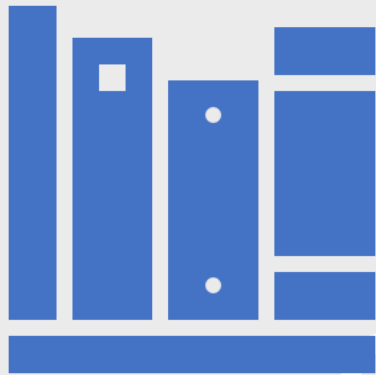


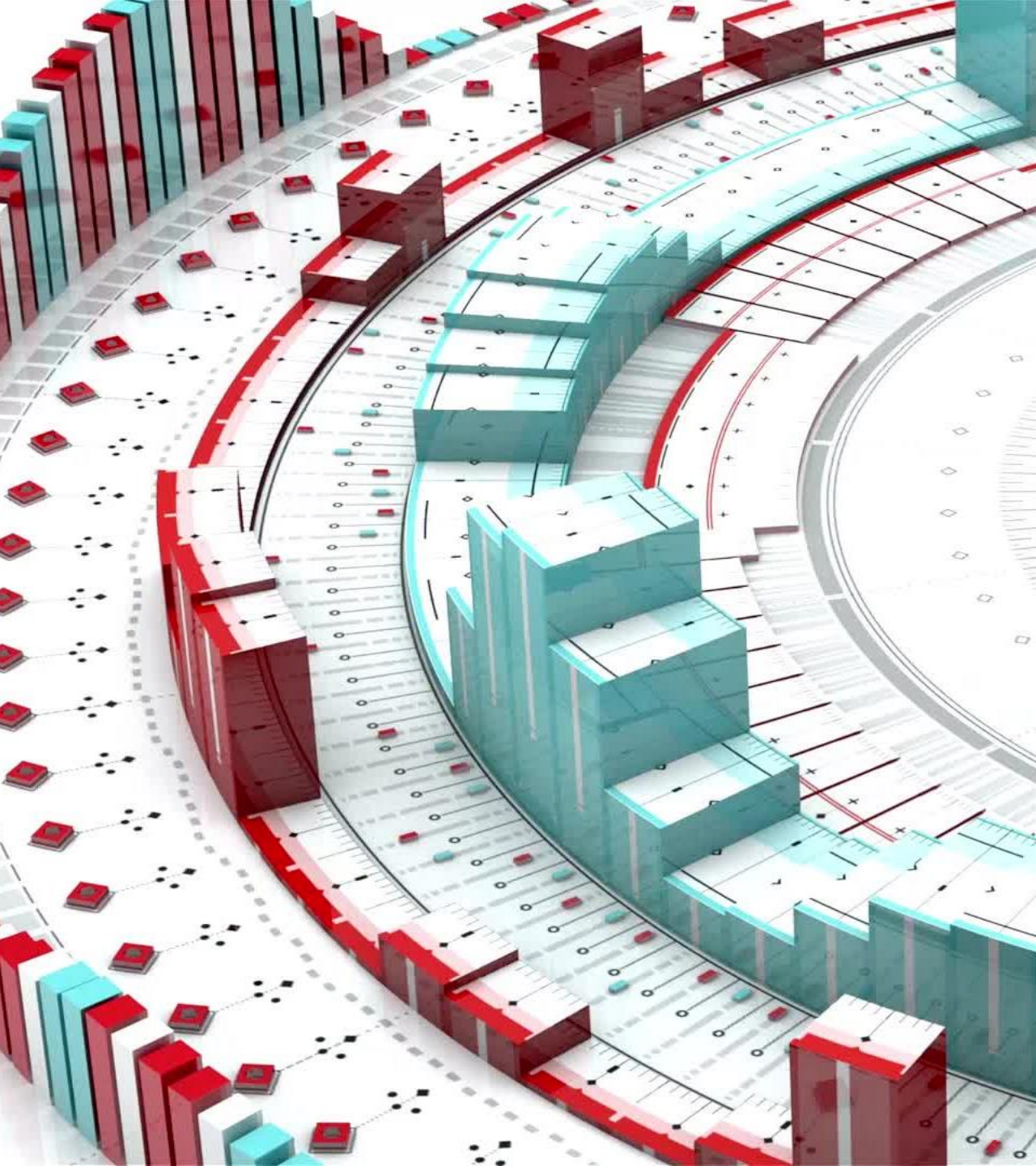
AFRICAN ASSOCIATION FOR
PUBLIC ADMINISTRATION AND
MANAGEMENT (AAPAM)



