



This workshop is a shared space for regional learning, connection, and collective action toward public sector transformation.

CARICAD Presentation – Public Sector Schema & Leadership for Innovation

Takeaways:

- Caribbean states face disproportionate disaster risks, economic vulnerabilities, and urgent transformation needs.
- The Public Value Framework emphasizes outcomes, user engagement, system capacity, and accountability over traditional input-based models.
- Transformation requires leadership that can clarify challenges, ideate, prototype, and implement reforms in adaptive cycles.

MAIN MESSAGE: *Public sector transformation in the Caribbean demands adaptive, people-centered leadership capable of navigating complexity and building public value.*

The Schema for Public Sector Transformation (PST) – Leaders’ Roles & Group Activity

Takeaways:

- Transformation follows four phases: Clarify → Ideate → Develop →

Implement.

- Leaders must balance clarity with action, creativity with realism, and experimentation with delivery.
- Countries must assess which success factors exist and where gaps remain in leadership, capacity, coordination, and political will.

MAIN MESSAGE: *Effective transformation requires leaders who can diagnose gaps, mobilize teams, and move boldly from ideas to action.*

Quintet of Change & Mindsets/Competencies for Governance Transformation

Takeaways:

- Mindsets—beliefs, attitudes, biases—are the invisible drivers of behavior and institutional performance.
- Changing institutions requires changing mindsets at individual, organizational, and systemic levels.
- New competencies aligned with SDG implementation include collaboration, systems thinking, accountability, innovation, inclusion, and ethical decision-making.

MAIN MESSAGE: *Sustainable governance transformation begins with shifting mindsets and cultivating new competencies across the public sector.*

Innovation & Growth Mindset (CARICAD)

Takeaways:

- Innovation requires experimentation, co-creation, prototyping, user-centric design, and the willingness to fail fast and learn.
- A growth mindset (“I can’t do it — yet”) is essential for public servants navigating uncertainty and complexity.
- Digital transformation amplifies innovation but also requires strong human skills and cross-sector collaboration.

MAIN MESSAGE: *Innovation thrives when public servants embrace experimentation, learning, and a growth mindset.*

Systems Thinking & Strategic Foresight (UN DESA)

Takeaways:

- Governments face a legitimacy crisis because traditional approaches cannot address interconnected, fast-changing challenges.
- Systems thinking reveals relationships, dynamics, and leverage points; foresight helps navigate multiple possible futures.

- Together they support anticipatory governance—essential for SDG delivery, climate resilience, and digital-era policymaking.

MAIN MESSAGE: *Systems thinking and foresight equip governments to anticipate change, break silos, and design future-ready policies.*

Data and Digital Governance (ECLAC)

Takeaways:

- Digital transformation requires a digital mindset, strong data governance, and capacity to manage privacy, ethics, and inclusion.
- Key challenges include resistance to change, skills gaps, and alignment failures between strategy and implementation.

MAIN MESSAGE: *Digital transformation succeeds when public institutions build a culture of data responsibility, innovation, and continuous learning.*

Smart Cities & AI in the Public Sector

Takeaways:

- AI can improve service delivery, urban mobility, energy efficiency, public health, and waste management.
- Ethical concerns—bias, privacy, transparency—and risks of inequality must be addressed through standards and regulation.
- Caribbean countries are beginning to develop AI and smart city strategies, but capacity and infrastructure gaps remain.

MAIN MESSAGE: *AI and smart city solutions can create public value, but only when implemented responsibly, ethically, and inclusively.*

Public Administration's Role in Smart Cities

Takeaways:

- Public administration must champion innovation, coordinate stakeholders, and drive digital transformation.
- Barriers include limited funding, weak governance structures, lack of long-term planning, and insufficient authority.

MAIN MESSAGE: *Public administrators are central to smart city success—they must lead, coordinate, and sustain innovation despite structural constraints.*

Action Planning for Changing Mindsets & Competencies

Takeaways:

- Participants identify context-specific strategies in innovation, digital government, foresight, and evidence-based policymaking.

- The workshop concludes by linking lessons to actionable commitments at institutional and personal levels.

MAIN MESSAGE: *Transformation becomes real when insights translate into concrete, personal and institutional commitments.*