



Leading for Results Realizing the Vision

May 24-26, 2011



The Commonwealth Association for
Public Administration and Management (CAPAM)
in partnership with the Kenya Institute of Administration

About CAPAM

CAPAM's mission is to promote the practical requirements of good governance, just and honest government across the Commonwealth countries and beyond. CAPAM provides a forum for the active exchange of innovations, knowledge and practice in citizen-centered service delivery, leadership development and growth, and public service management and renewal. We serve our members as a centre of excellence in good governance and endeavor to build a more responsive and dynamic public service.



As a non-profit association, CAPAM represents an international network of 1100 senior public servants, Heads of Government, leading academics and researchers located in over 50 different countries across the Commonwealth. The association is guided by international leaders that believe in the value of networking and knowledge exchange and the promotion of good governance for the betterment of citizens across the Commonwealth.

For more information, please visit us at www.capam.org

About the Kenya Institute of Administration (KIA)

The Kenya Institute of Administration (KIA) is a Public Management Development Institute. The Institute was established by the Kenyan Government in 1961.

The main Purpose of the institute is to build human resource capacity and enhance management Skills. This in turn will ensure Kenyans get the results they expect from the public service. KIA's mission to Improve Service Delivery in the Public Sector by providing quality training research & consultancy services.



For more information, please visit us at www.kia.ac.ke

Conference Overview

The role of a leader is first and foremost to achieve results. This is achieved through the articulation of a clear vision, development of strategies, coalescing of stakeholder support, and judicious deployment of resources. Leadership is both a science and an art where organizational culture and unique circumstances demand self-awareness, situational sensitivity, insightful strategies and skillful implementation.

The Government of Kenya and Kenya Institute of Administration will be partnering with CAPAM to host the 4th CAPAM Leadership Conference on the theme of: “Leading for Results: Realizing the Vision”. This theme is especially relevant to Kenya as it celebrates over a decade of hard work leading to the historic constitutional changes. While the vision of constitutional reform has been endorsed through nationwide referendum, implementing the required changes will require even harder work and superb leadership.

Over the course of 3 days, conference participants will have the opportunity to hear from political leaders, public service executives and expert practitioners on the challenges and strategies or result oriented leadership in the Public Service. Through presentation, case studies, panel discussions and peer dialogue, participants will learn emerging issues in public service leadership; explore strategies for meeting these challenges; and share experiences and insights for strengthening public service governance. Topics discussed will include the following:

- **Constitutional Reform in Kenya: a Living Case Study**
- **National Visions: Expectations and Results**
- **Cultivating the Wisdom to Lead**
- **Cultivating Leaders at All Levels**
- **Leading Organizational Performance**
- **Results through Collaborative Leadership**
- **Leadership at the Political Administrative Interface**

The above themes will be addressed through expert presentations, examination of case studies, panel discussions and deliberations through discussion groups.

Leading for Results, Realizing the Vision, Nairobi, Kenya Draft Program

Day 1: May 24, 2011

9:00

Opening Session: Leading for Results, Realizing the Vision

Leadership is both a science and an art where organizational culture and unique circumstances demand self-awareness, situational sensitivity, strategic thinking and decisive action. The conference will focus on one of the most important dimensions of leadership: Leading for Results, Realizing the Vision

10:30

Group Photo/Tea Break

11:00

Constitutional Reform in Kenya: a Living Case Study

Kenya's Constitutional Reform is central to its strategy to deepen democracy, stability, and prosperity for citizens. Conference participants will have a "behind the scene" look at political and public administration leadership in action to unite stakeholders towards a common interest. Speakers will share their views on achievements to date and challenges ahead.

1:00

Lunch

2:00

National Visions: Expectations and Results

A clear consensus on national aspirations is an essential first step towards nation building. This is especially critical if development is to be sustained over a long term. However, translating visions and development frameworks into reality is much more difficult and demands exceptional leadership qualities. This session will examine and explore implementation of national visions and long term development frameworks as well as lessons learned in achieving results.

4:00

Tea Break

Day 2: May 25, 2011

9:00

Cultivating the Wisdom to Lead

While knowledge and competencies are the essential foundations for leadership, wisdom is the differentiator between a competent leader and one that truly excels. Wisdom incorporates personal values, situational awareness and past experiences into current decisions and future strategies. Wisdom also guides the relationship between the leader and those who chose to follow. What are the qualities of wisdom in a public service context? How can wisdom be cultivated and developed?

