



## GENDER AND PARTICIPATORY MANAGEMENT FOR EFFECTIVE GOVERNANCE AND INSTITUTIONAL TRANSFORMATION PROGRAMME

### 1. INTRODUCTION

Across Africa, governments, public institutions, state-owned enterprises, development agencies and large organisations are under increasing pressure to institutionalise gender equality, inclusive leadership and participatory governance. These imperatives are driven by national development plans, constitutional mandates, public sector reform programmes, Agenda 2063, the Sustainable Development Goals (SDG 5 and SDG 16), and accountability frameworks from regional and international partners.

Despite progressive policies, implementation gaps persist due to limited institutional capacity, weak participatory systems, inadequate leadership commitment, and insufficient technical skills to operationalise gender-responsive management. NC Consultants, Africa has therefore designed a comprehensive portfolio of Gender and Participatory Management short-term executive programmes to close this gap.

These programmes combine strategic leadership, practical tools, policy alignment and institutional change management, targeting senior decision-makers and practitioners who influence planning, budgeting, governance, service delivery and organisational culture.

### 2. PROGRAMME OVERVIEW

The Gender and Participatory Management Programme Portfolio is a suite of high-impact 5-day and 10-day executive courses designed to strengthen institutional capacity to:

- Integrate gender equality into leadership, policy and governance systems
- Apply participatory management approaches in planning, decision-making and service delivery
- Build inclusive institutions that are accountable, transparent and results-driven

The programmes cover strategic, operational and technical dimensions, including:

- Gender mainstreaming and institutional transformation
- Participatory leadership and governance
- Gender-responsive budgeting, planning and monitoring
- Inclusive human resource management and organisational culture
- Gender and social inclusion (GESI) in development programmes
- Executive leadership for gender equality and ethical governance

Each course is delivered using case-based learning, peer exchange, simulations, policy labs and applied institutional diagnostics, ensuring immediate workplace application.

### 3. TARGET GROUPS

These programmes are specifically designed for **mid- to senior-level professionals and decision-makers**, including:

#### Primary Target Groups

- Ministers, Deputy Ministers and Permanent Secretaries
- Directors, Commissioners and Chief Executives
- Senior Civil and Public Servants
- Board Members and Senior Managers of State-Owned Enterprises
- Municipal and Local Government Executives

#### Secondary Target Groups

- Gender and Social Development Officers
- Human Resource Directors and Managers
- Policy Analysts, Planners and Budget Officers

- Monitoring & Evaluation Specialists
- Programme and Project Managers
- Development partners, NGOs and regional institutions

#### **Special Interest Groups**

- Women in leadership and executive succession pipelines
- Institutions implementing gender audits and compliance frameworks
- Organisations undergoing governance or organisational reforms

### **4. PROGRAMME OBJECTIVES**

#### **Overall Objective**

To strengthen leadership, governance and institutional capacity across Africa by embedding gender equality and participatory management as core drivers of performance, accountability and sustainable development.

#### **Specific Objectives**

Participants will be equipped to:

1. Understand gender equality as a strategic governance and leadership issue, not a compliance exercise
2. Apply participatory management approaches to decision-making, planning and service delivery
3. Design and implement gender-responsive policies, programmes and budgets
4. Lead and manage institutional transformation towards inclusive organisational cultures
5. Strengthen accountability through participatory monitoring, evaluation and reporting systems
6. Conduct gender audits, institutional diagnostics and compliance assessments
7. Manage change, resistance and leadership dynamics in gender reform processes

### **5. PROGRAMME EXPECTATIONS**

#### **Participant Expectations**

Participants are expected to:

- Actively engage in discussions, case studies and group work
- Share institutional experiences and challenges
- Develop an **action plan or institutional roadmap** aligned to their organisation
- Commit to applying learning outcomes in their workplaces

#### **Institutional Expectations**

Participating organisations should:

- Nominate staff with decision-making authority or implementation influence
- Support post-training application of tools and frameworks
- Encourage institutional follow-up and performance monitoring

### **6. KEY THEMATIC AREAS COVERED ACROSS THE PROGRAMMES**

The training portfolio comprehensively addresses:

- Gender and participatory leadership
- Gender mainstreaming in public and corporate management
- Participatory governance and inclusive decision-making
- Gender-responsive budgeting and public finance
- Human resource management and inclusive organisational culture
- Participatory planning, monitoring and evaluation
- Gender audits, ethics and accountability
- Change management and institutional transformation
- Women's leadership, succession and power dynamics
- Stakeholder engagement and social inclusion

## **7. PROGRAMME OUTCOMES**

Upon completion, institutions and participants will achieve:

