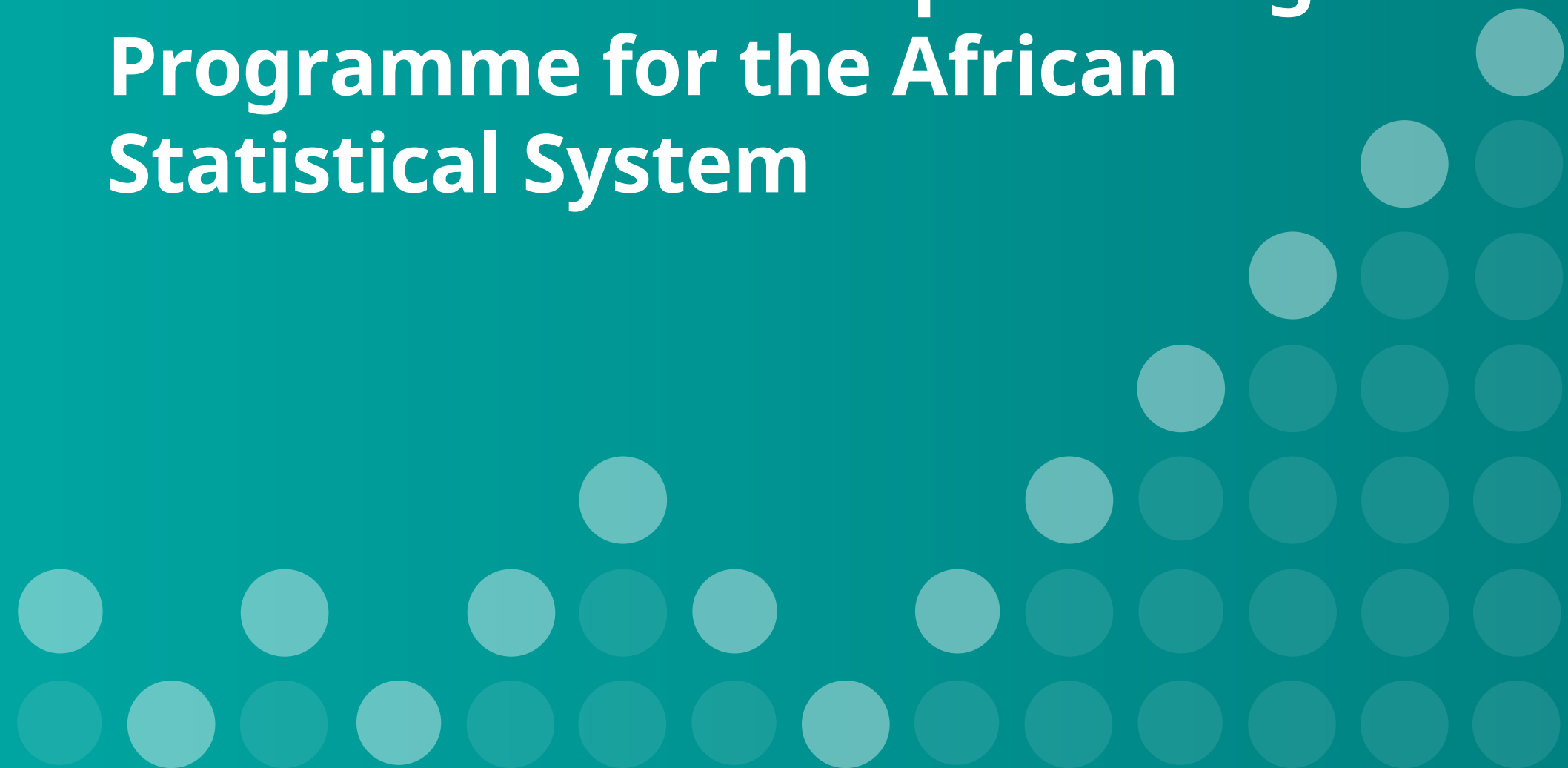


Statistical Leadership Training Programme for the African Statistical System



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“Exciting, invigorating, motivating and most of all educational” (course participant)

The programme aims to equip leaders of African National Statistical Offices with the **skills required to lead their organisations** on a programme of statistical modernisation.

