BLACKBIRD FOR TRAINING

Governance and Leadership Skills Enhancement for Government Officials and Secretaries

7 – 18 December 2026
Casablanca (Morocco)



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Introduction

In the context of rapid transformations within the public sector, government officials and secretaries play a pivotal role in steering public institutions toward achieving sustainable development goals and addressing the needs of society. This course is designed to enhance the core skills in governance, leadership, and strategic management for public sector officials and secretaries. By blending advanced leadership theories, practical insights, and real-world case studies, participants will develop the necessary skills to tackle complex challenges in government institutions. The course focuses on empowering government leaders to make informed decisions, promote ethical leadership, and implement strategies that ensure the achievement of national objectives.

Course Objectives

By the end of this leadership training course, participants will:

- Understand Governance in the Public Sector: Develop a comprehensive understanding of governance frameworks and how to apply them effectively to enhance government efficiency and transparency.
- Enhance Leadership Skills: Build leadership skills that are essential for guiding teams and initiatives within the public sector, promoting better decision-making, and fostering public trust.
- Master Strategic Management Techniques: Learn modern strategic management strategies that can improve performance and meet the objectives of government institutions.
- Promote Ethical Leadership: Ensure decision-making processes are aligned with ethical standards, maintaining transparency and integrity within government operations.
- Manage Change and Innovation: Build resilience to lead government institutions through periods of transformation, ensuring sustainability and effective management of change.
- Develop Resource Management Skills: Gain the ability to manage financial, human, and material resources efficiently, contributing to effective governance.
- Strengthen Stakeholder Collaboration: Learn to engage with stakeholders effectively to achieve the strategic goals of the public sector.
- Apply Governance Principles in Public Institutions: Use case studies to implement governance principles and improve public sector leadership.



Course Outlines

Day 1: Fundamentals of Governance in the Public Sector

- Introduction to Good Governance: Gain a deep understanding of good governance principles and how they are applied to public sector institutions.
- The Role of Government Officials and Secretaries: Learn how government officials contribute to enhancing efficiency and transparency in public sector organizations.
- Ethical Considerations and Governance Standards: Understand the governance skills necessary for ethical decision-making in the public sector.
- Case Studies in Successful Governance: Examine real-world examples of good governance and its impact on government leadership.

Day 2: Leadership in the Public Sector

- Leadership Theories: Explore traditional and modern leadership theories and their application in the public sector.
- Emotional Intelligence in Leadership: Learn how to lead with emotional intelligence to enhance government performance.
- Building High-Performance Teams: Discover how to build and maintain effective teams in government leadership.
- Leadership Assessment: Conduct personal leadership assessments and develop individualized leadership enhancement plans.

Day 3: Strategic Planning in Government Institutions

- Strategic Thinking for National Goals: Learn how to think strategically to meet national goals.
- Strategic Planning Tools: Explore tools such as SWOT and PESTLE for strategic planning in government institutions.
- Implementing Strategic Initiatives: Understand how to implement strategic initiatives to achieve government leadership objectives.

Day 4: Change Management in the Public Sector

- Dynamics of Change: Understand the process and importance of managing change within government institutions.
- Leading Through Transformation: Develop leadership strategies for guiding institutions through significant transformations.
- Building Resilience: Learn how to build resilience and flexibility in decision-making during periods of change.
- Case Study: Analyze case studies on managing change in the public sector.



Day 5: Financial Management in Government Institutions

- Budget Preparation and Planning: Understand the processes of financial planning and budget preparation in the public sector.
- Financial Accountability: Learn the importance of financial accountability and transparency in government spending.
- Managing Financial Risks: Discover how to manage financial risks in government institutions to ensure stability and accountability.

Day 6: Ethical Leadership and Accountability in the Public Sector

- Ethical Decision-Making: Develop ethical leadership skills and understand how to make decisions that uphold integrity in government governance.
- Promoting Accountability and Transparency: Learn methods for promoting a culture of accountability and transparency within public institutions.
- Handling Conflicts of Interest: Understand how to manage conflicts of interest and ensure fairness in decision-making processes.

Day 7: Engaging Stakeholders in the Public Sector

- Identifying Government Stakeholders: Learn how to identify key stakeholders in the public sector and understand their expectations.
- Effective Communication with Stakeholders: Build communication channels with government stakeholders to ensure the success of initiatives.
- Negotiating and Resolving Conflicts: Gain skills in negotiating and resolving conflicts between various government entities and stakeholders.

Day 8: Innovation in Government Governance

- Modern Trends in Government Governance: Explore innovative trends in public sector governance, focusing on digital tools and new technologies.
- Utilizing Technology for Efficiency: Learn how to leverage modern technology to enhance government efficiency.
- Case Studies: Investigate case studies of successful innovation in government governance.

Day 9: Government Performance Management

- Monitoring Government Performance: Understand how to monitor and evaluate the performance of government institutions.
- Key Performance Indicators KPIs: Learn to implement KPIs in government performance to track progress and ensure alignment with national goals.
- Improving Performance: Discover how to improve government performance through innovative approaches and enhanced leadership solutions.



Day 10: Applied Project and Action Plan

- Group Project: Apply the concepts learned by working on a group project that addresses a real-world governance challenge.
- Personal Action Plan: Develop a personal action plan to apply leadership and governance principles in your public sector role.
- Final Presentations: Present your project to the group and engage in peer evaluations.
- Closing Remarks: Review key course takeaways and discuss the future of leadership in government.

Why Attend This Course: Wins & Losses!

- Comprehensive Leadership Development: You will gain leadership training focused specifically on the public sector, enhancing your ability to guide government institutions through complex challenges.
- Ethical Governance Knowledge: Learn how to implement ethical leadership in government, promoting transparency and accountability.
- Practical Skills for Government Institutions: Develop practical skills in managing resources, stakeholders, and change within government institutions.
- Strategic Management Expertise: Learn strategic management techniques to improve the performance of public institutions.
- Certification: Completing the course will enhance your professional credentials with a certification in leadership and governance for public sector leaders.

Conclusion

This course is an invaluable opportunity for government officials and secretaries to refine their leadership and governance skills, implement strategic management practices, and drive innovation in public institutions. By participating, you will enhance your capacity to lead, manage, and innovate in the public sector, contributing to the achievement of national objectives and sustainable development.

Don’t miss out on the opportunity to be part of a future-ready government leadership solution.

