

Curriculum Vitae

1. Personal Profile

1.1 Personal Details

- **Name:** Dr. Hebron Litsulitsa Adoli
- **Institution:** Kenyatta University
- **Designation:** Lecturer, Department of Business Administration
- **Email:** adoli.hebron@ku.ac.ke

Professional Summary

Hebron is a dynamic and accomplished strategic management expert with over 30 years of senior-level experience in leadership development, organizational strategy, and entrepreneurship development. He holds a PhD in Strategic Management, a Master's degree in Business Administration, and a Bachelor of Science degree in Engineering, with a strong academic and practical foundation in mentoring leaders and driving organizational success, and a proven ability to develop and implement leadership training programs that foster sustainable business growth and transformation. His areas of expertise include strategic management, leadership development & training, organizational change, Entrepreneurship Development, Business planning, business strategy and innovation, Execution coaching & mentoring, and Project management.

1.2 Academic Qualifications

YEAR	INSTITUTION	QUALIFICATION	AWARD
2025	Kenyatta University	PHD (Strategic Management)	PHD Certificate
2008	Kenyatta University	Master's (MBA)	Masters Certificate
1990	Egerton University	BSc (Agric Engineering)	BSc Degree
1986	Kapsabet High Sch	A-Level Education	KACE Certificate
1984	Senende Sec Sch	O-Level Education	KCE Certificate

2. Work Experience

2.1 Industry Experience

YEAR	ORGANIZATION	POSITION
Jan 2026 - to date	Kenyatta University	Lecturer, Department of Business Administration
2017- 2025	Kenyatta University	Manager, Transport Services.
2000 - 2016	Mumias Sugar Company	Transport Logistics Manager.
1996-1999	Delmonte (K) Ltd	Field Operations Officer
1991-1996	National Irrigation Board	Research Assistant- Machinery/Irrigation
1990-1991	Teachers Service Commission	Teacher- Math & Physics

3. Research and Publications

3.1 Peer-Reviewed Journal Articles

1. Adoli, H. L., Kungu, P., & Kiiru, D. (2024). *The Mediating Influence of Leadership Style within the Nexus of Organizational Agility and Performance Outcomes in Public Universities in Kenya*. International Journal of Research and Innovation in Social Sciences, 8(8), 331–357.
 2. Adoli, H. L., Kungu, P., & Kiiru, D. (2024). *Organizational Readiness to Change and Performance of Public Universities in Kenya: An Empirical Perspective*. African Journal of Emerging Issues, 6(13), 1–18.
 3. Adoli, H. L., & Kilika, J. (2020). *Conceptualizing the Role of Leadership Strategy in the Context of Strategic Management Process: A Review of Literature*. Journal of Economics and Business, 3(4), 1598–1623.
 4. Adoli, H. L., & Oluoch, J. (2007). *Factors Affecting Performance of Licensed Retail Liquor Enterprises at Different Phases of Development: A Case of Mumias Division, Kenya*. Kenyatta University.
 5. Changelwa, N. C., Adoli, H. L., & Poipoi, M. W. (2025). *The Relationship between Principals' Leadership Styles and Teacher Performance in Secondary Schools in Kenya*. International Journal of Research and Innovation in Social Science, 9(3), 2074–2082.
 6. Adoli, H. L. (2025). *Organizational Agility and Performance of Selected Public Universities in Kenya* (Thesis). Kenyatta University.
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3.2 Conference Presentations

1. Adoli, H. L., & Gakii, S. (2021). *Organizational Agility Enablers and Market Performance in the Phase of COVID-19 Pandemic: A Conceptual Review and Research Agenda*. 3rd International Business Research and Industrial Conference (IBRIC), pp. 42–53.
2. Adoli, H. L., Gakii, S., & Muathe, S. (2019). *Linking Strategic Personal Branding and Organizational Competitive Advantage: A Review of the Literature and Research Agenda*. 3rd Greta University International Multidisciplinary Research Conference, pp. 114–123.
3. Adoli, H. L. (2026). *Evidence-Based Solutions to Transformative Actions: Initiatives for What Works for Women's Economic Empowerment*. 3rd International Women's Economic Empowerment Conference. (Rapporteur).

