

CURRICULUM VITAE

PERSONAL INFORMATION



NAME: DR. EMILY MOKEIRA OKWEMBA

SEX : FEMALE

NATIONALITY : KENYAN

POSTAL ADDRESS: KAIMOSI FRIENDS UNIVERSITY
COLLEGE, : SCHOOL OF BUSINESS AND
ECONOMICS.
DEPARTMENT OF BUSINESS AND
MANAGEMENT
P.O BOX 385 - 50309

Dr. Emily Mokeira Okwemba, PhD

SENIOR LECTURER,

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Google scholar: Dr. Emily Mokeira Okwemba

COMMUNICATION: ENGLISH, KISWAHILI, JAPANESE, SIGN LANGUAGE

PERSONALITY PROFILE

Hardworking, goal oriented, responsible and trustworthy, go-getter, versatile, team player, have the ability to adapt to a new environment, visionary leader and diligent.

CAREER OBJECTIVE

To seek a challenging and relevant position where I can develop an outstanding teaching and consultancy career in strategic management, business research, marketing management and strategic leadership and governance through the use of the knowledge acquired in strategic management to contribute to the mission and vision of my prospective employer and the organization as a whole, as I acquire new skills.

ACADEMIC QUALIFICATIONS

2014-2019: Jomo Kenyatta University of Agriculture and Technology (JKUAT)

PHD in Business Administration-strategic management.

Thesis Title: Influence of strategic organizational capabilities on non-financial performance of manufacturing firms in Kenya.

2012-2014: Jomo Kenyatta University of Agriculture and Technology.

Masters degree in Business Administration (Strategic Management)

Thesis Title: The comparative effect of corporate social responsibility on performance of cooperative bank and equity bank in Kenya.

2017- 2018: Kenya Institute of Management

Post Graduate Diploma in Business (Business management)

Thesis Title: The influence of strategic market orientation on performance of telecommunication firms in Kenya.

2003-2007: Kenyatta University

Bachelor of Education (Arts/special education) Second class upper Division

1998-2001: Mary Mount Secondary School

Kenya Certificate of Secondary Education (KCSE) mean grade attained: B

1990-1997: Molo Academy Primary School

Kenya Certificate of Primary Education (KCPE) Scored 509 out of 700

PUBLICATIONS IN PEER REVIEWED REFERRED JOURNALS

A. PUBLICATIONS AS TUTORIAL FELLOW

1. Okwemba E.M, Egessa R., Maniagi G.M. Effect of corporate social responsibility on organization performance, Banking Industry Kenya, Kakamega County. International Journal of Business and Management invention w.w.w.ijbm.org/volume 3/ issue/4/April 2014 pg 3751.
2. Benson K. & Okwemba E.M .Effect of Leadership Behavior on The. Performance of MicroFinancial Institutions In. Kakamega County. International journal of science and technology. Volume 4 issue 02, Feb 2015.
3. Okwemba E.M. Influence of strategic coordination capabilities on performance of manufacturing firms in Kenya. International Journal of Business and Management Invention (IJBMI) ISSN (Online): 2319 8028, ISSN (Print): 2319 – 801X www.ijbmi.org || Volume 7 Issue 6 Ver. II || Jun. 2018 || PP—07-15
4. Okwemba E.M. Influence of knowledge management capabilities on performance of telecommunication companies in Kenya. International Journal of Business and Management

Invention (IJBMI) ISSN (Online): 2319 –8028, ISSN (Print): 2319 –801X www.ijbmi.org ||
Volume 7 Issue 6 Ver. II || Jun. 2018 || PP—16-21

