Scaling Innovation in Government Training Course

Professional Development Training Course Outline

Category	Public Sector Innovation	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Scaling innovation in government has become a strategic priority as public institutions face increasing pressure to deliver efficient, citizen-centric, and digitally enabled services. Governments worldwide are piloting innovative solutions in policy design, service delivery, digital transformation, and institutional reform, yet many innovations fail to move beyond the pilot stage. Scaling Innovation in Government Training Course equips public sector leaders and practitioners with practical frameworks, innovation governance models, and implementation tools required to systematically scale successful innovations across ministries, agencies, and levels of government. Emphasis is placed on public value creation, adaptive leadership, agile governance, and results-oriented implementation.

The course combines innovation management principles with real-world government case studies to address barriers such as siloed institutions, risk aversion, limited funding, regulatory constraints, and change resistance. Participants will learn how to institutionalize innovation, mobilize political and administrative support, leverage digital platforms, and measure impact at scale. By the end of the course, learners will be able to design scalable innovation strategies, translate pilots into national programs, and embed continuous innovation within public sector systems.

Programme Curriculum

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Introduction

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Course Objectives

1. Understand innovation ecosystems and scaling dynamics in government contexts.
2. Identify barriers and enablers to scaling public sector innovation.
3. Apply innovation management frameworks tailored to public institutions.
4. Design scalable public service delivery models.
5. Integrate digital transformation into innovation scaling strategies.
6. Strengthen innovation governance and institutional coordination.
7. Apply agile and adaptive management approaches in government programs.
8. Develop funding and resource mobilization strategies for innovation scale-up.
9. Use data, analytics, and evidence to guide scaling decisions.
10. Manage risk, compliance, and accountability in scaled innovations.
11. Engage stakeholders and citizens in innovation diffusion.
12. Measure innovation performance and public value outcomes.
13. Develop actionable roadmaps for scaling innovation across government systems.

Organizational Benefits

- Improved capacity to scale successful innovation initiatives
- Enhanced efficiency and effectiveness in public service delivery
- Reduced duplication and pilot fatigue across government programs
- Stronger coordination across ministries, agencies, and partners
- Increased adoption of digital and data-driven solutions
- Improved citizen satisfaction and trust in government
- Strengthened innovation culture and leadership capability
- Better use of public resources and innovation investments
- Improved policy implementation and institutional performance
- Sustainable mechanisms for continuous public sector innovation

Target Audiences

- Senior government officials and policy makers
- Public sector innovation units and labs
- Program and project managers in government

- Digital transformation and e-government teams
- Monitoring and evaluation professionals
- Public finance and planning officers
- Development partners and donor program managers
- Consultants supporting public sector reform

Course Duration: 5 days

Course Modules

Module 1: Foundations of Public Sector Innovation

- Define innovation and scaling in government settings
- Explore types of innovation in public administration
- Understand public value and citizen-centric innovation
- Identify common challenges in government innovation pilots
- Examine global trends in public sector innovation
- Case Study: From pilot to national rollout in a public service reform program

Module 2: Innovation Ecosystems and Stakeholder Engagement

- Map government innovation ecosystems and actors
- Identify roles of ministries, agencies, and external partners
- Build coalitions and partnerships for scaling innovation
- Engage citizens and frontline staff in innovation diffusion
- Manage political and institutional buy-in
- Case Study: Multi-stakeholder collaboration in scaling digital government services

Module 3: Governance and Institutional Frameworks

- Design governance models for innovation scaling
- Align innovation initiatives with policy and regulatory frameworks
- Establish decision-making and accountability structures
- Manage inter-agency coordination and oversight
- Integrate innovation into public sector strategies
- Case Study: Governance reforms enabling innovation scale-up

Module 4: Designing Scalable Solutions

- Apply design thinking for scalable public services
- Standardize processes while maintaining adaptability
- Leverage modular and platform-based service models
- Integrate digital tools and automation for scale

- Test scalability during pilot and prototype stages
- Case Study: Designing a scalable digital identity system

Module 5: Financing and Resource Mobilization

- Identify funding models for innovation scaling
- Align public budgets with innovation priorities
- Leverage public-private partnerships and donor funding
- Optimize resource allocation for large-scale deployment
- Manage cost efficiency and sustainability
- Case Study: Financing scale-up of a national e-health platform

Module 6: Change Management and Organizational Culture

- Address resistance to change in public institutions
- Build leadership support for innovation scaling
- Develop staff capacity and innovation skills
- Embed innovation into organizational culture
- Communicate change effectively across institutions
- Case Study: Managing change during nationwide service transformation

Module 7: Performance Measurement and Impact Evaluation

- Define KPIs and success metrics for scaled innovations
- Use data and analytics to track implementation progress
- Measure public value and citizen outcomes
- Apply learning loops and continuous improvement mechanisms
- Report results to decision-makers and stakeholders
- Case Study: Measuring impact of a scaled social protection program

Module 8: Sustaining and Institutionalizing Innovation

- Embed innovation into policies, systems, and procedures
- Strengthen institutional memory and knowledge management
- Adapt innovations to different regions and contexts
- Manage long-term risks and operational sustainability
- Develop institutional roadmaps for continuous innovation
- Case Study: Institutionalizing innovation across a decentralized government system

Training Methodology

- Instructor-led presentations and conceptual briefings
- Group discussions and guided policy analysis
- Practical exercises and innovation design workshops
- Real-world government case study analysis
- Peer learning and experience-sharing sessions
- Development of individual and institutional action plans

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.
f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

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