ASSOCIATION AFRICAINE POUR
L'ADMINISTRATION PUBLIQUE
ET LE MANAGEMENT (AAAPM)



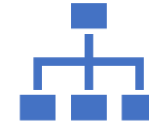
AAPAM COMPETENCE TOOLKIT



AAPAM as a continental development accelerator



Pillar 1: Capacity Development



Pillar 2: Research/
Knowledge Management



Pillar 3:
Partnership and
Collaboration

Collaborative partnership between AAPAM and African Peer Review Mechanism (APRM) entered in 2020

Introduction

C-11

- 11 principles were developed by the Committee of Experts on Public Administration (CEPA) and endorsed by the Economic and Social Council (ECOSOC) in 2018
- Serve as strategies and guidelines for enhancing the policy environment for implementing Agenda 2063 and SDGs
- As basic principles C-11 apply to



Public institutions



State corporations



Independent
constitutional bodies



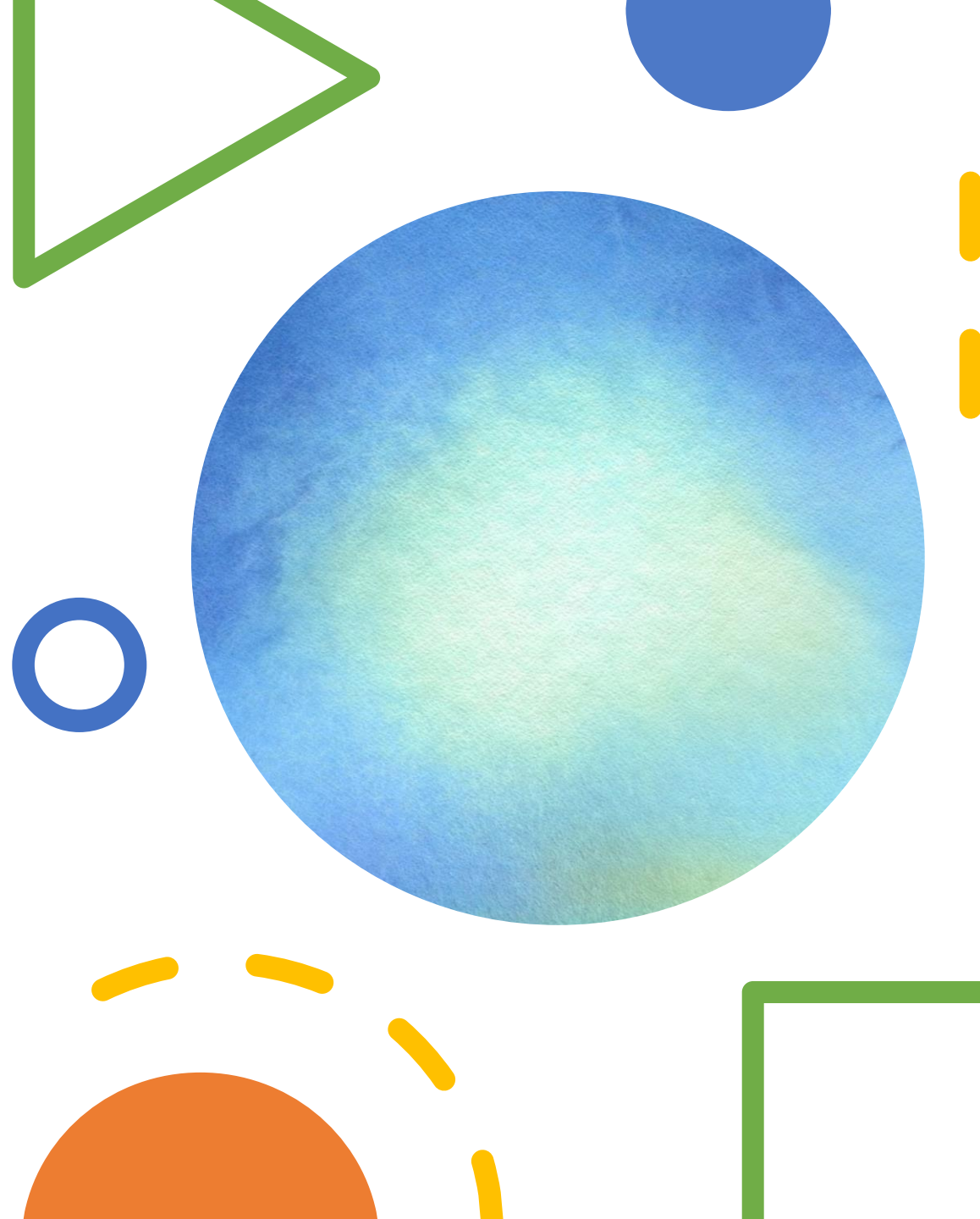
Security and justice
sectors

CEPA C-11 to EAI

E-Effectiveness

A-Accountability

I-Inclusiveness



Effectiveness



COMPETENCE



POLICY MAKING



COLLABORATION

Competence



Competence within the context of this toolkit is defined as a set of knowledge, skills, attitudes, and behaviors that an individual utilizes to maximize productivity



Leadership development and training of public servants
one of the strategies for the implementation of the
competence principle

Leadership Development and Training in Public Administration and Management (LDT-PAM) Toolkit