It focuses on upskilling statistical leaders to **deal effectively with the range of challenges** faced by statistics organisations in Africa. It is designed to **inspire positive change** at the senior and middle management level.

The programme is offered to an organisation’s whole leadership team. The heart of the programme is a focused four-day face-to-face classroom experience delivered by an experienced leadership trainer, supported by a current senior government statistician.

“This programme impacted change” (course participant)

It is designed and delivered by the UK’s Office for National Statistics, in collaboration with the African Centre for Statistics (ACS) at the United Nations Economic Commission for Africa (UNECA).

Why does the African Statistical System need a leadership programme?

To meet the growing demand for timely, comprehensive and trusted data, the African statistical system needs transformative leaders who can lead the modernisation of national statistical offices.

Leaders who can develop and communicate clear strategies, lead and inspire change, and delegate work appropriately. Leaders who understand how to use their personal power to build relationships and motivate and inspire their teams.

Strengthened statistical leadership is required to fulfil the visions of the African Union Agenda 2063 and the 2030 Agenda for Sustainable Development. It is also needed to harness the growth in existing and new data sources, methods and technologies to deliver improved statistics for the public good.

“This leadership course was different in that I was expecting boring leadership training that is stiff when it was **practical and fun.**”
(course participant)

What makes this programme unique?

The programme is **specifically tailored** for national statistical offices, and as such, it speaks to the unique experiences and challenges faced by statistical leaders in Africa today.

Before delivering the programme, the course tutor holds extensive conversations with the statistical office to understand the challenges and important factors at play during the programme, and to tailor the content to the **specific context and needs** of each organisation.

Individual conversations with participants look at uncovering **current challenges** they face and would like to address during the classroom course.

Training is co-delivered by an experienced leadership facilitator and a senior statistician, who brings in-depth **understanding of the technical challenges** faced by participants. An invited guest speaker – a well-respected leader in the world of statistics, economics, or government with experience of leading through change – offers a further unique contribution.

The programme is **pragmatic** and designed to enable participants to **apply the skills** learnt on the course to their workplace challenges to have a positive impact on their organisation. It uses real work challenges from participants to link theory to practice.

What key skills will I learn?

1

Strategic thinking

How can I look at my statistical organisation strategically to lead high performance and transformational change initiatives?

2

Integrity

What are the qualities of a leader? What does integrity mean for statistical leaders? How do I measure up to these qualities?

3

Communication

What techniques can I use to communicate more effectively with staff and stakeholders?

4

People leadership

How can I better understand myself? What skills do I need to develop to motivate, lead and manage people and teams?

5

Knowledge

What tools and techniques can I use to develop myself, my team and the organisation?

“Really helpful – I’ve learned a lot about leadership – not only to use in work but in my personal life” (course participant)

Objectives

1. Develop self-awareness and confidence.

The programme provides participants with the opportunity to take stock of their leadership style. By using a wide range of tools and techniques to develop personal and professional awareness, it helps leaders to understand what their strengths are, and how to build on them. In doing so, it enhances confidence in their professional and personal abilities and actions. The programme also enables participants to identify their weaknesses and reflect on ways to address them. It offers tools to develop personal strategies to become better leaders.

2. Lead teams and individuals.

The programme supports leaders to drive better engagement and better results from their teams. It does so by enabling participants to understand their own leadership style and develop managerial and leadership tools and skills. These are aimed at inspiring and motivating teams and individuals through collaboration, challenge and support, and creating and promoting a culture in which everyone feels valued and respected. By having a greater focus on performance and the development of others, leaders will be able to increase the visibility, agility, curiosity and innovation of staff. This, in turn, will enhance business performance.

3. Improve influencing skills.

The programme develops the skills and confidence needed to influence and persuade others. By communicating more clearly and strategically, and listening more effectively, leaders will be more likely to achieve better results, work more effectively with stakeholders through partnerships, collaboration and cooperation, and manage priorities and address opportunities and problems effectively.

