



BD **Life**
 THE BUSINESS OF TAKING A BREAK

Top **40** under
Forty
Women
 2018



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40 Top under Forty Women

2018

How They Were Picked

Tempus fugit!!! Time does fly indeed.

For it is unbelievable that 10 years have passed since we published the inaugural edition of Top 40 Under 40 Women. This was one year following the March 2017 launch of *Business Daily* as Kenya's premier daily business paper.

Over these 10 odd years, we have seen the real workings of an inspiring initiative. We have indeed seen the magic that shining the light on young and progressive women – in whatever segment of the economy – can do.

From those who had shown the promise of excellence in the field of corporate leadership, professional service to enterprise, sports, and the arts, the Top 40 Under 40 Women roll of honour has proven recognising and making effort and excellence visible is a great tool for inspiration.

Hundreds of the women who made it to this roll of honour in the earlier years have gone ahead to deliver the real mantra of the Top 40 Under 40 recognition – that they were indeed THE WOMEN TO WATCH!!!

This year as in the past, the Top 40 Under 40 Women awards received hundreds of nominations from which the judges had to pick the 40. The competition was no less intense than the years before.

And if there is one thing that the entries demonstrated, it was that the difficult political and economic terrain that has characterised the country in the past couple of years has not prevented brilliant and ambitious women out there from showing what they are made of.

In other words there has been excellence and mobility despite these difficulties. After all, isn't fire the best way to test gold?!!!

As in the past, this year's TOP 40 finalists were picked on the basis of well-known parameters we have only come to sharpen and perfect over the years. So in this list are entrepreneurs, corporate high-fliers, law, finance and medical professionals, academics and researchers, techies, sportswomen, and philanthropists.

In picking this year's TOP 40 women, the *Business Daily* has stayed with the goal of making it more than a list of the best known, most prominent or most influential women in Kenya. We have instead underpinned our choices on the candidates' ingenuity, freshness, performance and durability in their fields of excellence.

We have then ascertained each candidate's age, and interrogated as far as possible, data on the size of the enterprises they have founded, companies they work for (turnover or number of employees), the scope and complexity of what they do and the competitive landscape in each segment of the economy.

Women running or occupying senior positions in companies with a multi-national reach still scored higher marks than those in charge of national/local agencies.

The Top 40 Under 40 list has also awarded high marks to women who have excelled in professions that have been and remain male dominated such as software engineering, actuarial science, aviation and engineering. This is because we believe there should be no gender-based glass ceiling on any dreams.

Ochieng' Rapuro, Editor



“First love is chaotic, it is like a cult. It becomes sober as you mature with age. Love becomes not what you're taking from the other person but what you're giving.”

Maggie Ileri

Director, Tifa Research and Frontiers Sports

“

To keep a marriage for 30 years, you must have love of many, same things. Love of life, love of travel, humour and both of you being involved in your children's lives.

Beverly Spencer-Obatoyinbo
BAT managing director

”

QUOTABLE QUOTES



“You have to learn early enough that you maybe the best, but not the ultimate, somebody would be better.”

Taka Awori

GM, City Clock

BD Life
THE BUSINESS OF TAKING A BREAK

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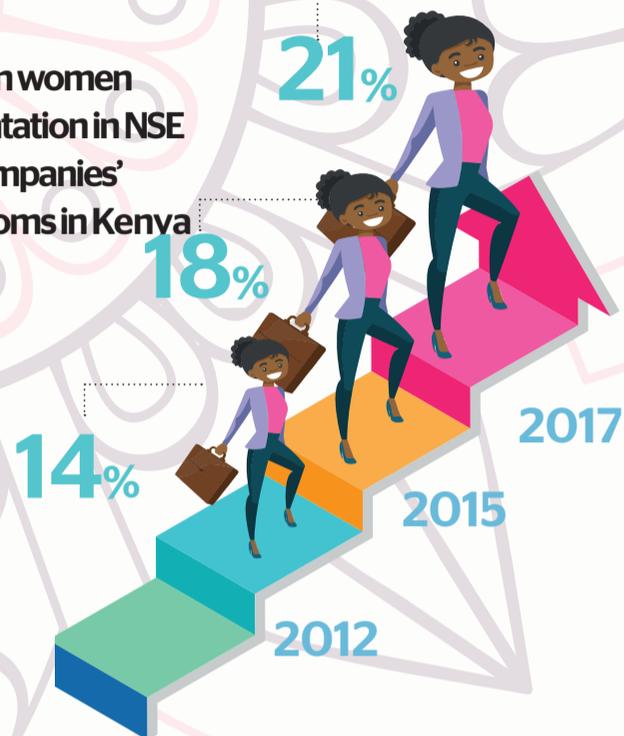
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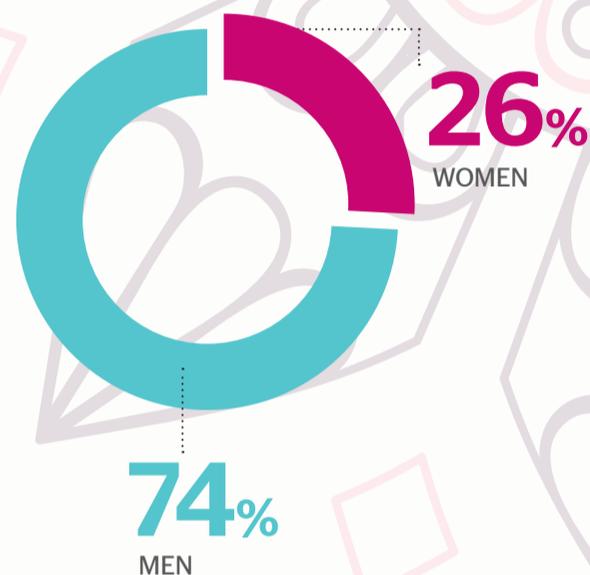
THE NUMBERS

Growth in women representation in NSE listed companies' boardrooms in Kenya



Gender representation in senior management positions in listed companies

FOR EVERY THREE MEN IN SENIOR MANAGEMENT POSITION, THERE IS ONLY ONE WOMAN

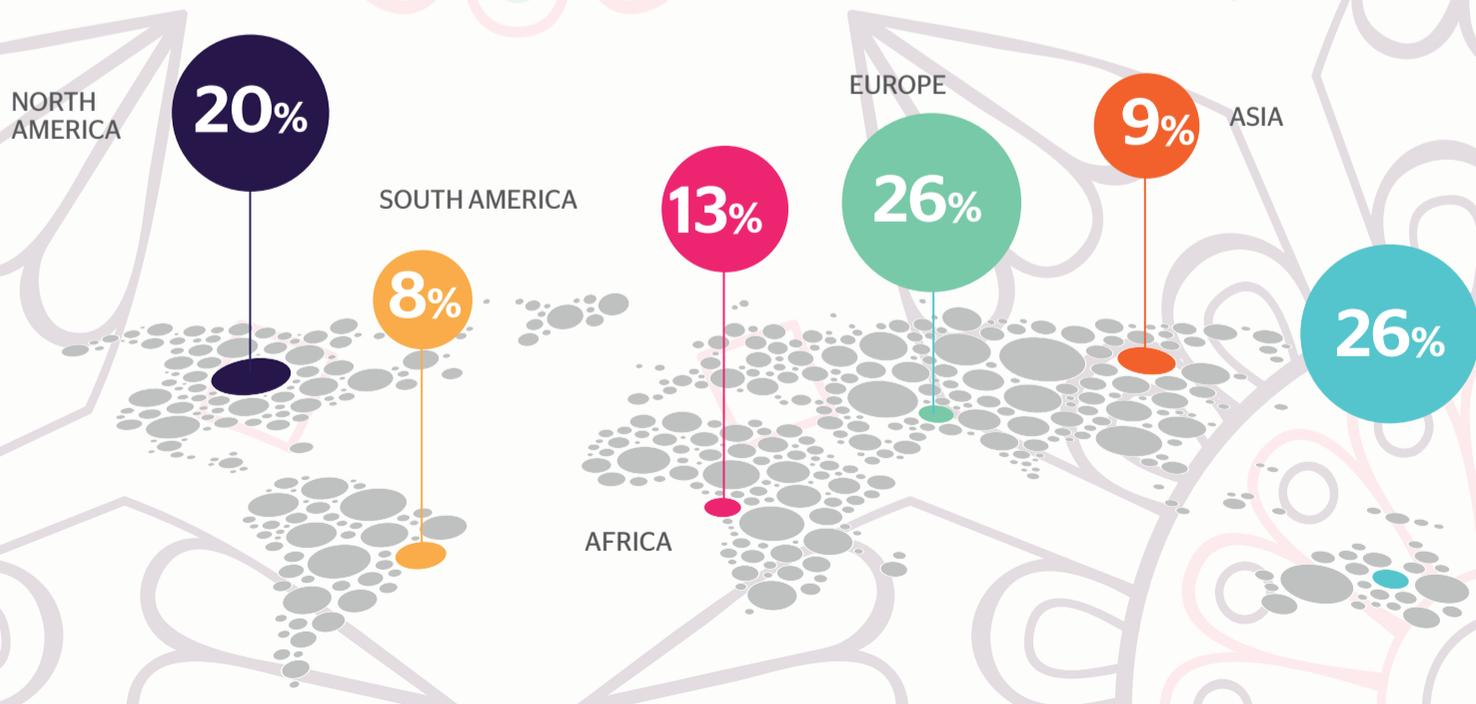


Age distribution by gender of board directors in Kenya



Percentage of board positions held by women globally

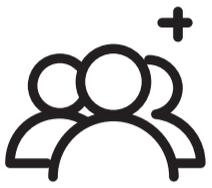
THE BIGGEST IMPROVEMENT IN BOARD DIVERSITY CAME FROM WESTERN EUROPE. WHEN EGON ZEHNDER BEGAN ANALYZING BOARD DIVERSITY IN WESTERN EUROPE IN 2004, JUST 8% OF BOARD DIRECTORS WERE FEMALE; IN 2016, 26% OF ALL BOARD DIRECTORS IN THIS REGION WERE WOMEN.



