

DR. HANNINGTONE GAYA PhD., FIMI., EBS.

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County: Machakos County

Objective	To give selfless, honest, ethical and patriotic service to my country.
Personal Values	<ol style="list-style-type: none">1. Human and Virtue based ethics2. Honesty3. Highest degree of integrity4. Courage and loyalty to National causes5. Exemplary service
Areas of Impact	<ul style="list-style-type: none">▪ Corporate Governance and Ethics▪ Taxation Policies to increase and improve revenue collection▪ Welfare Economic Policies e.g. access and affordable quality education, health, housing▪ Agro-based industrial development and value addition▪ Entrepreneurship and Youth Employment▪ Education Reforms▪ Road Safety▪ Police Reforms▪ Services Marketing
Footprints	<p>I have provided personal time, technical expertise and services to the following industries and sectors:</p> <ol style="list-style-type: none">1. Education2. Motor3. Road transport4. Insurance5. Oil6. Media7. Safari Rally-Editor and Press Officer
Voluntary National Duties	<ul style="list-style-type: none">▪ Assisted CS Foreign Affairs and International Trade with strategic publicity for several international conferences including WTO, UNCTAD, TICAD in 2015/2016.▪ As the Chairman of the Media Owners Association of Kenya (2015-2018), contributed to the resolution of the IEBC impasse in 2015 that led to the resolution by providing strategic linkages among the

	<p>stakeholders, including the government, clergy, diplomatic community and the political stakeholders.</p> <ul style="list-style-type: none"> ▪ Part of the Strategic Communication team for Kenya during the campaigns for the African Union Chair in 2016/17. ▪ Input to a number of strategic national policies and programs including the bank interest rate capping, lecturers and teachers' strikes, the national wage bill, the youth internship program, tax reforms through indirect taxation such as VAT etc.
Community Service	<p>Chaired fundraising committees that have built schools and churches throughout the country including:</p> <ul style="list-style-type: none"> ▪ St. Austin's Community Centre in Lavington ▪ Loreto Convent-Msongari ▪ Arch Diocese of Nairobi Fund ▪ Founder-Waumini Insurance -The precursor to Pacis Insurance-for the Catholic Church in Kenya. <p>School Chair and PTA including:</p> <ul style="list-style-type: none"> ▪ Loreto Convent-Msongari ▪ Braeside School-Lavington
Honours & Awards	<ol style="list-style-type: none"> 1. For his contribution to the marketing fraternity in Kenya, Hannington was crowned a Warrior by the Marketing Society of Kenya in 2009. 2. On 12th December, 2010, the President of Kenya bestowed the award of the Elder of the Order of the Burning Spear EBS on Hannington, for distinguished service to his country. 3. During the 2014 Academy of International Business (AIB) sub-Saharan Africa Chapter Conference Inaugural Conference, Hannington won the Best Paper Award for his paper titled: <i>A New Theory for Creating Sources of Sustainable Competitive Advantage in a Services Firm in the Motor Industry in Kenya</i>, written jointly with Prof. Struwig of Nelson Mandela University in South Africa. 4. In Sept 2014, Hannington received a Special Award by the Nelson Mandela University for his contribution in his specialized fields of strategic management and services marketing, for service to the community in his home country and for being an exemplary ambassador of NMU in Kenya. 5. In 2016, Hannington was nominated by the Standard Newspaper as one of the top 100 leaders expected to set the global agenda.
Work Experience	<ul style="list-style-type: none"> • Workshop Manager-CMC Motors Group • Motor Engineer -WJ Blakeman • Lifetime contribution-founder of lifestyle and business magazines in East Africa • Two-time Chairman of the Media Owners Association of Kenya -

