

Executive Leadership, Strategic Planning, and Organizational Development in Utilities Regulation Workshop Agenda

20-21 July 2010
Kampala, Uganda

Day 1

8:30 am to 9:00 am **Workshop Registration**

9:00 am to 10:30 am

Introductions and purpose of the workshop

Building the organization

- Discover how to identify the key attributes of your organization.
- Learn how executive leaders create an organizational focus and a creative tension around the most important priorities.
- Build accountability in the organization.
- Identify strategies for strengthening your organization.

10:30 am to 10:45 am **Break**

10:45 am to 12:00 am

Effective leadership

- What does it mean to practice leadership?
- How do leaders display and use courage?
- How can leaders rally groups to a shared vision?
- What are the risks in leadership?
- What leadership skills are most important for your organization?
- What leadership skills should you focus on improving?

12:00 pm to 1:00 pm **Lunch**

1:00 pm to 2:15 pm

Determining your leadership style

- Identify and build your personal leadership style.
- Match the right leadership style with the right situation.
- Analyze your personal leadership challenges.
- Leverage leadership in others.

2:15 pm to 2:30 pm **Break**

2:30 pm to 4:00 pm

Naming the challenge

- Distinguish between technical and adaptive challenges.
- Develop strategies for addressing adaptive problems.
- Mobilizing people to perform adaptive work.

Day 2

9:00 am to 10:30 am

Assessing the system

- Define roles in regulatory and operator governance.
- Identify role conflicts.
- Examine lines of authority, accountability, and communication.
- Diagnose governance systems.
- Build accountability in governance systems.
- Identify strategies for interventions and system improvement.

10:30 am to 10:45 am

Break

10:45 am to 12:00 am

Thinking politically without being political

- Identify the six key relationships that determine success.
- Examine how perspectives and motivations affect system performance.
- Define specific leadership challenges in organizations and systems.
- Develop strategies for developing partners and managing opposition.

12:00 pm to 1:00 pm

Lunch

1:00 pm to 2:15 pm

Addressing your leadership challenge – Part I

- Frame your personal leadership challenge.
- Obtain feedback on your vision, comprehension, and interventions.
- Get on the balcony to see beyond your vision.
- Develop experiments to learn and test hypotheses.

2:15 pm to 2:30 pm

Break

2:30 pm to 5:00 pm

Addressing your leadership challenge – Part II

Closing remarks