ONLINE STATISTICAL LEADERSHIP TRAINING PROGRAMME FOR THE AFRICAN STATISTICAL SYSTEM

Call for Applications

Announcement in Brief

Type	:	Short Term Course
Programme Area	:	Statistics
Beginning of the course	:	6 December 2021
Duration	:	5 Weeks
Language	:	Bilingual (English - French)
Location	:	Web Based E-Learning
Fee	:	Covered by UNECA and ONS
Application Deadline	:	01 December 2021
Specific target audience	:	National Statistical System
Website	:	http://services.unidep.org/e-idep/
	:	https://forms.gle/iXjoKZfoRSQz1oY1A
Applications		or
		https://www.unidep.org/?apply

Why does the African Statistical System need a leadership programme?

To meet the growing demand for timely, comprehensive and trusted data, the African Statistical System needs transformative leaders who can lead the modernization of national statistical offices. Leaders who can develop and communicate clear strategies, lead and inspire change, and delegate work appropriately. Leaders who understand how to use their personal power to build relationships and motivate and inspire their teams.

What makes this programme unique?

The programme is specifically tailored for national statistical offices, and as such, it speaks to the unique experiences and challenges faced by statistical leaders in Africa today. It is designed and delivered by the UK's Office for National Statistics, in collaboration with the African Centre for Statistics (ACS) and the African Institute for Economic Development and Planning (IDEP) at the United Nations Economic Commission for Africa (UNECA).

The programme uses a classroom approach that, following successful delivery in pilot National Statistical Offices in Africa, has been adapted for online use. The flexibility of remote learning is enhanced by the use of facilitated real time seminars where participants can share experiences and ask questions of trainers from leading statistical institutions. The programme is offered free of charge.

What key skills will I learn?

Strategic thinking

How can I look at my statistical organisation strategically to lead high performance and transformational change initiatives?

Integrity

What are the qualities of a leader? What does integrity mean for statistical leaders?

Communication

What techniques can I use to communicate more effectively with staff and stakeholders?

People leadership

What tool can I use to motivate, lead and manage teams?

Knowledge

What tools and techniques can I use to motivate, lead and manage teams?

LEARNING OBJECTIVES

The programme aims to equip leaders of African National Statistical Offices with the skills required to lead their organisations on a programme of statistical modernisation.

It focuses on upskilling statistical leaders to deal effectively with the range of challenges faced by statistics organisations in Africa. It is designed to inspire positive change at the senior and middle management level. The programme uses self-paced e-learning and facilitated online group discussions.

1. Develop self-awareness and confidence.

The programme provides participants with the opportunity to take stock of their leadership style. By using a wide range of tools and techniques to develop personal and professional awareness, it helps leaders to understand what their strengths are, and how to build on them. In doing so, it enhances confidence in their professional and personal abilities and actions. The programme also enables participants to identify their weaknesses and reflect on ways to address them. It offers tools to develop personal strategies to become better leaders.

2. Lead teams and individuals.

The programme supports leaders to drive better engagement and better results from their teams. It does so by enabling participants to understand their own leadership style and develop managerial and leadership tools and skills. These are aimed at inspiring and motivating teams and individuals through collaboration, challenge and support, and creating and promoting a culture in which everyone feels valued and respected. By having a greater focus on performance and the development of others, leaders will be able to increase the visibility, agility, curiosity and innovation of staff. This, in turn, will enhance business performance.

3. Improve influencing skills.

The programme develops the skills and confidence needed to influence and persuade others. By communicating more clearly and strategically, and listening more effectively, leaders will be more likely to achieve better results, work more effectively with stakeholders through partnerships, collaboration and cooperation, and manage priorities and address opportunities and problems effectively.

4. Lead and manage change.

The programme inspires leaders to champion learning and cultural change within their organisation. It does so by enabling participants to learn about and select from a range of options to develop strategies that will guide them to lead robust transformation.

5. Build networks.

The programme aims to develop a network of support and challenge amongst peers within statistical offices and provide the skills and confidence to continue building relationships with others outside their organisation.

CONTENT AND METHODOLOGYE

The estimated total time commitment for the program is approximately 15 to 20 hours, over a period of five weeks.

Each module can take between two to four hours to complete. Seminars last around one hour. Attendance at all sessions at designated times is expected and, just as in a classroom, participants will be expected to engage through lively discussion and debates. Participants should also expect to spend about one hour reviewing their action plans prior to the next seminar.

Week 1, Introductory seminar

Monday: One-hour introduction to the programme, aims and expectations.

