



INSTITUTE OF CHANGE MANAGEMENT



ICM LEARNING SERIES

Leadership and Change Management In The Public Service



Course Overview

This course is designed to equip current and aspiring public service leaders with the knowledge, skills, and strategies necessary to navigate the complex landscape of leadership and change management in the public sector. Participants will explore the unique challenges and opportunities of leading in a government or public service context and develop the competencies required to drive positive change within their organizations. The course blends theoretical concepts with practical insights and real-world case studies to enhance participants' ability to lead effectively in a rapidly evolving public service environment.

COURSE OBJECTIVES

Upon completing this course, participants will be able to:

- Understand leadership theories and models tailored to public service and apply them effectively.
- Develop strategies for managing change and driving innovation in public organizations.
- Apply ethical principles and ensure transparency, accountability, and efficient resource management.
- Enhance communication, stakeholder engagement, and conflict resolution skills to foster collaboration.
- Implement performance management processes to improve organizational effectiveness.



COURSE CONTENT

Introduction to Public Service Leadership

- Overview of leadership in the public sector
- Key challenges and opportunities for government leaders

Leadership Styles and Approaches

- Understanding various leadership styles (e.g., transformational, transactional)
- Applicability of adaptive leadership in government settings

Public Policy and Decision-Making

- Role of leaders in shaping and influencing public policy
- Ethical considerations in decision-making processes

Change Management in Public Organizations

- Fundamentals of change management: theories and models
- Strategies for managing organizational change in the public sector

Building and Leading Effective Teams

- Aligning organizational strategies with government priorities
- Effective team leadership and achieving long-term goals

Ethical Leadership and Accountability

- Promoting transparency, accountability, and integrity in leadership
- Ethical leadership and its impact on public trust



COURSE CONTENT CONT'D

Communication and Stakeholder Engagement

- Effective communication strategies for public leaders
- Engaging with diverse stakeholders: citizens, public servants, interest groups

Conflict Resolution and Negotiation

- Managing conflicts within public organizations
- Essential negotiation skills for public service leaders

Technology and Innovation in Public Service

- Leveraging technology for efficient public service delivery
- Fostering innovation and digital transformation in government
- Ensuring cybersecurity and data privacy in public operations

Who should attend?



This course is designed for a diverse audience within the public service sector, including:

- Current and aspiring public service leaders, managers, and executives
- Government officials at various levels of government
- Public sector professionals involved in policy development and implementation
- Those responsible for leading change initiatives in government agencies and organizations
- Individuals seeking to enhance their leadership and change management skills within the public service context





Duration: Three days (9am – 4pm) daily
Date: 12 – 14 March 2025

Venue: Elomaz Hotel, 3/5 Emmanuel St, Maryland, Lagos

Participation Fee: 295, 000 (per participant)

Account Details: First Bank PLC Acct. No. 2031097169

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