equipping of mobile clinics in Kenya.

Kenya Re was not left behind in this initiative as it considered there are mothers out there living with disabilities and who also need to be facilitated with safe delivery kits and facilities.

Kenya Re Staff Members braced the early morning cold and as early as 6am on 6th March 2016, many had gathered around the Nyayo Stadium in Nairobi in readiness for the marathon. Most of our staff finished their race categories and were awarded a medal each for completion.

STRENGTH & WISDOM BEYOND BORDERS

-GROWTH-



Kenya Reinsurance Corporation Limited,

15th Floor Reinsurance Plaza, Taifa Road
P.O. Box 30271 - 00100 Nairobi, Kenya

T: +254 (020) 220 2000

M: +254 703 083 000

F: +254 (020) 252 106 340 486

E: kenyare@kenyare.co.ke

www.kenyare.co.ke



@Kenya_Re



KenyaReinsurance