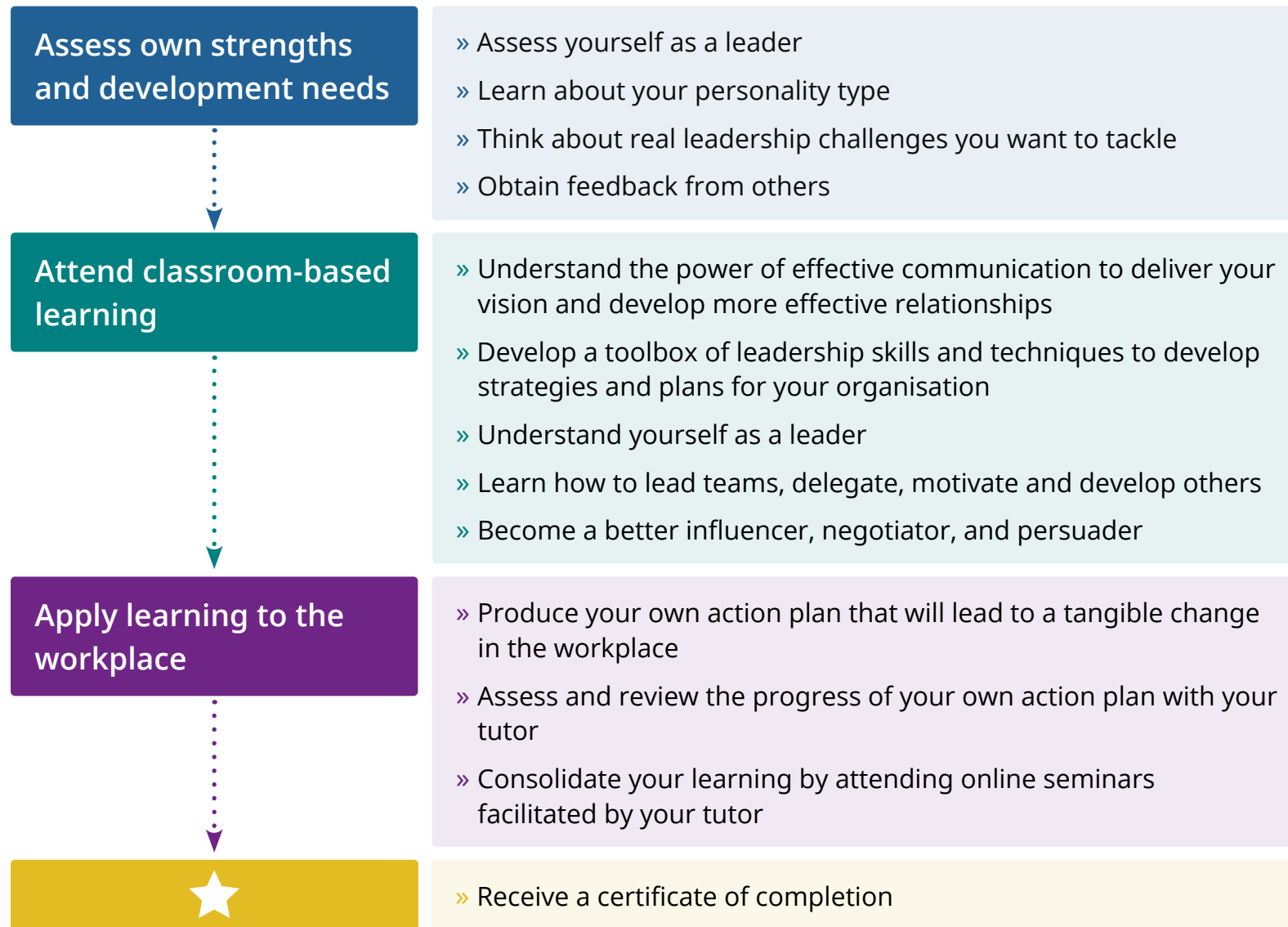
4. Lead and manage change.

