

Political Leadership for Reconstructing Capacities for Public Service after Conflict

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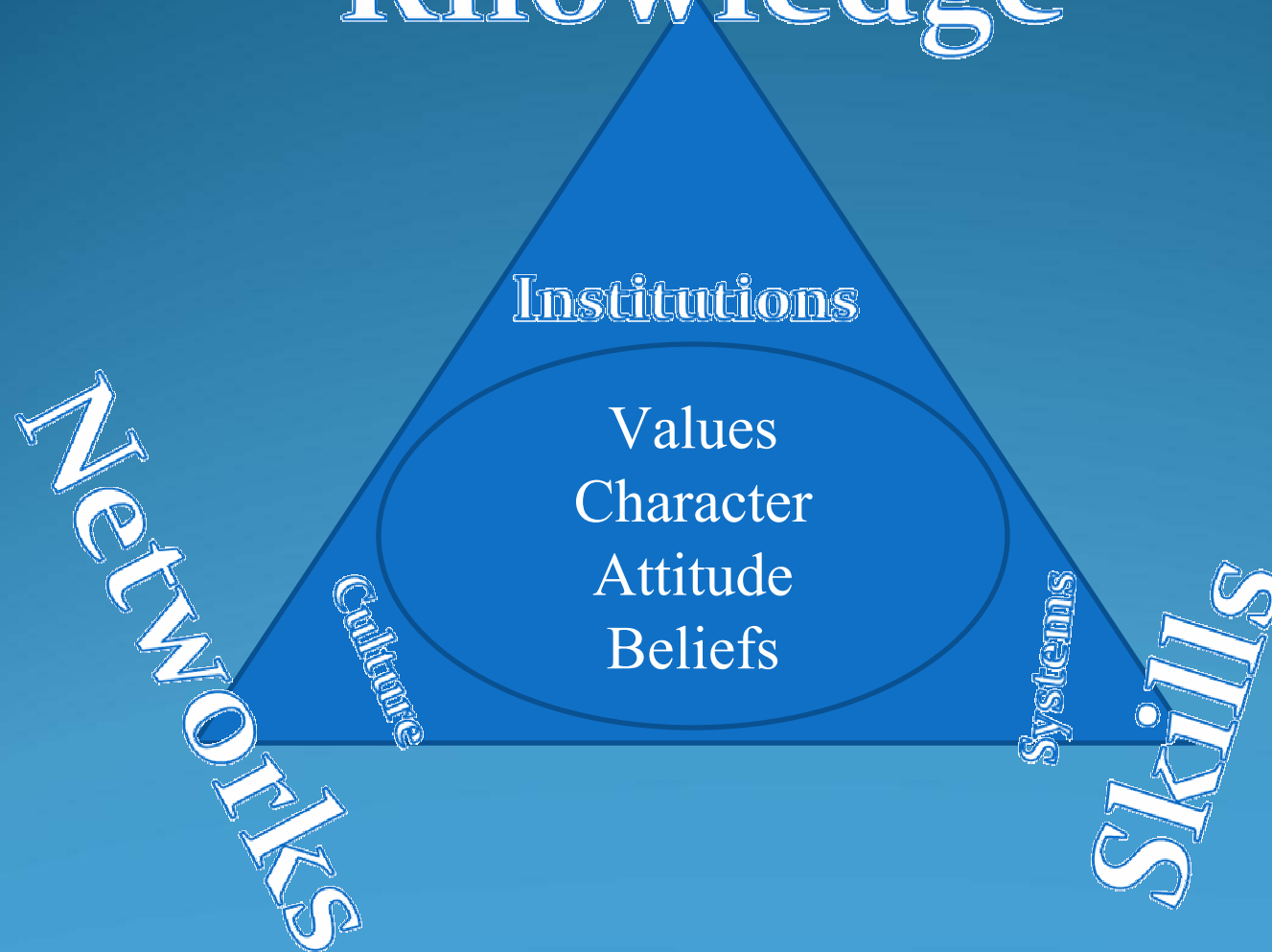
Role of Political Leadership after Conflict

- 1. Ensure a shared understanding of the reality, hard tasks and the challenges confronting the nation and the hardship that must be faced in order for these challenges to be overcome.**
- 2. Mobilize people's voice and mind to design and agree a national vision and strategy to provide a guiding framework**
- 3. Create and sustain the emergence and flow of development-oriented leadership and to develop future leadership**
- 4. Provide framework for managing diversity and inclusiveness**
- 5. Resource mobilization for start up, survival & sustainability**

