KENYA SCHOOL OF GOVERNMENT

Empowering the Public Service

CONFERENCE FOR SCHOOLS OF GOVERNMENT IN AFRICA

CONFERENCE THEME:

ADVANCING AFRICA'S PUBLIC SERVICE EXCELLENCE: UNITED IN PURSUIT TO REALIZE CAPABLE INSTITUTIONS AND TRANSFORMED LEADERSHIP.

I. Introduction

1. As an affirmation of their commitment to support Africa's new path for attaining inclusive and sustainable economic growth and development, African Heads of State and Government signed the 50th Anniversary Solemn Declaration during the Golden Jubilee celebrations of the formation of the OAU/AU in May 2013.

2. The declaration gave birth to Africa Agenda 2063 under the mantra "The Africa We Want", which envisioned an integrated, prosperous and peaceful Africa, driven by its own citizens, representing a dynamic force in the international arena.

3. The "Africa We Want" mantra precept rides on the perspective of good governance, democracy, respect for human rights, justice and the rule of law which is orchestrated by accomplished national institutions of governance entrenching transformative leadership (AU, 2015).

4. In consonance with AU Agenda 2063, and in recognition of the fact that capacity building of public servants is a prerequisite for realization of the African Agenda 2063, Governments in African countries have accelerated and prioritized human capital development. It aspires that, Heads of Government, Ministers and Senior public servants have access to the latest thinking on institutional reform, capacity building and can identify with governance policies, institutions and contacts in each member country; organizational and individual champions of value creation in the African continent are identified and showcased throughout the international community.

5. Most of the African Governments have therefore established Management Development Institutes (MDIs) in order to develop a transformed public service whose hallmark is efficiency and effectiveness; probity; and results-based institutional and human resource management, yet the MDIs capacity development frameworks have to remain dynamic, purposeful and responsive.

6. In addition, MDIs are expected to build a highly-skilled, agile, and responsive public sector workforce. Further, MDIs are also expected to support Government in implementation of various public sector reforms, pronouncements, policies and directives, leading to Public Sector Transformation.

7. The Public Sector Transformation is a paradigm shift in service delivery from a bureaucratic model to a demand driven, dynamic and citizen centric approach. This demands departure from traditional mortal and brick pioneer mentality, manual and paper-based processes to embrace behavioral change and digitization to enable efficiency, effective and accessible service delivery.

II. Statement of the problem

1. Towards this end, the Public Service must be turned around into an institution that is anchored on results-oriented performance; a human resource management system that is based on measurement of output and imposition of sanctions and rewards; transformation of leadership and reorientation of attitude; skills realignment and development of new competencies; knowledge sharing and continuous learning; accountability; and engagement of citizens in decision making

2. AU Agenda 2063 calls for a paradigm shift for the continent to commit to intensification of efforts and attitudinal change to bring about a holistic African approach to capacity development based on: transformative leadership; citizen transformation; evidence-based knowledge and innovation; using African potential skills and resources; capacity of the capacity developer; and driving governmental performance for results.

3. In reality, several MDIs still face considerable constraints. These include complexity and scope of capacity development needs and reform agenda, not yet fully understood at both national and sub national levels, often associated with uncoordinated, fragmented approach and duplication of capacity building efforts and resources between various stakeholders within and outside the country.

4. As Governments are increasingly called upon to address complex and interconnected challenges the need for leaders, managers, technical experts, and front-line workers in the right jobs with the right skills at the right time has never been greater. But, there is no systematic induction and training programmes targeting Ministers, Assistant Ministers, Permanent Secretaries and CEOs of State Corporations and Agencies. The MDIs together with sector specific training institutions place emphasis on training for career-based skills development programmes. Consequently, the Public Service continues to experience training gaps in policy development, leadership, management, public service values and ethics.

5. Several countries though on a limited scale, continue to train its staff overseas, which is not only very expensive but also unsustainable. Besides, overseas training does not adequately address the country's specific needs and trainees find it difficult to relate their training overseas to the local context.

6. Management Development Institutes are also expected to carry out research to inform policies that govern management and performance in the public service. They are also expected to establish linkages with renowned institutes and collaborate with institutions of similar mandates. Due to their limited mandates some existing MDIs are unable to perform these roles.

7. To realize the foregoing, an approach where identified cross-cutting competencies are coordinated from a central point is inevitable. A regional model, with holistic approach to capacity creation, utilization and retention in relation to achieving the continent's strategic long-term goals, would be most appropriate mechanism. Experience sharing on required professional discipline, values and ethical rectitude that demonstrate character of outstanding leaders at global, regional and national levels will become a national mentality to embrace.

8. The critical questions that the conference may address include:
    i.   Have all African Countries established MDIs?
    ii. Have MDIs realized their Mandates? If not what is holding them back?
    iii. How was the MDI established? What was its mandate?
    iv. What has been the impact of MDIs in Public Sector Transformation?
    v.   Is Government appreciating the role of MDIs? What support has Government accorded the MDIs?
    vi. How do MDIs develop their curricula, undertake their research and consultancies?
    vii. Do we have standard of excellence for MDIs to pursue?

