

PUBLIC SECTOR LEADERSHIP AND GOVERNANCE



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TRAINING CENTER



Introduction

Public Sector Leadership and Governance Training Course prepares leaders in government bodies to combine strong direction with accountable decision-making. Public leaders work under scrutiny and constant change, and they must balance service delivery with ethical responsibility. This programme develops both sides of that role. It examines how leaders set strategy, shape institutional culture, and govern resources transparently. Furthermore, it connects leadership behaviour to governance structures, oversight duties, and performance outcomes. In addition, participants explore change leadership, stakeholder engagement, and integrity under pressure. As a result, they leave able to lead public institutions that deliver results and earn public confidence.

Public Sector Leadership and Governance Course Objectives

- Apply public leadership models to strategy setting and organisational direction.
- Distinguish leadership, management, and governance responsibilities in public bodies.
- Build governance frameworks aligned with OECD public governance principles.
- Lead institutional change using Kotter's eight-step model and ADKAR.
- Apply ethical leadership standards and manage conflicts of interest.
- Design performance management systems with balanced scorecards and KPIs.
- Engage stakeholders, citizens, and oversight bodies effectively.
- Strengthen accountability through delegation, transparency, and reporting.
- Develop leadership capability frameworks and succession planning.
- Manage governance risk and service continuity under uncertainty.



Course Methodology

This course combines expert presentations, leadership self-assessment, and applied group work. Participants analyse public sector leadership cases, practise stakeholder engagement, and design a governance improvement plan for their own institution. In addition, structured peer feedback and role-play exercises build confidence in ethical decision-making. Practical frameworks and templates support immediate workplace application.

Who Should Take This Course

- Senior public sector leaders and department directors.
- Emerging leaders preparing for senior government roles.
- Governance, strategy, and performance managers in public bodies.
- Programme and service delivery leaders in government agencies.
- Advisors supporting ministerial and executive decision-making.

Public Sector Leadership and Governance Course Outlines

Day 1: Foundations of Public Leadership and Governance

- Leadership versus management versus governance.
- Public leadership models and leadership styles.
- OECD public governance principles in practice.
- The ethics and values of public service leadership.
- Leading within political and administrative boundaries.

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- Accountability relationships with ministers and oversight bodies.
- Case study: leadership under public scrutiny.

Day 2: Strategy, Vision, and Organisational Direction

- Setting vision, mission, and strategic priorities.
- Environmental scanning and stakeholder analysis.
- Strategy mapping and balanced scorecard design.
- Translating strategy into departmental objectives.
- Communicating direction and building alignment.
- Leading strategic planning cycles and reviews.
- Workshop: drafting a strategy map.

Day 3: Leading Change and Institutional Reform

- Change drivers in public sector organisations.
- Kotter's eight-step change model and ADKAR.
- Building coalitions and managing resistance.
- Communication planning for reform programmes.
- Capability building and workforce readiness.
- Sustaining change and preventing reform fatigue.
- Simulation: leading a reform initiative.

Day 4: Governance, Ethics, and Accountability

- Governance structures, boards, and delegation.
- Codes of conduct and ethical decision frameworks.
- Conflict-of-interest and integrity management.





- Transparency, disclosure, and public reporting duties.
- Risk governance and control oversight.
- Handling public complaints and service failures.
- Exercise: an ethical dilemma decision lab.

Day 5: Performance, Stakeholders, and Leadership Development

- Performance management systems and KPI design.
- Reporting to oversight bodies and the public.
- Citizen engagement and service design leadership.
- Coaching, feedback, and team development.
- Succession planning and talent pipelines.
- Personal leadership action planning.
- Building a leadership culture of accountability.

Conclusion

By successfully completing the Public Sector Leadership and Governance Training Course, participants will have acquired the knowledge to lead strategy, embed ethical governance, and manage change across public institutions. They will understand how accountability structures, performance systems, and stakeholder engagement reinforce effective leadership. As a result, they can guide their organisations through reform with confidence and integrity. Gentex Training Center delivers this programme with practical frameworks that participants apply immediately in public sector roles.



FAQs for the Public Sector Leadership and Governance course

Q1 What is the "Public Sector Leadership and Governance" course about?

It develops the leadership and governance capabilities public sector executives need. The course covers strategic direction setting, change leadership, ethical conduct, accountability structures, and performance management, so participants can lead institutions that deliver results while meeting public expectations for transparency.

Q2 What are the key benefits of the "Public Sector Leadership and Governance" course?

Participants gain confidence in leading reform and making decisions under scrutiny. The course strengthens governance and accountability practices, improves strategic alignment across departments, and builds engagement skills that raise trust with citizens, ministers, and oversight bodies while reducing institutional risk.

Q3 What skills will I gain from the "Public Sector Leadership and Governance" course?

Participants develop strategic leadership and direction setting, change leadership and institutional reform management, governance and ethical accountability, and performance management and stakeholder engagement. These four skills form the core capability set the course reinforces through its exercises.



Q4 What tools, methods, or standards are covered in the "Public Sector Leadership and Governance" course?

The course covers OECD public governance principles, Kotter's eight-step change model, the ADKAR framework, balanced scorecards and strategy maps, KPI design, RACI and delegation matrices, codes of conduct and conflict-of-interest registers, risk governance frameworks, and leadership capability and succession planning models.

Q5 How is the "Public Sector Leadership and Governance" course applied in real-world practice?

Leaders apply it by translating strategy into departmental scorecards, running structured change programmes with communication plans, and strengthening governance boards and delegation rules. They also manage integrity risks, report performance to oversight bodies, and coach teams to build leadership depth.