

2022/2023 AT A GLANCE



THE UNITED REPUBLIC
OF TANZANIA



Ministry for Foreign
Affairs of Finland

● ● UONGOZI
● Institute

UONGOZI Institute

‘Uongozi’ means leadership in Kiswahili, and **inspiring** and **strengthening leadership** is the core purpose of our organisation. UONGOZI Institute is a government agency 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 build on their strengths and knowledge, and overcome their weaknesses.
- An African model of leadership is vital to achieving the most favourable development outcomes for Africa.

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

- Executive Education
- Policy Dialogues
- Research
- Advisory Services

The Institute receives support from the Government of Finland and other valuable partners.

Giving Deep Roots to Our Leadership Development Approach

Lower-middle-income countries – like Tanzania – are facing increasing obstacles in meeting their national needs in the short term while creating conditions for long-term sustainable development. It is gratifying that UONGOZI Institute continues to be recognised as playing an important role in advancing leadership to address these challenges at both a national and continental level. *Giving deep roots to our leadership development approach* – the theme for this reporting year – reflects the progress and achievements of over the past twelve months. As UONGOZI Institute continues on a journey of growth, we work to refine our services to align with the needs of leaders while securing the most impactful results for the organisations they serve. We continually work to understand the changing requirements to deliver impactful services. Monitoring and evaluation help us to ensure all our services meet the needs of clients. Our research aims to drive transformational leadership for sustainable development across Africa.

The support of our partners, collaborators, clients, and staff enables us to offer a unique expertise and approach to empower senior and emerging leaders to achieve inclusive and sustainable development.



Notable Events

1 The working session of Ministers, Deputy Ministers, Permanent Secretaries, and Deputy Permanent Secretaries in March 2023, Arusha.

2 The 7th African Leadership Forum in May 2023, Accra.

3 The 6th Graduation Ceremony in May 2023, Dar es Salaam.



GOAL 1 Strengthening Leadership through Executive Education

117 Executive Education programmes delivered

4,369 Leaders enrolled into these programmes

11,435 Training days recorded

88 Leaders enrolled to the Certificate in Leadership (CiL)

195 Leaders graduated from the PGD, WLP and CiL

6 Modules offered through Postgraduate Diploma in Leadership (PGD), WLP and CiL

50 Female leaders enrolled to the Women's Leadership Programme (WLP)

38% Female participants

GOAL 2 Aligning Systems and Processes for Sustainable Development

7 Policy forums held

35% Female participants

2 Research papers published

1,754 Leaders participated in the policy forums

3 Action research studies undertaken to support strategic projects by the Government of Tanzania

GOAL 3 Deepening Knowledge through Research, Sharing Insight and Learning

4 Assignments delivered under the advisory services portfolio

1,150 Submissions received for the Youth Leadership Competition

9,340 People visited our Resource Centre

1,020 New Resource Centre members registered

9 "Meet the Leader" and "In Focus" interviews produced

GOAL 4 Advancing Good Leadership for Sustainable Development

44,946 Website visitors

323,437 LinkedIn impressions

219,161 YouTube views

5.1 MILLION Twitter impressions

214,832 Instagram impressions

3.3 MILLION Facebook impressions

3.79 MILLION Euros received from the governments of Tanzania and Finland

515,036 Euros raised from training fees and sponsorships

1.69 MILLION Euros saved through cost-sharing



PARTNERING FOR IMPACT

Regional & International

- The Government of Finland
- Aalto University Executive Education and Professional Development
- The British High Commission in Dar es Salaam
- The African Continental Free Trade Area

National

- The Cabinet Secretariat
- The President's Office – Public Service Management and Good Governance
- The President's Office – Regional Administration and Local Governance
- The Vice President's Office (Environment)
- Ministry of Finance

- Ministry of Investment, Industry and Trade
- Ministry of Water and Irrigation
- The Office of the Treasury Registrar
- Tanzania Railway Corporation
- National Bank of Commerce
- National Economic Empowerment Commission



Our 2022/2023 Performance Explained

Strengthening leadership through executive education saw an increase of demand of 36% for this service compared with the last reporting year, with 117 training programmes being delivered to 4,369 leaders. The Institute was named as a trainer of choice by the government for strengthening the capacity of ministers, deputy ministers, permanent secretaries, and deputy permanent secretaries.

We remain committed to promoting female leadership in all areas of national life. Some 38% of leaders enrolled for executive education are now female. A proportion of this percentage was made up of the second cohort of our Women's Leadership Programme. Launched in June 2022, this initiative is dedicated to helping women overcome barriers to climbing the leadership ladder in their organisations and sectors.

Our work to facilitate discussions to advance leadership for sustainable development through policy dialogues saw us organise seven events with 1,754 participants. These included our flagship event, the African Leadership Forum (ALF), which was convened in Accra, Ghana by H.E. Dr. Jakaya Kikwete, ALF Patron and former President of the United Republic of Tanzania, and H.E. Wamkele Mene, Secretary-General of the African Continental Free Trade Area (AfCFTA) Secretariat. H.E. Nana Addo Dankwa Akufo-Addo, President of the Republic of Ghana, was the guest of honour.

Deepening knowledge through research remains a core activity. Three action research projects were implemented in relation to identifying, assessing and managing environmental and social issues connected to the Standard Gauge Railway construction project. Research papers were also published concerning local content regulations and foreign-owned mining operations in Tanzania plus findings on the link between public debt and public investment in the country. Following the successful publication of the Swahili translation of the memoirs of the late former president Benjamin William Mkapa, work then focused on preparing the publication of a book based on our Meet the Leader television series and autobiography of the late former prime minister Edward Sokoine.

Aligning systems and processes for sustainable development was the focus for our advisory services that delivered five assignments for the government and wider public sector in Tanzania. These involved technical

assistance being given to the President's Office – Public Service Management and Good Governance; Vice President's Office (Environment); Ministry of Finance; and Tanzania Railway Corporation.

Sharing insights and knowledge was achieved across communications and public engagement activity aimed at various audiences within Tanzania and beyond. This included producing a total of nine new episodes of the television series In Focus and the Meet the Leader series that have been broadcast across Africa via digital satellite television (DSTV) while also being globally available online through our YouTube channel and website. Those interviewed included H.E. Dr. Mohamed Marzouki, former President of the Republic of Tunisia; H.E. Hailemariam Boshe, former Prime Minister of the Federal Republic of Ethiopia; while H.E. Nana Akufo-Addo, president of the Republic of Ghana, features in a special programme made for ALF 2023. Digital engagement was boosted with the re-launch of our website. Our media profile also grew and coverage included the announcement of the Youth Leadership Competition winner with more than 1,150 entries for the essay writing competition this year.

Over 1,000 new members were welcomed to our Resource Centres now situated in the Julius Nyerere International Convention Centre (Dar es Salaam) and our office in Dodoma. The Resource Centres also acquired new printed and digital titles while also hosting a number of events for users.

Improving service delivery through an appraisal-based approach was undertaken throughout the reporting year. Monitoring focused on qualitative evaluations to determine the value and impact of executive education and other areas of activity undertaken by the Institute. Finally, people and organisational development was strengthened through a series of individual and group training activities. Topics covered included mental health and wellbeing; public service procurement; and procurement systems. Staff undertook short-term capacity-building programmes while 18 personnel were engaged in long-term development and learning. Our organisational structure was approved by the President's Office – State House and we continue to align our internal accounting and human resource systems as a way of preparing to adopt new government information and payment systems.

To find out more about our work



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