SCHEMA FOR PUBLIC SECTOR TRANSFORMATION – LEADERSHIP FOR INNOVATION

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Caribbean Centre for Development Administration

PST – The Journey

- 1990's – Reinventing Government
  - Embracing Competition/Privatisation/Agencification
  - Measuring Outcomes rather than inputs/processes
  - Insistence on Accountability
- Mixed Review
  - Different pace of adoption of transformation
  - Political Will
  - Capacity
    - https://www.governing.com/topics/mgmt/gov-reinventing-government-book.html

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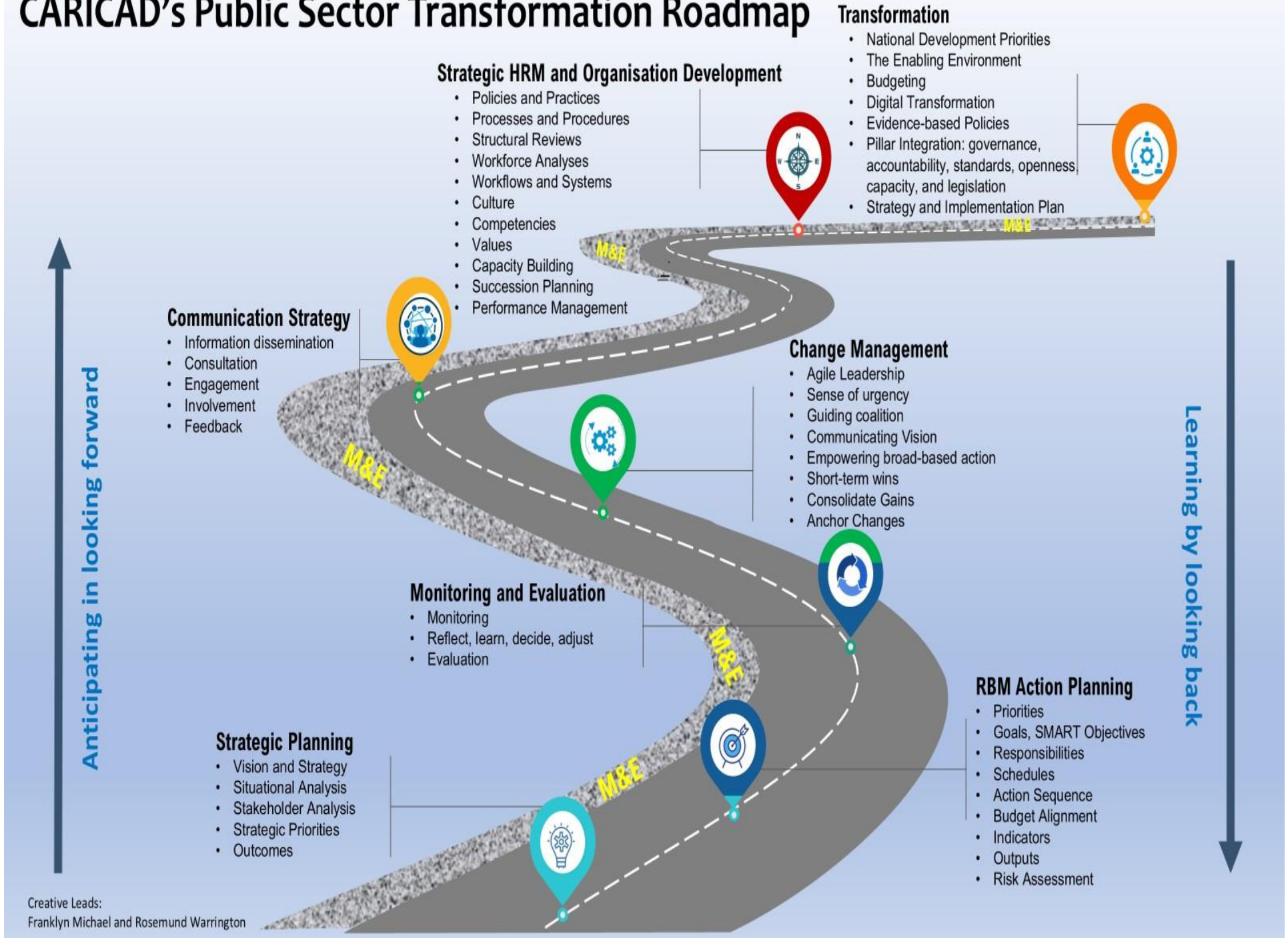
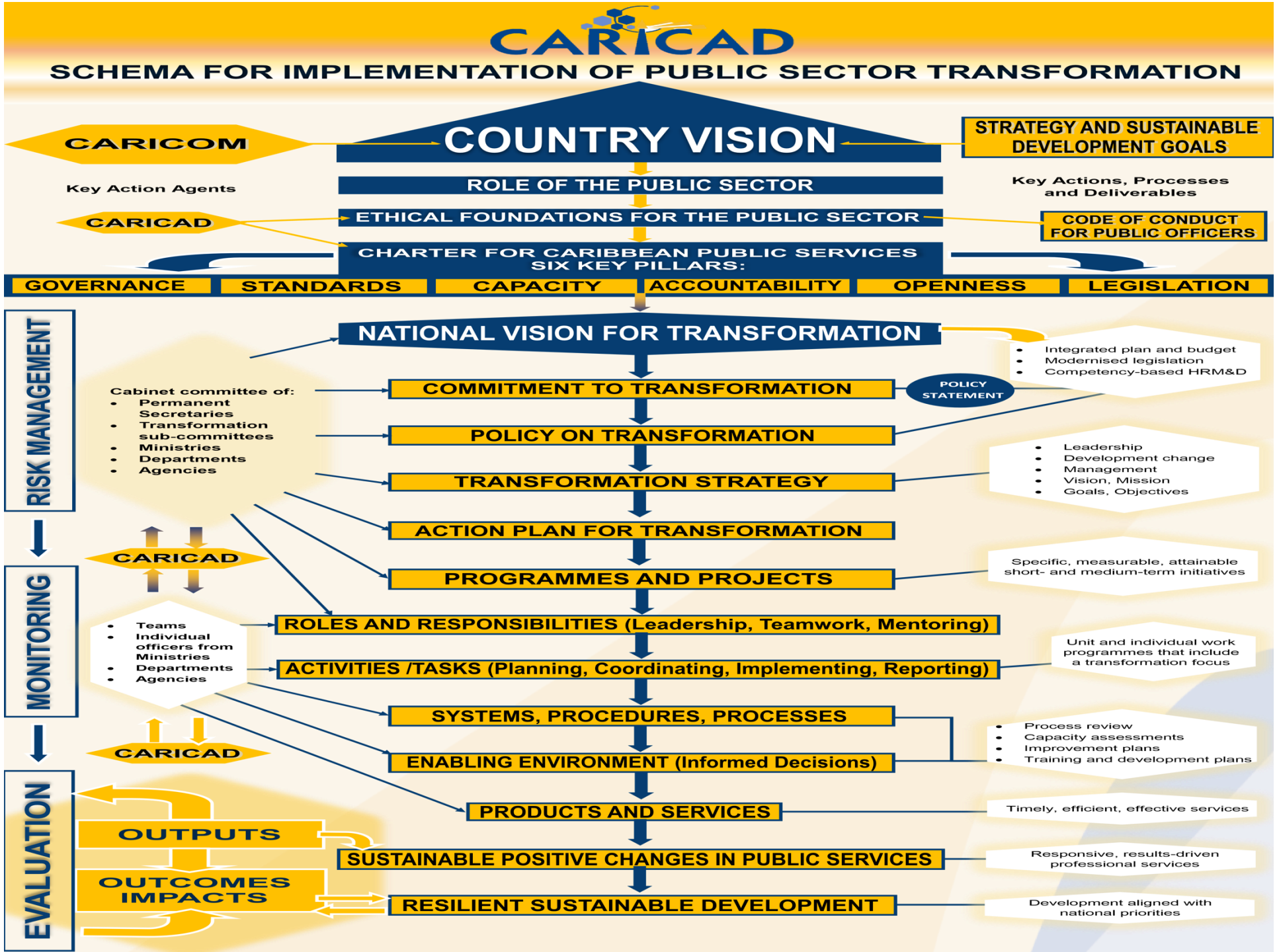
CARICAD's Public Sector Transformation Roadmap



