Training Course on Strategic Leadership in Government

Professional Development Training Course Outline

Category	Leadership and Management	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today's dynamic public sector landscape, **strategic leadership** is critical for creating impactful policy, fostering innovation, and driving citizen-centric governance. **Training Course on Strategic Leadership in Government** equips government leaders with the tools and mindset necessary to navigate complex challenges, embrace **transformational leadership**, and align national priorities with sustainable development goals. Designed with global best practices and localized relevance, this program bridges traditional leadership with agile, data-informed decision-making.

The course empowers mid-to-senior level public servants, policymakers, and administrators with advanced competencies in **crisis leadership**, **adaptive strategy formulation**, performance measurement, and cross-sector collaboration. With a blend of expert-led case studies, real-world simulations, and **evidence-based policymaking** tools, participants will leave with actionable insights to lead their institutions confidently in an era marked by **Volatility, Uncertainty, Complexity, and Ambiguity (VUCA)**.

Programme Curriculum

Training Course on Strategic Leadership in Government

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Course Objectives

1. Master the principles of **strategic public leadership** in a complex policy environment.
2. Apply **data-driven decision-making** tools in public administration.
3. Integrate **transformational leadership practices** into governmental structures.
4. Develop competencies in **adaptive governance and foresight strategy**.
5. Promote ethical leadership and **accountability in public service**.
6. Strengthen capabilities in **policy innovation and systems thinking**.
7. Enhance stakeholder management through **collaborative leadership**.
8. Apply **agile leadership frameworks** in governmental reform.
9. Cultivate high-performing teams through **emotional intelligence and resilience**.
10. Analyze global case studies in **crisis and risk management** in the public sector.
11. Implement **KPIs and performance management** for strategic execution.
12. Leverage digital tools for **e-governance and transparency**.
13. Build robust change management strategies for **government transformation initiatives**.

Organizational Benefits

- Improved policy formulation and **strategic alignment** with national priorities.
- Enhanced capacity for **innovation and problem-solving** within ministries and agencies.
- Stronger organizational culture driven by **integrity, vision, and public trust**.
- Increased leadership agility and **crisis response effectiveness**.
- Measurable improvements in **program delivery and citizen satisfaction**.

Target Participants

1. Senior civil servants and permanent secretaries
2. Directors and deputy directors in ministries
3. Policy advisors and analysts
4. Public sector program managers
5. Members of parliament and legislators
6. Governors and county officials
7. Heads of regulatory bodies and commissions
8. International development partners working in governance

Course Outline

Module 1: Foundations of Strategic Government Leadership

- Understand the evolving role of public leadership
- Link strategy to national development plans
- Define leadership vs. management in public contexts

- Explore global leadership frameworks
- Case Study: Singapore’s Civil Service Transformation

Module 2: Policy Innovation and Systems Thinking

- Introduction to policy design cycles
- Tools for systems thinking in government
- Breaking policy silos through collaboration
- Encouraging experimentation and innovation
- Case Study: Estonia’s Digital Policy Lab

Module 3: Ethical Governance and Integrity

- Public values and ethical dilemmas
- Combating corruption through leadership
- Building trust in public institutions
- Legal compliance and accountability
- Case Study: Rwanda’s Anti-Corruption Initiatives

Module 4: Data-Driven Decision Making

- Importance of evidence-based policymaking
- Data visualization for public leaders
- Metrics and KPIs for strategic tracking
- Building a culture of measurement
- Case Study: Kenya’s Huduma Centres

Module 5: Crisis Leadership and Risk Management

- Leading in emergencies and uncertainty
- Risk analysis and mitigation frameworks
- Real-time decision-making under pressure
- Public communication in crisis
- Case Study: New Zealand’s COVID-19 Response

Module 6: Adaptive and Agile Government

- Understanding adaptive leadership principles
- Agile planning and iterative implementation
- Navigating ambiguity in service delivery
- Cross-sector adaptability tools
- Case Study: UK Government Digital Service (GDS)

Module 7: Change Management and Transformation

- Leading change in public institutions
- Resistance management techniques
- Creating a shared vision for reform
- Scaling and sustaining change
- Case Study: South Africa’s Batho Pele Program

Module 8: Emotional Intelligence and Resilience

- Emotional intelligence in leadership

- Leading with empathy and self-awareness
- Building resilience in public service
- Psychological safety in teams
- Case Study: Canada’s Mental Health Leadership Model

Module 9: Stakeholder Engagement and Public Trust

- Mapping stakeholder power and interest
- Collaborative policy development
- Inclusive decision-making practices
- Communication strategies for trust-building
- Case Study: Participatory Budgeting in Brazil

Module 10: Digital Leadership and E-Governance

- Embracing digital transformation
- Open data and transparency tools
- Cybersecurity in government systems
- Citizen engagement through technology
- Case Study: India’s Digital India Mission

Module 11: Strategic Foresight and Scenario Planning

- Tools for future-readiness
- Identifying emerging trends and disruptions
- Visioning and backcasting methods
- Strategic simulation exercises
- Case Study: UAE’s Future Foresight Office

Module 12: Leadership Communication for Influence

- Framing messages for policy impact
- Crisis communication and media handling
- Storytelling for public sector leaders
- Managing public perception
- Case Study: Obama’s Town Hall Leadership Strategy

Module 13: Public Sector Performance Management

- Setting SMART objectives in public programs
- Aligning performance with strategic goals
- Monitoring, evaluation, and learning (MEL)
- Incentivizing high performance
- Case Study: Tanzania’s Big Results Now

Module 14: Inclusive and Gender-Responsive Leadership

- Gender equity in leadership structures
- Promoting inclusive policies and practices
- Addressing unconscious bias
- Social impact leadership
- Case Study: Nordic Gender Mainstreaming Models

Module 15: Cross-Boundary Leadership and Partnerships

- Leading across agencies and sectors
- Public-private collaboration models
- International partnerships in governance
- Networked leadership
- Case Study: African Union's Continental Free Trade

Training Methodology

- **Interactive Lectures**: Expert-led discussions to unpack theory and practice.
- **Real Case Studies**: Analyze actual reform efforts and leadership decisions.
- **Role Play and Simulation**: Scenario-based exercises in complex environments.
- **Peer Learning**: Group discussions and knowledge-sharing among participants.
- **Capstone Project**: Participants design a strategic leadership action plan for their agency.

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	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

Ready to enroll or request a customized program? Book online or contact us:

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