5. Okwemba E.M. Influence of strategic market orientation on performance of telecommunication firms in Kenya. International Journal of Business and Management
Invention (IJBMI) ISSN (Online): 2319 –8028, ISSN (Print): 2319 –801X www.ijbmi.org ||
Volume 7 Issue 6 Ver. II || Jun. 2018 || PP—22-32
6. Okwemba E.M, Senaji T.A & Odhiambo R.O. Influence of strategic marketing capabilities on performance of manufacturing firms in Kenya. International journal of multidisciplinary and current research pages: 508-513, DOI: <https://doi.org/10.14741/ijmcr/v.6.3.20>
7. Okwemba E.M. influence of strategic technological capabilities on performance of manufacturing firms in Kenya. International journal of multidisciplinary and current research. Pages : 514-519, DOI: <https://doi.org/10.14741/ijmcr/v.6.3.21>
8. Okwemba E.M. Influence of strategic market sensing capabilities on performance of mobile telecommunication firms in Kenya. International journal of multidisciplinary and current research. Pages : 520,525, DOI: <https://doi.org/10.14741/ijmcr/v.6.3.22>
9. Okwemba E.M, Senaji T.A & Odhiambo R.O. Influence of strategic managerial capabilities on performance of manufacturing firms in Kenya. International Journal of management and current research Pages : 526,531, DOI: <https://doi.org/10.14741/ijmcr/v.6.3.23>

B. PUBLICATIOIS AS A LECTURER

10. Nakhanya, W.N., Sirai, S, Okwemba,E. Influence of organizational structure on implementation of strategy among VTCS in Bungoma County, Kenya. The strategic journal of business and change management page: 1082, ISSN change2312-9492(online) management 8970(print). [Www.strategicjournals.com](http://www.strategicjournals.com). Vol.7, Iss.3, pp1082-1095. November14,2020
11. Okwemba E.M.(2023) effect of resource utilization on implementation of strategy on vocational training centers in Bungoma county, Kenya. International journal of advanced research and publications.www.ijar.org. volume 6 issue 7, July 2023. ISSN:2456-9992.
12. Okwemba E.M.(2023) Influence of Organizational Culture on Implementation of Strategy on Vocational Training Centers in Bungoma County, Kenya. International Journal of Business and Management Invention (IJBMI), vol. 12(1), 2023, pp. 08-13. Journal DOI- 10.35629/8028. ISSN (Online): 2319-8028.

13. Okwemba E.M.(2023) Influence of Focus Strategy on Performance of Public Universities in Western Kenya Region. International Journal of Business and Management Invention (IJBMI), vol. 12(1), 2023, pp. 01-07. Journal DOI- 10.35629/8028. ISSN (Online): 2319-8028.
14. Okwemba E.M.(2023) Influence of Cost Leadership Strategy on Performance of Public Universities in Western Kenya Region. International journal of advanced research and publications.www.ijar.org. volume 6 issue 7, July 2023. ISSN:2456-9992.
15. Mchaizi, V., Okwemba, E., & Otsyula, J. (2023). Influence of adhocracy culture on performance of public universities in Western Kenya. The Strategic Journal of Business & Change Management, 10 (4), 326 – 340. <http://dx.doi.org/10.61426/sjbcm.v10i4.2753>. ISSN 2312-9492.
16. Mchaizi, V., Okwemba, E., & Otsyula, J. (2023). Influence of clan culture on performance of public universities in Western Kenya. Reviewed Journal International of Business Management, 4 (1), 448 – 461.ISSN 2663-127X.
17. Oketch M., Owemba E., Otsyula J. (2023). Influence Of Heuristic Decision Making on Organizational Performance of Vocational Training Centers in Vihiga County, Kenya. International Journal of Advanced Research and Publications ISSN: 2456-9992.
18. Orwa E., Ouma D., Okwemba E., Personnel Costs and Financial Performance of Listed Companies in Kenya. American International Journal of Business Management (AIJBM) ISSN- 2379-106X, www.aijbm.com Volume 5, Issue 10 (October-2022), PP 32-38.
19. Orwa E., Okwemba E., Ouma D., (2022) Training and Development Costs and Financial Performance of Listed Companies in Kenya. International Journal for Research Trends and Innovation IJRTI | Volume 7, Issue 11 | ISSN: 2456-3315
20. Agirre k, Otsulah J.O & Okwemba E.M. Influence of Differentiation Strategies on The Organizational Performance of Tier Two Network Service Providers in Kenya, Published in Volume 8 Issue 10, October-2023. ISSN 2456-3315