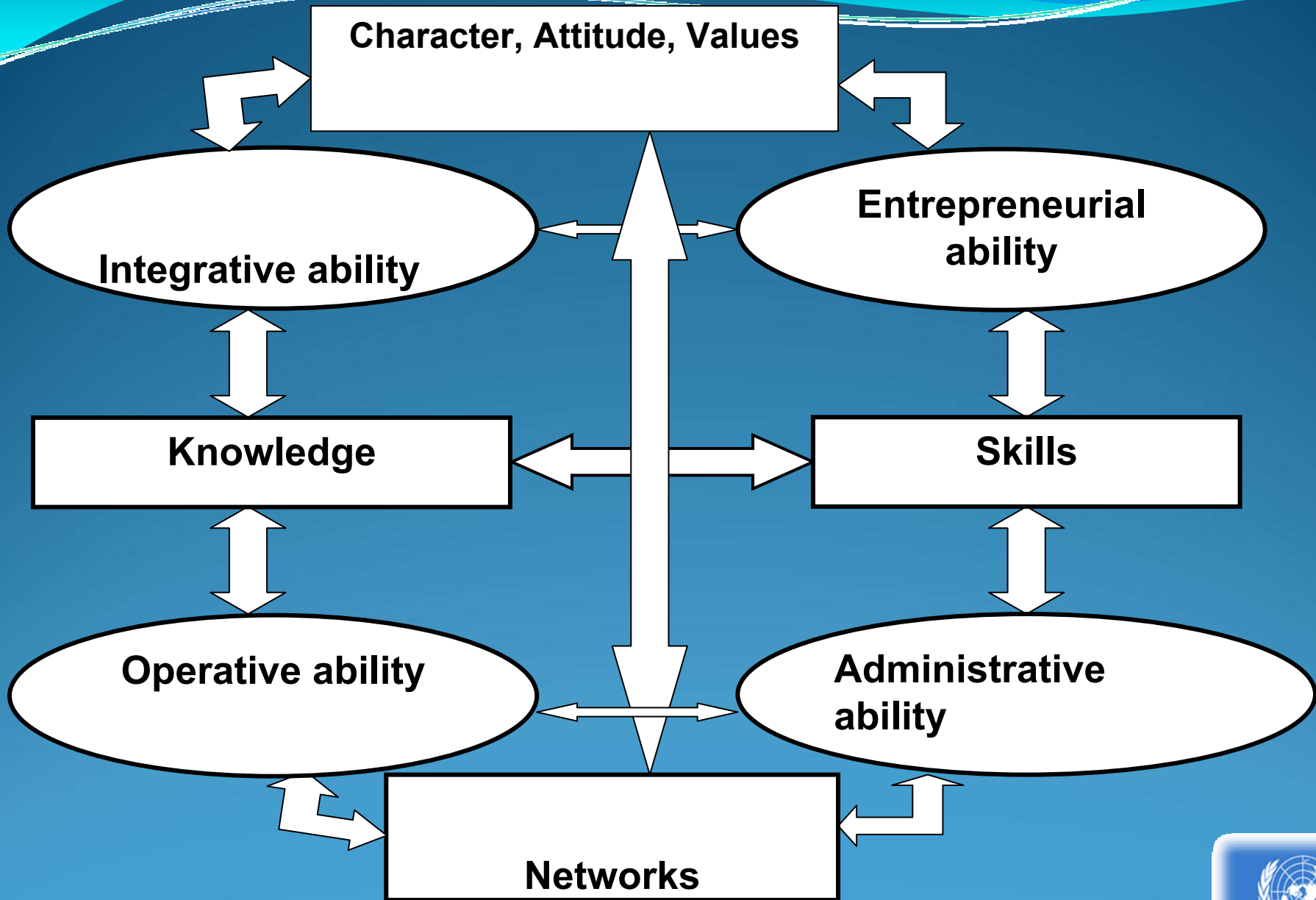


Framework for Leadership Capacities assessment

Knowledge



Individual Leadership capacity framework



Leadership Capacity Building Strategies

- The basic guideline on strategies, approaches, techniques and methodologies for leadership capacity development is that each situation, the needs it imposes as well as the composition and nature of the targeted audience, should dictate the approaches, techniques, thematic content and training methods to be adopted
- Each of the target groups would require a strategy, an approach and methodologies that are congruent with their needs
- There are some opinions to the effect that top leaders (e.g. Ministers, Parliamentarians, top executives etc) can not be trained and are therefore beyond leadership capacity building initiatives. Accepting such opinions is defeatist
- The more the current top leadership are ready to undergo capacity building activities the more they are likely to be seen as honest and realistic in accepting their capacity

limitations and therefore worth the trust of the people



Approaches and methodologies that can be applied in developing the capacities of the current government leadership

- **Visioning workshops/Retreats**
- **Leadership coaching**
- **Staff exchanges and visits**
- **Catch them when they are still young**
- **Avoid past pitfalls:**
 - (i): Pay particular attention to developing the capacities of capacity builders (mostly MDIs by what ever name)**
 - (ii): Pay particular attention to developing capacities of Human Resource Managers in the Public Sector**

