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Implementing Executive Leadership Strategies to Achieve Performance Improvement in the Public Sector

Course Overview

The **"African Executive Leadership for Performance (AELP)"** program is an intensive 5-day residency (or modular executive course). It addresses the unique challenges of leading in Africa—balancing political mandates with technical requirements, managing resource scarcity, and navigating the "implementation gap." The program provides a toolkit for executives to institutionalize a culture of high performance, accountability, and ethical stewardship within their organizations.

Program Objectives

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

- **Synthesize** complex national and regional goals (AU Agenda 2063) into actionable institutional strategies.
- **Apply** advanced performance management frameworks to ensure organizational alignment and accountability.
- **Master** the art of strategic influence to manage the "Political-Administrative Interface" effectively.
- **Lead** institutional transformation by fostering innovation and managing resistance to change.
- **Cultivate** a high-performance culture through emotional intelligence and ethical leadership.

Course Coverage (Modules)

Day 1: The Strategic Executive Mindset

- **Strategic Foresight:** Scanning the African PESTEL landscape to anticipate shifts in governance and economy.
- **From Vision to Execution:** Aligning departmental "Annual Action Plans" with National Development Visions.
- **The Leader as a Strategist:** Moving from day-to-day "firefighting" to long-term value creation.

Day 2: Advanced Performance Engineering

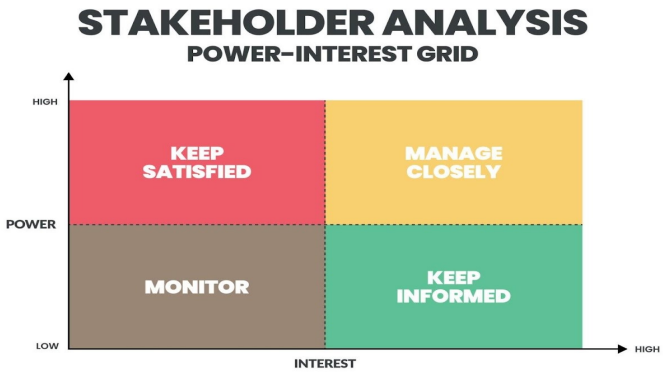
- **Results-Based Leadership:** Using the Logic Model to link executive decisions to citizen outcomes.
- **The Executive Dashboard:** Designing and monitoring high-level KPIs that track institutional health.
- **Performance Contracts:** Implementing and managing "Performance Agreements" for senior management teams.

Day 3: Managing Change and Institutional Reform

- **The Dynamics of Reform:** Identifying and neutralizing "Reform Blockers" within the bureaucracy.
- **Agile Leadership:** Applying "Lean" principles to streamline government processes and reduce "Red Tape."
- **Leading Digital Transformation:** Executive strategies for implementing GovTech and E-Government initiatives.

Day 4: Strategic Influence and Diplomacy

- **The Political-Administrative Interface:** Techniques for managing relationships with Ministers, Parliament, and Oversight bodies.
- **Stakeholder Ecosystems:** Strategic engagement with the private sector, NGOs, and International Development Partners.



- **Negotiation and Persuasion:** Advanced communication skills for high-stakes policy advocacy.

Day 5: Ethical Stewardship and Legacy

- **The Ethics of Public Power:** Integrity frameworks and anti-corruption strategies for senior leaders.

- **Emotional Intelligence (EQ):** Leading with empathy, resilience, and cultural intelligence (CQ) in the African context.
- **Legacy Planning:** Developing an "Executive Action Roadmap" for the next 180 days.

Target Participants

This program is specifically designed for the "Top Tier" of public service:

- **Permanent Secretaries** and Principal Secretaries.
- **Directors-General** and Deputy Directors-General.
- **Chief Executive Officers (CEOs)** of Government Agencies and Parastatals.
- **Regional Administrative Secretaries (RAS)** and Provincial Heads.
- **Senior Military/Security Officials** in administrative leadership roles.

Expected Outputs

Participants will graduate with a **"Public Leadership Portfolio"** containing:

- **A Strategic Performance Map:** A visual breakdown of how their institution will achieve 3 key national priorities.
- **An Institutional Reform Blueprint:** A step-by-step plan to solve one major service delivery bottleneck in their organization.
- **A Personal Leadership Charter:** A documented commitment to specific ethical standards and leadership behaviors.
- **A 180-Day Executive Action Plan:** A prioritized timeline for implementing leadership interventions to boost departmental performance

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