### **Strategic Outcomes**

- Stronger gender-responsive leadership and governance systems
- Improved institutional credibility, accountability and compliance
- Enhanced alignment with national, regional and global gender frameworks

### **Operational Outcomes**

- Practical tools for gender mainstreaming, participatory planning and budgeting
- Improved decision-making through inclusive stakeholder engagement
- Strengthened monitoring, evaluation and reporting mechanisms

### **Institutional Outcomes**

- Clear institutional Gender and Participatory Management Action Plans
- Enhanced organisational culture and workforce inclusion
- Sustainable internal capacity to manage gender reforms

### **Individual Outcomes**

- Confident leaders capable of driving gender and governance reforms
- Improved executive decision-making and ethical leadership
- Strengthened professional credibility and career advancement

## **8. VALUE PROPOSITION OF NC CONSULTANTS, AFRICA**

NC Consultants, Africa offers:

- Deep African public sector and institutional reform expertise
- Practitioners with hands-on experience in governance, gender and leadership
- Context-responsive training grounded in African realities
- Executive-friendly delivery formats and flexible scheduling
- High-impact learning with measurable institutional outcomes

## **9. CONCLUSION AND CALL TO ACTION**

The Gender and Participatory Management Programme Portfolio is not a generic training intervention; it is a strategic investment in leadership, governance and institutional excellence. Organisations that enrol their executives and senior staff will gain the capacity to move beyond policy rhetoric to measurable gender equality outcomes and participatory governance performance. NC Consultants, Africa invites governments, regional institutions, state-owned enterprises, development partners and private sector organisations to partner with us in building inclusive, accountable and high-performing institutions across Africa.

**GENDER & PARTICIPATORY MANAGEMENT PROGRAMMES**

CODE	COURSE	DURATION	JAN 2026 –JAN 2027
GPM 01	Gender & Participatory Leadership for Executives	5 Days	12Jan–16 Jan 2026 09 Mar–13 Mar 2026 13 Jul–17 Jul 2026 07 Dec–11 Dec 2026 11Jan –15 Jan 2027
GPM 02	Gender Mainstreaming in Public Sector Management	5 Days	19 Jan –23 Jan 2026 20 Apr–24 Apr 2026 10 Aug–14 Aug 2026 14 Dec –18 Dec 2026 18 Jan –22 Jan 2027
GPM 03	Participatory Governance & Inclusive Decision-Making	5 Days	26 Jan –30 Jan 2026 04 May–08 May 2026 07 Sep–11 Sep 2026 07 Dec–11 Dec 2026 25 Jan–29 Jan 2027
GPM 04	Gender Equality in Policy Formulation & Implementation	5 Days	12 Jan -16 Jan 2026 20 Apr–24 Apr 2026 05 Oct–09 Oct 2026 30 Nov–04 Dec 2026 25 Jan–29 Jan 2027
GPM 05	Strategic Gender Management for Senior Officials	10 Days	19Jan -23 Jan 2026 29 Jun–10 Jul 2026 14 Sep –25 Sep 2026 07 Dec–18 Dec 2026 18 Jan–29 Jan 2027
GPM 06	Women’s Leadership & Power in Public Institutions	5 Days	05 Jan–09 Jan 2026 08 Jun–12 Jun 2026 05 Oct–09 Oct 2026 07 Dec–11 Dec 2026 18 Jan–22 Jan 2027
GPM 07	Participatory Planning & Community Engagement	5 Days	19 Jan-23 Jan 2026 04 May–08 May 2026 17 Aug–21 Aug 2026 14 Dec–18 Dec 2026 11Jan–15 Jan 2027
GPM 08	Gender-Responsive Institutional Transformation	5 Days	12 Jan –16 Jan 2026 22 Jun–26 Jun 2026 28 Sep–02 Oct 2026 30 Nov–04 Dec 2026 25 Jan –29 Jan 2027
GPM 09	Gender-Responsive Budgeting & Public Finance	5 Days	19 Jan -23 Jan 2026 06 Jul–10 Jul 2026 12 Oct–16 Oct 2026 07Dec–11 Dec 2026 18 Jan–22 Jan 2027
GPM 10	Participatory Monitoring & Evaluation (PM&E)	5 Days	09 Mar–13 Mar 2026 11May–15 May 2026 02 Nov–06 Nov 2026 14 Dec–18 Dec 2026 25 Jan–29 Jan 2027
GPM 11	Gender Analysis & Participatory Research Methods	5 Days	05 Jan–09 Jan 2026 20 Apr–24 Apr 2026 12 Oct–16 Oct 2026 07 Dec–11 Dec 2026 18 Jan–22 Jan 2027