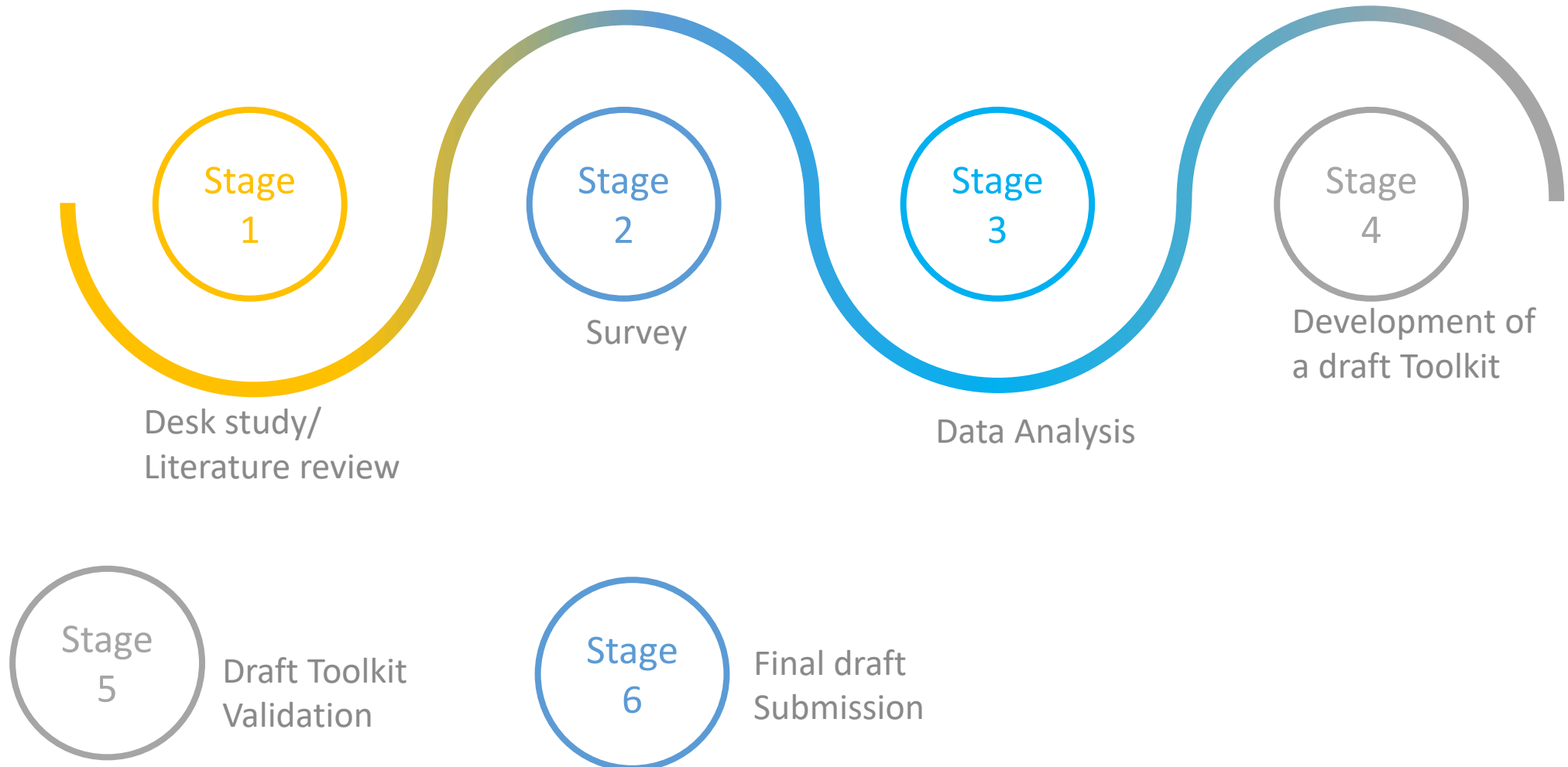
Objectives

- Proposes a guide on the implementation and evaluation of leadership development and training in public administration
- In alignment with Agenda 2063 and the SDGs the toolkit further aims to strengthen the leadership capacity of public administrators for efficient and effective service delivery which directly impacts sustainable development
- Seeks to inform policy making in relation to leadership skills development at the national and local level
- The long-term objective of the toolkit is to transform and strengthen institutions to achieve their mandate of service delivery as well as realization of Agenda 2063 and the SDGs
- The LDT-PAM toolkit will serve as a guide for monitoring, reporting, peer learning and exchange of best practices

Basic Assumptions made in the contextualization of the Development and Training in Public Administration and Management toolkit (LDT-PAM)

- ❑ African countries are at varied development stages on socioeconomic and political dimensions;
- ❑ Competency is in a continuous state of flux. That is, today's competence could possibly be tomorrow's incompetence;
- ❑ Assessing leadership training is not a perfect science, therefore quantifiable variables are introduced to evaluate the impact of leadership training. Some of the identified variables are: budgetary allocation/ budget awareness, nature of capacity building programmes, and performance evaluation/productivity process;
- ❑ There is a notable variation in leadership development needs across gender lines among administrators;
- ❑ LDT-PAM is influenced by socio-economic and socio-cultural factors;
- ❑ Leadership competencies ought to be standardized across all levels of government at both local and national levels;
- ❑ There is a positive correlation between leadership development/ training, performance, and development.

