



# Statistical Leadership Training Programme for Egypt Central Agency for Public Mobilization and Statistics (CAPMAS)

# Statistical Leadership Training Programme for Central Agency for Public Mobilization and Statistics (CAPMAS)

“Exciting, invigorating, motivating and most of all educational” (course participant)

the Central  
Agency for Public Mobilization and Statistics (CAPMAS)

“This programme impacted change”  
(course participant)

**Why does the Central Agency for Public  
Mobilization and Statistics (CAPMAS)  
need a leadership programme?**

**What makes this programme  
unique?**

CAPMAS

Egypt



## What key skills will I learn?

**1** Strategic thinking

**2** Integrity

**3** Communication

**4** People leadership

**5** Knowledge

“Really helpful – I’ve learned a lot about leadership – not only to use in work but in my personal life” (course participant)

# Objectives

## 1. Develop self-awareness and confidence.

The programme provides participants with the opportunity to take stock of their leadership style. By using a wide range of tools and techniques to develop personal and professional awareness, it helps leaders to understand what their strengths are, and how to build on them. In doing so, it enhances confidence in their professional and personal abilities and actions. The programme also enables participants to identify their weaknesses and reflect on ways to address them. It offers tools to develop personal strategies to become better leaders.

## 2. Lead teams and individuals.

The programme supports leaders to drive better engagement and better results from their teams. It does so by enabling participants to understand their own leadership style and develop managerial and leadership tools and skills. These are aimed at inspiring and motivating teams and individuals through collaboration, challenge and support, and creating and promoting a culture in which everyone feels valued and respected. By having a greater focus on performance and the development of others, leaders will be able to increase the visibility, agility, curiosity and innovation of staff. This, in turn, will enhance business performance.

## 3. Improve influencing skills.

The programme develops the skills and confidence needed to influence and persuade others. By communicating more clearly and strategically, and listening more effectively, leaders will be more likely to achieve better results, work more effectively with stakeholders through partnerships, collaboration and cooperation, and manage priorities and address opportunities and problems effectively.

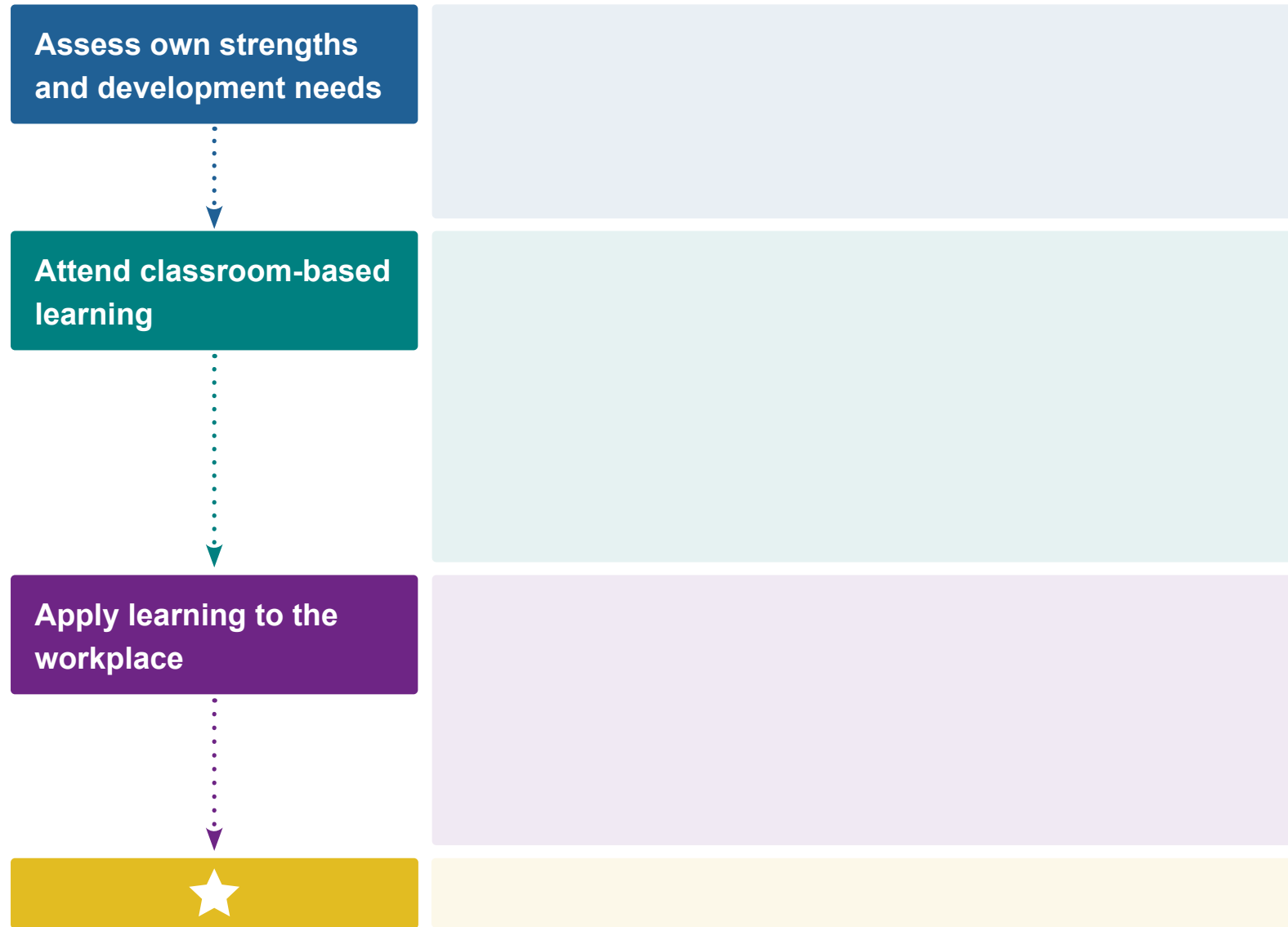
## 4. Lead and manage change.

