

**SPEECH BY H.E. JAKAYA MRISHO KIKWETE, PRESIDENT OF THE
UNITED REPUBLIC OF TANZANIA , DURING INAUGURATION OF
THE BOARD OF DIRECTORS OF UONGOZI INSTITUTE,
DAR ES SALAAM, 18 May 2011**

*Honourable. Hawa Ghasia, Minister of State, President's Office,
Public Service Management
Mrs. Ritva Koukku-Ronde, Chairperson of the Board of Directors of
Uongozi Institute,
Prof. Joseph Semboja, Chief Executive Officer, Uongozi Institute
Excellencies Ambassadors and High Commissioners,
Distinguished Guests,
Ladies and Gentlemen,*

I thank you Honourable Minister for inviting me to officiate at this historic occasion of the inauguration of the first Board of Directors of the Institute of African Leadership for Sustainable Development erstwhile referred to as Uongozi Institute. I welcome to Tanzania all our friends who have travelled all the way from overseas to join us on this auspicious day.

I congratulate Prof Joseph Semboja, and his core staff at the Uongozi Institute, for organizing a very colorful inaugural ceremony today. I am happy that the Board we are inaugurating today is composed of members from diverse nationalities and backgrounds. I am informed that the Board Members are coming

from distinguished competencies in many fields. I am quite confident that the Board's diversity will provide a healthy foundation for the success of this Institute.

Madam Chair and Distinguished Guests;

The decision to establish Uongozi Institute was taken in response to a growing demand from within the public service in Tanzania and Africa to support career development of employees entrusted with leadership responsibilities. While we have been trying our best to give them opportunities to attend short courses within and outside Tanzania, until now we did not have a specialized local Institution that is exclusively dedicated to training leaders and managers in the public service. In response to this long overdue demand, my government took a bold decision to establish this Institute.

Fortunately, our resolve to establish the Uongozi Institute was readily supported by the friendly government and people of Finland. As you may remember in 2008 Finland and Tanzania co-chaired the Helsinki Process on Globalisation and Democracy, an international forum seeking innovative ways to deal with some

teething developmental challenges facing our planet today. Challenges which informed the Millennium Summit of 2000 and the resultant MDGs. At the conclusion of our work it was resolved among others to establish a regional institute for building capacity in the area of policy development and international relations. It is on the basis of this objective that, this institute is being established. We also decided the institute will address issues of leadership and management for public servants. At this juncture therefore, allow me to take this opportunity to thank the Government of Finland for their support in the establishment of this Institute. I can't find words that are good enough to express our gratitude in this regard, for it is your support that has made our dream a reality.

Madam Chair, Ladies and Gentlemen;

I am delighted to learn that the vision of Uongozi Institute is **to be a centre of excellence for leadership development in Africa.** The Board has the responsibility to guide the Institute in its pursuit of this vision and its mission and core values. Leadership development is a critical factor for sustainable development. Africa needs a strong, able and visionary leadership to respond to the

myriad of challenges it faces. A leadership that has the capacity to identify needs and challenges as well as the capacity to lead the people of Africa in responding to those challenges. A leadership that can react to situations with forthrightness, dedication, commitment and relevance. And, a leadership that listens and responds to the socio economic challenges in a professional, timely and realistic manner. It is my sincere wish that this Institute will rise to the occasion and help African leaders acquire these virtues.

Madam Chair and Distinguished Guests;

As we inaugurate the first Board of Uongozi Institute, we must be cognizant of the environment in which public service is operating in. This is an era of heightened expectations from the people we serve and the forces of globalization continue to dictate the rules of engagement both at the international and local level. It is a period when Africa's development is challenged by climate change, human insecurity, widespread poverty and many others. Moreover, this is an era in which enhanced communications technology has amplified the energy for change in society. Africa needs the leadership that can understand the essence of these

challenges and take advantage of the opportunities they present for socio economic transformation and development of our countries. This is an important matter to bear in mind when we consider public service leadership.

Ladies and Gentlemen;

I see Africa as a continent with great hope and prospects for the future. Currently, it is the fastest growing continent on the planet with a GDP growth rate of **5 percent**. Many countries are enjoying macro-economic stability, peace, democracy, good governance, rule of law and respect of human rights. I believe, if we stay the course, in the next decade or two, Africa will be at a different trajectory of growth and development. Majority of our people will have been lifted from abject poverty. We will then walk tall and earn respect from those who otherwise despise us at the moment. I am confident Africa will become an important player in the global economy. Africa will matter also in global politics and global issues.

However, population growth rates if not properly managed may pose great challenges and weigh down on Africa's prospects

for growth and prosperity. Currently, Africa's population is close to 1 billion. It is expected to be **1.7 billion** in 2050 and **3.6 billion** by the turn of the century. Definitely this will pose a big developmental challenge. A huge population is not necessarily a curse especially if it is not composed of a majority that is poor. Population can be the motive power for growth. Ensuring that African people become an asset for growth and not a challenge, calls on African leaders to have foresight and make the right choices in terms of policies and measures.

Madam Chair and Distinguished Guests;

The fifty years of leadership in independent African nations has exhibited a wealth of knowledge and experience which your Institute needs to harness. Most of the founding fathers of our nations have been inspirational and visionary leaders with great passion for development of our continent. Their ideas, thoughts and experiences are captured in the many books, papers and speeches. In particular, their articulation on issues of governance of nations and their people, as well as management of public service and their challenges, are important to read and reflect upon. There

are useful lessons to be learnt from their leadership styles and how they confronted the multitude of challenges of their times.

Madam Chair and Distinguished Guests;

It is also prudent for the Institute to learn the best knowledge and experiences from others in the North and the South. The knowledge to be acquired require to be adapted with a style of leadership that is relevant to the challenges facing Africa's leadership. There is no doubt that for decades North America and Europe have had a wealth of knowledge in leadership and management approaches that have stood the test of time. We can learn from those countries which have newly emerged on the world's stage as major economic leaders such as China, India, Brazil, South Korea, Singapore and now South Africa. These countries have complemented their leadership experiences with approaches from the North and adapted them to fit their local environment. In this respect, African leaders should not be passive receivers of knowledge; rather they should be pro-active and seek to contribute to the evolution of a new style of leadership which is suited to our dynamic environment.

Madam Chair and Distinguished Guests;

I would like to challenge the Institute to explore possibilities of tapping into the latent knowledge of leadership skills that exists in our societies that can be infused into the knowledge base of the Institute. The most urgent now, is to engage retired senior public servants and political leaders and tap their leadership experience, skills and knowledge. You may wish to appoint some researchers who can translate experience, skills and knowledge possessed by these retired leaders into books that can be used as references for many years to come. Also take advantage of identifying excellent executive and leadership training modules existing in internationally recognized leadership institutions and make them available to more Africans at the Institute. By doing so the Institute will excel and build a brand name that could attract participants from African countries and beyond. I also call upon all African countries especially those in our region to take full advantage of this important institute in order to enhance skills and capacity of their public service.

Madam Chair,

Ladies and Gentlemen;

I understand that one of the immediate challenges facing the Institute is the construction of its new campus. The challenge for the Board is to raise necessary resources for the realization of this endeavour. My government has already allocated 400 acres of land at Mbegani for the new campus and we are committed to do more.

Madam Chair, Distinguished Board Members;

After saying so many words, and sharing my thoughts on this epical moment, it is now my singular honour and pleasure to declare that the first Board of Directors of the Uongozi Institute is officially launched. I wish you best of luck. I pledge my personal and government's continued full support to the Board and management of the Institute.