

## Workplace Tidbits

### Workplace Conflict



Poor Communication is one of the major causes of conflict in the workplace. Training employees to use communication to resolve either personal or professional conflicts from escalating in the office can be a valuable option.

5 ways that communication can be used for conflict resolution; -

1. Address issues immediately and openly. Not addressing the conflict until a later time allows resentments to simmer.
2. Set clear expectations. Anything you or your colleagues need from each other should be clearly defined and expressed.
3. Build active listening skills. People's minds often wander when others are speaking, especially in a group setting, and they don't truly absorb what's been said. Take the consistent stance of being open to someone whose opinions differ from yours. This allows you to see things from a new light and decide when to go to bat for your idea.
4. Use neutral terms and open body language. It is better to speak in "I" language instead of "you" language to avoid the other person feeling attacked. For example, saying "I feel undervalued in my position" is going to be more effective than saying "You don't value my work." Using "you" language will only cause the other person to get defensive, which doesn't bode well for conflict resolution.
5. Recognize and respect personal differences. Knowing how you prefer to communicate and being able to recognize others' communication styles can help build the bridges of understanding. Recognizing that differences exist makes it easier to begin having discussions that help resolve workplace conflicts

## Board of Director Tenure Ends



Outgoing Board Members posing for a group photo with the gifts they were given during the luncheon event at Ole-Sereni Hotel

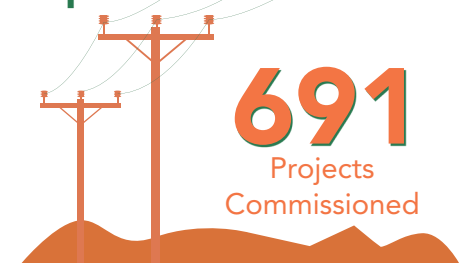
The Corporation held a farewell luncheon for the REREC Board of Directors at Emara Ole-Sereni in Nairobi. The luncheon marked the end of a 3-year tenure for the 11 member Board that was appointed in February 2019.

Speaking during the luncheon the outgoing Chairman of the Board of Directors, Prof. Simon Gicharu, CBS commended the Board members for their performance during their term. He noted that the annual Board evaluation results for the last three financial years have consistently indicated an upward growth from a score of 88% in the 2018/2019 financial year, to a score of 97% for the 2020/2021 financial year. Electricity connectivity to public

facilities had also grown to 71% from around 65% reported when they joined REREC.

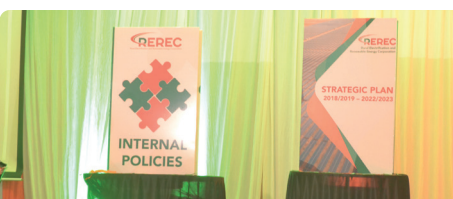
In his remarks, the CEO, CPA Peter Mbugua appreciated the support accorded to the management team by the Board during their tenure and wished them well as they move on to other commitments and future endeavours.

## Projects' Progress Report



22 projects were commissioned in the week ending 11/02/2022, in various parts of the country.

The total number of commissioned projects in the current financial year stands at 691 with 991 projects in progress. 140 projects are awaiting either joint inspection, shut down or commissioning.



The Corporation launched **45 Internal Policies** on **26th November 2021**. **Soma, Elewa, Tekeleza**

These policies will assist the Corporation to enhance internal governance, infuse the desired ethical culture and lead to smooth, efficient and effective operationalization of its mandate.