



## INDEPENDENT ELECTORAL AND BOUNDARIES COMMISSION

### **Keynote Address By the IEBC Chairman to Staff during the 2016 Team Building & Change Management Event, Sarova Whitesands - Mombasa 1<sup>st</sup> November, 2016,**

Ladies and gentlemen, it gives me great pleasure to join you today in what is possibly my last activity with all of the IEBC family together;

I wish to begin by reminding us that we have at least 280 Days to the 2017 General Elections;

We are meeting at a unique time when exiting Commissioners are meeting you as you prepare for the next elections - this shall be the norm in future when Commissioners will be recruited before the end of their tenure.

Our wish was to finish the race with you but alas the political settlement requires us to leave;

I appeal to all of you to do your best in the coming elections; there couldn't be a better send-off or greater legacy for the Commissioners and I. I know the success of the election will be

contributed to the new team while failure will be to us, do your best nonetheless;

You are the best and brightest to work for any organization. Your experience and professionalism is undoubtable- Ours is class "A" commission You have participated in various trainings and numerous electoral activities, including with such organizations as IDEA , EAC, AU, South Sudan and Somalia to mention but a few.

The 2017 Elections was going to be difficult even with us with you. But it will be more difficult because of the high stakes:- Incumbent seeking re-election, A hungry and angry opposition not keen to be out of power and in the cold for another 5 years because of our electoral system where the winner takes all and loser none, County Government elections- Governors and MCAs - county politics- as of June 2016, ERMT showed 19 counties in red- terror, cattle rustling, intros party disputes , clan disputes, demos and protests- ; New Laws make elections management and Administration even harder- too prescriptive and micro management by parliament .

Even worse if you were to do party primaries especially in strongholds- more likely to be violent and tough-

Like the firefighters who run to the building when others are running away or the police who have to defend when others are cowering , IEBC will be there to do the 2017 elections with all its challenges- Political settlement , new commissioners, new laws, added work, compressed timelines, poisoned political atmosphere .

Elections will be ok if the law on EVID is changed and the so called integrated elections is clarified and understood by all- Will be difficult if it's a close election for president - a landslide victory is an election manager's best friend,

Any minor shortcomings may be overlooked but not major inadequacies. There may be a "honeymoon" period for new team, benefit of doubt, the need to show the new team as a success by those against us;

With All the challenges ahead you cannot afford to be divided- let there be unity in diversity;

Failure is not an option- polarized society, rising tensions- country can easily go back to 2007/2008- History repeats itself because we don't pay attention the first time and when it does the price goes up;

Never has so much been expected by so many people from such a small group.

We are in better position than 2013 Gen Elections- we have a register (including inspection and updating), only Evid to procure.

My call to all of you is hold together; do not give those against you ammunition. Agree to disagree internally but shield each other where need be. Let your number one commitment be your Constitutional mandate and the stability of this country.

It is said that you can please all the people some of the time, you can please some people some of the time, but you can never please all of the people at any one time! For you in elections management, you'd be lucky to please anyone! Therefore ladies and gentlemen, I pray that you develop the patience of a Buddhist monk, the tolerance of Mahatma Gandhi and the forgiveness of Nelson Mandela.

It has been my pleasure and honor serving you as your Chairman, I have benefited from your wisdom, I have come to admire your professionalism and your wit, and you have become part of my family. I will miss you all most sincerely.

I will end by a quote from the book of 2nd Timothy 4: 6-7, the words of Apostle Paul to Timothy:

“For I am already being poured out like a drink offering and the time for departure has come. I have fought the good fight, I have finished the race and I have kept the faith”.

I wish you well and fruitful engagements.

**God bless you all.**