GRAPHIC BY GENNEVIEVE AWINO
 COMPILED BY KEZIAH WANJIKU
 SOURCE: KENYA INSTITUTE OF MANAGEMENT-BUSINESS INTELLIGENCE AND RESEARCH

40 Top under Forty Women

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THE JUDGES



Philip Muema,

Managing Partner, Andersen Tax, Kenya.

Philip Muema is the managing partner of Andersen Tax in Kenya, a member firm of Andersen Global. He has over 20 years' experience in tax advisory, commercial strategy and structuring.

Prior to founding Andersen Tax in Kenya (formerly Nexus Business Advisory Limited), Philip was the head of tax and partner at KPMG East Africa.

He chairs the Public Finance Committee of the Institute of Certified Public Accountants of Kenya, (ICPAK) and is an alumni of IESE Business School— University of Navarra and Strathmore University.

As a past Top 40 Under 40 nominee, Philip is an accomplished business leader who has spearheaded various policy initiatives on tax and public finance in Kenya.

Philip is a well-known personality in Kenya's corporate world.



Joe Otin

CEO, The Collective

Joe Otin is the CEO of The Collective, an interactive ad agency with 25 years experience in advertising, media research and content production. He is the chairman of the Advertising Standards Board, the president of PAMRO (Pan African Media Research Organisation), and a member of the oversight committee of KARF (Kenya Audience Research Foundation). He is the District Governor Elect (2019-20) covering Rotary Clubs in Kenya, Ethiopia, Eritrea and South Sudan, and the Rotary International representative to UN Environment.



Catherine Karita

Executive Director, NIC Securities

Catherine is an executive director at NIC Securities, a subsidiary of NIC Group. She joined NIC Securities in January 2013 and oversees the management of the stockbroking business. She is passionate about defining and achieving organisational success through; defining winning strategic plans and working through various teams for effective implementation. She is a thought leader in the investment banking sector and has previously served in the Board of Kenya Association of Stocker Brokers and Investment Bank as elected by her peers in the Industry. She has 10 years' experience in the Kenyan capital markets. Additionally, she is passionate about creating financial awareness and cultivating a savings culture particularly among the youth. Her expertise spans across financial advisory, strategic planning and wealth management and investments.

Prior to joining NIC Group, Catherine has held various leadership roles at SBG Securities as well as Bank of America. Catherine holds a Bsc. Information Systems from the University of Maryland, Baltimore County (UMBC), and an MBA concentration Finance from the University of Baltimore and has recently just completed a law degree from the University of Nairobi.

Kairo Thuo,

Accountant, Founder and Managing Partner, Viva Africa Consulting LLP

Kairo Thuo is a lawyer and accountant and founder and managing partner of Viva Africa Consulting LLP, a specialised legal, financial and tax advisory firm. Kairo is also a non-executive director of Kenya Power and Lighting Company Limited, Special Economic Zones Authority, NIC Bank Plc, ICEA-Lion Asset Managers Ltd, ICEA Lion General Insurance Company Ltd and ICEA Lion Life Assurance.



Sriram Bharatam

Founder, chief mentor, Kuza Biashara Ltd

Sri is an alumni of MIT and a nominee of Ernst & Young 'Entrepreneur of the Year Award', as well as a winner of the Kauffman award for social entrepreneurship and EO Global Citizen of the year award.

As a leading columnist, thought leader and industry influencer, Sri is committed to supporting micro and small business owners, youth and women from the developing

countries helping them to learn, connect and grow at scale leveraging cutting-edge Digital technologies.

Sri is the founder and CEO of Kuza Biashara, a social technology enterprise that is spearheading the cause of capacity building of micro and small entrepreneurs across Africa and Asia.

To date, Kuza has impacted more than 4,000,000 youth and small business owners and has created 140,000 plus new jobs.



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40 Top under Forty Women

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Are Women Natural Leaders, and Men ... the Opposite?

Perhaps they there are genius in emotional intelligence and in intellectual intelligence

According to Esther Wachs' book, "a new breed of leader is emerging, and that breed is female."

"Why the Best Man for the Job is a Woman: The Unique Female Qualities of Leadership" hails the lady CEO as a sign of a revolution taking place in a corporate culture traditionally dominated by men.

The world of business is changing, the book says, and it is women who are best suited to meet the challenges of the modern marketplace.

Women such as Meg Whitman of eBay and Marcy Carsey of Carsey-Werner succeed because

they embody seven uniquely female abilities: they can sell their visions; they are not afraid to reinvent the rules; they are closely focused on achievement; they show courage under fire; they turn challenges into opportunities; they are aware of customer preferences; and they maximise "high touch" in an era of high tech.

A sort of seven-habits guide for aspiring businesswomen, the author profiles 14 of the most successful businesswomen working today, charting their careers in order to show how they gained power by tapping into their femininity.

Presenting these women as role models, the author concludes by encouraging readers to emulate them: "With their insights," she writes, "just imagine what you can do."

Uplifting? Possibly. But only if you can stomach the proposition that women are genetically predisposed to lead and the ugly insinuation that men, as the opposite sex, are not.

...women succeed because of seven female abilities

There can never be too many success stories, and in a world where powerful corporate women are still comparatively rare, women's stories are especially welcome.

However, where the book goes wrong is in trying to force these stories to fit a thesis about working women's innate advantages over their male colleagues. What presents itself as an inspiring collection of women's success stories contains a distinctly disturbing message about men—that they aren't the best people for the job; that they have been made obsolete by the modern, implicitly "feminised" workplace; that they not only lack the leadership characteristics women naturally possess, but that by virtue of their maleness they cannot acquire them.

Most damning is the suggestion that men are there to be put down. Representing the book as a guide to "playing with the boys—and beating them at their own game," the author glibly promis-

es that trouncing men is a fringe benefit of women's success.

As if money, power, and creative license were not enough, the book sells the woman executive as the ultimate victor in the war of the sexes. In a stunning redirection of the intolerance she ostensibly writes against, it envisions the rise of corporate women as a much-needed means of putting men in their proper place.

The manipulateness of the book's argument comes through most forcefully when she discusses the careers of top corporate women. Some do play up their femininity, presenting themselves as mothers or even guardian angels (Darla Moore, formerly of Chemical Bank, liked to walk into boardrooms full of about-to-be-bankrupt businessmen and announce that she was there to "save" them).

But others draw on traditionally masculine images, comparing themselves to coaches and military leaders. Still others choose scrupulously neutral terms to describe their leadership philosophy: Orit Gadiesh, senior partner at Bain & Co., says she strives always for "true North," while Moore notes that "leadership is far more powerful than either gender alone." Taken together, these examples suggest that far from relying on their innate and irrepressible femaleness to do their jobs, women power brokers depend on their shrewd ability to represent themselves to colleagues, clients, employees, and, yes, feminist authors, in whatever terms are most effective and appropriate to the moment.

Where the book makes the women she studies into poster girls for a newly feminine leadership style, the women themselves espouse a much more practical attitude toward gender roles. Consider Marcy Carsey's tongue-in-cheek comment that women leaders "have to have balls." Carsey is not saying that successful women have to be like men, but she is saying that they can't afford to be too tied to the idea that they are "like women," either. More important than adhering to gender roles, more important even than blurring them, is the ability to convince through surprise and to turn the work of self-promotion into a form of play. For Carsey, as for others like her, success in business depends in no small degree on the ability—and willingness—to manipulate one's own image.

—Harvard Business Review



CMC Motors Group Limited offers Ford Protect



FORD PROTECT

Premium maintenance makes Ford more affordable

By EVANS ONGWAE >>> eongwae@ke.nationmedia.com

While having a brand-new car is great, having a premium maintenance plan that keeps it on the road can make the experience even better, especially when that vehicle is a pick up that is used for your business or part of a larger fleet.

CMC Motors Group Limited offers Ford Protect to its customers, available on all Ford vehicles and especially useful to those purchasing vehicles for business use. Ford Protect is an extended service plan and maintenance solution that protects Ford Vehicle owners from any unexpected vehicle repair costs.

Outside of the initial cost of acquisition, customers are primarily concerned with the cost implications of owning vehicles and how frequently they will need to take them in for maintenance, both in and while out of warranty. While the Ford Range of vehicles offer mileage of up to 10,000 Kms between services, having Ford protect as an add-on gives customers peace of mind while running their fleets or their personal

vehicles.

Kagwiria Mbiti, Government and Fleet Sales Manager at CMC Motors, Ford's exclusive dealer in Kenya, explains that with every new vehicle sold, Ford Protect is available.

"This plan caters for all service and maintenance costs for a period of between three to five years. For the determined period, the customer can expect to only pay for insurance, fuel and tyres. This offers Ford owners complete peace of mind, an optimal ownership

Ford Protect covers routine service, parts and labour costs for engine oil and filter changes, multi-point inspections, spark plugs, fuel and air filters and maintenance of parts.

experience and preserves the vehicle's resale value," Mbiti adds.

For both fleet and individual owners, the cost benefit of Ford Protect is undeniable. However, what is even more salient for the Ford owner is that the maintenance plan mitigates against inflationary service and maintenance cost increments while the vehicle is covered.

What Does Ford Protect Cover?

Ford Protect covers routine service, parts and labour costs for engine oil and filter changes, multi-point inspections, spark plugs, fuel and air filters, maintenance of parts such as brake pads and linings, shock absorbers, clutch disc, engine belts and hoses, and wiper blades, will be covered when worn. Timely and regular inspections help prevent major and expensive vehicle repairs and ensures the vehicle performs at optimal levels for the long run.

