

INCLUSIVE LEADERSHIP: ROLE OF WOMEN, YOUTH AND PEOPLE WITH SPECIAL NEEDS IN TRANSFORMING INSTITUTIONS.

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ELF - Africa
Celebrates
10th Anniversary

EMERGING PUBLIC LEADERS

Empowering the next generation
of civil service professionals

INTEGRITY, INSIGHT AND
INCLUSIVENESS

ARE THE THREE ESSENTIAL

QUALITIES OF LEADERSHIP

- Sadhguru

BACKGROUND

- Studies show that 62% of the world's poor, live in middle income countries (MICs)
- Public institutions hold key mandate in poverty eradication especially in inclusive service delivery and innovating solutions to complex governance issues.



CONT

- At the core of this much needed developments, are young people and how African countries will leverage on their skills and potential.
- Kenya's Public Service is known as one of the most competent services globally



KEY CHALLENGE

Inter-generational Gaps

- Kenya's Public service is largely constituted by an ageing workforce
- 75% of the Kenyan population is below 35 years
- Study by Standard Media showed more than half of the workforce was between 51-60 years

Young people possess relevant skills
that could transform public service in
Africa especially in Digital Technology

PUBLIC SERVICE **EMERGING LEADERS FELLOWSHIP**

- The Public Service Emerging Leaders Fellowship (PSELF) is a 12-month leadership development program for the emergence of a new generation of well-trained and ethical leaders prepared to transform Kenya's public service to overcome historical inefficiencies and to meet new and future challenges of public governance head on.



VIDEO

Video 1:

<https://www.youtube.com/watch?v=PD0h4En-ctg>

Video 2:

<https://www.youtube.com/watch?v=vZxAneoFW-0>



CONT

There is need for inclusion of special interest groups in leadership in public sector institutions:

- PWDs
- Lactating Mothers
- Young people living and working in marginalized areas – voice the realities of their contexts and the needed developments.

RECOMMENDATIONS

The best way forward is **Intergenerational Solidarity** (IYD 2022 theme)

- **Mentorship** – intergenerational linkages between young public servants (and prospective) with more experienced public sector professionals
- **Diversity in the workplace** – supporting and actioning diversity to include ethnic minorities, gender, age, region, skills
- **Work shadowing** for effective knowledge transfer and replacement of retiring civil servants.
- **Pan-Africanism** – believing in and mobilizing resources for Africa especially the development of future public servants and young people.

THANK YOU

Q&A

