



2023/2024

At a Glance



THE UNITED REPUBLIC
OF TANZANIA



Ministry for Foreign
Affairs of Finland






● ● UONGOZI
● Institute



‘The Institute of African Leadership for Sustainable Development, commonly known as UONGOZI Institute, is a regional leadership development hub operating under the Office of the President of the United Republic of Tanzania. Established in 2010 by the Governments of Tanzania and Finland, the Institute is dedicated to inspiring and equipping African leaders to deliver inclusive and sustainable solutions for their nations and the wider continent.

It applies a holistic and mutually reinforcing approach to capacity development which recognises that leadership competencies are developed through a continuous, lifelong learning process. Its two strategic pillar - leadership and sustainable development - are addressed through four main areas: executive education, policy dialogues, action-oriented research, and technical support. Its clientele includes organisations as well as individuals from the public sector, private sector, and civil society.

www.uongozi.go.tz

-  UONGOZI
-  UONGOZI Institute
-  UONGOZIInstitute
-  UONGOZI Institute
-  uongozi_institute

Innovating our way to a more sustainable future

There is no doubt that innovation and sustainability go hand in hand. Innovating our way to a more sustainable future – the theme for this reporting year – reflects our commitment to driving innovation for long term growth through our work in Tanzania and beyond. Our innovative approach aims to incorporate new partnerships, ideas and processes to impact both our existing work while opening new opportunities.

Monitoring, evaluation and learning continued to help us ensure that our products and services respond to the needs of clients.

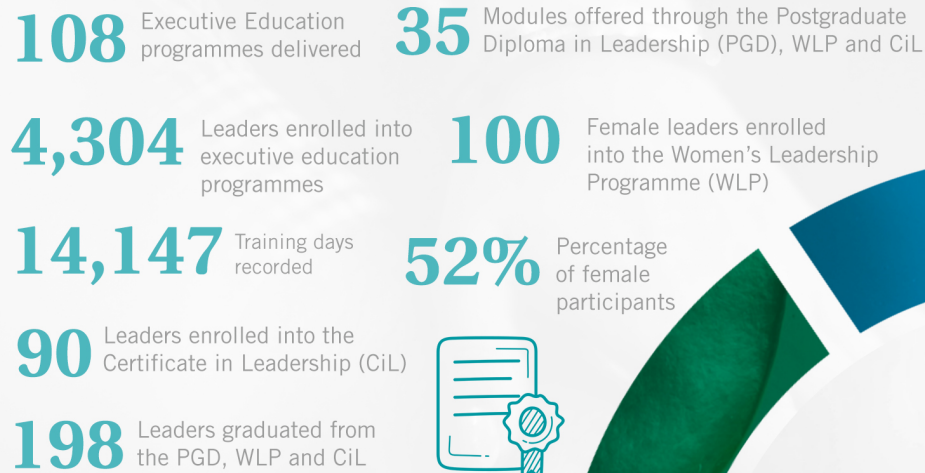


Notable Events

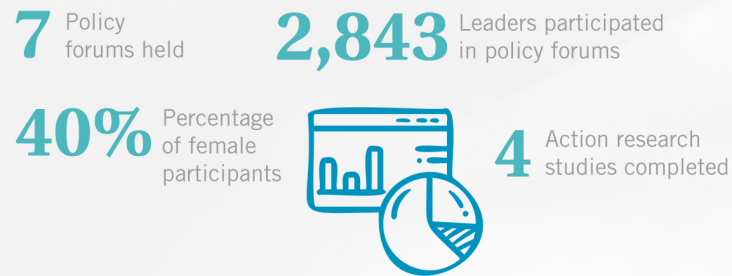
- 1 The leadership programme for Regional Commissioners and Regional Administrative Secretaries in Mainland Tanzania, August 2023.
- 2 The 3rd Women's Leadership Forum, October 2023.
- 3 The 8th Green Growth Platform, April 2024.
- 4 The 7th Graduation Ceremony, May 2024.