**GENDER & PARTICIPATORY MANAGEMENT PROGRAMMES**

CODE	COURSE	DURATION	JAN 2026 –JAN 2027
GPM 12	Inclusive Leadership & Change Management	10 Days	05 Jan–09 Jan 2026 01 Jun–12 Jun 2026 14 Sep–25 Sep 2026 07 Dec–18 Dec 2026 11 Jan–22 Jan 2027
GPM 13	Gender Equality in HR & Organisational Culture	5 Days	12 Jan–16 Jan 2026 02 Mar–06 Mar 2026 06 Jul –10 Jul 2026 07 Dec –11 Dec 2026 11 Jan–15 Jan 2027
GPM 14	Participatory Project & Programme Management	5 Days	19 Jan–23 Jan 2026 04 May–08 May 2026 03 Aug–07 Aug 2026 14 Dec–18 Dec 2026 18 Jan–22 Jan 2027
GPM 15	Gender & Social Inclusion (GESI) in Development	10 Days	05 Jan -16 Jan 2026 06 Jul –17 Jul 2026 14 Sep–25 Sep 2026 07 Dec–18 Dec 2026 11 Jan –22 Jan 2027
GPM 16	Gender-Responsive Service Delivery	5 Days	19 Jan–23 Jan 2026 01 Jun–05 Jun 2026 07 Sep–11 Sep 2026 14 Dec–18 Dec 2026 18 Jan–22 Jan 2027
GPM 17	Conflict Sensitivity, Gender & Participation	5 Days	05 Jan –09 Jan 2026 22 Jun–26 Jun 2026 19 Oct–23 Oct 2026 07 Dec–11 Dec 2026 11 Jan–15 Jan 2027
GPM 18	Gender Equality in Decentralised Governance	5 Days	12 Jan -16 Jan 2026 20 Apr–24 Apr 2026 05 Oct–09 Oct 2026 30 Nov–04 Dec 2026 25 Jan–29 Jan 2027
GPM 19	Executive Leadership for Gender Equality	5 Days	12 Jan–16 Jan 2026 11 May–15 May 2026 10 Aug–14 Aug 2026 07 Dec–11 Dec 2026 18 Jan –22 Jan 2027
GPM 20	Participatory Policy Dialogue & Stakeholder Engagement	5 Days	19 Jan–23 Jan 2026 08 Jun–12 Jun 2026 21 Sep–25 Sep 2026 14 Dec–18 Dec 2026 25 Jan–29 Jan 2027
GPM 21	Gender-Responsive Governance & Accountability	5 Days	26 Jan–30 Jan 2026 04 May –08 May 2026 05 Oct–09 Oct 2026 07 Dec–11 Dec 2026 11 Jan–15 Jan 2027
GPM 22	Gender Audits & Institutional Compliance	5 Days	12 Jan-16 Jan 2026 20 Apr–24 Apr 2026 05 Oct–09 Oct 2026 30 Nov–04 Dec 2026 25 Jan –29 Jan 2027

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CODE	COURSE	DURATION	JAN 2026 – JAN 2027
GPM 23	Gender Equality & Ethics in Leadership	5 Days	05 Jan -09 Jan 2026 20 Jul–24 Jul 2026 21 Sep–25 Sep 2026 30 Nov–04 Dec 2026 18 Jan–22 Jan 2027
GPM 24	Inclusive National Development Planning	10 Days	19 Jan–30 Jan 2026 07 Sep–18 Sep 2026 02 Nov–13 Nov 2026 07 Dec–18 Dec 2026 11 Jan–22 Jan 2027
GPM 25	Gender & Participatory Management in SOEs	5 Days	26 Jan–30 Jan 2026 07 Sep–11 Sep 2026 09 Nov–13 Nov 2026 14 Dec–18 Dec 2026 18 Jan –22 Jan 2027
GPM 26	Gender Equality in Leadership Succession & Governance	5 Days	05 Jan–09 Jan 2026 14 Sep–18 Sep 2026 02 Nov–06 Nov 2026 07 Dec–11 Dec 2026 25 Jan–29 Jan 2027
GPM 27	Strategic Transformation for Inclusive Institutions	10 Days	05 Aug–16 Aug 2026 21 Sep–02 Oct 2026 09 Nov–20 Nov 2026 07 Dec–18 Dec 2026 11 Jan –22 Jan 2027

### Why these programmes:

- Strong alignment with **SDG 5, Agenda 2063, public sector reform and governance agendas**
- Highly relevant to **ministries, parliaments, SOEs, municipalities, donors and NGOs**
- Executive-friendly scheduling with multiple intake options
- Integrates **leadership, governance, accountability and participatory systems**
- Responds directly to **gender policy compliance and institutional transformation needs.**