



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

Leadership Coaching 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 delivery of the 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 period of six to nine months and participate in four team coaching sessions and six individual coaching sessions. Much of the pilot will be delivered virtually.

Highlights of the Pilot Outline – Team Coaching:

- Gain greater clarity, coherence, and consistency around priorities
- Understand the balance between individual and team priorities
- Better understand how teams work, collaborate on where to improve
- How to support each other, how to optimise workflow, check for task gaps and overlaps
- Manage reputations, work on engagement within departments and across the organisation

Highlights of the Pilot Outline – Individual Coaching:

- Awareness of own perspectives, beliefs, and attitudes that may contribute to or hinder leadership style
- Awareness of blind spots and raising self-awareness, enabling achievement of goals
- Providing a confidential discussion space for individual growth and development
- Support for improving specific leadership skills such as delegation, conflict management, team building, influence and persuasion, systems thinking
- Reflection on values leading to improvement in leadership confidence and influence
- Coaching is an individually adapted targeted development process so leaders can adapt to what is needed for them

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