Online Statistical Leadership Training Programme for the African Statistical System

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.

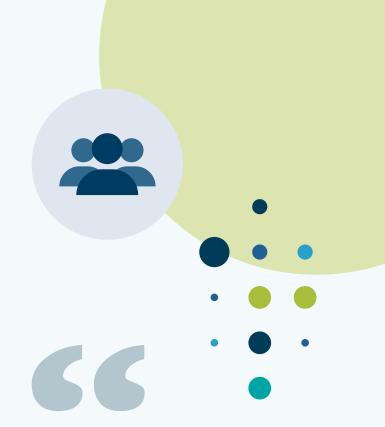The programme uses self-paced e-learning, modules and quizzes.

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 modernisation 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.

Strengthened statistical leadership is required to fulfil the visions of the African Union Agenda 2063 and the 2030 Agenda for Sustainable Development. It is also needed to harness the growth in existing and new data sources, methods and technologies to deliver improved statistics for the public good.

I learned that leaders are not born but made. Leadership should be learnt through rigorous training.

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 means that participants can work at their own speed, completing modules as and when they have time.

The programme is offered anyone from aspiring leaders to those already working in junior or senior leadership roles.

What key skills will I learn?

1. Strategic thinking

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

2. Integrity

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

3. Communication

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

4. People leadership

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

5. Knowledge

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

Objectives

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.

Course timeline

The estimated total time commitment for the program is approximately 15 to 20 hours.

Each module can take between two to four hours to complete.

Syllabus

Module 1: Introduction to leadership

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

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

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, participants will become more effective leaders.

Lessons:

1. Teams and the nature of teams
2. Leading a team
3. Delegation
4. Motivation
5. Developing and maintaining the team
6. Organising – time management

Module 3: Communicating and enabling a clear vision

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

Lessons:

1. Importance of communication
2. Listening
3. Presentations
4. Emotional intelligence
5. Meetings and giving feedback

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I have been in senior management for four years now and never really knew the difference between a manager and a leader. All the skills and attributes demonstrated in the course have helped me see the light and make an assessment of different offices at my organisation. I can now relate and looking forward to the next modules.

Module 4: Strategic leadership tools and leading change

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

Lessons:

1. Change overview
2. Leading change - people
3. Leading change - processes
4. Strategic leadership
5. Strategic leadership tools

Module 5: Culture, influence and power

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

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

Course approach

Self-paced lessons

The course comprises five modules. Each module is made up of five to six self-paced lessons with text and narration. Each lesson contains links to articles, websites and video. Questions help to focus learning, and a quiz ensures learning has taken place.

Sharing forum

A sharing forum is set up to give participants the opportunity to discuss challenges with the material and give examples that support or challenge the learning. It is an opportunity to share best practice from participants' own experience, from reading, or from situations they become aware of. It can also be a platform for support and advice from fellow participants on approaches to take in specific leadership situations.

Action plans

Participants are required to produce individual action plans to help implement the learning from each module.