

Partnering with Leaders to



Take Ideas and Strategies Further



Improve Organisational Performance



Deliver Results



The United Republic of Tanzania
President's Office

● ● UONGOZI
● Institute



'Uongozi' means leadership in Kiswahili, and **inspiring** and **strengthening leadership** is the core purpose of our organisation. Based in Dar es Salaam and Dodoma, Tanzania, UONGOZI Institute is dedicated to supporting African leaders to attain sustainable development for their nations and for Africa.

We know that:

- Leadership is the key to achieving sustainable development.
- Every leader requires specialised support to grow their strengths and knowledge, and lessen their weaknesses.
- An African model of leadership is vital for achieving the most favourable development outcomes for Africa.

UONGOZI Institute inspires leaders and promotes the recognition of the important role of leadership in sustainable development through:

- Executive Education
- Policy Dialogues
- Action Research
- Advisory Services

The Institute is a government agency established by the Government of Tanzania and supported by the Government of Finland and other valuable partners.

*Personal
Leadership*

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*People
Leadership*

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*Organisational
Leadership*

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Key Achievements: July 2010 - June 2020

157

COURSES OFFERED TO

6,000+ LEADERS



149 LEADERS GRADUATED
FROM OUR POSTGRADUATE
DIPLOMA IN LEADERSHIP

46 LEADERS GRADUATED
FROM OUR CERTIFICATE
PROGRAMME IN LEADERSHIP



650+ RESOURCE
CENTER MEMBERS

80

REGIONAL AND NATIONAL
POLICY FORUMS
ATTENDED BY

8,100+ LEADERS

13 FORMER
AFRICAN PRESIDENTS

FROM **13** AFRICAN COUNTRIES

40+

TECHNICAL SUPPORT
AND ADVISORY SERVICES TO
GOVERNMENT MDAS

2 MEMOIRS
OF FORMER
TANZANIAN
PRESIDENTS
HAVE BEEN
PREPARED



40,000

PUBLICATIONS RELATED TO
LEADERSHIP AND SUSTAINABLE DEVELOPMENT



62 RESEARCH
STUDIES CONDUCTED

7,900+ YOUNG AFRICANS FROM

36 COUNTRIES ENTERED OUR
ANNUAL ESSAY COMPETITION



26 'MEET THE LEADER' INTERVIEWS AND



47 'IN FOCUS' INTERVIEWS PRODUCED

Are you a senior or an emerging leader*?

Are you seeking to improve your leadership skills?

Do you find some leadership situations challenging?

Are you a female leader working to overcome barriers so you can realise your potential?

Do you want to:

-  Optimise your team or organisation's performance?
-  Improve the resilience of your team or organisation?
-  Improve the flow of information to yourself and others?

**An emerging leader is someone who is currently in middle-management or an expert with demonstrated potential to be promoted to a higher leadership position.*

UONGOZI Institute

Is your partner for advancement

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Leaders at all levels operate within an increasingly interdependent world, full of complexity, accelerating change and unforeseen events. To cope with these challenges and perform effectively, leaders need technical competencies and soft skills that can inspire, motivate and empower teams. Leaders are also expected to champion sustainable development, promote sustainability in their organisation and apply sustainable behaviour and practices themselves.

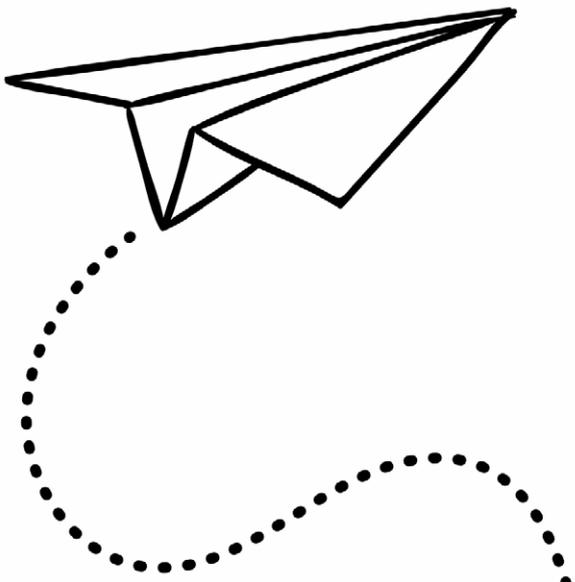
How can we help you in your leadership journey?

