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Friday,
December 16th, 2011



TOP
FORTY UNDER

40

men



The team of judges that picked the winners

» **THE VERDICT** A candidate had to demonstrate that they have created value or brought change to where they are

Jenny Luesby »

Jenny Luesby is the founder and managing director of Kenyan media company African Laughter, specialising in the research, development and delivery of quality Kenyan news content. As a global trainer of business journalists, she has spent a lifetime focused on business information, strategy and finance across many sectors and markets. Early posts, with the Economist Intelligence Unit and the BBC saw her focus on macroeconomic analysis and African news. She later joined the *Financial Times* in London, where she rose through to become an editor.



Ndirangu wa Maina »

Mr Maina is a career marketer who has worked in a multi-national advertising agency and an entrepreneur who founded and runs Consumer Insight – a market research firm known for its deep insights into Africa's consumer trends.



David Kinyua »

David Kinyua is a career investment advisor and a prolific connector. His career in the investment sector spans 14 years, with Citibank Investments in Zurich and London, and most recently as regional managing director for Stanbic Investment Management Services. His current interests are in the energy and property sectors where he holds an executive directorship with Encomm, a Hong Kong-based infrastructure development company and a non-executive directorship with Acorn Group, a property developer.



« George Lutta

George is the regional director for Scangroup's media investment management across Sub-Saharan Africa, managing over Sh10 billion worth of media investment. Scangroup is the leading marketing services company in East & Central Africa and is listed on the NSE.

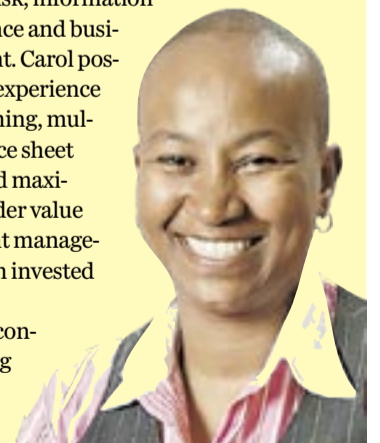
« Angela Ambitho

Is a seasoned pollster and an entrepreneur who founded and is CEO of Infotrak Research & Consulting and the Infotrak Harris Poll. Angela's interests in governance perhaps date back to her undergraduate days at the University of Nairobi where she attained a BA in Sociology and History and the exposure she got from the Bucerius Summer School on Global Governance in Hamburg, Germany. Her passion for business and entrepreneurship was ignited while studying for her MBA majoring in Strategic Management. She is a career marketer with 16 years experience.

Carol Musyoka »

Carol has vast knowledge of corporate Kenya having worked as executive director and chief operating officer of K-Rep Bank, Kenya's first microfinance institution, where she also sat in the board of directors. Prior to this, she was a board member and corporate director of Barclays Bank Kenya. Carol has also worked at Citibank Kenya, where she was a corporate manager responsible for the public sector and multinational clients. During Carol's broad-based career, she has provided oversight on corporate and retail banking, human resources, banking operations, credit risk, information technology, finance and business development. Carol possesses extensive experience in strategic planning, multicurrency balance sheet management and maximizing shareholder value through stringent management of return on invested capital.

She is currently consulting in training services.



Top 40 men under 40

Top Forty Under Forty Men

The Business Daily's 2011 list of men who have succeeded in scaling the corporate ladder or excelled in the world of innovation and enterprise.



JAMES MWORIA



GACHAO KIUNA



KAMAL BUDHABHATTI

James Mworia, 35

CEO, CENTUM

Last month, 35-year-old James Mworia was feted as the Africa Young Business Leader of 2011 at the inaugural All Africa Business Leader Awards in South Africa, further solidifying his credentials as one of the most promising young business leaders on the continent in his position as CEO of Centum Investment Ltd.

Mr Mworia is a chartered financial analyst, a certified public accountant and a chartered management accountant and since his appointment as chief executive of Centum in October 2008, he has steered the NSE-listed firm through a transformation that has seen its investment portfolio more than double to Sh15 billion. He has also helped the company embark on an ambitious geographical expansion that has seen it venture out of Kenya to the rest of Africa, and engaged in new lines of business such as real estate and infrastructure, with Centum now in the initial stages of two real estate and infrastructure projects in Gigiri, Nairobi and in Entebbe, Uganda.

