

**„Entwicklung braucht Veränderung –
Change Management in Kenya“**

Group 1 (mainly Kenyans)	Group 2 (mainly Kenyans)	Group 3 (mainly Germans)	Group 4 (mainly Germans)
1. Which changes are necessary in Kenya? What needs to change? Collect views and rate the five most important ones.			
<ul style="list-style-type: none"> - issues of women and children - negative ethnicity - corruption - land issues - insecurity 	<ul style="list-style-type: none"> - weak Infrastructure - tribal affiliations - bad integrity and accountability - refocusing the role of the NGOs in line with the devolved government - inter-community relations 	<ul style="list-style-type: none"> - corruption - lack of balanced partnership (in development aid) - weakness in education and information - lack of participation - unequal opportunities 	<ul style="list-style-type: none"> - corruption - weak education system - lack of participation and self-responsibility - lack of electrification - degeneration of the environment
2. What should definitely not change? Which features/values/characteristics should be kept and preserved for the future?			
<ul style="list-style-type: none"> - independence of judiciary (newly gained) - preserve our rich biodiversity - democratic structures (recently gained) - preserve family values – ethics of care - richness of cultural diversity 	<ul style="list-style-type: none"> - rights and positive regulations in the new constitution - culture should be viewed as an asset - political participation (voters' turnout) - independence of judiciary (newly gained) 	<ul style="list-style-type: none"> - mutual social support - hospitality - creativity and openness for innovation - general optimism and enthusiasm of the people 	<ul style="list-style-type: none"> - connection to the home soil - system of mutual help - optimistic set-up of mind - civil rights and freedom that have been gained

3. Which steps need to be taken to bring about the desired change? Please relate the necessary steps/measures to the respective items which need to be changed (from No. 1)

<ul style="list-style-type: none"> - no more foreign aid - empowerment of women and children (education) - stop bribery (strong measures, ethical punishment), change of values - healing old wounds - correcting injustices - land reforms (national land policy) 	<ul style="list-style-type: none"> - Depoliticization of the economic and social development policy - Ensuring participation by the citizens in economic growth – internalization of the economic blueprint - Participatory review on progress made in implementation - Removing tribal identification in all documentation relating to personal datas - Imparting National Heritage / patriotism - Inter-communial / inter-tribal socialisation. - An independent constitutional body to set a code/standard of integrity - Review the current integrity act. - Revaluation by the NGOs of their position change. - Respect the role of County governments and ensuring they together to realize various goals (NGOs) / Collaboration between Counte Governments and NGOs 	<ul style="list-style-type: none"> - Practice of accountability - Open dialogue - Will to learn from each other - Long-term planning - Initiative and responsibility 	<ul style="list-style-type: none"> - Unrechtsbewusstsein bilden - Bessere Lehrerbildung - Information über Mitbestimmungsmöglichkeiten - Staatsaufgabe, natürliche Energie - “Sodis”-Verfahren
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4. Which concrete steps can we do (as Kenyans present here) towards the identified change)?	4. Welche konkrete Rolle spielen unsere Projekte und Partnerschaftsgruppen für die gewünschten Veränderungsprozesse?
<ul style="list-style-type: none"> - Channelling points presented into a national debate - Stay in-touch with whats happening in Kenya. - Participating in National processes when possible → lobby for forums where (??) can participate - Strategic partnership bases on sound assessments when we want do projects in the country. - Staying in touch with other Kenyans living here → More forums like the Kenya seminar. 	<ul style="list-style-type: none"> - Transparency - Intercultural exchange - Self-Empowerment - Networking - Awareness of one's rights <ul style="list-style-type: none"> - Liefern von staatlichen Leistungen zum Bildungssystem