Week 1, Module 1: Introduction to leadership

Learning objectives: Be able to articulate own concept of leadership and decision-making processes. This will enable attendees to better understand themselves and how they behave in a leadership role.

Monday – Thursday: Four days to individually work through Module 1 lessons (estimate two to four hours).

Lessons:

1. What is leadership?
2. What is it like being a leader today?
3. Defining Leadership
4. The difference between leadership and management
5. What type of leader are you?
6. Tannenbaum Schmidt Model

Friday: Facilitated seminar Action planning and implementing. A one-hour seminar discussion on Module 1 and how this learning can be implemented in the workplace.

Week 2, Module 2: The importance of teams

Learning objectives: Understand that the greatest resource leaders have are their people. By better understanding how to lead, delegate, motivate and develop them, attendees will become more effective leaders.

Monday – Thursday: Four days to individually work through Module 2 lessons (estimate two to four hours).

Lessons:

1. Teams and the nature of teams
2. Leading a team – John Adair
3. Delegation

4. Motivation

5. Developing and maintaining the team

6. Organising – time management

Friday: Facilitated seminar Action planning and implementing. A one-hour seminar discussion on Module 2 and how this learning can be implemented in the workplace.

Week 3, Module 3: Communicating and enabling a clear vision

Learning objectives: Understand the power of effective communication. By developing their written skills, presentation skills and giving better feedback, attendees will be better able to deliver their vision, enable actions and develop more effective relationship.

Monday – Thursday: Four days to individually work through Module 3 lessons (estimate two to four hours).

Lessons:

1. Importance of communication

2. Listening

3. Written communication

4. Presentations

5. Meetings and giving feedback

Friday: Facilitated seminar Action planning and implementing. A one-hour seminar discussion on Module 3 and how this learning can be implemented in the workplace.

Week 4, Module 4: Strategic leadership tools and leading change

Learning objectives: Better lead people through the complexities of change. Attendees will develop a toolbox of leadership skills and techniques to allow them to develop strategies and plans for their organisation.

Monday – Thursday: Four days to individually work through Module 4 lessons (estimate two to four hours).

Lessons:

1. Change overview

2. Leading change - people

3. Leading change - processes

4. Strategic leadership

5. Strategic leadership tools

Friday: Facilitated seminar Action planning and implementing. A one-hour seminar discussion on Module 4 and how this learning can be implemented in the workplace.

Week 5, Module 5: Culture, influence and power

Learning objectives: Understand and influence cultural aspects of own organisation. By understanding how leadership and personal power works, attendees will become better influencers, negotiators and persuaders and ultimately leaders of their organisation.

Monday – Thursday: Four days to individually work through Module 5 lessons (estimate two to four hours).

Lessons:

1. Mission, vision, values

2. Culture

3. Learning and culture

4. Persuading, influencing and negotiating

5. Power and resilience

6. Putting it all together

Friday: Facilitated seminar Action planning and implementing. A one-hour seminar discussion on Module 5 and how this learning can be implemented in the workplace.

Week 9: Follow-up seminar

One-hour seminar set up with group to discuss results of action plans and evaluation of the impact of the programme

TARGET AUDIENCE

The course will target middle and senior managers working in the field of / or responsible in Statistics Institute. In particular, target participants include Officials of national statistical agencies managers.

ADDITIONAL INFORMATION

Acceptance to the Course

Applicants to the course are expected to have, as a minimum, a bachelor's degree preferably where courses related to statistics, planning, project management, monitoring and evaluation. In addition, five years of work experience will be required. Women candidates are strongly encouraged to apply.

Until the registration deadline, participants are accepted to the course on a rolling basis and subject to availability of slots.

Applications must be completed exclusively on IDEP online application platform at https://forms.gle/iXjoKZfoRSQz1oY1A ou https://www.unidep.org/?apply

Certificate of Completion

A Certificate of Completion will be issued by IDEP to all participants who successfully complete the course-related self-assessments presented for each module.

Technical Requirements

Access to internet is an essential condition for participation. The following specifications, as a minimum in terms of hardware and software, are required to take this e-Learning course, please consult your Network Administrator or Systems person to ensure that you have the following:

- Platform: Windows 95, 98, 2000, NT, ME, XP or superior; Mac OS 9 or Mac OS X; Linux
- Hardware: 64 MB of RAM, 1 GB of free disk space
- Software:
    - Adobe Acrobat Reader
    - Adobe Flash Player
    - Microsoft Office (Windows or Mac) or Open Office
    - Browser: Google chrome, Firefox 36 or higher or Internet Explorer 7 or higher
- Modem: 56 K
- Note that JavaScript, Cookies and Pop-ups must be enabled

CONTACT INFORMATION

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