With a vehicle that is constantly on the road, for business or personal use, the cost of maintenance adds to the

total cost of ownership over time. With the Ford Protect premium maintenance plan, one can be assured of the maximum value out of their vehicle and over time, a reduced total cost of ownership.

What are the benefits?

- Protection against inflationary rate cost adjustments to the owner
- For both individuals and fleet owners; less administrative tasks (No LPO, No Invoice, Paperless)
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- Guaranteed Ford genuine parts fitted by certified technicians
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For additional information on Ford Protect and how it can help you drive down the costs of maintenance, visit a CMC showroom country wide, call (+254) 757 222 333 or email: info.cmc@cmcmotors.com



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Top 40 under Forty Women 2018

Meet the new generation of game-changers



Lorna Ogolla, 29

Google Cloud Programme Manager

TECHNOLOGY

Having sharpened her skills and built a foundation for her career in some of the world's most prestigious universities Massachusetts Institute of Technology (MIT), University of Cambridge and Stanford University, Lorna has grounded herself firmly in the world's most dynamic discipline of computing.

She is an energy enthusiast, who is interested in projects that sit at the intersection of engineering and economics. She started out as a civil engineer—and then moved into operations research, operations management and data analysis where she used her skills in “everything from nifty spreadsheets to SQL queries and Python code” to help organisations synthesise data and optimise decision-making.

Her journey to the top began in 2007 when she randomly sent out an e-mail to Dr Susan Mboya Kidero after reading about her Zawadi Africa Education Fund.

“Even though she was a busy executive and we’d never met, she offered to meet up for coffee and hear me talk about my college and professional dreams. I told her I wanted to go get an engineering degree at MIT that would equip me to work on large-scale energy infrastructure projects,” Lorna says.

“She was kind enough to set me up with resources to apply for college and get some financial aid to support me through university. My story is very much one of women helping other women become their best selves,” she says.

Lorna says grades and honors are not really discussed at MIT, but she felt like she owed it to the Zawadi programme to make the most of the opportunity bestowed upon her. She completed her Bachelor of Science degree in Civil Engineering with a GPA of 5.0 (meaning she had gotten only A's throughout her academic career), then worked in Boston, USA as a consultant and energy analyst with utilities, governments, independent power producers, transmission service operators and private investors to help them understand the economic implications of their decision-making.

She interrupted her consulting career to obtain a deeper understanding of business, economics and analytical software. She went to Cambridge's Judge Business School, as a Gates Cambridge Scholar, to pursue a Master of Philosophy in Management Science and Operations and followed that with another Management Science Master's degree at Stanford University where she specialised in operations and data analytics.

She just left the economic consulting space to join Google Cloud as a programme manager and works on energy portfolio management for Google's data centers. She is passionate about data driven policy and decision making— using data to make the most optimal decisions getting more girls interested in STEM degrees and careers.

Joyce Mbui, 32

Partner, Coulson Harney LLP (Bowmans)

LEGAL

At 32, Joyce is the youngest partner at Coulson Harney LLP (Bowmans) where she heads the corporate commercial team. She is an advocate of the High Court of Kenya and a qualified solicitor in England and Wales.

One of her greatest achievements is when she participated in the restructuring of Kenya Airways' (KQ), a major assignment she undertook last year. Stopping the tailspin that KQ had experienced meant Joyce had to collaborate with industry honchos including financial advisers, government officials, stakeholders like KLM, stockbrokers, the management team at KQ and regulators to come up with a commercially workable structure.

Joyce attended Precious Blood High School and pursued an undergraduate law degree at University of Leicester and postgraduate studies in real estate from University of Reading, UK. Her specialty is in financing, capital markets, restructuring, insolvency, real estate, corporate and commercial law.

Joyce says her journey is marked by the desire to be "the best version of herself physically, mentally and spiritually." She believes that she adds the most value professionally and personally in that state. Joyce lives by the words of Mae West 'You only live once, but if you do it right, once is enough.'



Susane Nabulindo, 38

Paediatric Anaesthesiologist and Lecturer

HEALTH

Having been part of the team that recently separated conjoined twins at the Kenyatta National Hospital (KNH) and did a head surgery on a young girl from Mandera, Dr Nabulindo has stood out as rising professional in one of the most delicate areas of medicine—anaesthesiology. She developed a passion for anaesthesia after realising that it was a less understood subject and that she would get to work with all kinds of patients.

"I love working at KNH where I see many patients with very complex diseases. The joy and satisfaction of improving the life of a sick person is where I draw my daily strength to continue dealing with the sick," she says. Dr Nabulindo studied for her medicine and surgery degree at the University of Nairobi. As she started to build her medical career, she discovered that she loved teaching. Besides being an anaesthetist, she is also a lecturer at the University of Nairobi's School of Medicine.

"I was very happy when I got a chance to be a lecturer. When I treat a patient, I can only treat one patient at a time, but when I train doctors, I can reach many patients at once through them," says the mother-of-two. Dr Nabulindo is also the vice secretary of the Kenya Society of Anaesthesiologists, a body tasked with guiding the practice of anaesthesia in the country. She also mentors students at her former high school, Sacred Heart Mukumu Girls, where she co-ordinates the programme.



Kathryn Maundu, 39

Company Secretary, Safaricom Plc

LEGAL

Kathryn wears many hats, but when she sits in the boardroom, surrounded by the management and directors of Kenya's most profitable business as company secretary, she is at home. While studying law, she knew litigation law was not the route she wanted to take. Despite her outgoing demeanour, she is a professional introvert who feels more comfortable with corporate law, writing up contracts rather than battling it out in the courtroom. This is the journey that led her to her current post as company secretary for Safaricom Plc.

"Originally, the role of a company secretary was taking minutes at board meetings and extracting and sharing

the action points. Now they are the governance watchdogs for organisations," she says.

For the past 14 years, she has sat on boards of various companies in Kenya, Uganda, Tanzania and Rwanda. When she speaks about her job, passion is what you get from her words.

Diversity, from gender to age, is one thing she believes is integral for success of organisations.

"Diversity in skill, gender and even age is essential. It must start from the board and cascade down," she says. It is from this that she saw the need to empower youth, especially girls, and take up the role of a mentor at Safaricom's Mpesa Foundation Academy.

Beyond her work, Kathryn who is single, has a passion for children, which is fuelled by her eight-year-old nephew who lives with her. On a daily, she hits the gym at the office for cross training, keeping her mentally and physically fit.

Top 40 under Forty Women



Charity Wayua, 33

Research Manager, IBM

TECHNOLOGY

Women in chemistry are largely unseen and unheard. A few have taken up roles in laboratories but Charity, who got her PhD in chemistry from Purdue University, USA, is on a different path. She has been leading the public sector team at IBM to develop commercially viable technologies that transform how governments function and provide services to their citizens.

"I am leading the public sector team where we have been instrumental in helping Kenya to improve on the Doing Business Index. We have improved Kenya's ranking from rank 136 to 80 in three years and we are now on track to being top 50 by 2020," she says.

Charity attended Alliance Girl's High School after which she obtained a scholarship with the Zawadi Africa Education Fund to study chemistry at Xavier University in the US. Following her graduation, top in her class, she joined Purdue University to pursue a PhD in chemistry. "My research/thesis work was focused on developing targeted therapeutics and imaging agents for gastrointestinal cancers. I have published papers and a patent based on that work," she says. She loves to hike— even though she does not do it as often as she would like. She also likes travelling and doing home improvements.

Urvi Patel, 35

Partner, Deloitte

AUDIT

From the days she interned at Deloitte in the US, Urvi knew she was headed to working for the firm. And as things would turn out, her seniors were impressed by her work that they offered her a full-time employment once she cleared her studies. However, she had two other internships with different firms as she studied information technology and actuarial science.

"I wanted to get the experience before I took up the job at Deloitte after graduation," she says.

Through the global village platform and a discussion between her partner in the US office and the Kenyan one, she moved to Nairobi.

Fast forward to a decade later, she is now a partner at the firm. Work-

ing in the field of IT and especially in cyber security, Urvi once found herself the only woman in a meeting, and that was because she was a keynote speaker.

That did not faze her, she says, because she did not look at herself just as a woman but as an accomplished professional and expert in her field.

Urvi reckons that she has taken her position as an opportunity to innovate and empower girls and women looking to get into leadership positions in the technology space.

The road to partner at an audit firm was one that included long hours at work but she and her husband still make time to travel and run their social empowerment initiative Ujuzi Fursa Africa.

"It is a social enterprise we started to deal with youth unemployment and affordable healthcare. We want to up skill the youth," she says.



Maureen Kimenyi, 35

Director, National TB, Leprosy, Lung Diseases Programme

HEALTH

Dr Kimenyi had been recommended twice to head the National Tuberculosis, Leprosy and Lung Disease Programme but was not confirmed because she was too young. She was 35 years old then. This year, she got the promotion and is remarkably changing how tuberculosis patients are treated in Africa.

She is the only person with a fellowship in multi-drug resistance tuberculosis (MDR TB) in Kenya and so far, she has trained over 1,000 people on the disease that costs Kenya millions of shillings to treat.

She prides herself with increasing the number of clinics that cater to patients suffering from TB from one ward within Kenyatta National Hospital to 4,000 countrywide. Her career journey has been a long one and filled with many achievements.

Within three months of her starting her internship, she became the only doctor available to train the whole of Central region on a new malaria drug. Her success overseeing the seven provinces earned her a position as head of outpatient services under in which she oversaw 16 units at Nyeri General Hospital.

Thanks to her success in setting up a system that reduced waiting time in hospitals by 20 per cent, she was promoted to be Provincial Aids and STIs coordinator at the age of 27. Dr Kimenyi also developed a drug for patients with drug-resistant TB. She is passionate about using technology to improve health. She oversaw the launch of a mobile application, Tibu, which enables doctors track records of 550,000 TB patients. She has helped Namibia and Ethiopia replicate the app. She has also set up the Gene x Imis system where laboratory tests are bar-coded and sent to a clinician and a TB coordinator within a day.