Effective and successful leaders are continually adapting and learning to be ready to meet new challenges and seize fresh opportunities. They achieve this through a continuous process of professional development. We help you to further develop your leadership skills and aid your team to improve their performance. We can also help you to identify the need for change in your organisation to achieve enhanced delivery and efficiency. We are conscious of the responsibility and trust leaders place upon us to help them realise the best leadership within themselves and their organisation.

We view leadership from the three interlinked dimensions of: leading yourself; leading people; and leading an organisation. Thus, we support leaders to excel in:



We offer a range of services to choose from:



Executive Education

developing knowledge, skills and competencies

Policy Dialogues

knowledge sharing and networking

Advisory Services

organisational diagnoses and training needs assessments, systems reviews and development, strategy development and technical support

Action Research

research to inform policy and decision making

Executive Education

We have developed a unique package of executive education for leaders to enhance their professional competencies and capacity, including soft skills to engage and motivate people. We work with recognised international and local experts to deliver short courses and long-term programmes.

We are proud to provide a comprehensive, internationally accredited Postgraduate Diploma in Leadership, and a Certificate Programme in Leadership, delivered in partnership with the respected Aalto University Executive Education (Aalto EE) from Finland. We place special emphasis upon empowering senior and emerging female leaders through our dedicated programme of women in leadership.

Executive education fees depend upon the programme or course. Certain programmes are partly subsidised and full scholarships for certain programmes are available for selected female participants.

Advisory Services

Effective leaders work to align internal systems, structures and processes with their organisation's strategy to effectively achieve organisational objectives.

Working closely with clients, our advisory services use analysis to assist with identifying and solving problems related to systems, structures, or processes. We also facilitate government policy development processes, reviews, and reforms.

We offer cost-sharing arrangements for our advisory services to public sector clients.

Policy Dialogues

Our policy dialogues vary from small, specialised round table discussions to large forums covering topics related to leadership and sustainable development. These enable leaders to deepen their understanding of global and regional issues affecting their organisations and countries.

Our flagship event, the African Leadership Forum (ALF), provides current and future leaders from across the African continent an opportunity to discuss critical issues facing their nations with eminent African elders who have held high office. Our other flagship event, the Green Growth Platform, focuses on carefully selected themes relating to sustainable growth in Africa.

All our events are ideal opportunities for professional networking and partnership building.

Policy forums and dialogues are by invitation only and free of charge for the invited leaders.

Action Research

Action research generates information on challenges and opportunities organisations or industries/sectors face. It identifies options available to facilitate effective, evidence-based decision making and policy formulation. Thus we carry out action research to support and guide clients' reform strategies, policy development and implementation.

These studies complement our advisory services and deepen our clients' understanding of their organisation's developmental needs.

We offer a cost-sharing model for action research projects together with our clients.



Graduation Ceremony for Postgraduate Diploma in Leadership (Cohort 4) and Certificate Programme in Leadership (Cohort 1) candidates.



Stashahada ya Uzamili ya Uongozi

UONGOZI Institute

UONGOZI Institute

Institute of African Leadership for Sustainable Development

How can you develop your confidence as a leader?

How can you refine your leadership style to:

-  Effectively solve problems and manage workloads?
-  Communicate well with staff and peers?



Personal Leadership

Discover and refine your leadership style

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Developing self-awareness and skills to empower yourself as a leader is not a simple task. Personal leadership is about emotional intelligence; and developing, refining and nurturing individual leadership traits. This ranges from inspirational leadership, effective communication, negotiation to leading with ethical behaviour.

