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# ANN KARANU

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JUBILEE HOLDINGS LTD.



## Ann Karanu's Professional Journey: A Legacy of Impact, Faith, and Transformation

Ann Karanu's story is one of faith, grit, and a heart big enough to lift everyone around her. Growing up in Nakuru, Kenya, with deeply devoted Catholic parents, Ann's life was built on values that have stayed with her every step of the way: faith, discipline, and kindness.

Her school days took her from Nakuru to Nairobi, where she found a special mentor in Sr. Mary Kileen at Our Lady Primary School. That early encouragement stayed with her. High school at Kianda, an Opus Dei school, deepened her roots in integrity, service, and spirituality. And if you ever meet Ann, you'll soon discover that she's got this lovely creative side—she loved singing in the choir and reciting poetry, snagging awards for her school performances. It's a part of her she quietly treasures and hopes to get back to when life slows down a bit.

Ann's journey in education mirrors her kind of leadership: steady, determined, and always learning. She earned a Bachelor of Commerce in Management from the Catholic University of Eastern Africa—and it was here that the spark to lead others really lit up. She threw herself into student welfare roles, already thinking about how she could make a difference. Even with



a government job on her plate, she found time to pursue an MBA in Strategic Management at USIU-Africa, juggling all these responsibilities with grace and resilience. And she's not done yet—Ann is currently working toward a doctorate focused on strategy because she's passionate about pushing her knowledge and impact even further.

What really stands out in Ann's career is her heart for people. At Jubilee Holdings, where she's been heading HR since 2021, she's not just changing policies—she's changing lives. Ann's approach is refreshingly human: she puts people first, makes work environments feel inclusive, and is always looking for new ways to connect across generations. Take her "Genzification" idea, for example—it's her way of creating a workplace where Generation Z feels understood and valued, helping everyone from new grads to seasoned pros work better together. Thanks to her, Jubilee even snagged

a big award in 2024 for their transformation and change management efforts—a proud moment she shares with her whole team.

Before Jubilee, Ann wasn't afraid to take on challenges that others might shy away from. She helped launch UBA Bank's operations in Kenya and Mozambique, and she was part of the original team that brought CIB Bank to Kenya. Imagine how hard it must have been, right after maternity leave, to pack up and spend two months in Mozambique building a brand-new team! That kind of dedication paid off—not just with a promotion, but with recognition that showed she was going places.

If you talk to Ann, what you'll notice right away is how deeply she cares about mentoring others. She's the kind of leader who shows up fully—empathetic, bold, and ready to listen. With over two decades of experience, she



combines sharp strategy with emotional insight, making her a trusted guide for many young professionals.

And beyond the corporate boardrooms, Ann's heart is busy helping communities thrive. She mentors young people, supports her Catholic church, and quietly pitches in where help is needed. One of her biggest dreams is to set up a foundation in honour of her late father—a man whose strength still lights her way, even years after his passing. This foundation will focus on education and empowering those who might not otherwise have a chance to shine.

Faith is the quiet anchor that keeps Ann grounded. Her days begin with early morning mass, a moment she treasures to give thanks and find peace. She often says that angels walk among us—not just in the heavens, but in the supportive people around her: bosses, friends, and colleagues who have stood by her, especially after losing her dad.

Being her mother's only daughter carries a special responsibility—one Ann embraces with grace. Her story isn't about perfection or endless struggle; it's about real-life bravery, compassion, and a commitment to leave the world a little better than she found it. She's someone who connects generations, transforms workplaces, and lifts communities without ever making a big fuss about it.

From a small town in Nakuru to a leadership role at one of East Africa's most respected insurance companies, Ann Karanu's journey is a beautiful blend of purpose and heart. She's not just a leader on paper—she's an inspiration who encourages everyone she meets to lead with authenticity, empower the next generation, and believe in a brighter future. ■