This past year, she has been working on TB Echo. Through teleconferencing facility Zoom, she helps experts teach classes on TB. Some callers join with 15 or 30 other individuals within the call. Sometimes she has as many as 156 people calling in and some have 15 to 30 other individuals listening in.

The cost of running the same course for 30 doctors is usually over Sh1.5 million.

The EastAfrican

UNDERSTANDING THE REGION



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Top 40 under Forty Women

Thogori Karago, 29

Head of Research & Development, LinkedIn Africa

TECHNOLOGY

Until her experience with patients at Kenyatta National Hospital, Thogori was meant to be a doctor. But she shifted focus to machines.

Her life story has a technology thread that began from Ruiru, Kiambu county to Silicon Valley in the US, the heart of technological innovations.

Now at 29, Thogori heads the research and development arm of LinkedIn Africa, a job she took up in April 2018. Before this, she had worked in different positions with the firm since 2013, a year before she graduated with a Master's de-

gree in Information Systems Management from Carnegie Mellon University, USA.

As a young girl, Thogori grew up surrounded by technology, from making data entries to playing video games with boys during weekends. All these she says, modelled her into being the techie she is. Her pull towards technology got a major boost at a career fair after completing secondary education at Kianda School.

It is from here that Thogori ended up in Malaysia's Limkokwing University of Creative Technology where she attained the highest honours for the Bachelor of Science degree in software engineering with multimedia, computer software engineering.

She now takes time to empower young girls, encouraging them to take up technical careers. She hopes to start her own firm, create jobs and inspire more women in technology.



Emily Waita Macharia, 38

Public Affairs Lead, Coca-Cola East and Central Africa Franchise

FOOD AND BEVERAGES

Riding on her strong communication skills, Emily is not just a typical career woman working hard for her own sake. Managing the affairs of the company she works for in 14 countries enabled her to see the world beyond her job description.

"I am more attracted to big projects with an impact on society. It is not so much about where you work but about clarity of your agenda that counts most," she says.

Her secret is in the power to convince people to rally behind projects that transform the society. Despite the security concerns in Somalia, Emily rallied other companies to join Coca-Cola in helping the war-torn country restore water points.

The project started three years ago and has so far helped more than 100,000 people access water and embrace sustainable

agriculture. In Tanzania, she has led an initiative to reclaim water sources in 30 villages. As the negative tide of election was sweeping Kenya, Emily was part of the team from various corporations that dared market Kenya as a preferred investment destination under the 'Why the Future is Kenya' campaign.

"Such initiatives make you think beyond the company. It gives me the will to want to do more good to people than just working and drawing a salary," she says.

So far, Emily has worked in 13 African and three European countries over the last 14 years. The Economics graduate has worked at British American Tobacco as a regulatory affairs manager for East and Central Africa, Lafarge, Alcatel-Lucent (France) and Greenpeace International (Netherlands).

Cherotich Kiereini, 37

Insight and Customer Strategy Director, Oracle

TECHNOLOGY

She thinks strategy, she speaks strategy and ultimately wants to end up running her own company advising small and medium enterprises on strategy. Cherotich started her career in marketing after graduating from the United States International University.

She worked as an intern at the consumer business division of GlaxoSmithKline, which introduced her to a corporate setup. She later moved to General Motors East Africa where she served as the brand manager for the Hummer car in the region.

"I thoroughly enjoyed the milestones and targets I had set for myself and achieved. I chose to expand my horizon beyond marketing to prepare for leadership roles," says Cherotich.

She identified the big audit and advisory companies as the possible avenue for growth towards

leadership and joined Deloitte in international support of strategic business development, a move that got her closer to the position she desired to work.

Cherotich began to develop interest in technology and how it impacts organisational transformation even as she focused on strategy formulation and implementation.

"I knew that whichever role I took would need to have elements of strategy tied to it, and my options were limited as there are limited strategy jobs in the market.

I was lucky with my current role as an Oracle recruiter reached out to me to discuss an Insight and

Customer Strategy Director position which is the role I hold today," she says.

Her current job entails development of sound business cases and ensuring good return on investments.





Rehema Ndeda, 34

Mechatronic Engineer, Assistant Lecturer, JKUAT University

ENGINEERING

Rehema stands out as one of the first female mechatronic engineers in Kenya, a pioneer student in the department that was established in 2001 at Jomo Kenyatta University of Agriculture and Technology (JKUAT). The course combines engineering disciplines across electronics, computer, control, systems, and telecommunications.

As a first in the country then, it piqued the interest of Rehema that she switched her career interest from accounting to mechatronic engineering.

"I wanted to be an accountant when I finished high school, but then I read an advertisement in the newspaper on a new course in mechatronic engineering. I applied for it and got into the first class," she says.

Walking through the workshops, where students were to make door hinges and do arc welding, she doubted her choice.

However, after completing her undergraduate degree, she decided to pursue her passion: research. She enrolled for a Master's degree for research mentorship and was employed at the university as a graduate assistant.

Besides working as an assistant lecturer, she is also a volunteer with the African Women in Science and Engineering.



Makena Onjerika, 31

Author/Lecturer

LITERATURE

When Makena sat to write "Fanta Blackcurrant", a fiction book that won her the 2018 Caine Prize, her agenda was simply to explore what childhood felt like for street kids in Nairobi. Growing up, she had looked down upon street urchins. This mindset has since changed. Creatively, she followed the story of Meri, a street girl who wants to always have a Fanta Blackcurrant to drink.

Makena admits that it never occurred to her that the fiction story would win her the prestigious Caine Prize for African Writing. The prize came with a Sh1.3 million award, half of which she intends to donate to the rehabilitation of street children. The graduate of the MFA Creative Writing programme at New York University, USA says she draws inspiration from Binyavaga Wainana and Alexander Chee. Aside from fiction writing, she teaches creative writing workshops called Nairobi Fiction Writing Workshop (NF2W). Makena is also working in the cryptocurrency space.

Pooja Bhatt, 30

Co-founder and Head of Actuary, QuantaRisk

ACTUARIAL SCIENCE

Pooja is arguably one of the most successful young women entrepreneurs in Kenya. At the age of 30, she is the co-founder and head actuary of the emerging insurance firm, QuantaRisk.

"Being exposed to different areas of insurance including reserving, pricing, reinsurance, and emerging markets gave me the confidence to set up an insurance consulting firm upon my return to Kenya," says Pooja.

Her zeal to advance the insurance industry and financial markets in Kenya is rooted in her desire to improve accessibility to new customers, reduce rampant claim fraud and achieve operational efficiencies.

"The local insurance industry has not been as quick to embrace technology as the rest of the financial sector. However, breaking the status quo is inevitable and the companies that do not utilise InsurTech will be unable to remain competitive. It is very exciting to be part of the change and help shape Kenya to be a leading insurance market on the continent," she says.

Pooja is a 2010 graduate in actuarial science and finance from Drake University, US with the highest honours of Summa Cum Laude and a 2011 Master's degree graduate in Actuarial Management from Cass Business School, UK.

She then acquired knowledge while working with top global actuarial consulting firms, to the extent that she was recognised by *Actuarial Post* magazine in the UK in 2015 for her achievements.

At 26, she was awarded a fellowship as a fully qualified actuary from the Institute and Faculties of Actuaries (UK), and in 2015 she was awarded the Stars of the Future (Top 30 under 30) by the *Actuarial Post* magazine.



Top 40 under Forty Women

Juliet Obanda Makanga, 33

Lecturer, Neuropharmacology,
Stem Cell Expert

MEDICAL RESEARCH

Just before her 30th birthday, Dr Makanga was awarded a PhD in Pharmaceutical Sciences, opening the doors for her to teach and do research in neuropharmacology and stem cell.

"My journey started at Kanazawa University after I was awarded the Japanese Government Monbukagakusho: MEXT Scholarship, one of the most coveted foreign government scholarships," she says.

Upon completing her first degree in pharmacy, she was awarded another scholarship enabling her to pursue a Master's degree in Pharmaceutical Sciences at Kanazawa University, with an emphasis in neuropharmacology, which deals with the action of drugs in the brain.

"I realised there was more to pharmacy than just being the person who counts and sells drugs. I opted for research and I have never looked back," she says.

She embarked on her doctorate at Kanazawa University while working as a lecturer and researcher at Ritsumeikan University School of Pharmacy, when she was 25 years old.

"I branched out and focused on regenerative medicine and pharmaceutical cell therapy using iPS cells."

After spending almost 13 years in Japan, she felt it was time to return home.

"After coming back, I was scouted by Kabarak University and played a pivotal role in the establishment of its Bachelor of Pharmacy programme, serving as the founding head of department of pharmacy, before moving to lecture at Kenyatta University."

"I want to bring regenerative and Induced Pluripotent Stem Cells (iPS Cells) technology home. Regenerative medicine involves pharmaceutical cell therapy products that replace or restore cells and tissues lost to disease such as strokes, liver cirrhosis, Parkinson's disease or aging."

iPS Cells is a new technology created by the Nobel prize winner Prof Shinya Yamanaka in 2006. They are able to provide cells to replace damaged cells and tissues in patients.

"I hope to set up a team (with researchers both in Kenya and abroad) that will create Kenyan iPS cells and investigate what we call the HLA-haplotype of the Kenya population. This should set the ball rolling for pharmaceutical cell therapy in Kenya for Kenyans. Our population is especially unique, because it is made up of diverse ethnic groups," she says.



Samantha Kiyeyio Kipury, 32

Managing Director, Carat Kenya

ADVERTISING

In 2009, when global advertising firm Carat was planning to set up a business in Kenya, it hired Samantha to oversee the local operations. The firm has now grown to a clientele base of over 25 local and international companies.