Books on personal leadership available in our resource centre

- ➔ 'Harvard Business Review's 10 Must Readson Managing Yourself, 2011
- ➔ 'Start with Why: How Great Leaders Inspire Everyone to Take Action', Simon Sinek, 2011
- ➔ 'The 7 Habits of Highly Effective People', Stephen Covey, 2007

Courses in Personal Leadership

We offer short courses concerning:

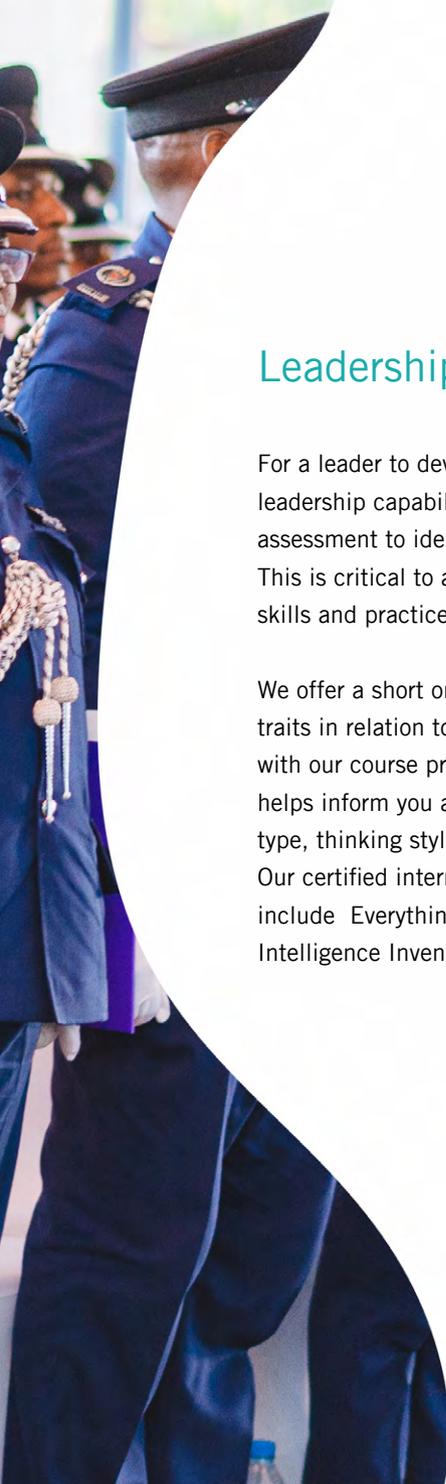
- Personal leadership and emotional intelligence
- The role of leadership
- Ethical leadership and good governance
- Analytical skills
- Mastering public speaking
- Strategic communication
- Essentials in negotiations



We recommend our 10-module Postgraduate Diploma in Leadership for leaders aiming to step up to higher positions and/or improve their performance at current levels. These modules will help you to refine your leadership style, and include:

- Strategic communication
- Ethical leadership
- Personal and organisational leadership





Leadership Assessment

For a leader to develop a realistic understanding of their leadership capability, they need to use self-reflection and assessment to identify their strengths and limitations. This is critical to accelerating improvements in leadership skills and practice.

We offer a short online assessment to identify leadership traits in relation to your training needs and match them with our course programmes. This assessment process helps inform you about issues including your personality type, thinking style and emotional intelligence. Our certified internationally-used assessment tools include Everything DiSC profiling and Genos Emotional Intelligence Inventory.

Policy Forums

Participating in our policy forums is also an ideal way to develop leadership insights. Our events provide a valuable opportunity not only as a safe space for leaders to acquire new knowledge to aid decision-making, but to also expand their professional relationships and networks. The African Leadership Forum, our flagship event, offers a unique opportunity to learn from and interact with some of the most prominent leaders of our continent.