LDT-PAM Toolkit Development Methodology

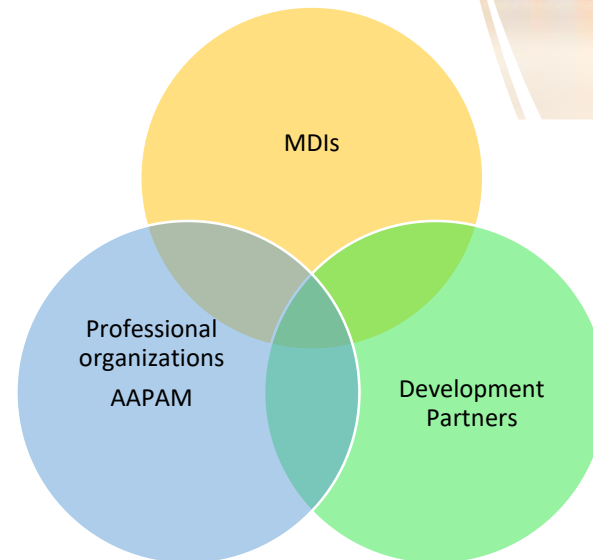
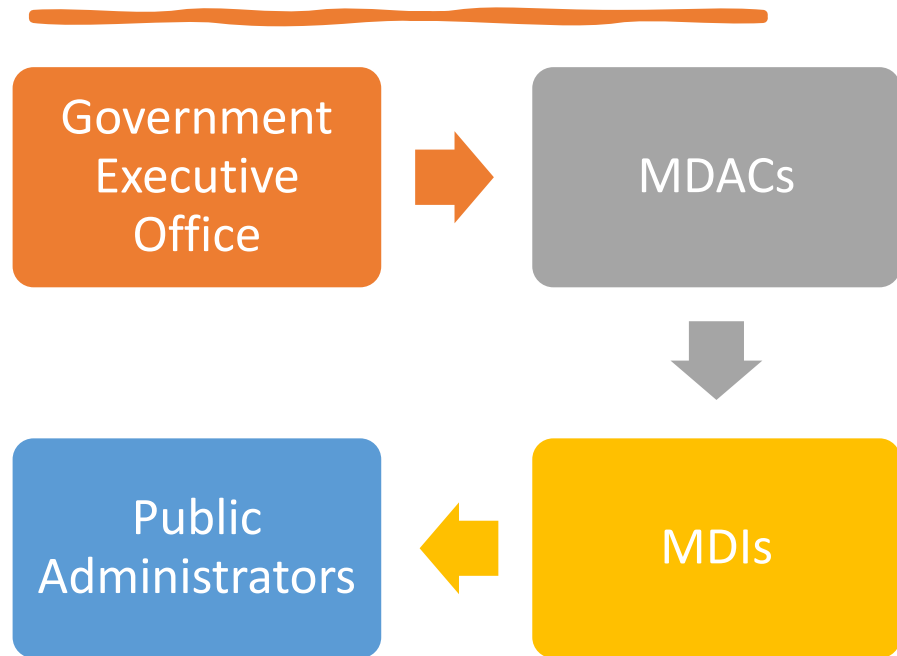




LDT-PAM Toolkit

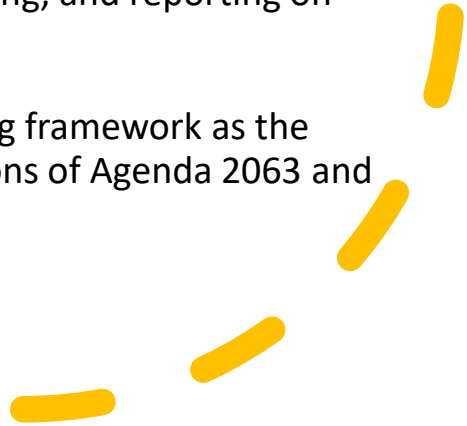


Who can use the Toolkit



Strategic importance of the AAPAM Toolkit on Leadership Development and Training

Against this background, this toolkit aims to:

- Encourage the harmonization of policies and procedures related to leadership development and capacity building training for enhancing competence in Public Administration and Management (PAM);
 - Provide an elaborate and inclusive strategy for leadership development and training of public servants;
 - Establish a basis for the delivery of quality leadership training and development for the operational environments of civil service across the continent;
 - Advance a standardized definition of key leadership competencies for African Public Administration;
 - Build a framework for designing curriculum and delivering leadership capacity building programmes to enhance competency in public administration;
 - Amalgamate a standardized measure for monitoring, evaluating, and reporting on leadership and capacity building training programmes; and
 - Anchor leadership development and capacity building training framework as the basic tenet for the actualization of the development aspirations of Agenda 2063 and SDGs
- 



Toolkit Presentation End

Thank You