



CIFAL Banjul - Executive Training in Leadership and Governance



 : 1 1st 2025

 :	Course
 :	Dakar , Senegal
 :	6 1 st 2025 to 10 1 st 2025
 :	5 Days
 :	Decentralize Cooperation Programme
 :	https://unitar.org/about/offices-training-centres-around-world/cifal-banjul
 :	US\$1,000.00
 email:	cbelford@utg.edu.gm
 :	CIFAL Banjul, Gambia Revenue Authority, Gambia Road Authority, Gambia National Audit Office, Gambia Ports Authority



Leadership and Governance training for senior government officials is crucial for fostering effective decision-making and strategic vision. As senior government leaders, officials are often confronted with complex, multifaceted issues that demand high-level strategic insight and

problem-solving skills. Such training equips them with the advanced techniques needed to analyse and tackle these challenges efficiently, ensuring that policies are both impactful and grounded in evidence-based practices. By refining their decision-making capabilities, officials can craft and implement strategies that address pressing public issues while aligning with broader governmental goals.

Furthermore, this training is vital for strengthening governance frameworks and promoting ethical standards. Effective governance requires a strong commitment to transparency, accountability, and compliance with legal and regulatory standards. Leadership and governance training provides officials with the necessary tools to uphold these principles, fostering public trust and confidence. It emphasises the importance of ethical behaviour and proper oversight, ensuring that public resources are managed responsibly and that government actions are conducted with integrity and clarity.

Finally, the ability to manage change and drive innovation is essential for senior government officials. In an ever-evolving political and social landscape, officials must navigate transitions, implement new policies, and adapt to emerging challenges effectively. This Leadership and governance training focuses on developing resilience and adaptability, equipping officials with the skills to lead through periods of change and to foster a culture of innovation and transformation within their organisations. By enhancing their capabilities in these areas, government leaders can better respond to evolving needs and drive positive transformation in public administration.

The objectives of leadership and governance training for senior government officials are multifaceted, focusing on enhancing their effectiveness in navigating complex governmental environments.



1. **Enhance Strategic Decision-Making** – Provide participants with practical tools and methodologies to assess complex issues, develop strategic plans,

and implement evidence-based policies to address public sector challenges effectively.

2. **Improve Governance and Compliance** – Strengthen knowledge of governance structures, regulatory compliance, and ethical leadership to ensure transparency, accountability, and public trust in decision-making processes.
3. **Develop Leadership and Management Skills** – Foster leadership competencies necessary for inspiring teams, resolving conflicts, and effectively driving organizational success through enhanced communication and team-building strategies.
4. **Facilitate Change Management Readiness** – Equip officials with practical strategies for leading institutional change, ensuring smooth transitions and fostering a culture of adaptability and resilience in response to evolving government and societal needs.
5. **Encourage Innovation and Problem-Solving** – Cultivate an innovative mindset among leaders to drive creative solutions, optimize public service delivery, and implement progressive policies that address emerging national and global challenges.
6. **Enhance Stakeholder Engagement and Collaboration** – Strengthen officials' ability to build and maintain effective partnerships with diverse stakeholders, including government agencies, the private sector, and civil society, to foster collaboration and policy alignment.
7. **Improve Crisis Management and Organizational Resilience** – Provide participants with crisis response frameworks and risk management strategies to handle emergencies efficiently while ensuring business continuity and institutional resilience.
8. **Uphold Ethical Leadership and Integrity** – Reinforce ethical decision-making, integrity, and anti-corruption measures in governance to promote a culture of accountability and uphold public sector credibility.

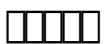
This training will provide hands-on learning experiences, case studies, and interactive sessions to ensure practical application and long-term impact on leadership effectiveness in the public sector



1. **Enhance Strategic Decision-Making Skills:** Equip officials with advanced techniques for analysing complex issues and making informed decisions. This includes developing skills in strategic planning, risk assessment, and

evidence-based policymaking to address public challenges effectively.