	<p>helped draft the necessary legislation that established the first statutory Media Council in Kenya in 2007 and later the Communications (Amendment) Act 2010 that regulates the Communications Sector, including the Broadcast sub-sector.</p> <ul style="list-style-type: none"> • In Marketing, is viewed as an authority in Country Branding, and appointed in 2008 by the President of Kenya founding Chairman of the Brand Kenya Board • Adjunct senior lecturer at Riara University, where he teaches marketing of services, strategic management, performance management, ethics, corporate governance and social responsibility at the Riara University School of Business • Publisher/CEO of the Media Seven Group • Boards served in: Chairman, Brand Kenya Board (2008-2015), Chairman Corporate Governance and Audit-Marketing Society of Kenya (2013-2016), Finance and Administration - Media Council of Kenya (2007-2009) Super Brands Council of East Africa (2015-2019), Chairman Investments Board Committee -Tourism Finance Corporation (2015-2016), National Road Safety Trust (2015-2018) • Chairperson-Selection Panel for the recruitment of members of the Technical and Vocational Education Fund Board (2019-ongoing)
<p>Publications</p>	<p>Since graduating with a PhD in 2013, published a number of academic peer reviewed journal articles:</p> <ul style="list-style-type: none"> • Gaya, H. (2017). <i>Tangible Resources are the First Step in The Value Creation Process of Sources of Sustainable Competitive Advantage in a Services Firm: An Activity-Resource-Based View (ARBV) Theory?</i> Global Journal of Management and Business Research (GJM BR). Vol.17 (2)/1 Pp.1-12. 2017 • Gaya, H. (2016). <i>Towards Parsimony in Terminology Used in The Value Creating Process for Sources of Sustainable Competitive Advantage: The Activity-Resource-Based View (ARBV) Perspective.</i> Global Journal of Management and Business Research (GJM BR). Vol.16 (7)/1 Pp. 30-42. 2016 • Gaya, H. and Struwig, M. (2016). <i>Is Activity-Resource-Based View (ARBV) The New Theory of The Firm for Creating Sources of Sustainable Competitive Advantage in Services Firms?</i> Global Journal of Management and Business Research (GJM BR). Vol.16 (5)/1 Pp. 33-45. 2016 • Gaya, H.J. and Smith, E.E. (2016). <i>Developing a Qualitative Single Case Study in the Strategic Management Realm: An Appropriate Research Design?</i> International Journal of Business Management and Economic Research (IJMER). Vol. 7(2) Pp.529-538. 2016 • Struwig, M. and Gaya, H.J. (2015). <i>A New Theory for Sustainable Competitive Advantage in a Motor Services Firm in Kenya</i> Journal of Contemporary Management. Vol. 12(45) Pp. 862-880, 6 Nov, 2015. • Gaya, H.J., Struwig, M. and Smith, E.E. (2013). <i>Creating a Sustainable Competitive Advantage at a High Performing Firm in Kenya.</i> African

Journal of Business Management. Vol.7 (21) Pp. 2049-2058, 7 Jun, 2013.

Conference Papers

- Gaya, H.J. (2014). *A New Theory for Creating Sources of Sustainable Competitive Advantage in a Services Firm in the Motor Industry in Kenya*. Paper was presented by Hanningtone Gaya at the 2014 Academy of International Business (AIB) sub-Saharan Africa Chapter Inaugural Conference. The paper won the *Best Paper Award*. The paper was written jointly with Prof. M. Struwig of NMU.

PhD External Examiner

As a scholar, Hanningtone has successfully examined a number of PhD students to completion and graduating, the latest being:

- Candidate: Roger Muller - 192035150
Thesis Title: *Perceptions Regarding the Impact of Ubuntu And Servant Leadership on Employee Engagement in The Work Place*
University: NMMU – Graduated April 2017
- Candidate: Laura Anne Best - 187092080
Thesis Title: *A Framework to Incorporate Sustainability into South African Consumer Protection Policy*
University: NMMU – Graduated April 2017
- Candidate: Garret Smit – 212455052
Thesis Title: *The role of management in the causes, effects and incidence of construction project delays*
University: Nelson Mandela – Graduated April 2018
- Candidate: Siyavuya Nicholas Xolo - 216440394
Thesis Title: *Beneficiaries' Perceptions Regarding Farm Worker Equity Share Schemes in South Africa*
University: Nelson Mandela – Graduated April 2018
- Candidate: Viwe Mrwebi - 50408372
Thesis Title: *A Critical Analysis of Organizational Justice in The South African Financial Service Industry*
University: Nelson Mandela-Graduated April 2018

Education

1. PhD in Commerce (Business Management) from Nelson Mandela University, Port Elizabeth, South Africa (2010-2012-Graduated 2013)
2. MBA in Strategic Management - First Class Honors, also from the Catholic University of Eastern Africa (2006-2008).

Professional

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Academic

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