Draft Program continued

10:45 Tea Break

11:15 **Cultivating Leaders at All Levels**

Expectations for accountability, initiative and results reach deep into today's organizations. Leadership qualities need to be developed early, and continuously honed and refined as the individual acquires responsibilities of increasing scope and complexities. This session will explore the strategies and experiences of Public Service Training and Development Institutes in meeting this challenge.

1:00 Lunch

2:00 **Concurrent and Case Study Sessions:
Case Studies on Leadership in PS Reforms**

- Leading Reform and Organizational Change
- Human Resource Management - Recruitment and Retention
- Leadership Diversity in the Public Service

4:00 Tea Break

Day 3: May 26, 2011

9:00 **Results through Collaborative Leadership**

Hung parliaments, coalition governments and power sharing agreements are becoming increasingly frequent in commonwealth countries. Building cohesion among diverse actors with varied interests is an essential leadership quality in today's complex world. What insight can we glean from those who practice the art of Collaborative Leadership?

10:45 Tea Break

11:15 **Leadership at the Political Administrative Interface**

The relationship between politicians and public servants is based, in part, on the clear separation of policy decisions and administrative implementation. In reality, the relative roles are much more complex and intertwined. In this session, seasoned leaders on both sides of the political administrative interface will share their experiences, insight and advice.

1:00 Lunch

2:00 **Closing Plenary**

Accommodation and Travel Information

Kenya Visa Requirements

CAPAM cannot assist in procuring passports and visas. All delegates are responsible for their own travel documents. To determine what documentation is required, please visit the Kenyan government website at www.immigration.go.ke

Visit the tourist website at www.magicalkenya.com

Weather and Dress Code

Typically, temperatures in Kenya during June generally vary between an average high during the day of 82 F degrees and an average low at night of 66 F degrees.

The dress code for the conference is Business Attire or National Dress.

For more information on Kenya please visit the official tourism website here:

(http://www.magicalkenya.com/index.php?option=com_frontpage&Itemid=1)

Accommodation

The conference will take place at the **Kenya Institute of Administration (KIA)**. Transportation will be provided from the hotels listed below.

Please make your reservation directly with the hotel. Be sure to specify that you are booking under the "CAPAM Conference Block". Space is limited so book early to ensure availability. All rates include taxes, buffet breakfast and in room internet.

Sankara – Single Occupancy – US\$ 241; Double Occupancy – US\$ 266

Woodvale Grove • Westlands

P.O Box 1638 - 00606 • Nairobi

T : +254 20 4208000; 2490210/1/2/3 | F : +254 20 4208888; 2490214

Bookings: Winnie Malumbe, winnie.malumbe@sankara.com

<http://www.sankara.com>

Jacaranda Hotel – Single Occupancy – US\$ 175

Waiyaki Way

P.O Box 14287 00800 • Nairobi

T: +254-20-4448713-7 | F: +254-20-4445818, 4448977

Bookings: T.Mugure & Lisa Omulo, tmugure@jacarandahotels.com | lisa@jacarandahotels.com

<http://www.jacarandahotels.com>

Titus Gateere Hostel KIA – Single Occupancy, Executive – UD \$80

T: +254 020-4182311 | F: +254 020 4182306

Bookings: Felistas Njenga, info@kia.ac.ke | felistasnjenga@yahoo.co.uk

<http://www.kia.ac.ke>

Registration Form

Registration is also available online at www.capam.org (online registration is preferred)

Please send completed registration form to Joanne Hughes at jhughes@capam.org (email) or Fax 1 613 947 9223

Personal Information

Mr. Mrs. Ms. Dr. Other (please specify) _____

First Name: _____

Last Name: _____

Job Title: _____

Department: _____

Organization: _____

Mailing Address: _____

City: _____

Postal Code: _____

Country: _____

Email: _____

Telephone: _____

Fax: _____

Registration Fees

CAPAM Individual/Institutional Members (\$1000 USD)

Non-Members (\$1200 USD)

Join as a CAPAM Member (\$160 USD and Registration Fee \$1000) - \$1160 USD

Method of Payment

Electronic Transfer *contact CAPAM for information

Int. Money Order

Other _____ (please specify)

Visa Mastercard

Card #: _____

Expiry Date: _____

Signature: _____