2. **Strengthen Governance and Compliance:** Improve understanding of governance frameworks and regulatory requirements to ensure transparency, accountability, and adherence to legal standards. The training aims to build a strong foundation in ethical governance practices and foster public trust.
3. **Develop Leadership and Management Capabilities:** Cultivate leadership qualities for inspiring and guiding teams, managing conflicts, and driving organisational goals. This objective focuses on enhancing skills in team leadership, communication, and motivational techniques.
4. **Promote Effective Change Management:** Prepare officials to lead and manage organisational change, including implementing new policies and adapting to evolving circumstances. It emphasises strategies for navigating transitions smoothly and fostering a culture of resilience and adaptability.
5. **Encourage Innovation and Problem-Solving:** Foster a mindset of innovation and creative problem-solving to address emerging challenges and improve public services. This objective involves developing techniques to encourage and manage innovation within government organisations.
6. **Build Effective Stakeholder Engagement:** Improve skills in engaging with a wide range of stakeholders, including the public, other government entities, and private sector partners. Training focuses on enhancing collaboration, negotiation, and relationship-building skills.
7. **Strengthen Crisis Management and Resilience:** Equip officials with the tools and strategies to manage crises effectively and maintain resilience in high-pressure situations. This includes preparing for emergencies and developing plans for rapid and effective responses.
8. **Uphold Ethical Standards and Integrity:** Reinforce the importance of ethical leadership and decision-making. The training aims to provide frameworks for handling ethical dilemmas, maintaining integrity, and preventing corruption within government operations.



1. Strategic Leadership

- Defining/updating strategic planning, vision, mission, and core values
- Core skills of strategic leadership: thinking and people competencies
- Strategic leadership competence building

- The future of strategic leadership

2. Governance Practices

- Governance Frameworks and Compliance
- Risk Management and Crisis Response
- Accountability and Transparency

3. Diversity, Equity, and Inclusion (DEI)

- Strategies for promoting diversity and fostering an inclusive organisational culture.
- Ensuring equitable policies and practices that address systemic disparities.
- Best practices for managing a diverse workforce and leveraging diverse perspectives for organisational success.

4. Data enabling leadership and Governance Practices

- Data-Driven Decision-Making: Utilizing data and analytics to inform strategic decisions.
- Complex Problem Solving: Advanced techniques for tackling complex, multifaceted issues and developing innovative solutions.
- Scenario Planning: Methods for anticipating future challenges and preparing strategic responses.

5. Innovation and Sustainability Management

- Leading organisational change
- Fostering a culture of innovation
- Leading digital transformation practices in Public sector institutions
- Leading corporate sustainability interventions

6. Approaches to Effective Talent Management Practices

- Identifying and cultivating future leaders within the organisation
- Defining and implementing robust succession planning processes to ensure leadership continuity.
- Leveraging data and analytics to inform talent management decisions.

7. Strategic Resource mobilisation

- Strategic relationships with high-value net-worth stakeholders
- Leveraging opportunities for resource mobilisation
- Monitoring, Evaluation, and Impact Reporting of resource mobilisation outcomes.
- Cultivating a culture of fundraising and resource generation within institutions.

8. Strategic stakeholder engagement and management

- Techniques for identifying and mapping stakeholders
- Tools and techniques to engage stakeholders.
- Approaches to stakeholder relationship management and trust building
- Measuring and reporting the effectiveness of engagement initiatives.



This training will employ adult learning techniques such that participants can discover and internalise the practical application of various concepts taught. This will be achieved by the following facilitation methods:

1. Interactive Activities: Incorporate hands-on exercises, case studies, and group discussions to reinforce learning and encourage active participation.
2. Practical Demos: Provide live demonstrations of Governance and Strategic leadership functions.
3. Resource Materials: Share resources like guides, templates, and tools for continued learning and application.
4. Expert Guest Speakers: Invite Strategic Leadership and Organizational Development experts to provide insights and real-world experiences.
5. Follow-up Support: Offer post-training support through a dedicated platform or email for participants to ask questions and share their progress.

The training package will also be designed to consider participants' backgrounds and prior knowledge of subject areas, which aligns with UTG's sound adult-learning pedagogical principles. The learning activities will be delivered interactively to ensure the achievement of the learning objectives.



The targeted participants for this training will be Senior Officials from State-owned Enterprises (SoEs) and other Public Agencies.