4. Additional Professional Information

4.1 External Exposure

- JICA Training on Farm Mechanization – Japan (Feb–Nov 1993)
- Sugarcane Irrigation Technology Course – Mauritius (Sep–Dec 2004)

4.2 Short Courses, Seminars, and Skills

YEAR	COURSE	Organization
Aug 2002	Report writing skills	British council, Nairobi.
May 2012	Strategic plan formulations	Mumias Sugar Company
Aug 2012	Transport management course	ESAMI
Oct 2017	Customer care, university policies & public relations	Kenyatta University
March 2019	Effective fleet management seminar	PCA Institute
Sept 2019	Advanced Computer skills	Associated Consulting Institute
Oct 2019	Innovation skills development	Gretsa University
July 2020	Effective communication skills	PCA institute
March 2021	Road Safety Mainstreaming Seminar	PMAK, Machakos.

5. Institutional Service

5.1 Committee Appointments

No	Date	University committees	Appointing authority
i	1/08/2026	Internal examiner	Dean, Graduate School
ii	03/06/2025	Assets Disposal Committee	Vice Chancellor
iii	07/03/2025	Transport outsourcing committee for KU Model School	Vice- Chancellor
iv	17/02/2025	Tender evaluation committee- supply and delivery of motor fuel, lubricant & liquid gas (LPG).	Vice- Chancellor
v	10/08/2020	Workplace Road Safety Policy committee	DVC Administration
vi	14/08/2020	Road safety mainstreaming and validation	DVC Administration
vii	2019-2024	Customer Satisfaction Survey Committee	DVC Academic
viii	2017-2024	Graduation Ceremony Organizing committee	Vice-Chancellor
ix	22/08/2019	IAAF U-20 Championships Preparation committee	Vice-Chancellor
x	30/09/2019	IAAF U-20 Championships technical sub-committee	Vice-Chancellor
xi	30/09/2019	IAAF U-20 Championships transport sub-committee	Vice-Chancellor
xii	26/02/2019	Customer Satisfaction Survey Committee	DVC Academic
xiii	12/07/2018	Maintenance and Depreciation Policy committee	DVC Academic
xiv	23/05/2018	Higher Education in Emergencies and crises summer school committee	Vice-Chancellor
xv	25/09/2017	Appraise of Performance of the Kenyatta University Petrol Station committee	Vice-Chancellor

5.2 Recognitions and Awards

- Letter of Appreciation – Committee Member, KU 55th & 56th Graduation (2024)
- Certificate of Recognition – Committee Member, 10th All Africa University Games (2022)
- Certificate of Service – National Youth Service (1987)

6. Membership in Professional Bodies

- Member – Kenya Institute of Management (KIM)
- Member – Kenya Society of Sugarcane Technologists (KSSCT)

7. Community Engagement

- Director – Kakamega County Water and Sanitation Company
- Chairman – Noble Pentecostal Church Executive Board, Nandi County
- Secretary – Kenyatta University Community Chapel- Nairobi.

8. Skills

8.1 Technical and Management Skills

- Report Writing
- Research and Development
- ICT Proficiency
- Leadership and Customer Service
- Performance Management & Appraisal
- Budgeting and Financial Planning
- Policy and Strategic Plan Development

8.2 Personal Attributes

- Strong People Management Skills
- Attention to Detail
- Team Player
- Excellent Stress Management
- Fair and Objective in Disciplinary and Reward System.

9. Referees

1. **Dr. Rueben Njuguna**
Chairman, Department of Business Administration
Senior Lecturer, Kenyatta University
Tel: 0208703820