GOAL 1 Strengthening Leadership through Executive Education



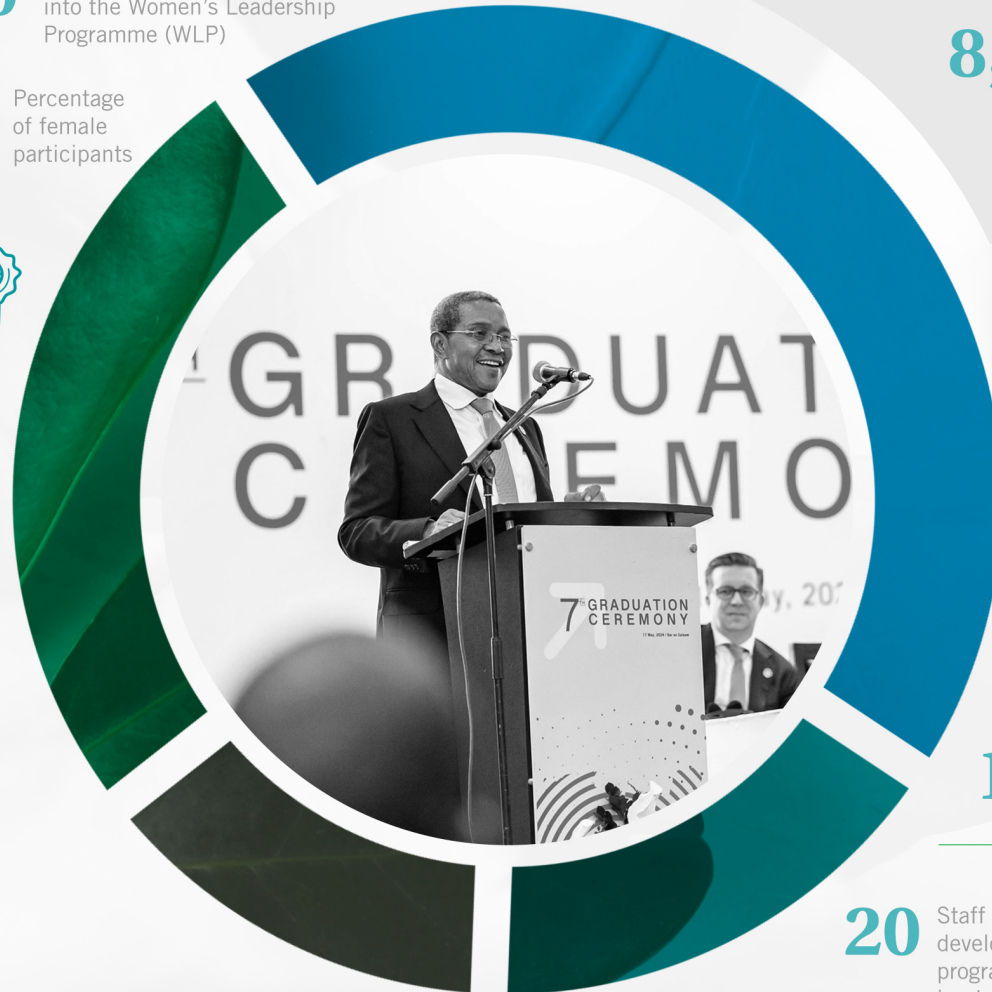
GOAL 2 Aligning Systems and Processes for Sustainable Development



GOAL 3 Deepening Knowledge through Research, Sharing Insight and Learning



GOAL 4 Advancing Good Leadership for Sustainable Development



PARTNERING FOR IMPACT

Regional & International

- The Government of Finland
- The European Union
- UN Women
- Aalto University Executive Education and Professional Development
- The Finnish Institute of Public Management (HAUS)
- The African Union Peace and Security Council
- Stockholm Environment Institute



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)
- The Prime Minister's Office
- Ministry of Foreign Affairs and East African Cooperation
- Ministry of Home Affairs
- The Office of the Treasury Registrar
- University of Dar es Salaam
- National Bank of Commerce

Our 2023/2024 performance explained

Our four most noteworthy accomplishments of the year were: the reintroduction of strategic, supply-driven executive education programmes, expansion of our regional presence, increase in female participation in our programmes, and the forging of new partnerships.

