



KENYA DEPOSIT INSURANCE CORPORATION 2023-2028 STRATEGIC PLAN

VISION

A reliable, effective deposit insurer and resolution authority

MISSION

To protect depositors and enhance public confidence in the financial system by promoting sound risk management and timely resolution.

CORE VALUES

NO.	CORE VALUE	KDIC'S COMMITMENT
1	Teamwork	We commit to work together to achieve the organization's strategic goals
2	Accountability	We shall take responsibility for decisions taken and be able to explain, clarify and justify actions
3	Innovativeness	We shall endeavour to harness new ideas to achieve organizational transformation.
4	Integrity	We commit to do the right thing with honesty and transparency
5	Customer Focus	We promise to consistently deliver an experience that exceeds the customers' needs and expectation
6	Professionalism	We commit to be strategic, efficient and delivery of quality service.

STRATEGIC ISSUES, GOALS AND KEY RESULT AREAS (KRAs)

STRATEGIC ISSUE	STRATEGIC GOAL	KRA
Deposit Insurance scheme (DIS)	Build and sustain financial strength	Deposit Insurance
Early detection and timely intervention	Enhance early detection and timely intervention	Risk management
Problem banks/failed institutions	Enhance efficiency in receivership, liquidation and winding up of member institutions	Resolution of problem banks
Institutional capacity	Strengthened Institutional capacity for effective service delivery through building a high-performance culture and Business Process Reengineering	Institutional Capacity Development

STRATEGIC OBJECTIVES AND STRATEGIES

KRA	STRATEGIC OBJECTIVE	STRATEGIES
KRA 1: DEPOSIT INSURANCE	OBJECTIVE 1.1 Prudent Management of the Deposit Insurance Fund	<ol style="list-style-type: none"> 1. Review the risk-based premium model framework 2. Grow the investment income 3. Develop and implement a KDIC Budget Capping Policy
	OBJECTIVE 1.2: Enhance depositor protection and compensation	<ol style="list-style-type: none"> 1. Develop and implement a single customer view framework

KRA	STRATEGIC OBJECTIVE	STRATEGIES
		<ol style="list-style-type: none"> 2. Develop and implement the Target Fund model 3. Review of the coverage limit
	<p>OBJECTIVE 1.3: Enhance public awareness on deposit insurance</p>	<ol style="list-style-type: none"> 1. Promote KDIC brand to enhance visibility 2. Conduct strategic stakeholder engagements 3. Establish local, regional and global partnerships with stakeholders 4. Establish a Deposit Insurance Academy
<p>KRA 2: Risk Minimization</p>	<p>OBJECTIVE 2.1: Enhance risk minimization</p>	<ol style="list-style-type: none"> 1. Develop and implement a Data Management and Analytics Strategy. 2. Enhance the Risk Profiling framework 3. Review the Risk-Based Premium Assessment Model / DPS Model 4. Develop and issue risk minimization guidelines to member institutions 5. Implement On-site Examination Framework
	<p>OBJECTIVE 2.2: To strengthen the regulatory framework</p>	<ol style="list-style-type: none"> 1. Carry out compliance assessment with IADI Core

KRA	STRATEGIC OBJECTIVE	STRATEGIES
		<ul style="list-style-type: none"> Principles and FSB Key Attributes of effective resolution regimes 2. Conduct regulatory Impact Assessment 3. Enhance Corporate Governance
	<p>OBJECTIVE 2.3: Strengthen early intervention systems framework</p>	<ul style="list-style-type: none"> 1. Develop a Bridge Bank Framework 2. Develop a Resolution Fund Framework 3. Implement intervention strategies
	<p>OBJECTIVE 2.4: To improve crisis management framework</p>	<ul style="list-style-type: none"> 1. Develop and implement Crisis Management Framework (KDIC + Financial Sector) 2. Conduct Member Institution Resolvability Assessment 3. Develop and implement Resolution Planning Guidelines (Living will)
<p>KRA 3: Resolution of Problem Banks</p>	<p>OBJECTIVE 3.1: Reduce the amount owed by debtors in financial institutions in Liquidation</p>	<ul style="list-style-type: none"> 1. Identify opportunities in alternative debt collection
	<p>OBJECTIVE 3.2: Wind -up financial institutions in Liquidation</p>	<ul style="list-style-type: none"> 1. Implement the developed winding up framework

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	<p>OBJECTIVE 3.3: Improve the Crisis management framework.</p>	<p>1. Develop and implement the Crisis management framework.</p>
	<p>OBJECTIVE 3.4: Improve the regulatory framework to strengthen resolution of problem Banks</p>	<p>1. Collaborate with stakeholders to strengthen review</p> <p>Map out resolution improvement areas.</p>
	<p>OBJECTIVE 3.5: Establish and enhance strategic collaboration and partnership with relevant stakeholders.</p>	<p>1. Directly engage the Strategic partners</p>
<p>KRA 4: Institutional Capacity Development</p>	<p>OBJECTIVE 4.1: To Attract, acquire and retain talent</p>	<p>1. Review and Implement HR Instruments.</p> <p>2. Undertake Capacity building program for all staff in their core areas to address performance Gaps.</p> <p>3. Coaching and mentoring</p> <p>4. Develop and implement a succession planning framework</p> <p>5. Unlock, nurture and harness talent</p>

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		6. Develop and implement Knowledge Management framework
	OBJECTIVE 4.2: Build a vibrant and cohesive organizational culture	<ol style="list-style-type: none"> 1. Inculcate a Corporate Culture aligned to the Corporate Values 2. Organize and undertake Annual Corporate Team building
	OBJECTIVE 4.3: To strengthen employee morale and motivation	<ol style="list-style-type: none"> 1. Enhance Staff Engagement and Morale 2. Develop and implement a Staff Wellness plan
	OBJECTIVE 4.4: To Institutionalize performance management and staff productivity	<ol style="list-style-type: none"> 1. Implementation of the Performance Management System (PMS) Policy 2. Develop and implement a staff productivity framework 3. Develop and implement the use of 360-degree appraisal feedback. 4. Undertake a workload analysis
	OBJECTIVE 4.5: To automate processes and digitize records	<ol style="list-style-type: none"> 1. Enhance utilization of the EDRMS 2. Enhance systems security/ data protection and privacy

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		3. Carry out Business Process Re-engineering and continual improvement 4. Adopt emerging technologies
	OBJECTIVE 4.6: Standardize Processes	1. Identify and prioritize standards to be implemented and maintained
	OBJECTIVE 4.7: Enhance prudence in the utilization of resources	1.Ensure compliance with PFM Act, PPDA Act, National Treasury Circulars and other relevant regulations. Enhance accountability Enhance corporate planning