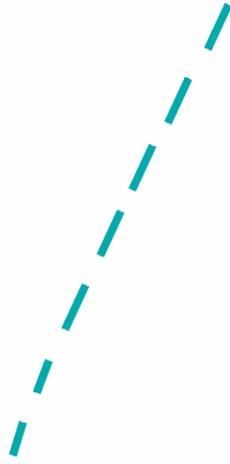


National dialogue tour on *Linkages between Special Economic Zone Investments and the Local Economy* at the Benjamin William Mkapa Special Economic Zone.



How can you:

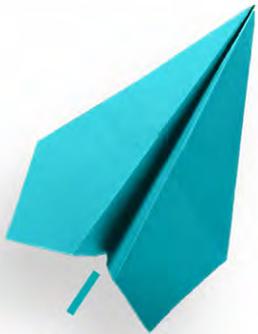
-  Motivate a team or workforce better?
-  Foster a positive workplace culture?
-  Encourage others to be committed to your organisation's goals?





People Leadership

Inspiring performance for tangible results



Leaders need to understand how teams operate at all levels and how dynamics can lead them to success or failure. Leaders should be able to build and mobilise teams, coach personnel, empower them and guide them towards a common goal.

Books on people leadership available in our resource centre

- 
 'Team of Teams: New Rules of Engagement for Complex World', *Stanley McChrystal, 2015*
- 
 'Leaders Eat Last: Why Some Teams Pull Together and Others Don't' *Simon Sinek, 2017*
- 
 Coaching for Performance: GROWing Human Potential and Purpose', *John Whitmore, 2009*

Courses in People Leadership

We offer short courses on:

- Leading performing teams and fostering a positive working environment
- Leading change
- Coaching and mentoring



Our Postgraduate Diploma in Leadership includes modules for leaders aiming to improve their leadership performance. The modules that will help you inspire performance within your team include:

