PUBLIC SECTOR GOVERNANCE & INSTITUTIONAL STRENGTHENING COURSE

Introduction

This course introduces participants to the principles, frameworks and practical approaches for strengthening public-sector institutions, improving organizational capacity and supporting effective institutional reform. Strong public institutions are essential for translating policies into results, delivering quality public services and achieving sustainable development outcomes. However, weaknesses in governance, leadership, organizational systems, coordination, accountability and institutional capacity can significantly limit public-sector performance and undermine public confidence. The programme provides a comprehensive framework for assessing institutional capacity, Analysing organizational strengths and weaknesses, strengthening governance structures, improving performance and managing institutional change and reform. Participants will examine how clear mandates, effective leadership, capable human resources, efficient systems and strong accountability mechanisms contribute to resilient and high-performing public institutions. Particular attention is given to institutional capacity assessment, organizational governance, strategic leadership, performance management, accountability, organizational culture, change management, public-sector reform and service-delivery improvement. Participants will also explore approaches for identifying institutional constraints, prioritizing reform interventions and building organizational systems that support efficiency, responsiveness and sustainable performance.

Course Objectives

- Assess institutional capacity.
- Identify organizational weaknesses.
- Strengthen governance structures.
- Improve institutional performance.

- Strengthen leadership and accountability.
- Manage institutional change.
- Improve service delivery.
- Develop institutional-strengthening strategies.

Course Modules

> Module 1: Public Sector Governance
- Governance principles
- Public institutional mandates
- Accountability
- Public value

> Module 2: Institutional Capacity
- Capacity concepts
- Institutional assessment
- Capacity gaps
- Capacity-development strategies

> Module 3: Organizational Structure
- Institutional structures
- Roles and responsibilities
- Coordination
- organizational alignment

> Module 4: Leadership and Management
- Public-sector leadership
- Strategic management
- Decision-making
- Leadership accountability

> Module 5: Institutional Performance
- Performance management
- Institutional indicators
- Service standards
- Performance reviews

> Module 6: Human Capital and Organizational Culture
- Workforce capacity
- Professional development
- organizational culture
- Performance culture

> Module 7: Institutional Accountability
- Internal accountability
- External oversight
- Transparency
- Citizen accountability

> Module 8: Change and Reform
- Drivers of institutional change
- Reform strategies
- Managing resistance
- Change leadership

> Module 9: Public-Service Improvement
- Service delivery analysis
- Citizen-centered services
- Process improvement
- Service-performance monitoring

> Module 10: Institutional Strengthening Strategy
- Institutional assessment
- Strategic priorities
- Reform roadmap
- Institutional action plan

P.O Box 7254- 01000
www.trustgatecorporateskills.co.ke
Location Thika & Nairobi