

FRANCIS OMOYO ONDIEKI, MBA

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Vision: *To consciously influence the leading of Institutions and to make a positive difference in the delivery of their Services.*

Experience **June 2019-Jan 2024: Chief Executive Officer, Aroha Cancer Centre – Meru - Kenya**

CEO, Board Secretary; Leading Executive Management/Leadership, CSR, Growth Strategy; Fundraising & Compliance.

I made many achievements:- I grew the Aroha Cancer Centre from a two staff histology laboratory with **Ksh 300,000** gross monthly revenues to twenty-nine (29) staff corporate with **Ksh 9.7million monthly** revenues, in October 2023. I set up the Company Structure; I initiated CSR Programs and Collaborations; I led the Strategic Planning process; I initiated VC Fundraising; I initiated good Corporate Governance practices; among many others.

February 2019-June 2021: Chief Operating Officer, The Pathology Network - Meru

I led the overall company operations; Finance & Administration function; Fundraising, HRM, Planning & Strategy Development; Board Secretary; initiated the CSR programs, led Business development/growth Strategy & compliance.

June 2017-May 2019: Chief Operating Officer, Oasis Healthcare Group – Countrywide – Nairobi HOs

I led the group's overall Administration & Operations; Planning & Strategy Development; Corporate Governance, Board of Directors Management; Secretary to the Group's Boards of Directors; headed the Group HR function; Fundraising, Company Policies Formulation & Implementation; led Marketing Strategy; led the Group's Compliance with Statutory Regulations; Ensuring Continued Improvement.

I made many achievements:- I set up the Group & its Affiliates Boards; I drew the Board Charter; set up the Group HR Policy Structure, grew Revenues; grew Affiliates from **14 to 20**; set up the Company Structure; established the Corporate Head Office; initiated CSR Programs, initiated Strategy Making; initiated VC Financing; initiated Good Corporate Governance; set up the Group's Staff Development Program with Strathmore University & an Internship Program for Finance/Accounting Students with Strathmore University, and I started International Collaborations,

Sept 2015 – June 2017: Lecturer, Kisii University - Migori Campus

I was a Lecturer in HRM; Marketing; Business & Labor Laws, Principles of Management, Risk Management and TQM,

Nov. 2010-June 2015: Chief Executive, Christamarianne Mission Hospital, Catholic Diocese of Kisii – Kisii

I was the Chief Executive & Head of Administration; Planning, Strategy Development; Board Management, Resources Mobilization; Leading HRM, Development of HR Strategy; Implementation/Maintenance of hospital Policies/Procedures, Budgeting; I led the Strategy Implementation for the Franciscan Sisters of St. Joseph (FSJ) - Asumbi; I led in the Development and Implementation of the Hospital's PR Program; Compliance with Statutory Regulations; Hospital Business Growth; and I put the Hospital in the online Platform, etc.

I made many achievements:- I set up the Hospital's Board & developed the Board Charter; the HR Policy Structure, grew the hospital's revenue from **Ksh 36 to 126m** in five years; grew Bed occupancy from **25% to 100%** in five years; set up the Organization Structure; Initiated Fundraising Programs; started accepting Medical Insurance clients; did the Hospital Strategy; did the first FSJ Strategy in their 100 years' existence; set up good Corporate Governance Practices; grew staff from **89-139** in five years; outsourced non-essential services; initiated facilities upgrading & expansion; initiated new business lines (diversified), initiated Staff Development Programs, set up the Hospital Medical & Pensions Schemes for the Nuns & Staff; set up the hospital online presence, led Corporate Communications, directed Organizational Growth, set up a Nursing Students Internship Program, initiated an integrated HMIS, I set up **Franciscan SACCO**, initiated/entrenched Evidence Based medical, partnered with Lancet

March 2010–Dec 2010: Commercial Services Manager, AirTouch Connections -Nairobi, Deputy to CEO/GM

I set up the Company HR Structures & Policies, led Training /HR Development & Customer Care Service, I set up the Sales/Marketing & Commercial Services Functions at AirTouch Connections Limited. I developed new Business lines for the Company; and I initiated Marketing Intelligence in AirTouch

July 2009-2012: FACILITATOR/TRAINER, KABA/& JITHADA Programs, KIM,

I undertook Consulting & Training on HRM on behalf of KIM.