His vision is to transform Centum into a Pan-African investment vehicle with interests across private equity, real estate, infrastructure and energy, with the aim of further doubling Centum's

investment portfolio to Sh30 billion by 2014 and cross-listing it at the Rwanda and Dar es Salaam stock exchanges. Mr Mworia's management team is made up of young, but talented investment professionals specialising in real estate, quoted and private equity.

Mr Mworia, himself, started out as an investment manager at Centum in 2001, and went on to serve as the head of investments at TransCentury Ltd, a large investment firm. He holds a Bachelor of Law degree from the University of Nairobi.

He is married with two children and enjoys playing squash in his free time.

Dr Gachao Kiuna, 33

CEO, TRANSCENTURY

Gachao Kiuna, a biotechnologist, was recently named amongst the 10 youngest power men in Africa by Forbes.

Now leading Nairobi-listed TransCentury, he says the joy of his role is that the people are "highly ambitious, very motivated and always willing to go the extra mile." With such people, he says, TCL is well positioned to become a dominant player in the African infrastructure space.

His leadership style, he says, is geared to inspir-

ing people to perform to their utmost, insisting on a meritocracy that includes giving honest feedback to staff and letting people speak their mind even as they operate as members of a team.

"[It is] important to let people know where they stand in terms of their performance in the team. Giving hard messages and honest feedback is the only way to groom a winning team. Sometimes, it also means changing members of the team," he says. A key plank of his philosophy at work is that "all team members, however junior, should feel that it is their obligation to constructively disagree with the leader and voice their opinion" and the members "should never feel too scared to speak out and the leader should never feel too big to be corrected."

Kiuna, who got a PhD in biotechnology at the age of 24, also holds a First Class Honours in BSc in Biochemistry from Imperial College, London. He entered the world of business and economic management with international management consultancy firm McKinsey & Company, where he led the Kenyan technical team that developed and wrote Vision 2030 for the Government of Kenya.

At McKinsey, he advised corporate clients in emerging markets on corporate finance, strategy, operational excellence and organisational effectiveness. He also focused on economic develop-

ment such as country strategy, electric power, global health and education.

He says his biggest professional challenge has always been how to balance his personal life with his professional one. "My professional career has meant that I have to work hard and travel a lot. Working at least 12 hours a day and travelling almost 100 times a year, that is, two flights per week. It's a challenge, but I love what I do." He spends his free time with family and friends. He also enjoys playing golf and swimming.

Duncan Kabui, 39

CEO, CHASE BANK

Visit any Chase Bank branch and its bustling with young, energetic, elegant graduates, with no sign even on a Friday of anyone waiting eagerly for 5 pm to break for the week. For, amidst all the hard work, working at the Chase Bank "feels like a weekend," says Duncan Kabui, the Chase Bank CEO who has led the bank through a giddy ascent and line-up of awards since his appointment in 2009. Still under 40 as the Top 40 was judged, Kabui turns 40 this month, at the helm of a bank that has galloped forwards.

Incorporated in Kenya back in 1996, Chase


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Top 40 men under 40

who when not reading leadership books and journals, is out trying to beat his best time in GP Karting, an indoors motor racing sport involving small open 4X4 vehicles. He believes in working hard and playing even harder- because life is too short for one to be miserable. "Balancing work and life is a continuous challenge; but I suggest you work first then enjoy life; after all, isn't it the work that you do that brings in the income to manage and enjoy your life," he says.

In life, he says, there are only two types of human beings who are naturally happy: the first ones are described as mad, and the others are children. "You must be prepared to be called mad to achieve what you desire and you must revert to the simple child in you to enjoy what you have achieved." Muema is a father of three and has a BSc in Finance, an MBA from Strathmore Business School and CPA(K).

Leonard Mudachi, 36

BLANCO'S HOLDINGS LIMITED

Leonard Mudachi, 36, credits his blossoming career in hospitality to a single inspiration - two weeks he spent as a young child watching chefs at the Norfolk Hotel. Now, his dream of leading his own restaurant chain is a reality, as the owner of three restaurant concepts in Nairobi, rated amongst the city's most fashionable.