The programme inspires leaders to champion learning and cultural change within their organisation. It does so by enabling participants to learn about and select from a range of options to develop strategies that will guide them to lead robust transformation.

5. Build networks.

The programme aims to develop a network of support and challenge amongst peers within statistical offices and provide the skills and confidence to continue building relationships with others outside their organisation.

Course timeline



Self-assessment

Participants assess their own learning needs and current leadership skills in the following ways:

Tool	How does it work?	How will it be used as part of the programme?
360-degree feedback	Participants are asked to nominate individuals who they believe would supply honest feedback. These are likely to be their line manager, peers, direct reports, and customers. Feedback providers are sent a form to complete.	The answers are anonymised and discussed with each participant individually, to enable them to understand the key elements for their own individual development, identify areas for improvement and build on their strengths.
Personality assessment (The Myers-Briggs Type Indicator)	The profile reveals how we see and interact with the world, giving insight into our motivation and the motivation of others. This provides a foundation for personal growth and development, underpinning enhanced personal effectiveness.	The course tutor will help participants to interpret their profile and understand how this tool can be used, for example by helping leaders to understand and appreciate different strengths, relate to others with greater understanding, identify gaps in their teams and resolve conflict.
Current Challenges	Participants are encouraged to think of a current workplace challenge that they want to work on during the programme.	Attendees are instructed to bring along a challenge they currently have. There are opportunities throughout the week for them to work on these challenges as part of an action learning group. Participants carry out group work looking to solve a workplace problem they have identified on the course using a variety of tools and techniques they have learned.
Self-assessment	Participants are asked to complete a questionnaire determining their level of experience of leadership.	This is used by the tutor to tailor the course. It also provides a baseline to be used for evaluation purposes.

One to one session with tutor

The 360 degree feedback forms the basis for a one-to-one session with the Leadership Programme trainer before the start of the training programme to highlight strengths and weaknesses and explore ways to address and consolidate them.

Classroom-based learning

The face-to-face element of the programme is delivered over 4 days, at premises chosen by the statistical office.

It covers a range of leadership topics selected to ensure a pragmatic approach to the training.

Day	Topic	Learning objectives
1	Introduction to leadership Defining leadership, difference between leadership and management, what type of leader are you?	Be able to articulate own concept of leadership and decision-making processes. This will enable attendees to better understand themselves and how they behave in a leadership role.
2	The importance of teams The nature of teams, leading a team, delegation, motivation, developing and maintaining the team, organising and time management.	Understand that the greatest resource leaders have are their people. By better understanding how to lead, delegate, motivate and develop them, attendees will become more effective leaders.
3	Communicating and enabling a clear vision Importance of communication, listening, written communication, presentations, meetings, giving feedback.	Understand the power of effective communication. By developing their written skills, presentation skills and giving better feedback, attendees will be better able to deliver their vision, enable actions and develop more effective relationship.
4	Strategic leadership tools and leading change Leading change: people and processes, strategic leadership tools.	Better lead people through the complexities of change. Attendees will develop a toolbox of leadership skills and techniques to allow them to develop strategies and plans for their organisation.
5	Culture, influence, and power Mission, vision, values, culture, learning and culture, persuading, influencing, and negotiating, power and resilience. Putting it all together.	Understand and influence cultural aspects of own organisation. By understanding how leadership and personal power works, attendees will become better influencers, negotiators and persuaders and ultimately leaders of their organisation.

Follow-up learning

Participants are required to produce individual action plans to help implement the learning. The plan is intended to lead to a tangible change at the workplace.

After the completion of the course, participants are required to attend a seminar to review progress on their own action plans. This session also provides extra learning on a chosen topic.

The tutor will be available to provide advice and support to implement action plans. After 3 months a follow up session is offered to participants to consolidate the learning, discuss barriers and potential methods of overcoming these barriers. There is an opportunity for the tutor to provide follow up training for specific learning areas that will help with participants' ongoing learning and development.

Contact information

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