

Leadership Forum: High Performance in Development

Concept Note

Introduction

In the work to strengthen leaders' capacity for mobilising change and achieving results, the World Bank Institute is organising a Forum on Leadership and Results in Marseille, France, on October 9-10 2007. The Forum will bring together leaders and practitioners from a number of countries in francophone Africa and the MENA region that have experiences to share in this domain.

The Forum is a follow-up to Capacity Day 2007 (April 2007) and part of WBI's on-going work in providing capacity support to leaders and their teams in different countries. The Forum brings together representatives from all the main stakeholders within leadership development, to share ideas and experiences around leadership support targeting change and results, particularly as pertaining to the nexus between the political and operational arms of government.

Objectives and Outcomes

The Forum aims to examine leadership development interventions as a tool for public sector reform – in terms of leaders' role in driving and facilitating change and achieving results and what capacity support is effective in such endeavours.

The event will serve as a forum for analysing past and current leadership development interventions undertaken in a number of countries and contexts and is expected to lead to the following outcomes:

1. **Developing a body of knowledge:** The Forum will provide data on different leadership development interventions - focusing on the following issues and themes:
 - (i) The context in which the interventions were undertaken;
 - (ii) Implementation and approach: methodology, tools and instruments;
 - (iii) Change, results and impact;
 - (iv) Sustainability/institutionalisation of efforts.

This information will provide insights into the roles of political and operational arms of government in promoting change for the achievement of results, including what kind of change incurred (in leadership roles, processes, behaviours...), how was it affected, and through whom (change agent).

As part of the preparation for the Forum, country delegations will develop case-stories examining leadership development interventions in their respective countries (along the framework of issues and themes presented above). These cases will be shared with all delegates to the Forum, and may also be published in a more formal fashion following the event. This work will also contribute to a wider study

undertaken by a group of donors on the nature and impact of leadership development interventions of this type.

2. **Client learning:** The Forum is an opportunity for country delegations – those who have been involved in leadership development efforts in the different countries – to gain access to lessons learned from similar experiences in other countries. Organisers aim to facilitate and encourage a frank exchange of ideas, with particular emphasis on lessons learned from the operationalisation of such interventions. Organisers also aim to provide insights into the donor perspective of engaging in leadership development activities.

Delegations and Participants

Delegations to the Forum will include high level political and operational representatives from countries that have or are engaged in results-focused leadership activities. The following countries will be represented:

- Burundi;
- Central African Republic;
- Kenya;
- Madagascar;
- Morocco;
- Rwanda;
- Sierra Leone;
- Sudan;
- Yemen.

The following donor agencies – other than the World Bank – will also be represented at the Forum: CIDA, DfID, the French, and UNDP.

Venue and Date

The Forum will take place at the Mercure Hotel, Marseille, France, on October 9-10 2007.

Annex: Approach Adopted

The objective of the Forum being to gather further data relating to leadership development interventions (form and impact) through the undertaking of a joint examination and analysis of such interventions in different countries, the outcomes from the event will depend on the level of advance preparation. As a result, each country delegation has been asked to prepare and share with Forum organisers prior to the event a short case-story describing leadership development work in their respective countries. A general framework has been developed by the organisers and shared with all delegates, and videoconferences have been organised with all delegates with the purpose of facilitating this process. The information sought from the case-stories focus on (i) the context and nature of the interventions; and (ii) results and lessons learned.

The Forum will be highly participatory in nature, where delegations will present their case-stories, and information shared through moderated panel discussions and question and answer sessions. There will also be several working group sessions. An international facilitator will be responsible for moderating the event, with support from representatives from the World Bank.

Participants and delegates to the Forum will have simultaneous interpretation provided by interpreters of international standard.