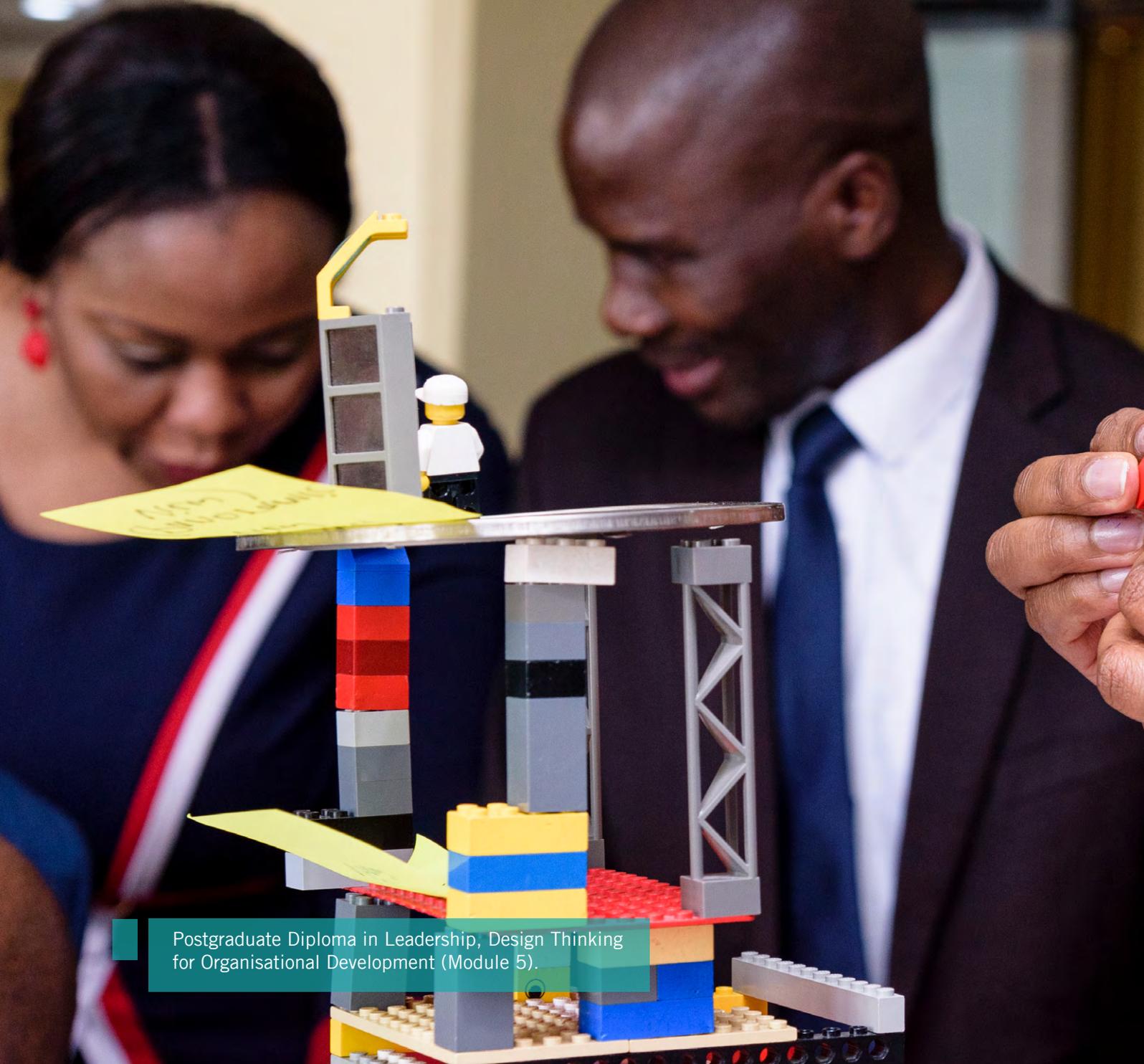
- Leading for results
- Strategic human resource management for executives





Assessing Training Requirements

Our training needs assessment process can help identify individual or organisational needs in relation to people leadership. Based on the findings of these assessments, we recommend the best solutions for supporting an individual or organisation to build competencies in order to improve performance. Please contact us for a training needs analysis, so we may assist you to determine the appropriate executive education products and method of delivery for you and/or your senior staff.



Postgraduate Diploma in Leadership, Design Thinking
for Organisational Development (Module 5).



How can you mitigate external factors and improve internal processes to achieve an organisation's objectives?

Do you have a system-wide and strategic mindset?

Can you influence and lead sustainable growth within your organisation?



Organisational Leadership

Aligning your organisation with its strategy

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Organisations today are complex. Leaders need an in-depth understanding of how to steer an organization through a recent re-organisation, or how to crystallize the vision into a functioning strategy.

Books on organisational leadership available in our resource centre



'Strategy: A History',
Lawrence Freedman, 2015



'Corporate Governance of
State-Owned Enterprises: Change
and Reform in OECD Countries
Since 2005', *OECD, 2013*



Good to Great: Why Some
Companies Make the Leap...
and Others Don't',
Jim Collins, 2001

We can help identify an organisation's needs to improve its performance

Advisory Services

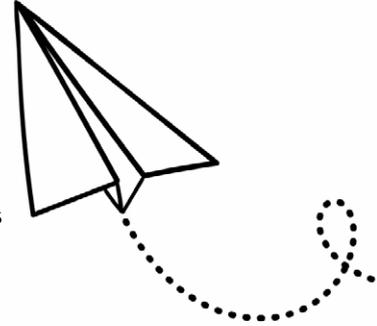
Together with your team, we help you identify your organisation's development needs by carrying out an institutional needs assessment. The assessment may lead to an advisory service project that includes the review of systems, processes and structures to identify improvement plans or develop a strategic plan that will improve performance in critical areas. The assessment may also lead to a recommended tailor-made training programme for selected members of the organisation, or propose a suite from our selection of short courses.