The programme inspires leaders to champion learning and cultural change within their organisation. It does so by enabling participants to learn about and select from a range of options to develop strategies that will guide them to lead robust transformation.

## 5. Build networks.

The programme aims to develop a network of support and challenge amongst peers within statistical offices and provide the skills and confidence to continue building relationships with others outside their organisation.

## Course timeline



## Self-assessment

Participants assess their own learning needs and current leadership skills in the following ways:

Tool	How does it work?	How will it be used as part of the programme?
<b>360-degree feedback</b>	<p>Participants are asked to nominate individuals who they believe would supply honest feedback. These are likely to be their line manager, peers, direct reports, and customers.</p> <p>Feedback providers are sent a form to complete.</p>	<p>The answers are anonymised and discussed with each participant individually, to enable them to understand the key elements for their own individual development, identify areas for improvement and build on their strengths.</p>
<b>Personality assessment</b>	<p>Learning styles questionnaire will be used to reveal how we see and interact with the world, giving insight into our motivation and the motivation of others. This provides a foundation for personal growth and development, underpinning enhanced personal effectiveness. <i>The Myers Briggs Type Indicator profiles can't be used for the training as they are not available in Arabic.</i></p>	<p>The course tutor will help participants to interpret their profile and understand how this tool can be used, for example by helping leaders to understand and appreciate different strengths, relate to others with greater understanding, identify gaps in their teams and resolve conflict.</p>
<b>Current Challenges</b>	<p>Participants are encouraged to think of a current workplace challenge that they want to work on during the programme.</p>	<p>Attendees are instructed to bring along a challenge they currently have. There are opportunities throughout the week for them to work on these challenges as part of an action learning group. Participants carry out group work looking to solve a workplace problem they have identified on the course using a variety of tools and techniques they have learned.</p>
<b>Self-assessment</b>	<p>Participants are asked to complete a questionnaire determining their level of experience of leadership.</p>	<p>This is used by the tutor to tailor the course. It also provides a baseline to be used for evaluation purposes.</p>

## One to one session with tutor

The 360 degree feedback forms the basis for a one-to-one session with the Leadership Programme trainer before the start of the training programme to highlight strengths and weaknesses and explore ways to address and consolidate them.

## Classroom-based learning

Day	Topic	Learning objectives
1	Introduction to leadership	
2	The importance of teams	
3	Communicating and enabling a clear vision	
4	Strategic leadership tools and leading change	
5	Culture, influence, and power	



## Follow-up learning

### Contact information For

further information, please contact:

**the UK Office for National Statistics at**  
[international.development@ons.gov.uk](mailto:international.development@ons.gov.uk)