

Transparent And Accountable Governance Course Details

Department: Rule of Law, Democracy & Rights

Presented by Magna Skills Development Institute

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The banner features a blue background with a white arrow pointing right. On the right side, there is a photograph of three people (two women and one man) in a meeting, looking at a laptop screen. The Magna Skills logo and website URL are in the top right corner. The services list is on the left, and the website information is at the bottom left. There are decorative dotted patterns in the top left and bottom right corners.

Course Summary

Improved governance requires an integrated, long-term strategy built upon cooperation between government and citizens. It involves both participation and institutions. The Rule of Law, Accountability, and Transparency are technical and legal issues at some levels, but also interactive to produce government that is legitimate, effective, and widely supported by citizens, as well as a civil society that is strong, open, and capable of playing a positive role in politics and government. This paper considers goals for better governance, key challenges confronting efforts at reform, examples of successful good-governance efforts, and action steps for improving both participation and institutions.

Course Objectives

- Legitimate, effective, responsive institutions and policies (“embedded autonomy”)
- Understandable processes and outcomes:
- Transparency:
- Incentives to sustain good governance:
- Vertical accountability:
- Horizontal accountability and leaders, and among segments of government:
- Feasibility scoping
- EITI validation assessments
- Comprehensive analyses of tax payments and government income streams
- Audit support and training
- Civil society strengthening
- Parliamentary support and capacity building
- Value chain transparency assessments

Course Outline

Different conceptions of Leadership and Key components

- Leadership as a process
- Leadership involves influence over others
- Leadership happens within the context of a group
- Leadership involves goal attainment

Trait Approach to Leadership

- Key attributes of Trait approach to leadership
- Five factor Personality Model and Leadership
- Emotional Intelligence
- How the Trait Approach works
- Strengths and Shortcomings of Trait Approach

Three Skills Approach to Leadership

- Conceptual skills
- Human skills
- Technical skills
- Skills Model
- Individual attributes
- Leadership outcomes
- Career experiences
- Environmental Influences
- How the Skills Approach model works
- Strengths and shortcomings

Style Approach to Leadership

- Style approach description
- Ohio state studies
- The University of Michigan studies
- Blake and Mouton's Managerial Leadership Grid
- How the style approach works
- Strengths and shortcomings

Situational Approach to Leadership

- Situational approach description
- Leadership styles
- Development levels
- How the Situational Approach works

- Strengths and shortcomings

Contingency Theory

- Contingency theory description
- Leadership styles
- Situational variables
- How the contingency theory of leadership works
- Strengths and shortcomings

Path –Goal theory

- Path – Goal Leadership theory description
- Leader Behaviours (directive, supportive, participative and achievement oriented Leadership)
- Subordinate characteristics
- Task characteristics
- How the P –G leadership theory works
- Strengths and shortcomings

Leader – Member Exchange Theory (LMX)

- LMX theory description
- Early studies
- Latter studies
- Leadership making
- How LMX theory works
- Strengths and shortcomings

Transformational Leadership

- Transformational Leadership definition and description
- Transformational leadership and Charisma
- A Model of Transformational Leadership
- Factors identifying Transformational Leadership
- Transactional Leadership factors
- Non leader factors
- Other Transformational perspectives

- How the Transformational Leadership works
- Strengths and shortcomings

Team Leadership

- Team Leadership description
- Team Leadership Model
- Team Leadership Actions
- Team Effectiveness
- How Team Leadership Model works
- Strengths and shortcomings

Gender and Leadership

- Gender and Leadership Description
- Gender and Leadership styles
- Gender and Leadership Effectiveness
- The Glass Ceiling (Evidence, motive for removal and explaining Glass Ceilings)
- Breaking the Glass Ceiling
- Strengths and shortcomings

Culture and Leadership

- Culture and Leadership description
- Culture defined / other related concepts – ethno centricism, prejudice etc
- Dimensions of Culture
- Clusters and characteristics of World Cultures
- Universally desirable and undesirable Leadership attributes
- Strengths and Shortcomings

Leadership Ethics

- Ethics and Leadership description
- Ethics defined
- Centrality of Ethics in Leadership in organizations
- Principles of Ethical Leadership
- Strengths and shortcomings

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Company Overview

Who We Are: Magna Skills is a premier training and capacity-building organization specializing in professional development for government institutions, NGOs, and the private sector.

Our Mission: To provide world-class training solutions that equip professionals with the expertise needed to excel in their careers and contribute meaningfully to their organizations.

Our Vision: To be the leading provider of professional training and development across Africa, fostering excellence, innovation, and capacity-building in public and private sectors.

Core Values

- **Excellence** – Delivering high-quality training tailored to meet the evolving needs of professionals.
- **Integrity** – Upholding the highest ethical standards in all our engagements.
- **Innovation** – Embracing new technologies and methodologies to enhance learning experiences.
- **Customer-Centric Approach** – Ensuring client satisfaction by providing relevant, practical, and impactful training.
- **Collaboration** – Partnering with industry experts and institutions to provide the best learning opportunities.

Our Training Methodology

We use a blended learning approach that includes instructor-led training, case studies, workshops, and post-training support.

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