Courses in Organisational Leadership

To update and build your knowledge in areas critical to your organisation's performance we offer short courses in:

- Strategic leadership
- Risk management and internal controls in public entities
- Leadership for results
- Government security
- Strategic leadership and corporate governance of state-owned institutions
- Leadership of public resources
- The policy process and analysis
- Efficient public service delivery and customer experience
- Project funding and financing



For leaders desiring to improve their leadership competencies holistically, we recommend our online Certificate Programme in Leadership and Postgraduate Diploma in Leadership, both coming with various modules on organisational leadership. The modules that will help you align your organisation with strategy include:

- Strategy formation and implementation
- Financial skills for executives
- Design thinking for organisational development
- Sustainable development
- Leading change
- Strategic leader
- Service and process development for executives
- Driving change



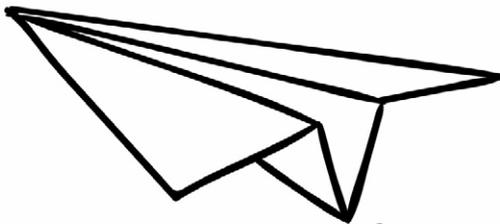
POSTGRADUATE
DIPLOMA IN LEADERSHIP

CERTIFICATE PROGRAMME
IN LEADERSHIP



Action Research

With action research support, we can help an organisation to assess various policy implementation options; carry out impact assessments; or collect, analyse and synthesise data to help inform strategy formulation. These studies will assist you to make well informed and comprehensive decisions to steer your organisation.



Examples of Research with Impact



Organisation: National Economic Empowerment Council

Task: Assess the impact of implementing local content regulations.

Result: Research informed revisions to improve and strengthen the implementation of the policy.



Organisation: Ministry of Minerals

Task: Design and facilitate a validation workshop for the Mining (Mineral and Gem Houses) Regulations, 2019.

Result: Delivered expert insights and guidance in relation to key issues covered by the regulations.

Organisation: TANESCO

Task: Economic and social impact study for a transmission line project.

Result: Research identified key impacts, including issues relating to a resettlement plan for affected communities.