Samantha's new goal is to expand Carat's operations across markets in Africa. Samantha did her undergraduate at Monash University in South Africa and got her MBA from Catholic University of Eastern Africa.

She credits her achievements to her concern over the events around her work, family and colleagues. "I care a lot, it sounds a bit arbitrary but whether it is the team I work with, my family or a campaign we are launching, I put everything I have into ensuring that we succeed. This makes me come off very intense sometimes."

Samantha is also a real estate investor and a philanthropist, who is sponsoring three girls through secondary education. She holds a dream of opening a school for the needy.

"Coming from a community (Maasai) that does not necessarily give women a voice or the ability to earn a living as often as they should, I am committed to continuing to uplift women," she says.



Kunal Patel, 37

Director, Beglin Woods Architects

ARCHITECTURE

Kunal is one of the many women obsessed with beautiful architecture but she designs the buildings. The director at Beglin Woods Architects says in the past, women could only be interior designers or secretaries during construction meetings.

But now they are slowly being recognised in reshaping architecture in the modern era, and smashing the glass ceiling. A combination of sheer grit, passion and the desire to make a name in the industry, has seen Kunal enjoy a 13-year rise to the top of one of the

leading architectural designers in Kenya.

"Being a woman in a male dominated industry was a tough journey and it took time, hard work and perseverance to maintain presence in the industry," she says.

Kunal started at a graduate position at Beglin Woods Architects 11 years ago, perfected her skills and rose through the ranks to become a director. She helps manage a company that has designed for the wealthy in the region, from hotels to homes. Some of her creations include the Dusit Princess Hotels and Residences in Nairobi's Riverside Drive. Kunal pursued a Bachelor's Degree in Architecture from Pune University in India. She believes the mantra of a successful architect should not only be a great design, but meet the client's brief and budget.



Emma Miloyo, 33

President, Architectural Association of Kenya

ARCHITECTURE

Emma is among the few women set to shape the history of architecture. The 33-year-old wants Kenyan architects to rekindle the love for greenery, by designing buildings around existing trees. This repeat nominee recently became the president of Architectural Association of Kenya (AAK). She graduated from Jomo Kenyatta University of Agriculture and Technology with a first class honors in architecture, in a class that had only three women. She founded a company, Design-Source, with her husband, also an architect that has designed and overseen construction of many buildings in the region. Currently, the mother-of-three is overseeing the construction of a Sh1.2 billion 22-storied building that her company designed.

“We need to discard this box-mentality that promotes felling trees to accommodate buildings. If a tree or two exist, come up with circular or triangular designs, preserve such a tree while creating space for gardens, footpaths and running tracks,” she says.

Emma also sits on the board of technology hub Konza Technopolis. She believes construction experts have a solution to low-cost housing in Kenya.



Topyster Muga, 36

Senior Director Financial Inclusion,

Visa

FINANCE

Topyster is one of the few women in Africa to have excelled in the area of technology and used early success in this area to ascend into leadership.

Her career began in 2003 after graduating with a higher diploma in management information systems from Strathmore University. She secured a job at Barclays Bank of Kenya where she worked as an applications support assistant. “My colleague and I performed so well in our roles that the bank decided to transfer us to Uganda the following year to accomplish the same task and improve the bank’s business in the neighbouring country,” she says.

In 2005, she came back to Kenya and joined Airtel, in software programming, applications support, project management, business transformation and team leadership. She also enrolled at Jomo Kenyatta University of Agriculture and Technology (JKUAT) and graduated with First Class Honours as a Bachelor of Science in Information Technology. In 2011, Topyster

won the Nelson Mandela Scholarship Award to pursue a Master’s in Business Administration at INSEAD (Institut Européen d’Administration des Affaires) in France.

She later joined the Vodafone Group based in England as M-Pesa principal product manager and led M-Pesa’s commercial product development and strategy for emerging markets in Kenya, Tanzania and new market launches in Mozambique, DRC, Romania and Albania.

In 2014, she and her husband relocated to Kenya where she rejoined Airtel as head of Airtel Money, and then moved to Visa Central Europe, Middle East and Africa where she currently works as senior director for financial inclusion for sub-Saharan Africa.

“I work closely with financial service providers and independent sales organisations to extend relevant digital payments to consumers and businesses as well as to extend working capital loans to small businesses across Africa.”

This role has seen her become a global thought leader in fintech and women in technology, giving lectures worldwide, at forums such as the *Financial Times* summit in Lagos, Nigeria this year, the World Economic Forum in South Africa in 2017. She also co-founded and launched the Digniti Charitable Trust, and is a mentor at Zawadi Africa Education Fund.

Lucy Wanjiru-Mutinda, 38

Ecocycle Founder and CEO

WASTE MANAGEMENT

Lucy has carved out a niche for herself in an industry seen as dirty and dominated by men. Four years ago, she founded Ecocycle, a company that turns sewage into clean water for use in homes. The engineer has installed recycling machines in many homes and hotels in Kenya, enabling them to use recycled water to flush toilets and irrigate lawns. Her focus is to conserve the environment and help Kenyans cut water bills.

“People imagine that this is a dirty job and that you have to be daring to do it. So I have learnt to do it right,” she says adding that her experience has taught her that women can easily take on big roles in male-dominated careers.

“If you are few women in an industry, it gives you an upper hand. You have an opportunity to stand out and maximise on your strengths,” she says. A graduate of Moi University, Lucy studied production engineering. Currently, she mentors young people in science, technology, engineering and mathematics, (STEM) and credits her success to “hard work, integrity and well thought out partnerships and networks.”



Top 40 under Forty Women

Teresa Mbagaya, 31

Investment Principal, Omidyar Network

FINANCE

In 2012, Teresa was motivated by her passion for education to work with youth in New Delhi slums, as a volunteer at orphanages and as a consultant for a disability help centre.

It was a commitment that has gone on to shape her future career as an Investment Principal at Omidyar Network Company. “The dichotomies of life in Delhi were humbling, but what I gravitated to was how technology was used to reach the masses and the marginalised. Every day, I saw mobile phones used as educational tools and as enablers towards financial inclusion,” she says.

The experience saw her vow to engage in education in Africa. On graduating from Yale University in 2010 with a degree in Arabic and Political Science, Teresa joined the Google Education team in the US and in 2012 was selected as the youngest of 15 global Google employees to take part in the leadership development programme in New Delhi, India.

It prompted her to join Econet Wireless as its youngest executive, at 25 years old, as the head of Econet Education. There she built the first digital education platform in Zimbabwe, which provided free access to education websites to five million users. The platform was heralded by the Zimbabwe tech community as the “greatest event in Zimbabwe’s net history” and showcased by the World Bank and the Global Business Coalition for Education.

“The platform was a global first for any Mobile Network Operator in scale,” says Teresa.

In 2015, she then joined Microsoft as the Education Lead for Microsoft in East and Southern Africa in charge of 10 countries.

At Omidyar Network, she is involved in investing in and supporting early-stage education entrepreneurs in Africa with a strategic focus on innovative school models (Africa Leadership Academy), education technology (Siyavula), and Andela.

She is also a co-founder of Bidii Children Foundation, which offers tuition fees for over 250 students in Bungoma.

Her efforts have seen her featured in Forbes “30 Under-30 Young Entrepreneurs in Africa” 2015, Future Africa Project, “Young Person of the Year” nominee 2015 and African Leadership Network, 2015 inductee.



Olivia Muiru, 33

Regional Director, B Lab

SOCIAL ENTERPRISE

Olivia was working as an audit intern at professional services firm, Deloitte Kenya, when she realised she did not want to pursue auditing as a career, but wanted to focus on social impact. Today, she is driving such impact internationally, and is the regional director of B Lab East Africa.

“I realised I wanted to do more and be involved in an organisation’s growth. I wanted to contribute and be involved in developing the market,” she says.

The 33-year-old, who is a graduate of Kutztown University, Pennsylvania, US, with two degrees in Finance and International Business, moved to a company that was involved in the social impact of micro-finance institutions in sub-Saharan Africa.

She worked in the social audit report department and would go into the field to conduct focus groups and surveys on the impact of the institutions.

“I worked there for a year and a half, starting as a junior rating analyst and then moving on to become an analyst. I then wanted to do it on a bigger scale and, at that time, B Lab was looking for someone in Nairobi, but serve their clients all over the world, so I applied for that role in December 2010 and joined as a rating analyst,” she says. B

Lab works with for-profit enterprises that are driving positive change in the society and the environment.

It created and awards the B Corporation certification after taking companies through a verification process reviewing their internal and external practices. It then creates tools that others can follow as set practices from these companies.

Her role involves supporting investors seeking opportunities to measure the impact they are having in Africa, Asia and in Europe.

After four and a half years, she was promoted to senior review analyst then to global manager, which involved supporting the setup of B Lab offices outside the North American base, which spanned regional offices in Australia, New Zealand and Europe.

She had to move to the Netherlands for a year, but when the opportunity arose to open up the East Africa hub, she took it and moved back in November 2017.

“Setting up the office in Kenya was a big challenge as we were registering the business during the election year. The clients we were trying to work with kept postponing meetings until after the elections so we had to be persistent,” she says.

But her leadership skills have not gone unnoticed: last year, she was presented the core emerging leaders award, an initiative by the Core Foundation and MasterCard Foundation.

Georgine Auma Obura, 31

Teacher, Advocate for Deaf Girls’ Rights

EDUCATION

When she was told that someone like her, having become deaf at age nine following a mumps infection, could not be an engineer despite qualifying to study it, Georgine set out to be a teacher, even of future engineers. She is now a teacher and Director of Studies at Ngala Secondary School for the Deaf in Nakuru besides running a Deaf Girls Education Foundation.