We delivered 108 training programmes to 4,304 senior and emerging leaders, achieving a cumulative total of 14,147 training days. We remained the trainer of choice for the Tanzanian government in strengthening the capacity of senior political and administrative leaders.

We continued to advance women's leadership in all sectors across the continent. Over 50% of leaders enrolled for executive education are now female.

The Women's Leadership Programme attracted the European Union and UN Women as new partners, allowing us to expand the impact of the programme beyond Tanzania. As a result, we enrolled regional candidates from Eswatini, Uganda, Kenya, the Democratic Republic of Congo, and Malawi into the programme. Our regional presence was further strengthened by designing and delivering a data-driven leadership programme to senior leaders from Nigerian and Beninese universities.

We organised seven policy dialogues with 2,843 delegates. These included two flagship events: the Green Growth Platform (GGP) and Women's Leadership Forum (WLF); and a regional dialogue on peace and security. The GGP was held in April 2024 under the patronage of H.E. Dr. Philip Isdor Mpango, Vice President of the United Republic of Tanzania. The theme was "promoting investments in green parks for sustainable development in Tanzania." The WLF took place in October 2023 with Hon. George Simbachawene (MP), Minister of State in the President's Office–Public Service Management and Good Governance, as guest of honour. The discussions focused on promoting gender equality in leadership for sustainable development in Tanzania. The third event, held in May 2024, was organised in collaboration with the African Union Peace and Security Council, Ministry of Foreign Affairs and East African Cooperation, and the University of Dar es Salaam.

Our research initiatives were centred on three themes: natural resource management; industrialisation; and leadership, with inclusivity, climate change, and green development serving as cross-cutting issues. We completed four action research projects that explored carbon trading; the relationship between investment climate reforms and foreign direct investments; forest

resource governance; and the role of mining in Tanzania's economy. Furthermore, we wrapped up the process of publishing a biography of the late former prime minister Edward Moringe Sokoine, anticipating its launch in the next fiscal year.

Our advisory services focused on aligning systems and processes for sustainable development, delivering six assignments for the government and wider public sector in Tanzania. These involved technical assistance being given to the Prime Minister's Office, Planning Commission Tanzania, Ethics Secretariat, Ministry of Foreign Affairs and East African Cooperation, Ministry of Constitutional and Legal Affairs, and the National Audit of Tanzania.

We shared insights and knowledge through communications and public engagement activities targeted at various audiences within Tanzania and beyond. We produced four new episodes of the television series Meet the Leader and In Focus. Those interviewed included H.E. Joaquim Chissano, former President of the Republic of Mozambique; Dr. Agnes Kalibata, President of AGRA; Mr. David Walker, former Director of the European School of Administration; and Dr. Lucy Newman, Chief Executive Officer of Africa Private Sector Summit.

Our Resource Centre attracted more than 8,000 visitors and gained 186 new members. The Centre also acquired new printed and digital titles. It also hosted four events featuring renowned experts in the fields of leadership, economics and politics.

Through our monitoring, evaluation and learning system, we were able to determine the value and impact of our executive education programmes while taking measures to improve them to meet the diverse needs of senior and emerging leaders.

Finally, people and organisational development was strengthened through a series of individual and group training activities. We implemented a total of 20 capacity development programmes for our staff. Topics covered included market-focused strategic planning; negotiation; performance appraisal in the public service; and procurement systems. We filled four positions: Events Coordinator, Communications Manager, Internal Auditor, and Assistant Librarian. To facilitate the adoption of a new organisational structure, the scheme of service and other human resource documents were submitted for approval to the President's Office of Public Service Management and Good Governance.

Dodoma

Kambarage Tower (PSSSF Building), 8th Floor
18 Jakaya Kikwete Road
P.O. Box 1081, Dodoma, Tanzania
Tel: +255 (0) 26 296 3882/3

Dar es Salaam

Plot No. 100, Magogoni Street, Kivukoni
P.O. Box 105753, Dar es Salaam, Tanzania
Tel: +255 (0) 22 211 0372/3
Fax: +255 (0) 22 211 0374

info@uongozi.or.tz

www.uongozi.go.tz