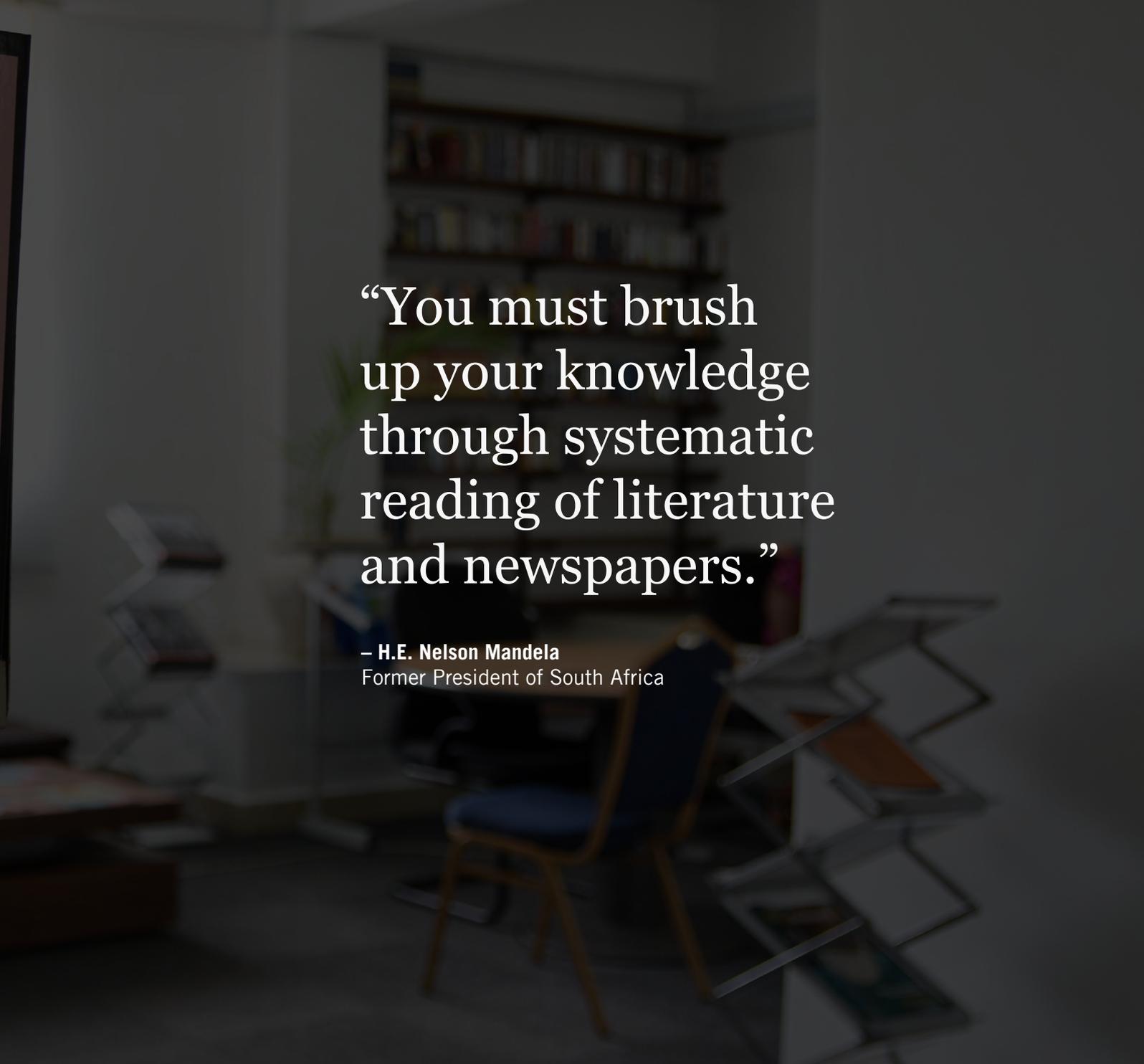
Flagship Events

An inspiring way to deepen your understanding of topical regional and global issues related to sustainable development, and how they may impact upon your organisation, is to participate in our policy forums and dialogues.

The African Leadership Forums cover continent-wide topics of sustainable socio-economic transformation, while the Green Growth Platform dialogues are focused on the management of natural resources – both above and below ground. Participation is by invitation-only, but recorded highlights are available via our website or YouTube channel.



UONGOZI Institute Resource Centre. Available in Dar es Salam and Dodoma.



“You must brush
up your knowledge
through systematic
reading of literature
and newspapers.”

– **H.E. Nelson Mandela**
Former President of South Africa

Other ways we can support you

Leadership by and for Women

UONGOZI Institute is committed to enabling senior and emerging female leaders to achieve their goals. We enable female leaders to accelerate their careers and make a greater impact within their organisation. The Institute advances women's leadership through learning, professional development, research and knowledge exchange across all areas of our core activities. The learning and development process is complemented by personal coaching and a mentoring programme.

Resource Centre

Our resource centre, with branches in Dar es Salaam and Dodoma, holds over 40,000 digital and printed books, journals and magazines, as well as audiobooks on topics related to personal leadership, skills development, and organisational theories and practices. These offer both inspiration and education.

You and your team can be inspired by reading what, how and why prominent leaders sought and secured achievements in their lives; reflect on what great philosophers have said about life and leadership; study key issues in international relations and diplomacy; discover how geography and culture have moulded Africa's evolution; or learn how to develop professional skills such as report writing or public speaking.

