Change Management for PFM Reforms Training Course

Professional Development Training Course Outline

Category	Public Financial Management & Budgeting	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Public Financial Management (PFM) reforms are essential for improving fiscal governance, transparency, accountability, and sustainable service delivery in both national and sub-national governments. However, implementing PFM reforms requires more than just technical solutions?Çöit demands strong leadership, organizational alignment, capacity building, and adaptive change management strategies. Change Management for PFM Reforms Training Course is designed to equip participants with practical tools, proven frameworks, and strategic approaches for managing change in PFM reform processes, ensuring reforms are effectively adopted and institutionalized.

With a strong focus on governance reforms, stakeholder engagement, fiscal sustainability, and institutional strengthening, this course integrates global best practices and case studies on successful reform implementation. Participants will gain insights into resistance management, leadership in financial reforms, policy adaptation, monitoring, and the role of participatory approaches in driving accountability and results-based performance. The training emphasizes capacity building, change leadership, communication strategies, reform ownership, and sustainable transformation to ensure PFM reforms achieve their intended outcomes.

Programme Curriculum

Change Management for PFM Reforms Training Course

Introduction

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Course Objectives

1. Understand the dynamics of change management in PFM reforms.
2. Apply strategic leadership skills in reform implementation.
3. Strengthen stakeholder engagement and consultation processes.
4. Develop effective communication strategies for reforms.
5. Identify and address resistance to change in financial systems.
6. Align reforms with governance and institutional strengthening goals.
7. Apply monitoring and evaluation frameworks in reform implementation.
8. Enhance fiscal transparency and accountability mechanisms.
9. Integrate capacity building and knowledge management into reforms.
10. Manage risks associated with public sector transformation.
11. Foster ownership and sustainability of PFM reforms.
12. Leverage digital transformation and innovation in PFM systems.
13. Design inclusive and participatory reform processes for long-term impact.

Target Audiences

1. Government financial managers and PFM practitioners
2. Senior policymakers and reform leaders
3. Audit institutions and oversight bodies
4. Donor and development partners supporting reforms
5. Civil society and accountability advocates
6. Local government finance officers
7. Change management and organizational development specialists
8. Academics and researchers in public finance governance

Course Duration: 5 days

Course Modules

Module 1: Foundations of Change Management in PFM Reforms

- Principles of change management in financial governance
- Importance of leadership in driving reforms
- Building reform coalitions and champions
- Managing institutional culture and resistance
- Communication strategies in financial reforms

- **Case Study: Successful PFM Reform in Rwanda**

Module 2: Stakeholder Engagement and Reform Ownership

- Identifying and mapping stakeholders
- Building inclusive reform participation mechanisms
- Developing negotiation and consensus-building skills
- Public participation in fiscal reforms
- Communication and advocacy strategies
- **Case Study: Citizen Engagement in Kenya?ÇÖs PFM Reforms**

Module 3: Governance, Transparency, and Accountability

- Governance frameworks for financial reforms
- Strengthening fiscal accountability institutions
- Integrating transparency mechanisms in reforms
- Monitoring governance indicators
- Linking reforms to anti-corruption efforts
- **Case Study: Transparency in South Africa?ÇÖs Budget Process**

Module 4: Institutional Strengthening and Capacity Building

- Institutional reforms and restructuring approaches
- Human resource development for reform sustainability
- Knowledge management and training systems
- Capacity needs assessments
- Building reform resilience
- **Case Study: Institutional Strengthening in Ghana?ÇÖs PFM Reforms**

Module 5: Communication and Resistance Management

- Diagnosing sources of resistance to change
- Strategies to overcome organizational resistance
- Reform communication frameworks
- Building change readiness
- Leadership role in overcoming resistance
- **Case Study: Resistance Management in Nigeria?ÇÖs PFM Reforms**

Module 6: Monitoring, Evaluation, and Reform Impact

- Developing reform performance indicators
- Frameworks for monitoring progress
- Adaptive learning and feedback mechanisms
- Measuring fiscal outcomes
- Integrating results-based management in reforms
- **Case Study: M&E Systems in Tanzania?ÇÖs Financial Reforms**

Module 7: Risk Management and Sustainability of PFM Reforms

- Identifying risks in reform processes
- Developing risk mitigation strategies
- Ensuring long-term sustainability

- Linking reforms to fiscal resilience
- Building institutional ownership
- **Case Study: Risk Management in Uganda?ÇÖs Reform Agenda**

Module 8: Digital Transformation and Innovation in PFM Reforms

- Role of digital tools in enhancing reforms
- Adopting financial management information systems (FMIS)
- Innovations in revenue collection and budgeting
- Data-driven decision making in reforms
- Integrating technology in accountability mechanisms
- **Case Study: Digital Transformation in Estonia?ÇÖs PFM System**

Training Methodology

- Interactive lectures with practical exercises
- Group discussions and peer-to-peer learning
- Real-world case studies and best practice reviews
- Role-playing and simulation activities
- Action planning sessions for participants?ÇÖ contexts

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

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