



# ***Theme: Future-Ready Leadership: Driving Sustainable Development Through Strategic Foresight***

**Keynote Address: Future-Ready Leadership in Africa**

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# Introduction

- The central question is: *What type of leadership does Africa need to thrive in a rapidly changing world?*
- To tackle this question, will address :
  - (i) Synopsis of governance in Africa in the context of VUCA,
  - (ii) challenges and opportunities for sustainable development,
  - (iii) future-ready leadership and
  - (iv) conclude with a call to action.

# 1. VUCA – Synopsis of Governance in Africa

Governance across Africa reflects these dynamics:

- **Volatility:** Political transitions, conflicts, and economic shocks have tested institutional resilience
- **Uncertainty:** Global shocks from pandemics to climate change – continue to affect policy planning
- **Complexity:** Interlinked issues of debt, rapid urbanisation, demographic growth, and technological disruption stretch governance systems.
- **Ambiguity:** Citizens increasingly demand transparency, equity, and service delivery, yet governance responses are uneven in some cases inconsistent.

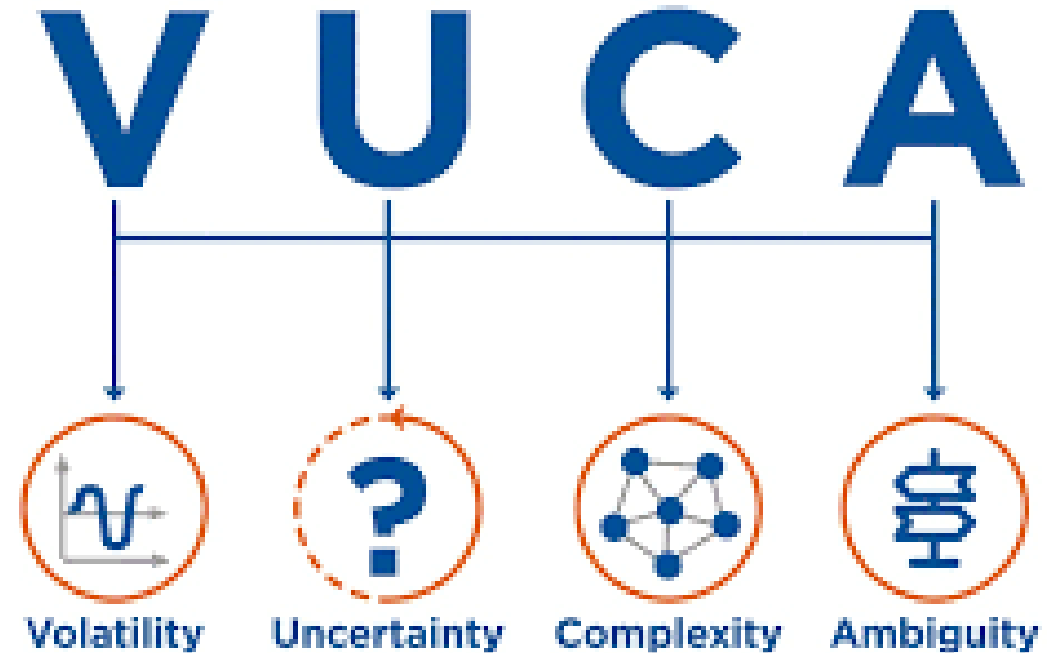
# 1. VUCA – Synopsis of Governance in Africa

- According to the Mo Ibrahim Index of African Governance (2023), overall governance in Africa has stagnated since 2019, with only 8 countries showing sustained improvement while 13 countries recorded a decline. Areas such as security, rule of law, and participation remain fragile.
- Despite these realities, there are signs of progress: improved electoral management, stronger continental frameworks under the AU's Agenda 2063, and increasing civic participation driven by digital platforms.

## 2. Challenges and Opportunities for Sustainable Development

### Challenges

1. Institutional Weakness
2. Youth Unemployment
3. Climate Vulnerability
4. Debt Sustainability



## 2. Challenges and Opportunities for Sustainable Development

### Opportunities

- **Demographic Dividend**
- **Digital Transformation:**
  - Africa hosts over **400 million mobile money accounts**, the highest globally, creating opportunities for e-governance and inclusion. This shows that E-governance, fintech, and digital entrepreneurship offer new pathways for accountability and inclusion
- **Regional Integration:**
  - The **African Continental Free Trade Area (AfCFTA)** could boost intra-African trade by **52% by 2030**. In this era of *Trumpsim*, Initiatives like AfCFTA can unlock markets and reduce barriers
- **Green & Blue Economies:**
  - Investing in renewable energy, sustainable agriculture, and ocean resources provides a foundation for resilience. Africa holds **60% of the world's solar potential** and vast untapped ocean resources (including tidal energy), offering pathways for sustainable growth.



# 3. Future-Ready Leadership

- To meet these challenges and seize opportunities, *future-ready leadership* in Africa must go beyond rhetoric. Africa requires leaders who are:
  - **Visionary** – anticipating shifts in demographics, technology, and climate.
  - **Ethical** – upholding integrity, honesty, and transparency as non-negotiable values. Future-ready leaders must lead with a moral compass, ensuring public trust by resisting corruption and placing citizens' interests above personal or political gain.
  - **Inclusive** – embracing diversity, gender equity, and citizen participation. Let me amplify here: ensuring women, youth, and marginalised groups participate in governance.





# 3. Future-Ready Leadership

- **Adaptive** – navigating uncertainty with agility and evidence-based decision-making i.e using data, foresight, and innovation to respond quickly to crises.
- **Collaborative**– building partnerships across governments, private sector, civil society, and development partners.
- Such leadership is not about charisma alone; it is about building strong institutions and nations that outlive personalities and fostering accountability frameworks that ensure continuity.



# 4. Conclusion

- In this VUCA world, Africa cannot afford business as usual. *Future-Ready Leadership* requires courage, foresight, and the discipline to transform challenges into opportunities.
- Africa's governance challenges are real but so are its opportunities. Thanks to AAPAM and its partners for this seminar that reminds us that **accountability, performance management, and strategic leadership** are not abstract theories; they are the tools with which we build Africa's transformation.
- Africa's transformation will not be measured only by policies or frameworks, but by the moral courage of leaders to act with integrity, transparency, and honesty in public service.



# Parting Qoute

*“The future belongs to those who prepare for it today.”*

Malcolm X

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ESAMI is Africa' preferred number-one provider of leadership and management development programs and services.

## Our Mission

Develop leadership and management capacity in Africa for improved and effective service delivery.

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Values: Professionalism-Ubuntu- Learning and Innovation - Integrity - Teamwork - Excellence

*Thank  
you*



**Q&A**