The resource centre has a borrowing service and also hosts discussions where members can share their views on selected books. We also invite our members to write book reviews for publication in our blog.

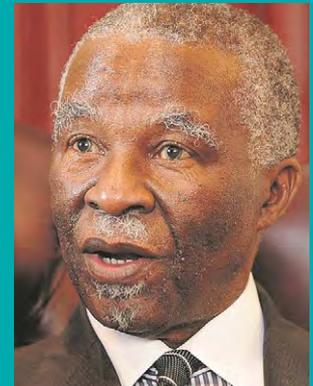
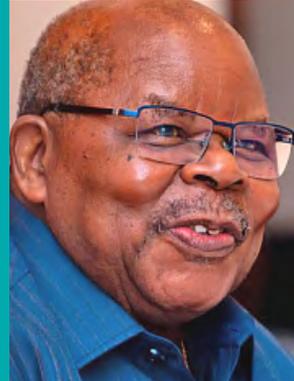
The resource centre is open six days a week for leaders to explore and learn. Our resource centre annual membership fee offers great value and access to our entire collection.





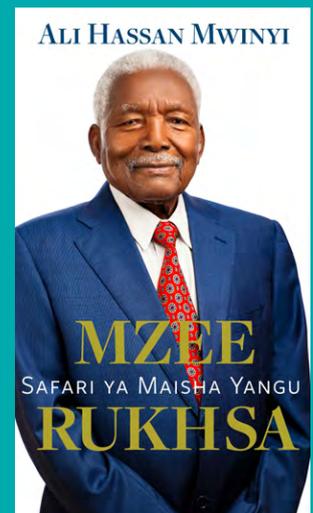
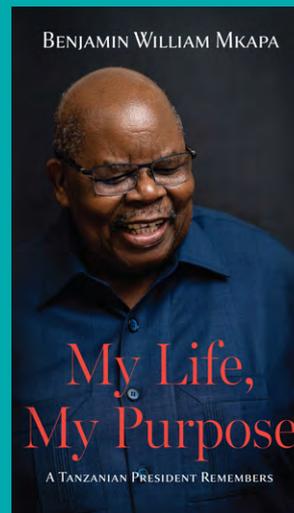
'Meet the Leader' and 'In Focus' programmes

Our two television programmes on leadership and sustainable development, inspire senior and emerging leaders to strive towards making an impact. Climate change, gender equality, regional integration, Africa's economic transformation, extractive sector development and many other topics are discussed by international experts and thought leaders. Each programme is broadcast by the Tanzania Broadcasting Corporation (TBC), and are also available on eight channels across Africa. These interviews are also available on our website as a podcast and our YouTube channel.



Publications

Our wide range of publications includes memoirs of former presidents of Tanzania, research papers and reports on key policy issues, policy briefs and posts on our blog site. Our research publications provide key insights on issues relating to sustainable development and leadership; and are available free of charge on our website.



Our Clients



PUBLIC SECTOR

PRIVATE SECTOR

INSTITUTIONS

Ministries
 Departments
 Agencies
 Parliament
 Judiciary Organisations
 Regional, Municipal and City Administrations
 Regional Organisations in Africa where Tanzania is a member

Private businesses
 Private Sector Associations and Foundations
 Non-Governmental Organisations
 Civil Society Organisations

SENIOR LEADERS

Ministers
 Deputy Ministers
 Permanent Secretaries
 Directors
 Assistant Directors
 Heads of Departments, Sections and Units
 Members of Parliament
 Regional and District Commissioners
 Regional and District Administrative Secretaries
 Mayors and City Directors

Board Members
 CEOs
 Managing Directors
 Directors
 Deputy/Assistant Directors

EMERGING LEADERS

Middle Managers, Experts and Senior Officers with demonstrated potential to progress to more senior leadership positions

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To find out more about our work



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UONGOZI Institute is a
useful and credible reference
point for knowledge on
leadership and sustainable
development in Africa