She has seen girls drop out of school for a myriad of reasons ranging from marriages to early pregnancies—leading her to start the foundation. Because of her work with girls, she was selected for the Mandela Washington Fellowship in 2015, during which time she met former US President Barack Obama.

Georgine grew up in a small village in Kano, around the shores of Lake Victoria, where local realities have prevented many girls from realising their dreams. Now she holds

a Master’s degree in Education Curriculum Development and a Bachelor’s degree in Special Needs Education (IT).

“I believe being given an opportunity to go to school opened doors for me and gave me a lifeline to do something different with my life having watched most of my cousins, friends, and neighbours being wiped out as a result of the sex-for-fish trade,” she says.

Georgine says that she now advocates for the girls’ education and building their dreams.

“I build dreams. I am a teacher by profession, administrator by experience, advocate by passion, mentor by choice. I am passionate on issues of deaf women and girls with a bias to education because I believe an education and empowerment go hand in hand,” she says.

She sees a future in which deaf girls and boys get educated in order to break out of the cycle of poverty. She wants to see deaf education system adapted to make it responsive to the needs of deaf learners.

She plays football for fun and is a secretary of Deaf Football Association of Kenya. She teaches dance, poetry and drama. She also loves reading for fun and is studying for a doctorate.



Wangari Mungai, 28

Executive, One Acre Fund

SOCIAL ENTERPRISE

The Columbia University-trained executive has had a colourful stint in the corporate world, mainly spent in New York, USA. Wangari is now giving back in Kenya, by mentoring less privileged children and offering them financial support for schooling.

“Recently, I began thinking of philanthropy not just in monetary terms, but also in an emotional way; kindness, spreading my light in the ways I am able to. I want to share my time, insights and emotional support with those in need. My light has grown so much more in the process,” she says of her new-found venture.

Wangari is a former executive at One Acre Fund, a Kenya based US non-governmental organisation that supports rural farmers with financing and training to improve their yield. The organisation serves more than 600,000 farmers across Eastern and Southern Africa.

Until she quit the firm recently to “explore personal pursuits and chart the next steps for my career,” Wangari was a people and culture associate at One Acre Fund. Besides her training in environmental science at Columbia University, New York, she also completed a year of law studies at the University of Nairobi.

Her professional journey has seen her hold key positions in some of the world’s most prestigious agencies such as the Earth Institute in New York where she worked as a research fellow. She credits her success to being self-driven.

Wairimu Morine Mwangi, 31

CEO, Literature Africa Foundation

PUBLISHING

Wairimu is a writer championing for education and employment of young people living in rural areas and urban slums in Kenya.

Having grown up in the village with few quality reading materials, Wairimu longed to become an author, after her father bought her a book by Mutahi Miricho, which brought a whole new dimension to writing and essay interpretation.

“By the time I was in Form Two, I had already crafted my first short story “Disability is not Inability” to inspire children that they can achieve what they want if they have willpower. Years later, the book has become one of my best-sellers,” she says.

Wairimu has since authored five more educational books, including ‘Let’s Help Nafula’s Mother’, of which four have been approved for use in schools across East Africa and Ghana.

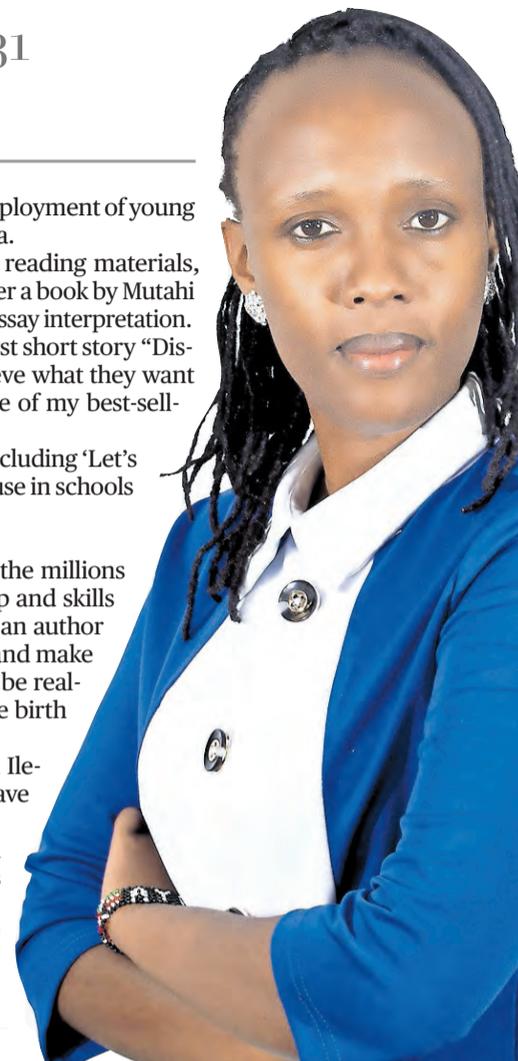
Her firm belief is that without books, literacy suffers.

“Through the years, my own story got me thinking about the millions of children who possess great talent, but without mentorship and skills training, might not be able to reach their full potential. I am an author because of mentoring and I wanted to mentor someone too and make them realise their dreams and goals in life, which could only be realised by giving back to the community. This brought about the birth of Literature Africa Foundation in 2015,” she says.

Through the foundation’s three programmes, Book Achild, Ile-ad programme and Somo2kazi, Wairimu and 30 volunteers have been able to collect over 2,500 books.

She plans to launch the first Book A_Child Library at Mzizima Primary School in Kilifi in October. About 3,000 primary schools having benefited from the foundation.

Wairimu also serves as the Africa director for KAHINI, a global writing platform that provides space and opportunities to develop new literacy works.



Gladys Ngetich, 27

Engineering Lecturer, UK

EDUCATION

As far as pursuing a successful career in academia, Gladys is running on the fast lane and settles at nothing less than winning.

Rising from Lelaibe Primary School in Olenguruone, an ordinary rural school located at the heart of the Mau, she refused to accept that scoring 298 marks at Kenya Certified of Primary Education and being turned down by a number of secondary schools could dim her determination.

From a challenged background in a family of nine to joining little-known Mercy Girls Secondary School, Gladys is now one of the PhD in Engineering Science (Aerospace) scholars to watch in the UK, and globally. She was selected for the Rare Rising Stars Awards 2018, which showcases the achievements of ‘top 10’ black students in the UK.

Apart from advancing the future of airplane engines and tutoring undergraduates, Gladys found time to co-find ILUU, an organisation dedicated to inspiring, mentoring and empowering girls from rural parts of Kenya.

Her winning mentality helped her get the James Finlay Scholarship that funded her Bachelor of Science degree in Mechanical Engineering at Jomo Kenyatta University of Agriculture and Technology.

“My father, who worked for Kenya Pipeline for over 30 years, and two of my brothers (civil and mechanical engineers) influenced me a great deal. Towards the end of high school, I knew I wanted to study mechanical engineering,” she says. In 2013, she was awarded the Babaroa Excellence Award for emerging the best student in her class and also won the Engineer B. K. Kariuki Award for the best student in engineering thermodynamics.

Rhodes Trust awarded her a scholarship to pursue a PhD degree in Engineering Science (Aerospace) at the University of Oxford in 2015 where her star continues to shine.

Just a year after landing in UK, she was awarded the Tanenbaum Fellowship, an annual competitive fellowship awarded to Rhodes scholars for a multifaceted programme in Israel.

She has also been short-listed for the McKinsey & Company 2018 Next Generation Women Leaders Award.

Early this year, she was awarded American Society of Mechanical Engineers (ASME) IGTI Young Engineer Turbo Expo Participation Award, given to young engineers to present a paper they have authored at the annual conference.

Top 40 under Forty Women

Caroline Achieng' Odera, 33

Founder, Women In Sustainable Enterprises

PHILANTHROPY

Having formed strong networks during a three-year stint at a humanitarian organisation, Carol took a bold step to support young businesses in rural areas.

"I understand the entrepreneurial gaps that exist among the communities, especially in the fishing villages where a number of women face many challenges," she says.

She founded Women In Sustainable Enterprises (WISE) and has so far supported over 500 women, enabling them set up affordable solar lamp enterprises that promote clean energy. WISE provides women's groups solar lamps on credit. "We train women on how to do business with the solar lamps, renting them out to different households on a day-to-day basis at a price lower than kerosene," she says. The clean energy programme earned her a Mandela Washington Fellowship -Young African Leaders Initiative, at Rutgers University, USA.



Brenda Kiarie, 35

Lawyer, Pendekezo Letu

LEGAL

Brenda specialises in assisting children who are in trouble with the law.

"On being presented in a children's court, most of parents cannot afford legal representation and that is where I come in and offer pro bono services. I talk to the children to understand their backgrounds, whether they have committed the offences and the reason behind the crimes. I then go on to advise the child on plea taking and prepare him or her for the court processes and on what to expect," she says.

She pleads for reasonable bail or bond terms for the child to ensure they get to attend school as the trial process goes on. Together with the prosecutor, she advises the children's court on a suitable remand home in which to place the child if they are not able to pay bail.

"I ensure children are treated well and that their rights are not infringed. I also get witness statements," she says.

One of the defining moments in Brenda's career was when the Director of Public Prosecution introduced the possibility of plea agreements, which allowed a child to negotiate for a lesser offense and hence less time in the courts.

The most common offenses that bring children to court, she says, are use and possession of narcotics, assault charges between two children, and defilement cases, where two teens are in a relationship and a parent files a case.

Winnie Apiyo, 31

Engineer, KenGen

ENERGY

Winnie is one of the youngest female engineers at KenGen, which is the largest power producing company in Kenya. At 29, Winnie authored a technical paper that was presented to KenGen Innovation Seminar and is now being implemented to introduce real-time monitoring and control of geothermal plants.

