



Institute for Capacity Development (ICD)

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Public Sector Management Strategies and Policies

Course Objectives

On completion of the course, participants should be able to:

- Understand the fundamental principles of public sector management.
- Analyze the impact of organizational behavior and governance on public sector performance.
- Develop skills in designing effective policies and strategies for public sector organizations.
- Evaluate the role of leadership in public sector management.
- Understand the importance of performance management and evaluation in the public sector

Target Group

- Project officers and coordinators
- Project Managers
- Funding Officers
- Policy makers
- Economists
- Community development Officers
- Project controllers

Course Outline

- General Management Skills
- Introduction to Public Sector Management
- Overview of the public sector and its role in society
- Key concepts: governance, decentralization, and privatization
- Public Sector Organizations
- Characteristics of public sector organizations
- Organizational behavior in the public sector (culture, structure, change management)
- Leadership styles and their impact on public sector performance
- Human Resource Management in the Public Sector
- Recruitment, selection, and training processes
- Employee motivation and engagement strategies
- Public Financial Management
- Budgeting and financial planning processes
- Financial reporting and accountability

- Public-private partnerships and private finance initiatives
- Policy Analysis and Design
- Policy cycle: development, implementation, monitoring, and evaluation
- Types of policies (regulatory, allocative, distributive)
- Policy analysis tools (logic models, cost-benefit analysis)
- Strategic Planning in the Public Sector
- Strategic planning models and frameworks
- Visioning and mission statements
- Stakeholder engagement and participation
- Performance Measurement and Evaluation
- Performance metrics and indicators
- Evaluation methods (process evaluation, outcome evaluation)
- Benchmarking and best practices in performance measurement
- Leadership in the Public Sector
- Transformational leadership in the public sector
- Challenges and opportunities for leaders in the public sector
- Emerging trends and challenges (digital governance, sustainability)
- Global perspectives on public sector management
- Strategies for effective public sector leadership
- Action Planning

Dates: 07th – 18th April 2025

Duration: 2 Weeks

Course Costs: US\$3150/delegate

Venue: Pretoria, RSA