III. Conference Objective and Expected Outcome

Conference objective is to elucidate the barriers to transformation in the service delivery in the wake of continued capacity development by MDIs.
Specifically, conference will:

i.   Discuss the current state of MDIs in Africa;
ii.   Identify challenges and barriers faced by MDIs in realization of their mandate and discuss ways to overcome them;
iii. Explore innovative ways by MDIs to enhance the capacity of senior public administrators to effectively deliver services to citizens;
iv.   Discuss the potential benefits to Governments in Africa in utilizing MDIs for Public Sector Capacity Development for realization of Agenda 2063
v.   Discuss collaborative and innovative strategies to be employed by African MDIs for enhancing the efficiency, effectiveness, and citizen-centric public service delivery
vi.   Discuss evolving role of MDIs in digital era

Expected outcomes

At the conclusion of the conference:

i.   Enhanced understanding of current state of MDIs in Africa;
ii.   Increased understanding of challenges and barriers faced by MDIs in realization of its mandate and discuss ways to overcome them;
iii. Best practices and innovative solutions by MDIs to enhance the capacity of senior public administrators to effectively deliver services to citizens;
iv.   Potential benefits to Governments in Africa in utilizing MDIs for Public Sector Capacity Development for realization of Agenda 2063
v.   Collaborative and innovative approach by African MDIs for enhancing the efficiency, effectiveness, and citizen-centric public service delivery
vi.   The role of MDIs in emerging technologies in transforming the Public Service
vii. Peer-to-Peer learning as a strategy of enhancing MDIs capacity to deliver on their mandates

Theme: Advancing Africa's Public Service Excellence: United in pursuit to realize capable institutions and transformed leadership

Sub-Theme 1: Advancing & Strengthening Regional MDIs

a)   Role of MDIs in developing the Capacity of Public Servants:
   · Achievements, challenges and way forward
   · Realization of the National Agenda
   · Realization of Africa's Agenda 2063

b)   Role of MDIs as a Government think-tank: Experience Sharing: Policy-oriented, problem-solving and policy advice to Government
c)   Leveraging the power of collaboration in Public Sector Capacity Development

Sub-Theme 2: Transformed Public Service Leadership

a) Public Service of the Future: Role of MDIs in responding to emerging issues
  - Public Sector Reforms
  - Public Sector Innovations
  - Digitization of Government Services

b) Ethical Rectitude and Leadership in the Public Service
  - Role of MDIs in institutionalization of values-based leadership
  - Role of MDIs in fighting corruption in the Public Service

c) Mainstreaming Public Sector Productivity
  - Role of MDIs in driving productivity
  - Role of MDIs in performance and delivery management

Sub-Theme 3: Building Resilient and Responsive Public Institutions

- Case studies on the contribution of MDIs
- China National Academy of Governance (CNAG)
- Institut National de service Public (INSP), France formerly known as Ecole National d'Administration (ENA)
- United Nations Department of Economic and Social Affairs (UN DESA)
- Two (2) African Regional MDIs

Sub-Theme 4: Excursion and Experiential Learning Indoor/ Outdoor

Leave KSG Mombasa Campus
- Group 1: Kwale: Diani – Watamu Island
- Group 2: Kilifi: Various Sites

Delegates received by Host Governor
- Address by Host Governor
- Refreshment

IV. Participants

1. Chairpersons and Commissioners of Public Service Commissions
2. Commissioners of Commissions and Independent Offices
3. Heads of Regulatory and Enforcement Agencies
4. Heads of Devolved Governance Institutions
5. Heads of Higher Learning Institutions
6. Head of MDIs
7. Senior officials in Ministries and agencies dealing with Capacity Development
8. Public administration and development management scholars from the academia.
9. Representatives of Multilateral and Bilateral Development Agencies
10. Development and Governance Agencies- African Union (AU), The Eastern and Southern African Management Institute (ESAMI), Microsoft, CAFRAD, ENA, Regional Economic Communities (RECs), the African Development Bank (ADB), the Economic Commission on Africa (ECA), United Nations Development Programme (UNDP), World Bank etc.

Program of Event

Title: Conference for Schools of Government in Africa

Theme: Advancing Africa's Public Service Excellence: United in pursuit to realize Capable Institutions and Transformed Leadership