- ✓ Led the Assessment of KABA participating companies' HR Policy formulation & overall Management Policy.
- ✓ Gave Diagnosis in the participating companies' challenges and offered tangible and workable solutions.
- ✓ Documented the Process' findings and sharing the same with the respective companies and KIM.
- ✓ Developed the Business Planning/Writing Training Curriculum and Training of participating entrepreneurs.

March 2007-Dec 2008: GROUP MANAGER & CEO, Jafra Consulting Group - Kakamega

- ✓ Formulated the company structure, Hiring, Training & Development of the company's staff.
- ✓ Formulated and implemented the company policies and procedures.
- ✓ Led the Acquisition and Growth of company business and Company Operations.

March 2007-June 2015: CONSULTANT/TRAINER, AGMARK-Kenya AGMARK/CNFA

- ✓ Led the Business Management & Training Project for Farmers, Stockists; Inputs Dealers, etc
- ✓ Led the Training on Farming as a Business; Marketing Agricultural Produce; Financing Farmers-Kenya & Tanzania
- ✓ Participated in the setting up of the ADAK-AgroDealers Association of Kenya.

Feb 2005-July 2006: GROUP MANAGER & CEO, Star Mobile Limited, Kisumu

I initiated & led professional Hiring, Training, and Development & Maintenance of the company's HR; I formulated the company structure, policies/procedures. I formulated the HR Policies and led and directed the growth of company business and operations.

Jan 2005 – Dec 2007: LECTURER, KIM-Kakamega & JKUAT/KCA-Kisumu

I was a Lecturer in HRM; Industrial & Labor Relations; Labor Laws & Principles of Management, Organization Development, and the Lecturer/Trainer/Consultant on Strategic HR Management and Organizational Development.

2002-2004: DEPUTY LENDING MANAGER, Kenya Industrial Estates, HQs

I led and carried out the following roles successfully and set up the yardstick for new engagement in lending:-

1. Initiated and led the Departmental HR Development, Training and Capacity Building for Staff.
2. Developed Training Curricula & Programs for entrepreneur & started TNA for the company's field Officers.
3. Led the undertaking of Training Needs Assessment for company clients, training them & the Staff Members.
4. Led the Appraisal of Branch Staff-Countrywide within the Lending & Operations Division.
5. Initiated and developed new services & products for the company, Costed Company Services & Products.
6. Led and did the Appraisal of projects proposals for funding; Vetting/appraisal of applications for funding.
7. I led and Headed the Credit/Loans Appraisals Section Team.
8. I led and trained entrepreneurs and company client (borrowers) on good Business Management Practices.

1996-2002: AREA BRANCH MANAGER, Kenya Industrial Estates Ltd, Branches, Across Kenya

I led and carried out the following roles successfully and set up the yardstick for new engagement in lending:-

1. I was in charge of branches' HR Functions - Recruiting; Training; Development; Supervision and Discipline.
2. I was Overall, in charge of branch operations.
3. I was Responsible for budgeting, financial management and control.
4. I was Responsible for promotion of linkages at the field level.
5. I was In charge of general administration.
6. I led the Processing of Loans at field level, the disbursement, and recovery.
7. I designed and conducted Entrepreneurship Training, Business Counseling and Projects Appraisal.

1994-1995: Projects Officer, Kenya Industrial Estates Ltd Head Office-Nairobi

I led and carried out the following roles successfully and set up the yardstick for new engagement in lending:-

1. Projects proposal preparation and writing; Projects appraisal.
2. Loans processing, disbursement, and recovery; Report Writing.
3. Business counseling & Training Businessmen on Business Management.