Creative Leads:
Franklyn Michael and Rosemund Warrington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SCHEMA FOR IMPLEMENTATION OF PUBLIC SECTOR TRANSFORMATION
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COUNTRY VISION
STRATEGY AND SUSTAINABLE DEVELOPMENT GOALS
Key Action Agents
ROLE OF THE PUBLIC SECTOR
Key Actions, Processes and Deliverables
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ETHICAL FOUNDATIONS FOR THE PUBLIC SECTOR
CODE OF CONDUCT FOR PUBLIC OFFICERS
CHARTER FOR CARIBBEAN PUBLIC SERVICES SIX KEY PILLARS:
GOVERNANCE
STANDARDS
CAPACITY
ACCOUNTABILITY
OPENNESS
LEGISLATION
RISK MANAGEMENT
NATIONAL VISION FOR TRANSFORMATION
Integrated plan and budget
Modernised legislation
Competency-based HRM&D
Cabinet committee of:
Permanent Secretaries
Transformation sub-committees
Ministries
Departments
Agencies
COMMITMENT TO TRANSFORMATION
POLICY STATEMENT
POLICY ON TRANSFORMATION
TRANSFORMATION STRATEGY
Leadership
Development change
Management
Vision, Mission
Goals, Objectives
ACTION PLAN FOR TRANSFORMATION
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PROGRAMMES AND PROJECTS
Specific, measurable, attainable short- and medium-term initiatives
MONITORING
Teams
Individual officers from Ministries
Departments
Agencies
ROLES AND RESPONSIBILITIES (Leadership, Teamwork, Mentoring)
ACTIVITIES /TASKS (Planning, Coordinating, Implementing, Reporting)
Unit and individual work programmes that include a transformation focus
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SYSTEMS, PROCEDURES, PROCESSES
ENABLING ENVIRONMENT (Informed Decisions)
Process review
Capacity assessments
Improvement plans
Training and development plans
EVALUATION
PRODUCTS AND SERVICES
Timely, efficient, effective services
OUTPUTS
SUSTAINABLE POSITIVE CHANGES IN PUBLIC SERVICES
Responsive, results-driven professional services
OUTCOMES
IMPACTS
RESILIENT SUSTAINABLE DEVELOPMENT
Development aligned with national priorities

HOW TO USE THE PST SCHEMA - POINTS TO CONSIDER

- To what extent are the key success factors in place to support your country's transformation agenda?
- What elements exist?
- What elements are missing?
- What needs to be done to close the gaps identified?

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CRITICAL LEADERSHIP SUCCESS FACTORS

- Role of Committee of Permanent Secretaries
- Role and Presence of Coordinating Function
- Role of Collaboration
- Role of Leadership Competencies

CARICAD RESOURCES

- www.caricad.net
  - Digital Explainer Series - https://www.caricad.net/category/2025-digital-explainer-series/
  - Capacity Building
    - https://www.caricad.net/wp-content/uploads/2025/04/CALL-FOR-APPLICATIONS-THE-MID-LEVEL-LEADERSHIP-DEVELOPMENT-PROGRAMME-2025.pdf
  - Technical Assistance
  - YouTube Channel - https://www.youtube.com/results?search_query=caribbean+centre+for+development+administration
- info@caricad.net

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