



# Public Financial Management Capacity Development for Improved Service Delivery (FMISD)

## Change Leadership Workshops Pilot Fact Sheet

### Pilot Objectives:

The goal is to contribute to more effective leadership teams. This will provide an enhanced environment for organisational change that ought to ensure better traction is gained through any organisational change process. Implementing improved public finance practices is only one example of a change requirement. In this example, more effective leadership teams ought to bring the organisation together to implement useful improvements that streamline ways of working while at the same time protecting public funds. If everyone works with the view of improving the delivery of services, they will find themselves working together to implement sustainable change. Every part of the organisation's operations will benefit in this way and not only the financial management activities.

### Pilot Duration & Location:

It is envisaged that each leadership team in the pilot will be engaged over a four-week period and participate in four 3-hour workshop sessions, one per week, equivalent to a 2-Day workshop but spread over time to not interfere with the operational activities of the teams. Much of the programme will be delivered virtually.

### Highlights of the Pilot Outline – Change Leadership Workshops:

- Understand the strategic importance of change leadership as a core competency for leaders in today's fast-paced and disruptive environment
- Understand change management and change leadership concepts and the process of change and transformation
- Develop change leadership capability and agile mindset to anticipate, initiate, manage, and sustain change to get maximum results
- Learn practical change leadership strategies, competencies, and tools that you can apply to specific work scenarios to improve team performance and service delivery
- Understand how people typically respond to change and how to proactively identify and address barriers and resistance to change to get buy-in and commitment
- Gain knowledge and skills to help you master the people side of change so you can effectively sponsor, lead, and support people through change
- Improve the ability to communicate effectively, influence and collaborate with other leaders and stakeholders to implement sustainable changes aimed at improving service delivery
- Engage with colleagues to apply learnings and co-create strategies and solutions for current and future workplace changes

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Outline the context for the Change Leadership programme and its link to other programmes aimed at enhancing organisational capacity to improve financial management and service delivery

Promote an understanding of change and transformation - key concepts and principles of change management and change leadership

Share types of changes, typical changes in organisations and typical people responses to change

Explain the role of Change Leaders and competencies they need and equip them with knowledge, skills, mindsets and behaviours required to effectively lead and support people through change to get their buy-in and commitment

Share tips, frameworks, models and tools to equip Change Leaders to initiate, navigate, lead and sustain change to get maximum results

Application of learnings using case studies or practical examples to enhance the capability, authority and credibility necessary for Change leaders to lead change successfully