



# PUBLIC SERVICE REFORM AND DEVELOPMENT SECRETARIAT

CABINET OFFICE, OFFICE OF THE PRESIDENT

## “Results for Kenyans”

### CALL FOR PAPERS

Results for Kenyans - Leadership, Integrity and Results in Public Life

INTERNATIONAL CONFERENCE

Nairobi, Kenya, 31<sup>st</sup> October 2006 to 2<sup>nd</sup> November 2006.

The Public Service Reform and Development Secretariat [PSR&DS], Cabinet Office / Office of the President, Government of Kenya, invites submissions for papers and presentations for a conference exploring issues surrounding Transformative Leadership, Integrity and Results in the transition from a process oriented management style to a Results Based Management [RBM] style, for efficient, effective and ethical service delivery.

#### Background

To facilitate the transformation of the Public Service from process oriented to a Results Oriented Management culture in Public Service delivery, and to provide a mechanism that supports the achievement of the national priorities, the Government developed the ‘Results for Kenyans’ programme. This programme sets performance standards and the related institutional framework, and builds the capacity of leaders to manage change in the achievement of targeted **Results for Kenyans**, which are *efficient, effective and ethical*. This programme operates on a premise that *Kenyans have a right and a need to know*.

The government therefore seeks this opportunity to engage and dialogue with stakeholders on the overall Reform agenda. In this regard, transformative leadership and integrity have been identified as critical components of an effective service delivery system that fosters capacity building for self-sustaining culture of delivery of targeted results. Meanwhile, democratising reforms into the Millennium have resulted in greater public scrutiny of the Government performance. In response to this challenge, the Cabinet in September 2004, called for the introduction of RBM in the Public Service. This called for a paradigm shift on the part of the leadership, management and staff of the Public Service from process to a results orientation.

#### Aims of the Conference

In light of the above, the Government has proposed a leadership conference on October 31<sup>st</sup> to 2<sup>nd</sup> November 2006 to bring together local and international expertise on issues surrounding transformative leadership, integrity and the delivery of Results in Public Life.

This conference will draw on the experiences of the public sector, state corporations, regional and local authorities, the private sector, development partners, academia, the youth, civil society, faith based organisations and other non state actors. The deliberations will focus on competing and concurring perceptions on reforms from Kenya’s traditional process oriented management style to the more efficient RBM style. These deliberations will elaborate on these concepts and their application to public sector performance management, and draw on the lessons from similar regional and international reform experiences.

#### Conference Questions

The conference will address the following broad questions and related issues:

- ⊙ What are the broad leadership and ethical challenges that the RBM reform agenda should/ought to address in the contemporary context and for posterity?
- ⊙ How do the principles and models of RBM relate to the services typically delivered by Government?
- ⊙ What are the extents and experiences of Kenya’s reforms towards the Government Performance Management Framework and how do these compare with the provisions in management literature and the frameworks proposed by other countries?
- ⊙ What lessons can Kenya’s public reform agenda garner from regional and international experience?
- ⊙ Within a SWOT context for Kenya and the Eastern Africa region, what is the ideal role of the non-state actor in enhancing Public Service performance, and strengthening Public Service stakeholder partnerships?

#### Call for Papers

Papers are invited for presentation at this conference. In particular, we welcome papers from practitioners with any one or more of the following foci:

- ⊙ Reviews of the debates on the conceptual and theoretical arguments behind RBM, Integrity, Transformative Leadership and Change Management as a means to enhancing Public Service performance.
- ⊙ Regional and international best practice case studies, on the institutionalisation of RBM, integrity, transformative leadership, and change management in the Public Service.
- ⊙ Sectoral case studies on Kenya’s implementation of RBM highlighting successes, challenges and lessons that can inform implementation in other sectors and entrench sound performance management practices.
- ⊙ The points of confluence between RBM, transformative leadership and performance management and competencies for government.
- ⊙ ‘**Growing our leaders**’, the need for a youth agenda in leadership succession management in the public service.

#### Conference Outputs and Outcomes

Rapporteurs will cover all the plenary and breakout sessions of the Conference to record all deliberations, the output being collated by the Conference’s technical team into a compendium entitled ‘**Results for Kenyans - Leadership, Integrity and Results in Public Life**’.

Plenary and breakout sessions are intended to launch an on-going dialogue on leadership, integrity and results focused performance management for improved service delivery, and to equip participants with new skills and the requisite tools for the same. The compendium is intended as a constant companion for Kenyan leaders in institutionalizing a culture of leadership, integrity and the delivery of results in an efficient, effective and ethical manner.

#### Submitting Proposals and Draft Papers

Abstracts of 200 to 300 words accompanied by a short author CV, should be submitted by electronic mail to Dr. Othieno Nyanjom <othieno@kippra.or.ke> no later than 13<sup>th</sup> September 2006. Authors of successful abstracts will be notified promptly and furnished with notes on editorial expectations. Authors will be required to submit a full draft of their papers by the 5<sup>th</sup> October 2006. These will be reviewed and returned with comments to enable authors to submit revised versions by the 15<sup>th</sup> October 2006 for incorporation into Conference materials. Enquiries on technical aspects of the papers can be directed to Dr. Nyanjom on the same e-mail address or on telephone +254-20-2714714/5 or +254-20-2721654.

#### Logistics and Funding

This Conference is fully funded by the Cabinet Office, Office of the President, meaning that all travel and accommodation expenses for speakers will be covered. The Conference venue will be the Kenyatta International Conference Centre [KICC] in Nairobi’s Central Business District, within walking distance of several international class hotels at which foreign speakers will be accommodated. The Conference secretariat will provide suitable transport in the event of accommodation being availed at a distance from KICC. Arrangements will be made to enable delegates to sample Kenya’s internationally renowned tourist attractions in and around the City of Nairobi, such as the Nairobi National Park, National Museum of Kenya and Nairobi’s Animal Orphanage.

#### Hosting Institutions

The leadership of the “**Results for Kenyans - Leadership, Integrity and Results in Public Life**” conference is provided by the Permanent Secretaries of the Cabinet Standing Committee on Reforms, and Permanent Secretaries from other relevant ministries. This Steering Committee is chaired by **Amb. Francis K. Muthaura, EGH, Permanent Secretary, Secretary to the Cabinet and Head of the Public Service**. The conference will be hosted by Public Service Reform and Development Secretariat (PSRDS), Cabinet Office, Office of the President, Government of Kenya, while Kenya Institute of Public Policy Analysis and Research [KIPPR] will provide technical support.