"This earned me respect at KenGen as a no-nonsense, hard-working young lady engineer with a brain to solve problems in the energy sector," says Winnie, who is a Protection, Instrumentation and Control Engineer II, a role that involves providing technical services to geothermal power plants.

Besides her key role in monitoring and maintenance of the key plant equipment, Winnie carries out equipment performance audits and develops and implements upgrades to improve performance, a duty that has seen her win the Women in Energy Innovation Awards in 2017.

Winnie holds a Bachelor of Science degree in Electrical Engineering from Tver State Technical University in Russia and a Postgraduate Diploma in Geothermal Technology from a university in Iceland.

Her inspiration comes from women engineers in Kenya who have been in the field much longer and overcome a myriad of obstacles.

"I take my position as a female engineer seriously and try to mentor young women interested in pursuing engineering," she says.

Winnie is now completing her MSc in Sustainable Energy Engineering at Iceland School of Energy at Reykjavik University, majoring in power system analysis, design, control and stability.



I talk to a child to understand their background, whether they have committed the offence and the reason behind the crime.

Cynthia Wandia, 31

Founder, ASTRA

ENERGY

Engineer, entrepreneur, polyglot; these are the three words that best describe Cynthia.

She has worked in six countries for various projects that include a world-wide enabler of transactions dealing with the relocation of power plants.

She may have a small physique but if the latest project she has embarked on is anything to go by, then the 31-year-old is out to make a mark in the world.

Charity founded her first company, Düsseldorf, Germany-based ASTRA Innovations in 2014. She is also in charge of the group's business development and manages the strategic course of the organisation. The Yale alumni founded her second company and launched an app that she believes will revolutionise the way savings and credit cooperative organisations (saccos). "My grandmother is a coffee farmer and she obviously dealt with Saccos and when I thought of developing a software, I wanted to make it with her in mind," she says.

The electrical engineering graduate speaks Spanish, French, German and is proficient in Mandarin.



Kagure Wamunyu, 29

Senior Director of Strategy, Bridge International Academies

EDUCATION

Kagure has a double degree major in mathematics and civil engineering, a Master's degree in city and regional planning from University of California Berkeley, USA and is currently pursuing a PhD at the University of Oxford, UK. That may seem like a lifetime achievement, but the 29-year-old says she is just getting started.

She joined Uber, a ride-hailing company, during her last year as a post-graduate student.

"I was brought in when Uber was setting up in Kenya and we made ground breaking strides such as switching to cash payments as opposed to the worldwide use of credit cards for every usage," she says.

She was also involved in the Uber partnership with Sidian Bank for \$100 million in financing for the drivers within Uber. After serving as the head of operations and country manager of Uber Kenya, Kagure shifted gears. She is now the senior director for strategy at Bridge International Academies in East Africa. The Alliance Girls' High alumni and recipient of Zawadi Africa Education Fund scholarship urges young people to go after what they want without fear of rejection.

"I was awarded a scholarship by Meredith College where I studied mathematics and civil engineering. For my Master's degree, I applied the same method, I looked for schools that had the course I wanted, looked up scholarship opportunities within those schools and applied," she says.

At Bridge East Africa, she leads the policy and partnerships department of the 327 schools across the region. She says she loves her job because she believes it makes an impact on so many lives.

"I am a product of education and would love to give that to someone else. I love the fact that I get to work for an organisation that is out to change the status quo," she says. The first-born in a family three says she counts herself among those who will make a difference in Kenya in the near future.



Elizabeth Lenjo, 32

Lecturer, Lawyer and Founder Kikao Law

LEGAL

Elizabeth is an intellectual property lawyer in Kenya and among a group of lawyers providing legal services to musicians, record labels, TV personalities, game and software developers, filmmakers, writers and authors.

She negotiates contracts, gives intellectual property advice, crafts strategy and defends intellectual property rights.

She is also the youngest Kenyan lawyer to be appointed to a tribunal, as a member of the Competent Authority Tribunal.

"During my undergraduate studies, I once had 'an image rights issue' when I was the Miss Catholic University of Eastern Africa. I could not find a lawyer to assist me, as most of those I sought did not think I had any rights. Then, in late 2007, I was part of a girl group with a recording deal, which fell through partly because of a terribly constructed contract," she says.

These two experiences and a few others along the way, made her realise that few lawyers at the time focused on the entertainment industry.

She started her own boutique legal services firm, Kikao Law, specialising in intellectual property, entertainment, media, sports and fashion law.

Yet, across all her engagements, Elizabeth is a strong proponent of resolving

disputes amicably, and out of court. One of her biggest cases involved a Kenyan photographer who suffered copyright infringement when a South African car dealer used his image on social media without his permission.

On the days that she is not at the office, she is at the Strathmore Law School, where she teaches media law and ethics. She also teaches business law at Strathmore's School of Mathematics.

Some of greatest achievements include winning an apprenticeship to work in a Las Vegas law firm Randazza Legal Group and her Master of Laws paper being published by leading journal, the *Marquette Intellectual Property Law Review Journal*.



Top 40 under Forty Women



Shirlene Nafula, 26

Founder, CEO, Crystal River Products

ENTREPRENEURSHIP

In 2017, Shirlene was a finalist at the entrepreneurship reality show KCB Lions' Den Season 2. She managed to convince one of the judges, Darshan Chandaria, the CEO of Chandaria Industries, the tissue and hygiene products manufacturer, to commit Sh4.5million to her soap manufacturing business.

"The support, mentorship and growth I receive from the Chandaria capital team has been priceless," says Shirlene. A Bachelor of Science in microbiology and biotechnology graduate from the University of Nairobi, Shirlene is the founder and CEO of Crystal River Products, which manufactures bio-based beauty and

hygiene products. The company seeks to be the leading producer and supplier of the best bio-based beauty and cleaning products in the world. "I provide general oversight and management of the day-to-day operations in the business," she says.

This has accorded the 26-year-old the opportunity of being a speaker on TEDx, JKUAT, USIU, local and international conferences, among other platforms.

It has also won her awards in entrepreneurship. In 2018, she was recognised by the British High Commission as one of the women leading Kenyan and UK businesses in Kenya and across the Commonwealth region.

In 2017, she received a dedication and excellence award for women in business in the Kenya National Chamber of Commerce and Industry (KNCCI) Awards. She also received two awards from UNCTAD, (Personal Achievement Award and Business Creation Exercise Award) courtesy of the Empretec Programme.

Dr Fardosa Ahmed, 33

CEO, Premier Hospital

HEALTH

Growing up, Dr Ahmed aspired to be many things except a doctor. That changed in high school at Loreto Convent Valley Road on the advice of a doctor.

Today, she is the chief executive of a hospital she oversaw its set-up four years ago when she was 29 years old. She is in charge of the Mombasa hospital with a bed capacity of 70 patients.

"I oversaw every aspect of the project including financial planning, architectural design, construction, machinery/equipment importation and recruitment," she says.

"After the project completion, I developed structures and systems to set up all departments of the hospital which include clinical and non-clinical departments."

Being a CEO of a hospital, the mother-of-two says she signed up to "24/7/365" job.

"The weight of balancing the needs of employees, patients and shareholders makes

for an extremely challenging and rewarding experience," she says.

She graduated from the University of Nairobi with Bachelor's degree in Medicine and Surgery, and did a post-graduate diploma holder in healthcare management. "It sounds cliché, but I credit God for my success. Just five years ago, if you told me that I would be the CEO of a tier 1 hospital, I would have dismissed you," she says.

It is while working in a public hospital that she learnt how to balance between quality and resource constraints, lessons that are helpful in her current role.

"We had constant issues that hindered our ability to offer quality service, from breakdown of machinery to human resource challenges. It was frustrating. I longed to be in an administrative position to facilitate prudent management even as I was cognisant of the resource challenges," she says.



Catherine Kariuki Mulika, 33

Partner, TripleOKLaw Advocates LLP

LEGAL

As the Kenyan banking sector continues to undergo changes to leverage on new digital technology to provide innovative products, Catherine sits firmly at the advisory table as an expert in financial technology law.

She advises telcos and financial institutions on intellectual property, data privacy, cybersecurity, regulatory compliance and consumer protection.

"Many organisations are digitising, therefore new challenges are bound to arise such as how to secure data and have control over it. They are also continually grappling with issues such as how to tailor employee contracts, how to handle customer data in compliance with privacy laws, how to secure intellectual property rights in acquisitions, partnerships or open source software arrangements. It is my role to guide them," she says.

Catherine is one of the two female partners at TripleOKLaw Advocates LLP, where she heads the telecommunication, media and technology division.

Her knowledge on software intellectual property, data ownership, transactional due diligence and regulatory compliance began in 2010 at TripleOKLaw after graduating from Kenya School of Law. She has since risen from a junior associate to partner.

"I was part of the team that advised a leading Kenyan aviation company in its compliance process with the European General Data Protection Regulations and privacy laws which involved drafting website privacy policies, data processing registers, employee manuals on privacy and conducting privacy impact assessment among other things," she says.





Jackline Kittony Arao, 32

Marketing Director, Tetra Pak

MARKETING

Jackline, who joined Tetra Pak East Africa three years ago, sees overcoming challenges as the main driver of her journey to the top.

"I started off as a marketing manager and later got promoted to my current role as marketing director for East Africa. My journey to where I am has been quite interesting with many challenges as well as successes," she says.

At Tetra Pak East Africa, Jackline is responsible for growing the ambient dairy and juice segments of the business by offering solutions that meet manufacturers' and consumers' needs.

Jackline set out to enter marketing with a Bachelor of Science in Commerce at the Catholic University of Eastern Africa, which she studied from 2004 to 2009.

While still at the university, she landed an internship at Reckitt Benckiser, where she started at the bottom and worked her way up into a management position.

She interned for three months before enrolling in a management trainee programme for one year and was then promoted to the position of assistant brand manager, a position she held for one and half years.