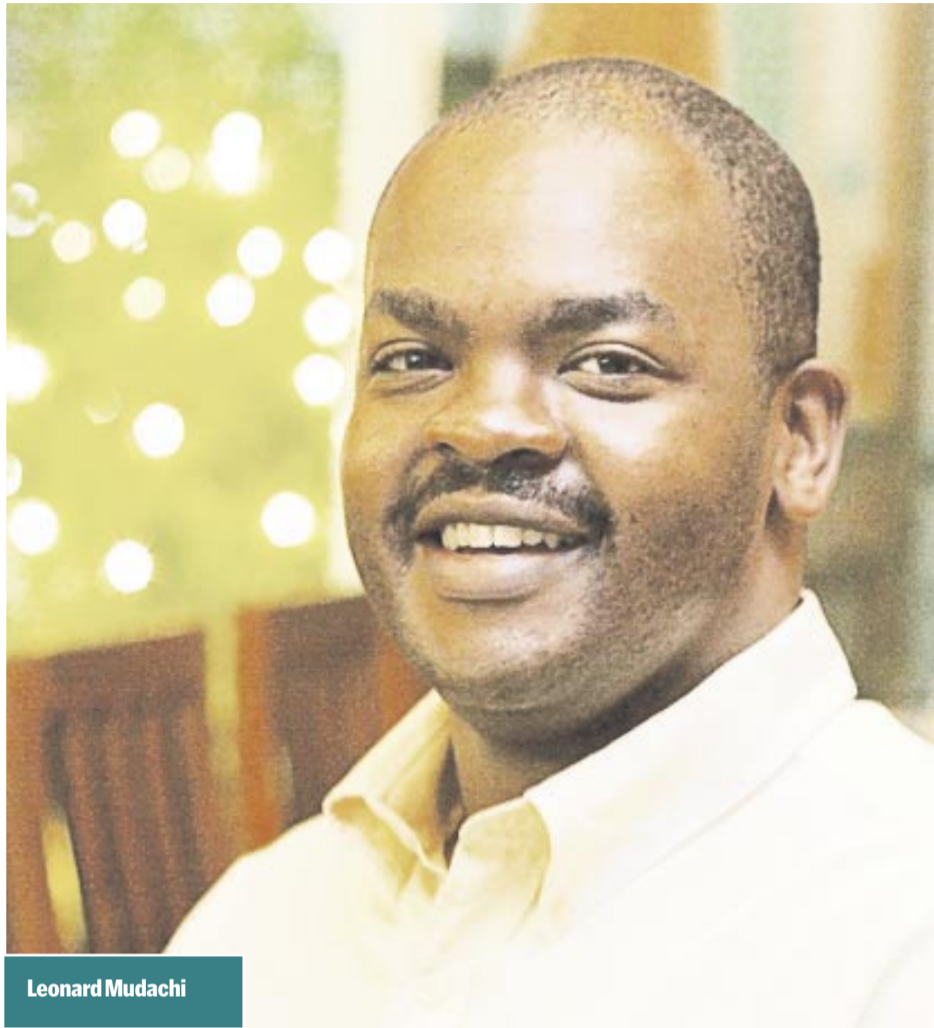
Having studied and worked on three continents, Mudachi has combined overseas experience with local knowledge and innovation to create new and exciting hospitality ventures. His additions to the Nairobi food scene are Blanco's Lounge & Grill, an African fusion restaurant, The T-Spot, Kenya's first branded tea house, and Blanco's Sports Grill, specialising in sports viewing. The T-Spot has made a particular impact, playing a significant role in encouraging local consumption of tea and returning impressive results for the Kenyan tea industry.

Mudachi holds a Higher Diploma in Hotel Management from the International College of Hospitality Administration in Switzerland. He also completed a BA in Hotel and Restaurant Administration at Washington State University, USA, and is currently pursuing the ACCA diploma in Financial Management. He started his career in the US, working as a Management Trainee at the Hyatt Regency Downtown in Houston, Texas, and beginning in Kenya with a brief stint as Restaurant Manager at The Sarova Stanley, before joining the Tamarind Group in 2000, and becoming Assistant Manager at the Carnivore.

He left the Carnivore in January 2006 having reached Deputy General Manager. Driven by a calling to hospitality and catering entrepreneurship, he then founded Blanco's Holdings, a restaurant development and management company.

"My vision is to continually develop and create innovative and sustainable restaurant and hospitality concepts in the East & Central Africa region: concepts that meet international standards for best practice and are applicable in a local context," he said.

