



KENYA SCHOOL OF GOVERNMENT

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.

JUNE 2024

I. Introduction

1 In affirmation of the commitment to support Africa's new path for attaining an inclusive and sustainable economic growth and development, African heads of states and governments signed a Declaration during the Golden Jubilee celebrations of the OAU/AU in May 2013.

2 The declaration gave birth to Africa Agenda 2063 under the mantra "*The Africa We Want*". It envisioned an integrated, prosperous and peaceful Africa, citizen centric leadership representing a dynamic force in the international arena.

3 The "*Africa We Want*" mantra is embedded on good governance, democracy, and respect for human rights, justice and the rule of law. These are to be realized through national institutions of governance entrenching transformative leadership (AU, 2015).

4 In line with AU Agenda 2063, and in recognition of the fact that capacity building of public servants is a prerequisite for realization of the Agenda, African Governments have accelerated and prioritized human capital development. Heads of governments, ministers and senior public servants should regularly have access to the latest practices in new public service management, institutional reforms, enabling policy environments. Business enterprises, development partners and non-government organizations are also critical partners who identify and take interest in the African Agenda 2063.

5 Majority of African Governments have established Management Development Institutes (MDIs)/ Schools of Government that have been mandated to build capacity of the public service in their respective countries. The hallmark of these initiatives are geared towards advancing efficiency and effectiveness and prudent management of public resources. The MDIs/ Schools of Government are required to carry out their mandate and remain responsive to the unique circumstances in their individual countries. They are expected to build highly-skilled, agile, and adaptable public sector workforce. In doing these, MDIs are also expected to support Government in implementation of various public sector reforms, policy pronouncements, policies and directives that would result into public sector transformation.

6 This, in turn, drives public sector transformation as a paradigm shift in service delivery. It emphasizes a demand driven, dynamic and citizen centric approach in the management of public affairs as opposed to top down bureaucratic management inherited from the colonial past.

II. Statement of the problem

1. Public Services in Africa have a colonial legacy that is reflected in the delivery of services. They inherently suffer from bureaucratic set ups that are not responsive to citizens' needs. They need to be turned around into institutions anchored on result-based performance culture. They also require to develop human resource management systems that are based on productivity, transformation of leadership and realignment of skills and competencies for job performance.

2. AU Agenda 2063 calls for a holistic African approach to capacity building. To realize the Agenda, African governments will be required to set aside resources to respond to policy initiatives and capacity building needs. In so doing, the governments will take the lead in long term national capacity building of their respective public services.

3. Today, many MDIs and Schools of governments in Africa experience considerable constraints. They vary from the complexities and scope of capacity development needs, national reform agenda, uncoordinated and fragmented approaches to capacity building including duplication of efforts and resources between various stakeholders within and outside the countries. Governments are increasingly compelled to address these complex and interconnected challenges. In addition, leaders, managers, technical experts, and front-line workers often find themselves not doing the right jobs with the right skills. Similarly, top level policy leaders and and political players have limited focus on training. In some countries, on a limited scale, continue to train their staff overseas. This is not only expensive but equally unsustainable. As a result, public services continue to experience capacity building gaps in policy development, leadership, management, public service values, ethics and practices.

4. In addition, MDIs and Schools of governments are expected to carry out research to inform policy gaps and evidence-based capacity building programs.

However, due to limited resource allocations, many are unable to perform these roles and fall short of realizing their mandates.

5. In the light of the foregoing, there will be need for a regional model of an MDI/ School of Government with a holistic approach to capacity building and seeking to realize the Vision of the AU and driving the continental strategic long-term capacity building objectives and goals.

6. Some the critical questions that this conference should address include:

- i. Should all African Countries establish MDIs/ Schools of Government?
- ii. Have existing MDIs/Schools of Government realized their Mandates and are they properly focused? If not what is holding them back?
- iii. Do MDIs/ Schools of Government have enabling legal instruments? Are they aligned to national capacity building frameworks?
- iv. What has been the role(s) of MDIs/Schools of Government in Public Sector Transformation?
- v. Do all African Governments appreciate the role played by of MDIs/ Schools of Governments?
- vi. Has the continent developed standards of excellence for MDIs/School of Government?

III. Conference Objectives and Expected Outcome

1 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. Examine mechanisms of advancing the transformative agenda of the MDIs/ Schools of Government in Africa; and
- ii. Consider a unified African Approach in pursuit of excellence in Public Institutions and Leadership

2 Expected outcomes

At the conclusion of the conference

- i. A unified approach to capacity building in Africa;
- ii. Enhanced understanding of current state of MDIs/ Schools of Government in Africa;
- iii. Develop strategies for overcoming challenges and barriers encountered by MDIs/ Schools of Government in realization of their mandates;

- iv. Embrace best practices by MDIs/Schools of Government to enhance the capacity building of public service;
- v. Create collaboration and linkages between African MDIs/ Schools of government; and
- vi. Peer-to-Peer learning as a strategy of enhancing MDIs/Schools of Government capacity to deliver on their mandates.

IV. 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/Schools of Government 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/Schools of government 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/ Schools of government 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/Schools of government in institutionalization of values-based leadership

▪ Role of MDIs/ Schools of government in fighting corruption in the Public Service

c) Mainstreaming Public Sector Productivity

- Role of MDIs/ Schools of government in driving productivity
- Role of MDIs/ Schools of government 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

d) Leave KSG Mombasa Campus

- **Group 1: Kwale: Diani – Watamu Island**

- **Group 2: Kilifi: Various Sites**

e) Delegates received by Host Governor

- Address by Host Governor

- Refreshment

V.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/ Schools of government
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.

VI.Conference Venue and Dates

The conference will be held in KSG Campus 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 (Kshs. 58,000)
Other Nationalities	USD 500
Ph.D. candidates	USD 200

Should be paid using the following bank details:

Bank Name	Kenya Commercial Bank Limited
Bank Branch	Sarit Centre
Account Name	Kenya School of Government
Account Number	1107057957
Currency	USD
Swift Code	KCBLKENX
Intermediary Bank	Citibank
Swift code	CITIUS33

or

Bank Name	Kenya Commercial Bank Limited
Bank Branch	Treasury Square Mombasa
Account Name	Kenya School of Government
Account Number	1145993303
Currency	KSHS
Swift Code	KCBLKENX

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