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Public Sector Executive Leadership & Change Programme:

Values, Vision & Strategies

Duration: 2 weeks

Overview

The **Public Sector Executive Leadership & Change Programme** is a public sector focussed senior management development programme, aligned to the Senior Management Service Competency Framework. This course will refresh senior managers with new knowledge and skills required for their day-to-day operations and to anticipate and use change purposefully.

Leading effectively in the public sector is challenging and that requires a full array of flexible and up-to date strategies for success. This rigorous programme will provide participants with a powerful set of new approaches for understanding and leading in the public service. The course provides an opportunity for participants to refine their vision of public service, organisation's future and critical role in leading public sector for change.

Participants will challenge themselves to think about the macro overview of their agencies as it relates to:

- policy formulation, implementation and its overarching effect;
- strategy implementation;
- leadership for good governance, change and resource management;
- internal and external politics that impact their vision, mission and organisation;
- their local economy in a connected global context

The competencies required are:

- External Awareness
- Strategic Thinking
- Political Savviness

Course Agenda

The course agenda and learning approach are informed by programmes that addresses each of the recognized Office of Personnel Management's Executive Core Qualifications:

- A. Leading Change
- B. Leading People
- C. Results Driven
- D. Business Acumen
- E. Building Coalitions

A. Executive Communication Skills: Leading change

- Learn new ways of effective leadership and communication skills
- Practice enhanced listening, inquiring and feedback skills
- Become better prepared to lead your colleagues in a changing world
- Conceptualize events in ways that encourage others to follow
- Devise new ways to communicate your vision more effectively

B. Working with those around you; enabling you to:

- Lead Up--Influence the boss and others above you in the agency hierarchy
- Lead Across--Influence co-workers in your organization and associates in others
- Lead Down--Influence subordinates and those below you in the agency hierarchy
- Lead Out--Influence those who do not work for your agency

- C. Producing results by applying technical knowledge, analysing problems, and calculating risks.
- Map strategic planning goals to organizational results
 - Identify more effective performance measures
 - Identify entrepreneurial approaches for continuous improvement and accomplishing organisational objectives
 - Better manage stakeholder expectations
- D. Managing human, financial, and information resources strategically.
- Financial management
 - Human capital management
 - Technology management
- E. Achieving common goals by building coalitions with sister Agencies & private sector partners
- Partnership
 - Being Politically savvy
 - Influencing/negotiating
- F. Context for change
- Understanding what change is
 - Change management models
 - Critical success factors in change management
 - Measuring the impact of change processes - result chain

The course will guide you through a demanding and provocative learning process including case studies, small group exercises and discussions, executive coaching and off-site benchmarking trips.

Course Details:

The fee covers plenary session, course stationaries & laptop, light refreshment, session lunch and end of course dinner & certification and excursions or professional visits.