



## Concept Note

# Statistical Leadership Training Programme for the Arab Statistical System: The Central Agency for Public Mobilization and Statistics (CAPMAS) in Egypt

## I. Background

To meet the growing demand for timely, comprehensive and trusted data, the Arab Statistical System needs transformative leaders who can lead the modernisation of national statistical offices, develop and communicate clear strategies, lead and inspire change, delegate work appropriately, build relationships and motivate and inspire their teams.

The African Centre for Statistics (ACS) at UNECA has created a partnership with the African Institute for Economic Development and Planning (IDEP), the UK Office for National Statistics (ONS) and the United Nations Economic and Social Commission for Western Asia (ESCWA) to develop and deliver a statistical leadership training programme. The key aim of the programme is to equip leaders of National Statistical Systems with the skills required to lead their organisations on a programme of statistical modernisation. It focuses on upskilling statistical leaders to deal effectively with the range of challenges faced by their organisation. It is designed to inspire positive change at the senior and middle management level.

The programme is specifically tailored for national statistical offices and speaks to the unique experiences and challenges faced by statistical leaders. The programme started first with a classroom approach. During the Covid-19 pandemic, it was adapted for online use with self-paced e-learning and facilitated online group discussions. The flexibility of remote learning is enhanced facilitated real time seminars where participants can share experiences and ask questions of trainers from leading statistical institutions.

UNESCWA has great pleasure in partnering with ONS and ECA to adapt and implement the programme for use in Arab member states, starting with Jordan, where the programme was delivered on-site in November 2021 for senior management. The next training is planned for Egypt in the first quarter of 2022.

## II. Objectives of the programme

The objectives for the programme are to provide CAPMAS participants with the opportunity to:

1. Take stock of leadership style and develop strategies to lead by example, develop and motivate people in line with analytical organisational values
2. Develop managerial and leadership skills with a greater focus on performance related implementation and the development of those around them, suitable for an analytical organisation
3. Increase visibility, agility, curiosity, and innovation of staff, to enhance business performance
4. Enhance internal and external communication to better manage and share information effectively with users, suppliers, colleagues, and other analytical stakeholders through partnership, collaboration, and cooperation
5. Enhance relationships and increase self-awareness of the impact that leaders have

6. Set direction, take tough decisions, manage change, plan, and manage to ensure effective delivery of outputs.
7. Create and promote a culture in which everyone feels valued and respected
8. Develop a network of analytical support and challenge amongst peers for continuing professional development and implementation of learning.

### **III. Course Approach**

For the e-learning course, participants are required to attend a one-hour introductory session prior to the start of the course. The tutor explains the course and what is expected of attendees. The session also provides the tutor with the opportunity to get to know the participants and answer any questions.

The course comprises five modules. Each module is made up of five self-paced lessons with text and narration. Each lesson contains links to articles, websites, and videos. Questions help to focus learning, and a quiz ensures learning has taken place. The team will have two weeks to complete each module individually.

There are agreed periods during each module where the tutor is available to provide one-to-one online support. This is an opportunity for individuals to clarify understanding, discuss differing views and bring real-life examples for consideration.

A sharing forum is also available for participants to discuss challenges with the material and give examples that support or challenge the learning. It is an opportunity to share best practice from participants' own experience, from reading, or from situations they become aware of. It can also be a platform for support and advice from fellow participants on approaches to take in specific leadership situations.

To establish the learning and build leadership skills, participants are required to produce **individual action plans** to help implement the learning from each module.

At the end of each module, the tutor facilitates an online seminar for all participants, aimed at answering questions regarding the material, discuss the module and explain concepts that may have been unclear. The tutor encourages the team to determine how the learning can be implemented to produce actions that will have an impact on the organisation. The discussion is centred around barriers to implementation and other challenges participants face. During the final seminar, individual actions plans for the whole programme are reviewed, a prominent guest speaker gives a lecture covering the most salient themes that have emerged during the five weeks. Finally, an evaluation of the learning experience is sought.

One month after completion of the course, participants are required to attend an hour-long seminar to review progress on their own action plans. This session also provides extra learning on a chosen topic. A certificate of completion is produced upon attendance of this session.

### **IV. ORGANIZATIONAL AND LOGISTICAL DETAILS**

The programme is aimed at middle to senior officials in the national statistical offices in selected countries that express interest. Participation in the programme is by invitation only. The timing proposed is the week 13 March to 17 March 2022. A minimum number of 10 participants is required to run each course of the e-learning programme.

## V. Contacts

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