C. PUBLICATIO S AS A SENIOR LECTURER

21. Amoni N, Atandi F. G & Emily O. Effect of Strategic Alignment on Performance of Non-Governmental Organizations in Northern Region of Kenya. International Journal of Strategic Management Vol.4, Issue 2, No.3, pp 48 - 67, 2025 ISSN: 2958-9681 .
22. Amoni N, Atandi F. G & Emily O. Effect of Strategic Thinking on Performance of Non-Governmental Organizations in Northern Region of Kenya, Journal of Business and Strategic Management ISSN 2520-0402 Vol. 10, Issue No. 10, pp. 16 – 33, 2025

DRAFT MANUSCRIPTS

23. Okwemba E.M. Aspects of strategic organizational capabilities that influence the performance of manufacturing firms in Kenya(Draft)
24. Okwemba E.M. An empirical study on whether the contextual variables influence the performance of manufacturing firms in Kenya (Draft).

CONFERENCE PRESENTATION

1. Kabarak University. Fifth annual international conference on emerging issues and trends in education held 14th and 17th July 2015: Theme: *knowledge management for transformation*.
Title of the paper: Corporate leadership and performance of public universities.

SUPERVISION

AS A SENIOR LECTURER

1. **Thomas Amoni Ngimoe**, PHD student at KIBABII University, thesis title; Strategic leadership, organizational culture and performance of non-governmental organizations in northern region of Kenya, graduated in 2025.
2. **Linnet Shijedi Mayavi**, Masters' student at KAIMOSI FRIENDS UNIVERSITY, thesis title; Risk management strategies and performance of classified hotels in Nairobi County, Kenya. Graduated, 2025

AS A LECTURER

3. **Margaret Ayako Oketch**, Masters' student at KAIMOSI FRIENDS UNIVERSITY, thesis title; Strategic decisions making approaches on organizational performance of vocational training centers in Vihiga county, Kenya. Graduated in 2022.
4. **Emily Orwa**, Masters student at KAIMOSI FRIENDS UNIVERSITY, thesis title; Human Resource Accounting practices and financial performance of listed companies in Kenya. Graduated in 2022
5. **Kelvin Agire**, Masters student at KAIMOSI FRIENDS UNIVERSITY, thesis title; Competitive Strategies and performance of Tier two Network facility providers in Kenya
Issued with a completion certificate. To graduate on 29th November 2024.
6. **Victor Muchizi**, master's student at KAIMOSI FRIENDS UNIVERSITY, thesis title; Organizational culture strategy and performance of public universities in Western Kenya. Issued with a completion certificate. To graduate on 29th November 2024.
7. **Noah Wanjala Nakhanya**, Masters' student at KIBABII University, thesis title; Determinants of strategy implementation on vocational training centers in Bungoma county, Kenya, Graduated in 2021.

THESIS EXAMINATION

1. Internal examiner for Bonny Luga Reg No. DGS/MBA/G/0017/2020
2. Internal examiner for DGS/MBA/G/0010/2019

RESPONSIBILITIES HELD

1. **Kaimosi Friends University college**
 - C.O.D, (strategy & planning) - Kaimosi Friends university college.
 - Senior lecturer(April 2025- up to date)
 - lecturer (August 2020-up to March 2025)
 - Tutorial fellow (January 2020-July)
2. **Jomo Kenyatta university of agriculture and technology**
 - Part-time lecturer (August 2014-2019)
3. **Masinde Muliro university of science and technology**
 - Adjunct lecturer (part-time) school of business and management (2015_ up to date)
4. **Kibabii University**
 - Adjunct lecturer (August 2016-up to date)
5. **Kaimosi Friends Church University College**
 - Adjunct lecturer (January 2018-up to date)
6. **University of Nairobi**
 - Adjunct lecturer (April 2016-up to date school based)
7. **Cooperative bank of Kenya**
 - Teller, customer service and system administrator (August 2011-2014)
8. **KCB BANK**
 - Sales representative/ marketer (2008-2010)

TEACHING EXPERIENCE

Teach the following courses at undergraduate and postgraduate levels:

- **PHD Program:** Strategic human resource, consumer behavior, cooperate strategy & governance, strategic management, strategy control and monitoring, corporate leadership and strategy.
- **Master's program:** Strategic management, Global strategic management, international business management, marketing management, global strategic management, negotiation skills among others.

