



**Office of the Prime Minister
Federal Government of Somalia**



**LEADERSHIP AND
PERFORMANCE
MANAGEMENT PROGRAMME
FOR MDUs**

Location:

MOGADISHU

Dates: 14th – 18th September, 2025

Day	Morning Sessions	Afternoon Sessions
<p>Sunday, 14 Sept 2025</p>	<p>1. Opening & Workshop Orientation</p> <ul style="list-style-type: none"> • Registration - 08:00-08:40 • Welcoming, Introductions and Opening Remarks - 08:40-09:00 • Group Photos - 09:00-09:05 • Course Pre-evaluation – 09:05-09:10 <p><i>By OPM Team</i></p>	<p>3. Group Exercises/Case study: (Building Institutional effectiveness) - 13:30-14:30</p> <p><i>By ESAMI: Mr. Kamau and OPM PSM Team</i></p>
	<p>2. Overview of the Leadership and Performance Mgt course - 09:30-10:00</p> <p>Coffee Break: 10:00-10:20</p> <p>3. Effective and Ethical Leadership- 10:20-12:30</p> <ul style="list-style-type: none"> a) Principles and Practices b) Leadership for Results <p><i>By ESAMI</i></p>	<p>Coffee Break: 14:30-14:45</p> <p>Continuou.. Group Exercises/Case study: (Building Institutional effectiveness) - 14:45-16:00</p> <p>Closer of the Day1</p>
<p>Monday, 15 Sept 2025</p>	<p>4. Foundations of Performance Management and Leadership in the Public Sector - 09:00-10:30</p> <p><i>Learning Objectives</i></p> <ul style="list-style-type: none"> • RBM: Concepts Principles and Process 	
	<p>Coffee Break: 10:30-10:50</p>	
	<p>5. Performance Management Framework for NTP - energy, education, fisheries, health, PSM) - 10:50-12:30</p>	
	<p>Lunch Break: 12:30-13:30</p>	
<p>6. NTP Deliverology (CDU and MDU functions and roles) - 13:30-15:20</p>		

Tuesday, 16 Sept 2025	<p>7. Results Frameworks, Logical Models, and Leadership for Implementation - 09:00-10:30</p> <p><u>Learning Objectives</u></p> <ul style="list-style-type: none"> The Logical framework model <p>By ESAMI:</p>	<p>8. Group Exercises/Case study: (Developing results frameworks aligned with sector strategies) - 13:30-15:30</p> <p>By ESAMI:</p>
	<p>Coffee Break: 10:30-11:00</p>	
	<p>9. National M&E Ecosystem</p> <p>11:00-12:30</p> <p>By Mohamud Said - M&E Director</p>	
	<p>Lunch Break: 12:30-13:30</p>	
Wednesday, 17 Sept 2025	<p>10. Scorecards, KPIs, and Leadership for Results - 09:00-10:30</p> <p><u>Learning Objectives</u></p> <ul style="list-style-type: none"> Overview of performance scorecards 	<p>Lunch Break: 12:30-13:30</p> <p>11. Group Exercises/Case study:(Identifying KPIs) - 13:30-15:10</p> <p>By ESAMI:</p>
	<p>Coffee Break: 10:30-11:00</p>	
	<p>12. Identifying and defining KPIs across MDUs implementation plans as per NTP- 11:00-12:30</p> <p>By ESAMI:</p>	
Thursday, 18 Sept 2025	<p>13. Advanced Excel/Power BI Dashboarding and GIS - 09:00-10:30</p> <p>By Mr. Hiis.</p>	