Education	<p>2002-2010: University of Nairobi Nairobi, Kenya Master of Business Administration, MBA Major in Strategic Management & Minor In HRM.</p> <p>1990-1993: University of Nairobi Nairobi, Kenya BCom. Major in Business Administration. Graduated with 2nd.Class Honors</p> <p>1988-1989: Lenana School/Duke of York School Nairobi, Kenya KACE. Graduated with 3 principals and 1 subsidiary pass, 15 points.</p> <p>1984-1987: Rigoma Secondary School Kisii, Kenya KCE. Graduated with Division one, 19 points.</p> <p>1976-1982: Gekano Primary School Kisii, Kenya CPE. Graduated with 32 points</p>
Key Skills	<ol style="list-style-type: none"> 1. A Wealth of knowledge, experience & practice in HRM; Pensions Management; People/HRM Skills 2. Experience and knowledge in capacity building for workers-both employees & owners of SMEs 3. A wealth of experience; knowledge and practice in strategic planning; implementation and monitoring 4. A Wealth of knowledge, experience & Practice Not-for-Profit Boards Management and Leadership Skills 5. Experience & knowledge in Administration and the Business Management fields. 6. A Wealth of knowledge, experience & Practice in managing SMEs; Not-for-Profits Institutions; Schools. 7. Energetic, Self-driven, Adaptable, Flexible and Articulate 8. Strong Leadership Skills; Team Player; A strategic Thinker & Pragmatic 9. High Integrity, Honesty, Maturity and Responsibility; Independence & Dependability
Conferences Attended	<ol style="list-style-type: none"> 1. 2018, Corporate Leadership & Management Workshop, Ansoffs Consulting-Nairobi, Kenya 2. 2012, Pension Trustees Roles and Responsibilities Training, RBA-Nairobi, Kenya. 3. 2009, Business Planning & Writing Course, KIM-Nakuru, Kenya. 4. 2009, KABA Consultants Training; KIM-Nairobi, Kenya. 5. 2007, TOT Course-Business Management Training; CNFA/AGMARK-Kakamega, Kenya. 6. 2004, Debt Collection and Credit control, Manpower Development Services Ltd-Nairobi, Kenya. 7. 2004, Effective Communications & Customer Care, INCA-Nairobi, Kenya. 8. 2003, Business Support Organizations Seminar, EPC/CBI-Netherlands-Nairobi, Kenya. 9. 2000, Intensive Credit Management, Credit Reference Bureau-Nairobi, Kenya. 10. 1998, Credit & Business Management 2, USAID/DPM-Nairobi-Kenya. 11. 1997, Business Counselor's Training Program, K-MAP-Nairobi, Kenya. 12. 1997, Small Industry Financing in LDCs, SCAAP/INDIA-India. 13. 1996, Credit & Business Management 1, USAID/DPM-Nairobi, Kenya. 14. 1995, Business Counseling, K-MAP/Bristol University-Nairobi, Kenya. 15. 1994, Projects Proposal Preparation & Appraisal; Spreadsheets/Computer Applications, KIE-Nairobi,
Interests-Membership	<ol style="list-style-type: none"> 1. Member of Institute of Human Resource Management-IHRM & Kenya Institute of Management-KIM. 2. Consultant/Trainer with IHRM & KIM-Jitihada & KABA Consulting Process, Private Consulting. 3. Board Member - Christamarianne Mission Hospital & St. Mary's Nyabururu Girls Boarding School 4. Founder/Patron of Franciscan SACCO Ltd, Kisii County May 2011 to April 2015. 5. Capacity Building, Training, Coaching/Mentoring young professionals for business/professional growth.
Authored & Published	<p>Authored, Written and documented many management manuals: -</p> <ol style="list-style-type: none"> 1. <i>Christamarianne Mission Hospital Board Manual; Finance Manual; Hospital Operations Manual.</i> 2. <i>Human Resources Management Manual; FSJ Strategic Plan; Nyabondo Mission Hospital; St Mary's</i> 3. <i>Nyabururu Girls Boarding Primary School & the Christamarianne Mission Hospital Strategic Plans.</i> 4. A Columnist with the IHRM Journal on Human Resource Management & Marketing Matters since 2010. 5. <i>Authored and Published the Oasis Healthcare Group Board Governance Policies Manual, 2018</i> 6. <i>Authored & Published the Oasis Healthcare Group Human Resource Management Policies Manual, 2018</i> 7. <i>Authored & Published the Aroha Cancer Centre Strategic Plan, 2023 – 2025</i> 8. <i>Authored & Published the Aroha Cancer Centre HRM Policies Manuals, 2019 and Board Charter</i> 9. <i>Authored & Published the Chidl Mental Haven Board (Charter) Policies Manuals, HRM Manual – 2023</i> 10. <i>Authored & Published the Equal Health Ltd HRM Policies Manuals and the Board Manual – 2019</i> 11. <i>Authored & Published APPKINGS Solutions Ltd Board (Charter) and HRM Policies Manuals – 2024</i>
Referees	<ol style="list-style-type: none"> 1. Rev. Sister Mary Anne Nyamusi (FSJ), Kebirigo Parish – Diocese of Kisii, Cellphone: 0724 681184 2. Ann Kathure, HR & Administration Officer, Aroha Cancer Centre-Meru, Cellphone: 0700 432545