October 22-25, 2024

Time	Session
Monday October 21, 2024	
4.00-7.00 p.m.	Arrival and Registration
7.00-9.00 p.m.	Welcome Reception
Tuesday October 22, 2024	
Opening Ceremony	
8.30 a.m.	All participants are seated
8.45 a.m.	Arrival of Chief Guest National Anthem
9.00 a.m.	Opening Prayer Welcoming Remarks by Director General, KSG Remarks by Chairperson, KSG Council
9.30-10.00 a.m.	**Speeches** 1. Conference Sponsors 2. AMDIN Presidency 3. Hon. Abdulswamad Shariff Nassir, Governor Mombasa County Government 4. PS State Department of Public Service, Amos Gathecha, EBS, ndc (K) 5. Chief Guest, Cabinet Secretary Ministry of Public Service, Human Capital Development, Hon. Justin B. Muturi, EGH
10.30-11.00 a.m.	Conference Photo Session
	Health Break
	Sub-Theme 1: Advancing & Strengthening MDIs
11.00-12.15 p.m.	**Role of MDIs in developing the Capacity of Public Servants:** a. Achievements, challenges and way forward b. Realization of the National Agenda c. Realization of Africa Agenda 2063
	Presentation by 1. East Africa: One MDI (15 Min) 2. Central Africa: One MDI (15 Min) 3. West Africa: One MDI (15 Min) 4. Southern Africa: One MDI (15 Min) 5. North Africa: One MDI (15 Min)
12.15-1.15 p.m.	Plenary
1.00-2.00 p.m	Lunch
2.00-3.00 p.m.	Role of MDIs as a Government think-tank: Experience Sharing: Policy-oriented, problem-solving and policy advice to Government. Presentation by: 1. One MDI 2. One Research Institution

Time	Session
3.00-4.00 p.m.	**Plenary**
5.00-5.30 p.m.	**Health Break**
4.30-5.30 p.m.	Leveraging the power of collaboration in Public Sector Capacity Development. Presentation by: 1. AMDIN: Building capacity of capacity builders 2. UNDESA: Standards of excellence for MDIs 3. World Bank: Support for MDIs 4. AAPAM-Pursuing Capable MDIs for transformed leadership
5.30-6.30 p.m.	**Plenary**
7.00-9:00 p.m.	Gala Dinner
	Wednesday October 23, 2024
	Sub-Theme 2: Transformed Public Service Leadership
8.30-9.30 a.m.	Public Service of the Future: Role of MDIs in responding to emerging issues 1. Public Sector Reforms 2. Public Sector Innovations 3. Digitization of Government Services
9.30-10.30 a.m	**Plenary**
10.30-11.00 a.m.	**Health Break**
11.00-12.00 p.m.	**Ethical Rectitude and Leadership in the Public Service** 1. Role of MDIs in institutionalization of values-based leadership 2. Role of MDIs in fighting corruption in the Public Service Presentation by Public Service Commission, Kenya
12.00-1.00 p.m.	**Plenary**
1.00-2.00 p.m	**Lunch**
2:00-3.00 p.m.	Mainstreaming Public Sector Productivity 1. Role of MDIs in driving productivity 2. Role of MDIs in performance and delivery management Presentation by Malaysia
3.00-4.00 p.m.	**Plenary**
4.00 p.m.	**Lunch**
	Thursday October 24, 2024
	Sub-Theme 3: Building Resilient and Responsive Public Institutions
8.30-10.30 a.m.	Case studies on the contribution of MDIs. Presentation by 1. China National Academy of Governance (CNAG) 2. Institut National de service Public (INSP), France formerly known as Ecole National d'Administration (ENA) 3. United Nations Department of Economic and Social Affairs (UN DESA) 4. Two (2) African Regional MDIs

Time	Session
10.30-11.00 p.m.	**Health Break**
11.00-12.30 p.m.	**Plenary**
12.30-2.00 p.m.	**Lunch Break**
2.00-4.00 p.m.	**Way Forward** 1. Presentation of Conference Communique 2. Discussion 3. Next Summit
4:00-4.30 p.m.	**Closing Statement by Chief Guest** Mr. Felix Koskei, EGH, Head of Public Service and Chief of Staff
4.30 p.m.	**Health Break**
	Friday **October 25, 2024** Excursion
7.30 a.m.	**Leave KSG Mombasa Campus** Group 1: Kwale: Diani – Watamu island Group 2: Kilifi: Various sites
9.00 a.m.	**Delegates received by Host Governor** 1. Address by Host Governor Refreshment
10:00 a.m.	Leave for sites
1.00 p.m.	**Lunch**
2.00 p.m.	Identified Site Visits
3.30 p.m.	Return to KSG Mombasa Campus

VI. Conference Venue and Dates

The conference will be held in Mombasa, Kenya, from October 22- 25, 2024.

VII. Registration fees at the following rates:

The participation/conference inclusive of conference package, certificate, lunch and refreshments; exclusive of travel and accommodation fee will be as follows:

Kenyan delegates   USD 400
Other Nationalities   USD 500
Ph.D. candidates   USD 200
 Should be paid using the following bank details:
Should be paid using the following e-citizen details:
1. Go to MPESA menu on your phone
2. Select Paybill option
3. Enter Business Number 222222
4. Enter Account Number (the code generated after an application on the portal or the Admission Number)
5. Enter the amount
6. Enter your MPESA PIN and Send
7. You will receive a confirmation SMS from MPESA

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Intermediary Bank	Citibank
Swift code	CITIUS33

Speakers and presenters at the Conference will be identified by KSG in collaboration with partnering institutions