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# Skills Enhancement in the Formulation, Development and Implementation of ICT Strategy in the Public Sector

## Course Overview

The **"Strategic ICT Leadership in the Public Sector"** is a 5-day intensive program focused on the lifecycle of a National or Institutional ICT Strategy. Many African institutions struggle with "pilot-itis" (endless pilot projects that never scale) and misaligned IT investments. This course equips senior officials and ICT professionals with a structured framework to align technology with national development goals, manage complex implementations, and navigate the unique infrastructure and regulatory challenges of the African continent.

## Program Objectives

By the end of this program, participants will be able to:

- **Formulate** a comprehensive ICT strategy that aligns with national/institutional mandates.
- **Assess** digital maturity using the **African Union Digital Maturity Model**.
- **Develop** a bankable ICT roadmap with clear KPIs and resource requirements.
- **Lead** the implementation of Digital Public Infrastructure (DPI), including digital ID and payment systems.
- **Govern** ICT investments to ensure transparency, cybersecurity, and value for money.

## Course Coverage (Modules)

### Day 1: Strategic Context & Formulation

- **The Global & African Digital Landscape:** Understanding AU Agenda 2063 and the Digital Transformation Strategy for Africa.
- **Strategy Formulation:** Moving from "ICT as a Department" to "ICT as a Strategic Enabler."
- **Stakeholder Mapping:** Identifying and engaging the "Digital Ecosystem" (Private sector, NGOs, and Citizens).

### Day 2: Situational Analysis & Readiness

- **The SWOC Analysis:** Analyzing Strengths, Weaknesses, Opportunities, and Challenges in an African context (Power, Connectivity, and Literacy).
- **Digital Maturity Assessment:** Using tools to determine the "As-Is" state of your institution.
- **Benchmarking:** Learning from African success stories (e.g., Rwanda's Irembo, Kenya's e-Citizen).

**Day 3: Developing the Strategic Roadmap**

- **Defining the Pillars:** Infrastructure, Digital Skills, Legal/Regulatory, and Digital Government Services.
- **Resource Mobilization:** Budgeting for ICT, exploring PPPs, and engaging development partners.
- **The Implementation Plan:** Breaking the 5-year strategy into actionable 12-month work plans.

**Day 4: Implementation & Change Management**

- **Governance Models:** The role of the e-Government Authority (e.g., e-GA in Tanzania or NITA in Ghana).
- **Interoperability & Standards:** Ensuring systems talk to each other across different ministries.
- **Managing the "Human Element":** Change management strategies to overcome institutional resistance to digitalization.

**Day 5: Monitoring, Evaluation & Cybersecurity**

- **Impact Tracking:** Setting and measuring KPIs for digital service delivery.
- **Cybersecurity Resilience:** Integrating security into the strategy from Day 1 (Security by Design).
- **Action Planning:** Each participant develops a "Strategy Brief" for their home organization.

**Target Participants**

- **Chief Information Officers (CIOs)** and Heads of ICT Units.
- **Permanent Secretaries** and Directors of Policy/Planning.
- **Policy Makers** from Ministries of Communication and Digital Economy.
- **e-Government Agency** leads and Regulators.
- **Senior Project Managers** overseeing national digital infrastructure projects.

**Expected Outputs**

Participants will graduate with a **"Strategic ICT Leader's Portfolio"** containing:

1. **A Draft ICT Strategy Framework:** A 5-page high-level structure for their own institution.
2. **A Digital Maturity Scorecard:** A self-assessment of their current institutional digital state.
3. **An Implementation Risk Register:** Identification of the top 5 risks to ICT strategy in their country and mitigation plans.
4. **A 100-Day Action Plan:** Immediate steps to initiate or refresh the ICT strategy upon return to office

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