ACBF

UBORA ACADEMY

Leadership Excellence in Africa's Public Sector

An Executive Development Program

Great leaders do more than manage institutions. They transform them.

Across Africa, public sector leaders must deliver results with limited resources, navigate uncertainty, build trust, implement reforms, and mobilize teams and partners around a shared vision.

Technical expertise alone is no longer enough.

The Leadership Excellence in Africa's Public Sector (LEAPS) program develops the strategic thinking, influence, resilience, and practical leadership capabilities needed to strengthen institutions and deliver lasting impact.

Whether you lead a ministry, department, public agency, or regional institution, LEAPS equips you with practical tools, executive support, and a continental peer network to lead transformation with confidence.

Why LEAPS?

Leadership is demonstrated through the ability to inspire people, solve complex challenges, strengthen institutions, and create sustainable change.

LEAPS is more than a leadership course.

It is an executive learning journey grounded in African realities and combining practical application, coaching, peer learning, and institutional experience.

Through LEAPS, participants learn to:

- Lead confidently through complexity and uncertainty.
- Build accountable, inclusive, and high-performing teams.
- Strengthen self-awareness, resilience, and emotional intelligence.
- Influence policy, strategy, and institutional decisions.
- Lead reform and translate vision into measurable results.
- Build partnerships and engage diverse stakeholders.

What is LEAPS?

LEAPS is a four-month executive leadership program designed by the African Capacity Building Foundation (ACBF) for current and emerging public sector leaders. Delivered through ACBF's Ubora Academy, it supports participants in strengthening their leadership capabilities, from understanding their leadership identity to leading change across institutions and systems.

Grounded in Africa's realities and informed by global practice, LEAPS provides practical tools that can be applied immediately in the workplace.

Since its launch in 2024, LEAPS has brought together public sector leaders from across Africa, building a growing community of officials equipped to strengthen institutions and lead reform. Building on this experience, the program has evolved its delivery format to better accommodate the demanding schedules of public officials while maintaining a practical and engaging learning experience.

The revised format combines self-paced learning, live facilitated sessions, executive coaching, technical seminars, peer exchange, and workplace application, allowing participants to learn while continuing to deliver on their professional responsibilities.

Who is it for?

LEAPS is designed for current and emerging leaders committed to stronger institutions and lasting public impact.

It is particularly suited to professionals working in government ministries and departments.

The program is ideal for professionals who are:

- Managing teams, departments, programs, or projects.
- Designing or implementing public policies.
- Driving reforms or influencing institutional decisions.
- Preparing for senior leadership responsibilities.

Ministries and institutions are encouraged to enrol cohorts of participants to strengthen leadership capacity, succession planning, organizational performance, and institutional transformation.

Individual learners are equally welcome to enroll and invest in their own leadership development, bringing the LEAPS experience to professionals who self-finance or seek employer sponsorship independently.

How does the program work?

LEAPS runs over four months, combining self-paced online modules with live group coaching, mentoring, and technical seminars. The flexible format is designed for senior professionals while retaining the rigour needed for meaningful leadership growth.

Duration: Four months
Format: Online, with facilitated live sessions
Languages: English and French

What will I learn?

Five progressive modules take participants from personal leadership to institutional and systemic transformation. Technical seminars connect the curriculum to emerging public sector challenges.

Module 1 – Understanding African Leadership Paradigms

Examine the values and contexts that shape leadership across Africa and develop an authentic, ethical, and transformative leadership identity.

Module 2 – Building Self-Awareness and Emotional Intelligence

Strengthen self-awareness, emotional intelligence, resilience, communication, and interpersonal effectiveness.

Module 3 – Leading High-Performing and Inclusive Teams

Learn practical approaches to motivate people, manage performance, reinforce accountability, resolve conflict, and foster inclusive workplaces.

Module 4 – Driving Strategic Change within Organizations

Build the skills to lead organizational change, overcome resistance, align people around shared goals, and translate strategy into results.

Module 5 – Engaging Stakeholders and Driving Systemic Transformation

Learn to build partnerships, influence stakeholders, negotiate competing interests, and facilitate collaboration across institutions and systems.

Expert-led technical seminars connect learning to current public sector priorities, including:

- Governance and institutional effectiveness.
- Leadership during crisis and uncertainty.
- Strategic negotiation and influence.
- Sustainable public sector management.

What You Will Gain?

Successful participants receive a Certificate of Completion from ACBF's Ubora Academy, as well as:

- A stronger leadership mindset and greater confidence.
- Practical tools for immediate workplace application.
- Enhanced decision-making and change-management capabilities.
- A personalized leadership action plan.
- A continental peer network and membership in the LEAPS alumni community.

What LEAPS Participants Are Saying?

Participants across Africa are applying their learning to improve collaboration, strengthen teams, advance reforms, and enhance institutional performance.

"LEAPS has facilitated deeper collaboration between the Internal Audit Agency and institutions such as the Ministry of Finance and Audit Committees. This has improved alignment on reforms related to internal controls, audit quality, and compliance."

- Pamela Agyekum, Director, Human Resource and Administration, Internal Audit Agency, Ghana

"The program allowed me to see things differently. It is not just about managing tasks, it is about leading people, influencing teams, and coordinating across the institution. I manage stress better now. At the team level, there is better integration of all staff because everyone understands their purpose in the organization and can participate fully."

- Adico Innocent, Director of Strategy, DGI, Côte d'Ivoire

How Do I Enrol?

Visit theacbf.org and complete the online enrollment form. Applicants provide professional details, a brief motivation statement, and payment confirmation following review and selection.

Program fee: USD 1,500 per participant. The fee covers access to all online modules, live facilitated sessions, group coaching and mentoring, technical seminars, learning materials, and certification upon successful completion.

Payment Options: Ministries and institutions enrolling multiple participants may contact the Ubora Academy team to discuss group enrollment options.

Certificate: Participants who successfully complete the program receive a Certificate of Completion issued by ACBF.

Contact: ubora@theacbf.org

Why Learn with ACBF's Ubora Academy?

Ubora Academy is ACBF's flagship learning platform for developing Africa's next generation of leaders.

As a specialized agency of the African Union, ACBF brings more than three decades of experience strengthening the human and institutional capacities that drive Africa's development. Ubora Academy translates this expertise into practical, high-quality learning for governments, institutions, and professionals.

Need More information?

Contact us at
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