In 2010, she was appointed the area sales manager responsible for key accounts countrywide. Jackline was at the same time pursuing a Master's degree in Strategic Management. In 2012, she left Reckitt Benckiser to join Colgate Palmolive as a marketing operations manager. It is here that her work helped her develop a global mindset as she assisted in setting up Colgate Palmolive, Ghana office before joining Tetrapak in August 2015.



Sianto Sitawa, 27

Philanthropist, Tourism Coordinator

SOCIAL ENTREPRISE

As a young Maasai woman, Sianto has accomplished things that many of her peers have not achieved. The 27-year-old has enabled women in her village access solar power. She is the brains behind the 'Solar for Manyatta' projects that is run by her community based organisation called Naretoi Ang', which means 'our help'. The former Miss Narok, works with various NGOs to empower women and mentor girls.

Her sense of community, she says, was moulded by the fact that she was born in Narok and bred in Maasai Mara Sekenani, Loita and Narok. She holds a Bachelor of Arts degree in communication; electronic media and public relations from Daystar University and is currently pursuing a Master of Arts degree in International Relations at United States International University Africa. Aside from drawing inspiration from her parents, she says growing up in the various towns sharpened her self-awareness and the values attached to being a leader. She is currently the Tourism marketing co-ordinator for Narok County, where she guides strategy development and planning decisions on a day-to-day basis. When she is not at work, the catwalk queen engages in high adrenaline sporting activities such as basketball and CrossFit.

Caroline Njeri Ng'ang'a, 33

Founder, Kituo Cha Maadili

SOCIAL ENTREPRISE

At 33, Caroline wears many hats. She founded Kituo Cha Maadili, a social enterprise to help artisans market and sell their merchandise in international markets. Caroline also sits on the board of State-run Tourism Fund and works as an arbitrator and mediator. She has also a consultant in internal controls and compliance. At 26 years, she was already heading an audit department.

"I have always wanted to run an enterprise that has direct impact on people, something that solves real problems that people face," says Caroline on her motivation to set up Kituo Cha Maadili.

She did her Bachelor's in Statistics at University of Nairobi, got a Master's degree of Science in Strategic Management at USIU and she is pursuing Master of Science in Applied Philosophy and Ethics at Strathmore University.

"It takes focus. One must take every task with seriousness, as each one of them, done well, always opens the doors for many more," she says.

Caroline plays golf to relax, keep fit and compete with friends for fun, and sings in St Paul Catholic Community Choir. "I am a product of my mentors, family, friends and colleagues who in one way or the other have held my hand. But I am a firm believer in the grace of God and the power He gives us to pursue our dreams," she says.



Top 40 under Forty Women

Brenda Kokoi, 32

Director, Kenya Power

ENERGY

Brenda, a teacher by profession, was appointed to the board of directors at the Kenya Power during the annual general meeting in 2016. The role of the board is to oversee the company's objectives and meet the interests of its shareholders as well as stakeholders. She is also a member of the Strategy Committee, chairperson of the Human Resource Committee, and member of the Audit and Risk Committee of the company.

Brenda holds a Bachelor's degree in devel-

opmental studies and a diploma in education from the Kenya Science Teachers College.

She is a secondary school teacher and the chairperson of Kataboi Girls Secondary School in Turkana.

Brenda is also involved in managing projects in Turkana County, working as a programme project officer for Hunger Safety Net. The Hunger Safety Net in Turkana is a subsidiary of the Kenya National Safety Net Programme (NSNP), a government initiative that seeks to improve social protection delivery in the country.

It was established in September 2013 as a programme to reduce poverty, food insecurity and malnutrition, and promote asset retention as well as accumulation for beneficiary households.



“Many people want to be rich, they want money but actually what they don't know they want is choices. Money gives you choices.”

Cleopatra Kama Mugenyi
Deputy Director International
Center for Research on Women



Anne Wawira Njiru, 27

Founder Food4Education

AGRICULTURE

Anne teamed up with her mates at University of South Australia to raise funds for a subsidised feeding programme for two primary schools in Ruiru. The 27-year-old employed a full-time chef and had a kitchen built in one of the schools giving birth to a Sh10 to Sh15 per child lunch programme. After her graduation with a Food and Nutrition Science degree, she returned home where she founded a company, Food4Education that has now enlisted schools getting

daily meals delivered and served to 2,000 schoolchildren.

“Central food production and delivery gives me a chance to make exciting meals cheaply while ensuring quality. We now have 20 employees and have opened a second kitchen that also delivers daily meals to companies,” she says.

In 2016, Anne got Sh8.5 million that enabled her to contract food suppliers while in 2017, growth of her corporate clientele raked in Sh20 million.

“We have partnered with India-based Akshaya Patra Foundation that delivers daily meals for 1.6 million children and our target is to grow our subsidised meals deliveries to 50,000 children in public schools in the next three years,” she says.

Esther Ndeti, 32

Executive Director, East Africa Private Equity and Venture Capital Association

ENTREPRENEURSHIP

When Esther twice ventured into business and failed for lack of information and mentorship, her path in life changed. The mechanical engineering graduate opted to connect venture capitalists and private equity investors to businesses across Africa—a role she continues to play at East Africa Private Equity and Private Venture Association (EAVCA), where she serves as executive director.

Under her watch is a huge network of private equity firms, venture capitalists, and businesses, she says are a key ingredient to growing an economy. Her aim is to build entrepreneurship systems and structures one step at a time.

“Private equity and venture capital is the fuel that powers entrepreneurship, and I strive to leverage my experience and relationships to enable entrepreneurs realise their potential to redesign Africa and transform local economies,” she says.

When she is not at work, Esther hosts Hadithi Njoo, a live story-telling platform for ordinary people to share and interpret real experiences. Hadithi Njoo is a platform she founded in 2014, in an effort to revive and preserve the art and culture of storytelling. The mother-of-one is also an avid reader and road traveling enthusiast. Just a month ago, she drove all the way to Lake Turkana and pitched tent by its shores. Hardly a stickler of norms, Esther rarely puts up at fancy hotels and rather prefers being stationed on the ground where she can interact with ordinary people. Aside from cycling and hiking, Esther plays guitar to unwind.



Bosses Can Ensure Maternity Leave Doesn't Hurt

Here are tips for HR leaders and line managers on how to improve women's experiences

Imagine that a temporary absence from your workplace could lead to 10 years of sustained high performance being forgotten.

Imagine that your relationship with senior partners at your firm, with whom you had previously worked closely, significantly worsened. This is many women's experiences following absence from work for parental leave. On their return, they find that not only do they fail to get their clients back, but the colleague who took them over didn't even know that they had previously managed them.

Research suggests that many firms are failing to support female talent making their return to work after parental leave and that women are often left feeling frustrated and disappointed by it.

One study surveyed 300 women on parental leave as they neared their return to work. At that stage, the women expressed concern about leaving their children, but also excitement about returning to work. In particular, they said they were looking forward to getting back to the routine of working and to rejoining their colleagues.

A selection of women identified as top performers who had returned to work in the six months preceding the study, as well as their direct managers and senior human resources leaders, were then interviewed.

The women said that returning to work was tougher than they'd expected: They experienced a significant decline in positive emotions once they returned to work, reflecting the lived challenges of



this transition. The interviews found signs that women's careers were derailed after returning from leave, that colleagues held unconscious biases against the returning women, and that professional relationships also deteriorated after returning from leave.

The research points to six recommendations to improve the experience of women returning to work after parental leave – three for HR leaders, and three for line managers.

Advice for HR leaders:

- Support an organisational culture that positions parental leave as a brief interlude, not a major disruption.

- Offer phased returns. Phased returns offer “check-in days” during leave and a gradual return that ramps up from three days a week to four, and then to five.

- Set up mentoring programmes for returning employees, where you match high performers who are more experienced caregivers with high performers who are new parents.

Women find it hard to cope and grow their career after maternity leave.

FOTORESEARCH

...return to work after maternity puts some at risk of career derailment

Advice for line managers:

- Create an open dialogue with returning women. This should begin before maternity leave and include how to approach leave, the individual's communication preferences while on leave and the return phase.

- Check your assumptions about new parents' career and family priorities. Some employees may need or request changes to their work schedule; others may not.

- Be aware that this is a deeply personal, individual transition for everyone – and that you play a crucial role in influencing the experience. Something as seemingly small as the timing of meetings can make a big difference.

The research clearly signals that the return to work after parental leave is a challenging transition for women, with a significant risk of career derailment.

–Harvard Business Review

5 TRAITS OF EMOTIONALLY INTELLIGENT LEADERS

People with high emotional intelligence, not only relate to others, but they have a situational awareness and a sense of priorities that are hard to teach.

After years of searching out this type of person for business leadership roles, these leaders share several common traits.

1.They like team sports.

Those with overwhelming personal agendas often drown others out, don't listen well, see everything through a personal lens and are combative to a fault. While they may be great individual performers, they can destroy a team and they rarely have a big cheering section of their own.

2.They're quietly self-confident.

The brashest people are generally insecure. It's often the quieter ones who run deep and are truly unafraid when they're under stress. So don't confuse outward confidence with inner strength – they can be inversely proportional. When the chips are down, it's often the reserved, stable personalities that people want to follow.

3.They take the long view.

Everyone is self-interested – this is to be expected. However, those who make good leaders, good partners and solid contributors can discern second- and third-order consequences. They have the ability to “see around corners,” and they anticipate the long-run and the all-things-considered wisdom of the options before them.

4.They are kind.

It costs nothing to say a kind word and to lift others' spirits.

5.They don't look for a quid pro quo.

The people who others wish to see succeed often do things without any anticipation of reward and without keeping a scorecard. The trick is to find those who love to win, but who have the emotional intelligence to want others to win, too.

Those who are short-term selfish, who make getting ahead the top priority, will find that their behavior is likely counterproductive.

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