



African Leaders of Tomorrow (ALT)

Aide Memoire

Leadership Certificate Programme

Theme: Building Leadership Capacities for African Leaders

Opening Ceremony: Tuesday May 25th 2021

Starts On: Tuesday June 1st 2021

Duration: 16 weeks English- Every Tuesday at 3pm EAT and French- Every Wednesday at 3pm EAT

Delivered: Live Virtually

Registration Fee: FREE

Introduction

The African Leaders of Tomorrow (ALT) was a Scholarship program launched in 2015 with funding from the Government of Canada through Global Affairs Canada, and the MasterCard Foundation. The programme was managed by the Canadian Bureau for International Education (CBIE) in partnership with the Institute of Public Administration of Canada (IPAC) and in collaboration with the African Association of Public Administration and Management (AAPAM) and the Canadian Association of Programs in Public Administration (CAPPA).

The program awarded full scholarships women and men from sub-Saharan Africa to pursue Master's degree in public administration, public policy and public finances offered in one of the twenty eight reputable Canadian University. The main goal of the scholarship programme was to contribute to a strong and effective public sector in sub-Saharan Africa through building the capacity of young African professionals to become leaders in public policy and administration. The programme commemorates the late Nelson Mandela's commitment to social justice and equity.

The programme saw 106 scholars successfully graduate with master's degrees and return back to their home countries.

In 2020, an extension was granted for the ALT program in order to maximize the impact of the program, the ALT Extension Project will support three pillars of activities to be undertaken between April and September 2021, this includes:

- A professional development certificate program
- Webinars
- Research
- Podcasts

Context

African Union Agenda 2063 presents a shared strategic framework for an integrated, prosperous and peaceful Africa, driven by its own citizens, representing a dynamic force in the international arena. The development agenda encapsulates Africa's aspiration for the future through key flagship programmes to boost Africa's economic growth and development and spur rapid transformation of the continent. Aspiration 6 focuses on the youth, advocating for a continent whose development is people-driven, relying on the potential of African people, especially its women and youth, and caring for children¹. This document sets the stage for the empowerment of the youth through policies and programmes that enhance the participation and capacity of youth in the continent.

According to the United Nation's World Population Prospects 2019², the sub-Saharan Africa youth demographic numbered 211 million, this represents persons classified under the UN as youth between ages of 15-24 years however, according to the 2006 African Youth Charter definition, a youth is a person between the ages of 15-35 years. This 11-year variation increases the youth populations margins further up, demonstrating a rapidly growing youthful African population.

From the statistics, the youthful population are key stakeholder in the policy discussions that seek to find solutions to the myriad of challenges faced by the youth at both national and international levels. However, the underrepresentation of youth in the decision-making table remains a global challenge wherein only 14.2 % of the world's members of parliament are under 40 years³, this goes further down in cabinet, top level management of public service and government agencies positions. Notably some young people were appointed ministers by the age of 35 such as Namibia, South Africa, Angola, Mali, Zimbabwe, and Botswana, to lead important government dockets including foreign affairs, sports, finance and communication⁴. A critical mass of young leaders is however necessary to address the imbalance in the continent.

Similarly, the 2018, Ibrahim Governance Weekend Forum held in Kigali, Rwanda which focused on public

¹ <https://au.int/en/agenda2063/aspirations>

² <https://www.un.org/development/desa/publications/world-population-prospects-2019-highlights>

³ Youth participation in national parliaments Report 2016

⁴ <https://bhekisisa.org/features/2020-04-20-africa-youngest-cabinet-member-emma-theofelus-coronavirus-namibia/>

service in Africa saw the adoption of the “Now Generation” and not “Next Generation” as a call to action for all young leaders reiterating the importance of youth leadership in supporting the sustainable development of the continent. Youth leaders have the potential to advance civil society growth, poverty reduction, economic expansion, and innovation throughout the continent by strengthening the participation of women and youth, promoting human rights, facilitating access to justice, and ensuring inclusion of all communities.

It is against this background that African Association for Public Administration and Management (AAPAM) and the institute of Public Administration of Canada (IPAC) will hold the 1st virtual Leadership programme from June- September 2021 to build the capacity of African professionals with skills, knowledge and lessons learned across Africa and Canada.

