Innovation Leadership for Public Managers Training Course

Professional Development Training Course Outline

Category	Public Sector Innovation	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Innovation Leadership for Public Managers is designed to equip public sector leaders with the strategic mindset, tools, and competencies required to drive innovation within government institutions and public service organizations. As public administrations face increasing pressure to deliver efficient, citizen-centric, and digitally enabled services, innovation leadership has become a critical capability. Innovation Leadership for Public Managers Training Course explores innovation ecosystems, public sector transformation, adaptive leadership, design thinking, policy innovation, and performance-driven change management to strengthen institutional effectiveness and responsiveness.

The course emphasizes practical leadership approaches that enable public managers to foster innovation cultures, manage complex change, leverage digital transformation, and deliver measurable public value. Participants will gain hands-on experience in innovation frameworks, stakeholder collaboration, agile governance, and evidence-based decision-making. By the end of the training, learners will be equipped to lead innovation initiatives, overcome bureaucratic barriers, and institutionalize sustainable innovation practices across public sector organizations.

Programme Curriculum

Innovation Leadership for Public Managers Training Course

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Course Objectives

1. Understand innovation leadership principles in public sector management.
2. Apply strategic innovation frameworks to public service delivery.
3. Strengthen adaptive leadership skills for complex governance environments.
4. Promote a culture of creativity and continuous improvement in public institutions.
5. Integrate design thinking into public policy and service design.
6. Leverage digital transformation to improve government performance.
7. Enhance stakeholder collaboration and cross-sector partnerships.
8. Manage change and resistance in public organizations effectively.
9. Use data-driven decision-making to support innovation outcomes.
10. Align innovation initiatives with national development priorities.
11. Improve public sector performance measurement and accountability.
12. Apply agile and flexible management approaches in government.
13. Develop actionable innovation roadmaps for public institutions.

Organizational Benefits

- Improved efficiency and effectiveness of public service delivery
- Stronger leadership capacity for managing change and reform
- Enhanced citizen satisfaction and trust in public institutions
- Increased adoption of innovative and digital solutions
- Improved policy design and implementation outcomes
- Strengthened inter-agency and cross-sector collaboration
- Reduced bureaucratic inefficiencies and service delays
- Better use of public resources and fiscal accountability
- Enhanced institutional resilience and adaptability
- Sustainable innovation culture within public organizations

Target Audiences

- Senior public sector managers and directors
- Government department heads and supervisors
- Policy makers and program managers
- Local government administrators

- Public sector reform and modernization teams
- State-owned enterprise managers
- Regulatory authority officials
- Development partners working with government institutions

Course Duration: 10 days

Course Modules

Module 1: Foundations of Innovation Leadership

- Concepts and definitions of innovation in the public sector
- Differences between public and private sector innovation
- Leadership roles in driving public innovation
- Innovation challenges in government institutions
- Global trends shaping public sector innovation
- Case Study: Innovation reform in a national public service agency

Module 2: Strategic Thinking for Public Innovation

- Strategic foresight and long-term public value creation
- Aligning innovation with national development strategies
- Innovation portfolios and prioritization frameworks
- Risk management in public sector innovation
- Strategic leadership decision-making tools
- Case Study: Strategic innovation planning in a ministry

Module 3: Adaptive Leadership in Government

- Adaptive leadership principles and competencies
- Managing uncertainty and complexity in governance
- Leading teams through policy and operational change
- Building resilience in public organizations
- Leadership accountability and ethical decision-making
- Case Study: Adaptive leadership during public sector reform

Module 4: Building an Innovation Culture

- Organizational culture and innovation readiness
- Incentives and motivation for public sector staff
- Empowering teams and encouraging creativity
- Overcoming bureaucratic resistance to innovation
- Learning organizations and continuous improvement

- Case Study: Creating an innovation lab in a government agency

Module 5: Design Thinking for Public Services

- Human-centered design in government services
- Problem definition and citizen needs assessment
- Ideation and prototyping for public solutions
- Testing and iterating public service innovations
- Scaling successful service designs
- Case Study: Redesigning a citizen service using design thinking

Module 6: Digital Transformation and Innovation

- Role of digital technologies in public innovation
- E-government and digital service delivery models
- Data analytics and evidence-based policy making
- Managing digital change initiatives
- Cybersecurity and digital governance considerations
- Case Study: Digital transformation of a public service portal

Module 7: Policy Innovation and Regulatory Reform

- Innovation in policy development and implementation
- Agile policy-making approaches
- Regulatory sandboxes and experimentation
- Stakeholder engagement in policy innovation
- Measuring policy impact and outcomes
- Case Study: Regulatory innovation supporting economic growth

Module 8: Stakeholder Collaboration and Partnerships

- Multi-stakeholder governance models
- Public-private partnerships for innovation
- Engaging citizens and civil society
- Managing cross-agency collaboration
- Communication strategies for collaborative leadership
- Case Study: Cross-sector collaboration for service innovation

Module 9: Change Management in the Public Sector

- Change management frameworks for government

- Managing resistance and institutional inertia
- Communication strategies during transformation
- Capacity building and staff engagement
- Monitoring change implementation progress
- Case Study: Managing resistance in a public sector change initiative

Module 10: Innovation Financing and Resource Management

- Funding models for public sector innovation
- Budgeting for innovation initiatives
- Resource allocation and cost-benefit analysis
- Managing donor-funded innovation programs
- Financial accountability and transparency
- Case Study: Financing innovation projects in local government

Module 11: Performance Management and Innovation Metrics

- Defining innovation KPIs for public institutions
- Monitoring performance and service outcomes
- Using dashboards and performance data
- Linking innovation results to accountability frameworks
- Continuous improvement through performance feedback
- Case Study: Measuring innovation impact in a government agency

Module 12: Leading Teams and Talent for Innovation

- Building high-performing innovation teams
- Talent management in the public sector
- Skills development for innovation leadership
- Coaching and mentoring approaches
- Diversity and inclusion in innovation teams
- Case Study: Developing innovation leaders within civil service

Module 13: Ethics, Governance, and Public Value

- Ethical leadership in innovation initiatives
- Governance frameworks supporting innovation
- Transparency and accountability in decision-making
- Managing public risk and trust
- Safeguarding public value creation
- Case Study: Ethical challenges in innovative public programs

Module 14: Scaling and Institutionalizing Innovation

- Scaling successful pilot projects
- Institutional frameworks for sustained innovation
- Embedding innovation into policies and procedures
- Managing long-term transformation programs
- Knowledge management and institutional learning
- Case Study: Scaling innovation across multiple government agencies

Module 15: Developing Public Sector Innovation Roadmaps

- Assessing institutional innovation maturity
- Defining strategic innovation priorities
- Building actionable innovation roadmaps
- Assigning roles, timelines, and resources
- Monitoring and updating innovation strategies
- Case Study: Innovation roadmap development for a public institution

Training Methodology

- Instructor-led presentations and expert briefings
- Interactive group discussions and leadership exercises
- Practical workshops and innovation labs
- Real-world public sector case study analysis
- Group projects and peer learning sessions
- Action planning and facilitator-led feedback

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	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

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