- **Degree Program:** Organization Behavior, strategic management, principles of management, contemporary issues in management, international business management, introduction to business, consumer behavior, labour relations, research methods, quality management, principles of marketing, principles of management, communication for business, employee compensation, entrepreneurship, business ethics, negotiation skills, buyer supplier relationship, strategic supply chain management, electronic commerce, strategic retail management, reward management, marketing, planning and control, business law among others.
- **Diploma Program** – Purchase and Supply operation, research methods, principles of management, and principles of marketing, communication for business among others.

LEADERSHIP EXPERIENCE

2013-2014	Cooperative bank of Kenya	Branch checker, M COOP cash champion & trainer
2009-2010	KCB Kenya	Team leader
2007-2010	Molo youth association	Chairlady
2005-2007	Kenyatta university	Student governing council
2000-2001	Mary mount	Hockey captain
1996-1997	Molo academy	Dormitory prefect

OTHER PROFESSIONAL TRAINING AND QUALIFICATION

- Computer literacy- Have strong aptitude with MS Office Packages
- Sign language interpreter (Kenyan and American sign language)
- Performance management training-Altima Africa-2013
- Data analysis and interpretation by use of statistical package for social sciences (SPSS version 21)
- Trainer of trainees.

MEMBERSHIP WITH PROFESSIONAL BODIES (FORMAL REGISTRATION)

- Member of Kenya institute of management (KIM)- MEMBERSHIP NO;45334
- Member of Kenya teachers service commission - TSC - TSC/499416/Y
- Member of Kenya bankers' association.

WORKING EXPERIENCE (CORPORATE WORLD)

May 2011-december 2014 -:

Co-operative Bank of Kenya - Clerk

System Administrator, Account Opening.

- Teller, Customer Service, Trainer of Tellers.

Dec 2010 - March 2011 -:

NIC Bank Ltd

- Marketing, Sales & Account Opening

Non-2008-April 2010:

Kenya Commercial Bank-Direct Sales Representative

- Holding active campaigns and promotions for Bank Product.
- Holding road shows to create awareness for the bank Products.
- Selling the Bank policies and products which include Opening of bank accounts.

COMMUNITY EXPERIENCE

2020- To date

Mentoring and coaching to candidates of the following schools:

- 1.Destiny Christian school Busia- Amagoro
- 2.Seventh day adventurist Satellite academy- Kakamega
3. Pendo school-Kakamega

2018-To date

Seventh day Adventist Church activities

- 1.Women ministry leader
2. Providing leadership to establishment of seventh day churches.

June 2004-2007 December-

Ruiru Children's Home-Volunteer

- Providing over 90 hours of counseling, cooking and socializing with abandoned and orphaned children.
- Assisting the center's management in finding adoptive homes for the children.
- Assisting the center in updating their files and getting new contacts and professionals such as doctors, nurses willing to donate their time to cater for the health needs of HIV+ children in the home.
- Collecting and distributing donations to the children i.e food and clothing.

2008 (January-June) – NGO:

**Rescue Center for less fortunate in Dares-salaam - Tanzania
- Speech Therapist.**

- Offering speech training to the children
- Creating awareness to the community.
- Executing and tackling of campaigns to support the children.

2008(July –December):
2011-To Date:

HIV counselling and testing provider-trained by NASCOP
Educated three children (orphans)
High school career guidance and counselling

SKILLS

- Computer literate: Have strong aptitude with MS Office Packages
- Can Speak and write basic JAPANESE
- Driving license B, C, E vehicles.
- Curriculum developer for business management.
- Creative: Developed a speech kit for hearing impaired children.

HOBBIES

- Research writing and book writing
- Reading innovative and inspiring books

REFERENCES

1. PROF.THOMAS SENAJI

LECTURER KENYA METHODIST UNIVERSITY

EMAIL: tsenaji@gmail.com

Tel: 0722772400.

2. DR SILVIA CHEBET SIRAI

DEAN SCHOOL OF BUSINESS AND ECONOMICS

KIBABII UNIVERSITY

EMAIL: ssirai@kibu.ac.ke

TEL: 0729283578

3. DR FRED GICHANA ATANDI

SENIOR LECTURER OF

ENTREPRENEURSHIP

SCHOOL OF BUSINESS AND

ECONOMICS

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DIRECTIONATE
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