Areas of discussion/ Sub-themes

- Leadership Essentials
- Inclusive leadership
- Transformational leadership
- Leading in times of crisis
- Leadership in the context of Agenda 2063 and SDGs 2030

Programme Objectives

The programme aims to evaluate salient areas of leadership including:

- Overall importance of leadership in the African context
- Tools for effective leadership planning, implementation and monitoring
- Contribute to the body of existing knowledge on leadership
- Political, economic and socio-cultural context of leadership

Participant Profile

The programme is being offered to alumni of the African Leaders for Tomorrow (ALT) program, as well as AAPAM Young Professionals Network and members of the Programme canadien de bourses de la Francophonie (PCBF) administered by CBIE.

Expected Results

The proposed activities will ultimately contribute to further strengthening the capacity of the ALT alumni to become leaders in their home countries, empower and give them legitimacy to take on leadership roles, and develop their self-efficacy and self-confidence.

Learning Outcomes

At the end of the programme, participants will be able to:

- Develop a solid understanding of the most recent theories and practices in leadership in the public sector.
- Understand the impact of diversity in organizations and learn approaches to developing innovation-fostering inclusive teams.
- Acquire a variety of strategies for leading and inspiring teams, motivating others and resolving conflicts.
- Learn techniques and approaches designed for managing and leading during a crisis.
- Understand the fundamentals of leadership and inclusive leadership.
- Explore traits of a transformational leadership.
- Identify solutions and the application of solutions through an analyses of case studies and best practices.

The Benefits to Participants:

- Engage through live webinars with experts and peers online.
- Expand network opportunities with peers leading in their organisations.
- Build on professional experience and prior education.
- Receive AAPAM and IPAC Certificate of Participation

Methodology

- Lectures
- Workshops
- Group discussions and presentation
- Panel discussions and debates
- Assignments
- Evaluation/exams

Languages

The programme will be conducted in both English and French

Accreditation

Participants will be issued with a Certificate of Participation on successful completion of the program

Monitoring and Evaluation

Participants will be required to complete a Pre and Post- Evaluation as part of the course requirements

Registration Details

All participants will be required to register online.

Kindly note that deadline for registration is 30th April 2021.

Important Dates

* All dates at 8am EST\3pm EAT

The first date will be presented in English, the second in French

Opening Ceremonies: May 25th

Leadership Essentials

June 1, 2 – LECTURE: Leadership Theories, key attributes of successful leaders

June 8, 9 – LECTURE: Communicating with teams, integrity, accountability and professionalism

June 15,16 – WORKSHOP: Building and leading teams

June 22, 23 – WORKSHOP: stress management, mindfulness

June 25 – Evaluation

Inclusive Leadership

June 29, 30 – LECTURE: Gender and diversity

July 6,7 – LECTURE: Youth and Leadership for Africa

July 13, 14 – WORKSHOP: Building space for diverse voices

July 20,21 – WORKSHOP: Equity, diversity and inclusion in practice

July 23 – Evaluation

Transformational Leadership

July 27,28 – LECTURE: Vision and Leadership

Aug 3,4 – LECTURE: Leveraging innovation, technology and opportunity

Aug 10,11 – WORKSHOP: Coaching and Mentoring Teams

Aug 17,18 – WORKSHOP: Homegrown solutions for Africa's Challenges

August 27– Evaluation

Crisis Leadership

Sept 7,8 – LECTURE: Managing a Crisis

Sept 14,15 – LECTURE: Leadership and Change

Sept 21,22 – WORKSHOP: COVID and Health care

Sept 28,29 – WORKSHOP: Natural disasters and sustainability

October 1– Evaluation

ABOUT THE HOSTING INSTITUTIONS

The African Association for Public Administration and Management (AAPAM)

The African Association for Public Administration and Management (AAPAM) is an international professional organization that promotes best practice, excellence and professionalism in public administration and management in Africa through research, publications, training, seminars, consultancy, conferences and awards. AAPAM draws its membership from sectors including governments, corporate bodies, private sector, civil society, international organizations, individual members and students. The Association provides its members with a platform for articulation and dissemination of ideas on capacity building and development of Africa. AAPAM operates mainly but not exclusively in Africa.

Institute of Public Administration of Canada (IPAC)

The Institute of Public Administration of Canada (IPAC) is Canada's leading professional organization supporting excellence in the country's public sector. With 19 regional groups across the nation, our members include public servants, academics and others interested in public administration. The Institute also works closely with all levels of government to promote quality public services and practices. IPAC is a recognized leader in research, training, knowledge sharing and outreach including hosting a large number of conferences and events held regionally and nationally.