"I would like to achieve this vision concurrently to building a strong culture of accountability, responsibility, confidence and professionalism to every member of staff that companies I am in-



Leonard Mudachi

involved in have the good fortune to employ," says the father of one, who says he gets his inspiration from his wife Catherine.

The unwavering zeal to experiment with various ingredients, combinations and blends, coupled with his personal mantra, which is exemplified by the word "why" in everything he does, is fueling the Blanc brand forwards as a regional restaurant development and management brand. The next stage is to take on the rest of the continent, a wish he says he will achieve, "no matter what"

Lawrence Mbugua, 39

BUSINESS OPERATIONS DIRECTOR AT CAPITA SYMONDS (KENYA)

After 15 years working in the UK, in which time he worked on high profile projects such as the 2011 census and the development of Arsenal's Emirates Stadium, Lawrence Mbugua admits to being delighted to have returned to Kenya.

"It is very exciting to be back in the country," he says. "I am currently working on the Tatu City project, which is a very exciting project that will change Kenya's urban landscape." The project is a new, mixed-use city that covers approximately 2,900 acres.

A graduate from the University of Nairobi, where he studied Building Economics, Mbugua also obtained a Masters in Property in Investment and Development at UMIST and a PhD from the University of Wolverhampton at the age of 28. After four years at Davis Langdon and three at

PwC, he moved to his current job at Capita. He is currently the Business Operations Director at Capita Symonds (Kenya), a new subsidiary of the UK-listed Capita PLC that has a turnover of £2.7bn and employs over 40,000. The task has fallen to 39-year-old Mbugua to establish and extend Capita's business within Africa, a role he relishes.

"I enjoy seeing ideas germinate into reality," he says. "I find the whole process of discussing ideas, then planning how to make them real and then actually making things happen very exciting and this drives me from project to project."

He is also the founder of N4P, a social enterprise that promotes business and professional networking between Africa and the Diaspora.



Lawrence Mbugua

Through this he has brought together ministers, diplomats and managing directors to promote their services and products to the diaspora.

It is not simply Mbugua's professional track record that is so impressive, however. Outside of the office he is involved in several charities, having been on the board of the Stephen Lawrence Charitable Trust in the UK and currently on the board of Starehe UK, a charity that has raised over Sh360m for the Starehe Boys and Girls' centres over the last three years.

He believes anybody can achieve what he has done regardless of their situation in life. "Based on my experience, I would say don't be limited by your current circumstances, family background, financial status, the environment," he says. "Instead focus on your goal and you will get there. As they say, genius is one per cent inspiration and 99 per cent perspiration."

Anthony Mwithiga, 37

CHIEF INVESTMENT OFFICER, STANBIC BANK

Anthony Mwithiga's energy, enthusiasm, and eloquence have earned him a place at the peak of fund management, as the chief investment officer of Stanbic Investment Management Services, the largest fund in the region, controlling over Sh154bn in different asset classes.

The 1998 banking industry strike turned out to be a blessing in disguise for Mwithiga, then in his last semester at Kenyatta University reading a BA in Mathematics and Economics. In that year, banks raided the institutions of higher learning in search of a new workforce, following massive layoffs.

Mwithiga had also undertaken a diploma course as an Associate of the Chartered Institute Bankers at the Kenya School of Monetary Studies making him more appealing to the market.

He then joined I & M Bank, where he worked for two years in the treasury department before moving to public sector to work with the National Social Security Fund as a senior investment manager. Enjoying the flexibility that comes with working for public institutions he took up an MBA, specialising in finance.

Completion of the programme opened the door for him to be a part time Finance Lecturer at the Catholic University of Eastern Africa (CUEA).

ICEA Group came calling in 2005, following their decision to form ICEA Asset Management. Mwithiga joined them as a senior fund manager for three years before moving to his current position, which he has held for three years.

He is also a director at the Institute of Economic Affairs - Kenya. Mwithiga, who sometimes cycles to work although he owns two luxurious cars, is currently finalising his doctoral degree in financial economics. The father of three speaks fondly of his wife of nine years - Lydia - quipping "one should never get too much attached to things that do not breathe".

Mwithiga has a deep passion for passing on knowledge and hopes to join the academic fraternity, if not the World Bank, after his time in investment management.

Speaking warmly to the importance of this, he explains that "one of the biggest challenges facing our highly qualified youth leaving colleagues and