UNIX Trainers & Consultants
Head Office: Wema Twins Annex, Plot No. 181,
Boko-Bagamoyo Road, P.O. Box 33826, Dar es salaam.
Mob: +255-715-361-880/+255-754-361-880
Email: info@unixtrainers.com; training@unixtrainers.com
Website: www.unixtrainers.com

Strengthening Strategic Leadership Skills to Executives and Senior Officers to Enhance Performance in the Public Sector

Course Overview

The **"African Executive Strategic Leadership Program (AESLP)"** is an intensive 5-day professional development course. It addresses the specific challenges faced by African public sector leaders, such as resource scarcity, rapid urbanization, digital divides, and the need for institutional resilience. The program focuses on "Leading for Results," moving beyond mere policy management to strategic execution and impact.

Program Objectives

By the end of this program, participants will be able to:

- **Navigate Complexity:** Apply strategic foresight to anticipate and manage political, economic, and social shifts within the African context.
- **Drive Performance:** Implement Results-Based Management (RBM) to ensure public resources translate into citizen-centric outcomes.
- **Lead Change:** Execute institutional reforms by overcoming bureaucratic resistance and fostering an agile organizational culture.
- **Leverage Digital Governance:** Integrate GovTech solutions to enhance transparency and service delivery efficiency.
- **Build Partnerships:** Master the art of cross-sectoral collaboration and Public-Private Partnerships (PPPs) for infrastructure and social development.

Course Coverage (Modules)

Day 1: Strategic Thinking & The African Context

- **The Visionary Leader:** Aligning institutional goals with AU Agenda 2063 and National Development Plans.
- **Environmental Scanning:** Using the PESTEL framework to analyze the African political and economic landscape.
- **Strategic Intent:** Moving from "Policy Paper" to "Strategic Action."

Day 2: Results-Based Management (RBM) & Performance

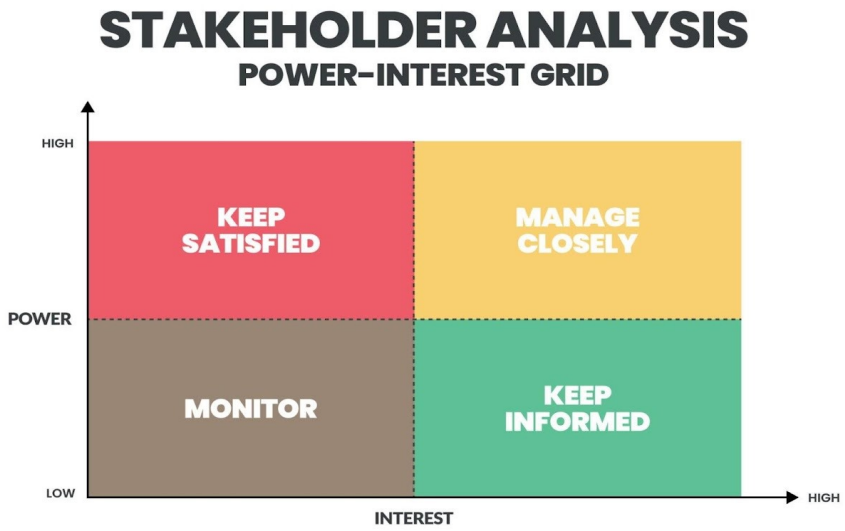
- **The Logic Model:** Understanding the chain of causality from Inputs to Impact in a resource-constrained environment.
- **Defining Metrics:** Developing KPIs that measure "Service Impact" rather than just "Activity Volume."
- **Performance Accountability:** Implementing "Performance Contracts" (e.g., the *Imihigo* model) for senior staff.

Day 3: Leading Digital Transformation & Innovation

- **The GovTech Roadmap:** Strategies for digitizing public services in the face of infrastructure challenges.
- **Agile Governance:** Applying "Design Thinking" to solve public service bottlenecks.
- **Data-Driven Decision Making:** Leveraging data analytics to improve resource allocation and transparency.

Day 4: Stakeholder Diplomacy & Partnership Building

- **Stakeholder Mapping:** Managing the interests of citizens, donors, the private sector, and political leadership.



- **Negotiation Skills:** Strategic negotiation for PPPs and international development agreements.
- **Managing the Political-Administrative Interface:** Balancing technical expertise with political realities.

Day 5: Ethical Stewardship & Personal Leadership

- **The Ethics of Power:** Integrity, transparency, and anti-corruption strategies in public office.

- **Emotional Intelligence (EQ):** Leading diverse teams and managing stress in high-pressure environments.
- **Leadership Legacy:** Drafting a 100-day "Strategic Action Plan" for immediate implementation.

Target Participants

This program is designed for high-ranking officials across the continent:

- **Permanent Secretaries** and Directors General.
- **Chief Executive Officers (CEOs)** of State Agencies and Parastatals.
- **Regional and Provincial Administrators.**
- **Heads of Reform and Modernization Units.**
- **Senior Military and Security Executives** transitioning into administrative roles.

Expected Outputs

Participants will not only gain knowledge but will produce the following tangible assets:

- **A Strategic Diagnostic Report:** An assessment of their organization’s current performance gaps and strategic posture.
- **The 100-Day Performance Accelerator Plan:** A prioritized list of "Quick Wins" to be implemented upon return to office.
- **A Digital Transformation Roadmap:** A high-level plan for integrating technology into one key service area of their department.
- **A Stakeholder Engagement Strategy:** A framework for improving collaboration with the private sector and civil society

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