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CALL FOR EXPRESSION OF INTEREST TO DESIGN AND DELIVER A TRAINING LEADERSHIP FOR PERFORMANCE MANAGEMENT

In the context of its new Learning and Development Journey, the African Union Commission is looking for a service provider to design and deliver training on **Leadership for Performance Management**

1. Introduction

What is the African Union Learning and Development Journey?

The Learning and Development Journey was initiated and started to be implemented in 2015 as a major step in our journey toward the reform of the African Union and the implementation of the Agenda 2063. It is aimed to leading the way forward with a learning and development strategy which will provide the strong foundation necessary to guarantee the future success of the African Union (AU).

The African Union Commission (AUC), is the secretariat of the AU, which is the key organ playing a central role in the day-to-day management of the Union. Amongst other mandates, the AUC represents the African Union and defends its interest, elaborates draft common positions of the AU, prepares strategic plans and studies for the consideration of the Executive Council, elaborates, promotes, coordinates and harmonizes the programs and policies of the AU with those of the Regional Economic Commissions (RECs) and ensures the mainstreaming of gender in all programs and activities of the AU.

2. Background

The AUC operates in a dynamic environment that is characterized by uncertainty and swift socio-political and technological changes. This is coupled with the continued expectation that the AUC upholds its integral values of accountability and transparency. The way to address this increasingly complex and changing needs is to adapt our strategies and processes and develop them in such a way that the AUC and other AU organs are able to face new challenges with vision and preparedness. It is therefore, imperative for the AU to adopt a **Learning and Development Strategy** that reflects the unique mandate of the AU organs and one that appropriately prepares the workforce with the skills, capabilities, and competencies needed to ensure a sustainable future.

It is against the above background that it becomes imperative that a leadership program for African Union members of staff be designed and offered to staff at supervisory , middle management and senior management level to all senior female managers in order is to

instill in them and cultivate the right leadership competencies including balanced analytical and interpersonal skills, creative problem solving, skilled decision making and savvy negotiation skills required to lead an organization as the African Union.

3. Objective of the service

The main objective of the training is to equip the senior members of staff leadership skills and enhance professional influence. The managers should be able to improve team performance by sharpening their own leadership team development skills. The training will also build effective coaching techniques, negotiation skills, mastering of problem analysis, decision-making as well as how to effectively communicate change.

4. Target Participants

The training will target 60 staff members on supervisory, middle management and senior management roles, from the African Union Commission as well as regional offices, and organs.

5. Scope of the service

The service provider (consultant or firm) shall deliver all the services necessary to achieve the stated objective of these exercises. The training shall focus on number of leadership skills but not limited to the following areas;

- Alignment performance goals with strategy
- How to build effective coaching techniques
- How to empower others and hold them accountable
- Master problem analysis and decision-making
- How to effectively communicate change
- Building a culture of engagement
- Strengthening listening skills
- Recognize team success with enthusiasm

6. Expectations from the African Union Commission

The African Union Commission will:

- a. Provide the venue for the training, accommodation, and food;
- b. Provide flip chart and projector;
- c. Provide administrative support, including assistance in making appointments, organising and distributing documents, and other provisions necessary to facilitate the training.
- d. Assist the training institution in ensuring full participating in the training.

7. Qualification and Experience of the Service Provider

Education

The consulting firm must provide experts in the area leadership and performance management.

Lead consultant:

At least 15 years in handling similar projects in international private or public sector. The lead expert must carry. At least an MBA or an MSc with specification in Leadership, Economics, Psychology or any related Social Sciences.

The lead expert must have proven track record in delivering similar assignments

Team members

The consulting firm must provide a maximum of two consultants as team members. Team members must carry at least a Master's in social science related field. They must have a minimum of 5- 7 years' related experience.

8. Deliverables

The service provider is expected to provide on-site training on leadership skills for performance management. The training will be in three (3) sessions of twenty participants each. Further the training have to be customized to suit the three categories.

The following deliverables are required under this assignment:

- a. Develop training programs and modules.
- b. Conduct and submit pre training assessment report.
- c. Deliver on-site and remote training session.
- d. Provide adapted training materials
- e. Flexibility for ease of participation and retention
- f. Conduct and submit post training assessment report.
- g. Issue certificates of participation

9. Desired Outcome

By the end of the training, it is expected that the leaders will be able to achieve results through engaging employees by focusing on developing teams that are empowered, confident, enthusiastic, and inspired. The managers will be able to identify their most

powerful skills and maximize their effectiveness in their portfolios. They will also be able to negotiate successfully and provide effective leadership role in their respective areas of work.

10. Training Delivery Details

Activity/ Training Topic	No of Participants	Duration of training	Language of Delivery	Training venue
Design and deliver a Training on Leadership for Performance Management	60	3 sessions of 3 days	English	Tbd