

**REMARKS BY HONORABLE GEORGE SIMBACHAWENE (MP),
MINISTER OF STATE, PRESIDENT’S OFFICE – PUBLIC SERVICE
MANAGEMENT AND GOOD GOVERNANCE AT THE 7TH UONGOZI
INSTITUTE’S GRADUATION CEREMONY ON 17 MAY 2024 – MLIMANI
CITY CONFERENCE HALL, DAR ES SALAAM**

His Excellency Dr. Jakaya Mrisho Kikwete, Former President of the United Republic Of Tanzania;

Hon. Mohamed Omary Mchengerwa, Minister of State, President’s Office – Regional Administration and Local Government;

H.E. Theresa Zitting, Ambassador of Finland in Tanzania;

Eng. Zena Ahmed Said, Chief Secretary and Secretary of Revolutionary Council of the Revolutionary Government of Zanzibar;

Mr. Mululi Majula Mahendeka, Permanent Secretary, President’s Office – State House;

Amb. Ombeni Sefue, Chairperson of UONGOZI Institute’s Board of Directors;

Mr. Kadari Singo, Chief Executive Officer, UONGOZI Institute;

Dr. Mikko Laukkanen, Academic Director, Aalto University Executive Education and Professional Development;

Ms. Katherine Gifford, Deputy Representative of UN Women;

Dr. Lucy Surhyel Newman, Chief Executive Officer of Africa Private Sector Summit;

Members of the UONGOZI Institute’s Board of Directors;

Heads of Institutions and UONGOZI Institute’s stakeholders;

Resource Persons for UONGOZI Executive Education Programmes;
Graduates and New Participants of Postgraduate Diploma in Leadership;
Media representatives;
Ladies and Gentlemen;

Your Excellency,

The President's Office – Public Service Management and Good Government, for which I have been entrusted with the responsibility of leading, also covers UONGOZI Institute. So, it is fitting to start off by extending a warm welcome to you, Your Excellency. It pleases me greatly to see you here. It speaks volumes about your dedication to leadership development.

Turning to UONGOZI Institute, under the leadership of Ndugu Kadari Singo, thank you for the invitation. I appreciate being a part of this memorable celebration. Congratulations on a job well done.

Your Excellency,

I have a simple task on introducing you to present your speech. Before moving forward, Excellency, allow me to share a few words with the graduates and those in attendance.

Your Excellency, Ladies and Gentlemen,

The current administration, led by **Her Excellency Dr. Samia Suluhu Hassan, President of the United Republic of Tanzania**, puts an emphasis on nurturing strong leadership by building capacity of officials at all levels. The 4Rs philosophy (*Reconciliation, Resilience, Reforms and Rebuilding*)

championed by the President underscores the importance of sound leadership. It allows you to appreciate the link between service delivery and leadership development. I am pleased that the Public Sector Reform Programme III , which is being implemented by my office, upholds this philosophy.

Considering the current global shifts, our public service calls for a fresh kind of leadership, characterized by an entrepreneurial mindset. We need leaders who can inspire, secure resources, and form partnerships to attain success. We need leaders who can exhibit innovation, creativity, and adaptability.

Your Excellency, Ladies and Gentlemen,

UONGOZI Institute contributes significantly to developing public service leadership within the framework of the PSRP III. Its initiatives for leadership development in Tanzania and Africa are commendable. The government holds the Institute's work in high esteem, especially its efforts in developing and delivering programmes for new leaders, the leadership of state-owned institutions, and long-term leadership development initiatives that we are gathered here today to celebrate. Bringing attention to the significance of leadership development and the Institute's programmes should be complemented by ministries, departments, agencies, and government institutions earmarking budget for capacity building and leadership initiatives.

Your Excellency,

One aspect of the Institute that I appreciate is its focus on improving female representation in decision-making across politics, business, and public

life through programs like the women's leadership initiative. Several women in leadership positions at my office have profited from the programme. This year, our very own Harieth Emmanuel Mpili – who is part of the third cohort - is graduating. I urge the leaders of ministries, departments and agencies to increase the involvement of women in this and other programmes provided by the Institute.

Your Excellency,

In closing, I note that all graduates have undertaken a module on 'Ethical Leadership'. Recognising its significance, and as a Minister responsible for public service and good governance, I would like to emphasise this aspect. Integrity, responsibility, accountability, and fairness are the hallmarks of ethical and effective leadership. It requires foreseeing the beneficial effects that the organisation's actions and results will have on the economy, society, and environment in which leadership is carried out. I trust that you are prepared to ethically execute the strategies of your organizations and bring about the expected results.

Dear Graduates,

In conclusion, I want to remind you that a leader ceases to be a leader when they are unable to spark interest, drive societal change, and make prompt decisions. A hesitant and fearful leader is like a barking dog without teeth. Let us speak out with integrity and uphold the government and UONGOZI Institute's pride by being good ambassadors.

With these words, Your Excellency, I extend a welcome for you to speak.