



TRANSFORMING AFRICA'S PUBLIC LEADERSHIP & GOVERNANCE

Building the next generation of leaders

For African countries to transform their economies and catch up with nations across the globe, they must possess a combination of strong public leadership and strong private sector entrepreneurship. Where one exists without the other, long-term sustainable growth will remain elusive.

The Africa Initiative for Governance - "AIG" - is a not-for-profit organisation, established to be a catalyst for high performance across Africa's public sector. We believe that at the root of Africa's poor record of public leadership and governance are factors that prevent or limit talented and committed individuals from joining the public service.

We believe that the solution lies in a broad set of initiatives to establish a pipeline of high potential leaders. As public servants, backed by a supportive environment and conditions of service, they would be enabled to make a transformational impact on national development over the long term.

On Thursday, 29 September 2016, we convened the inaugural meeting of the AIG Panel of Advisors, comprising eminent persons with exemplary track records of public and private sector leadership, and joined by the AIG Chairman, Directors and Professor Ngiare Woods, Dean of Oxford University Blavatnik School of Government.

Pursuant to this meeting we have agreed the following:

- Several African countries, including Nigeria, require the urgent reform of their public sector towards high performance
- The reform imperative is to create an operating environment and conditions of service that would stimulate young idealistic and talented leaders to choose a career in public service
- A critical mass of such outstanding public servants who will form Africa's next generation of leaders will be built up from those already within the public

sector and the pipeline of talents that will be generated through the AIG initiative and others

- Associated with this, is the establishment of initiatives that will provide training, mentoring and capacity building for men and women who demonstrate high leadership potential
- That Heads of Government and the Civil Service should welcome this pool of high potential leaders into the public sector and closely monitor their deployment to ensure their talent is maximally utilised
- That the AIG Scholarships, AIG Fellowships, AIG Index on Public Sector Performance and the AIG Award for Public Leadership and Governance have the potential to be game changers, but on their own cannot achieve the scale of change that is required. They are flagbearers but should not stand alone. Others should join in partnership that can exponentially increase the work of the AIG, and in so doing achieve our mission sooner.

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