



## MIDDLE MANAGEMENT DEVELOPMENT PROGRAMME (MMDP)

The role of middle managers in influencing the direction of performance in the public sector cannot be overstated. Middle managers provide the vital link between strategy and operations, communicating and creating knowledge centers within the organization and translating strategic goals into outputs for sustainable development. The purpose of this qualification is to provide participants with intermediate knowledge and ability to relate to staff above and below their levels. It introduces or builds knowledge, skills and abilities to plan, organize, direct the work of others and self, integrate the critical reflective practice, and learning in action. This qualification provides participants with the requisite qualities required to effectively and efficiently manage performance for better service delivery in the areas of finance, human capital management and leadership, project management, and communication. In addition, this qualification prepares participants to be future ready for more complex assignments that might be required at current and next level of employment.

**Venue:** Windhoek, NIPAM Campus

**Duration:** Twenty (20) Days

**Fees:** N\$ 21 000.00

### COURSE LEARNING OUTCOMES

- Discharge their duties in compliance with the values and principles of Namibian Public Sector.
- Apply the principles and guidelines related to effective communication in their work context.
- Manage the work of others and self in line with the organisational and national strategic objectives.
- Provide leadership and guidance towards the realization of organisational and national objectives.
- Apply financial propriety and systems to safeguard public funds assets.
- Implement policies and solutions associated with their own work as part of innovation and creativity in the public sector.

### WHO SHOULD ATTEND?

The Middle Management Development Programme (MMDP) is designed for middle managers according to the structures of Central, Regional and Local Authorities as well as Public Enterprises. In this context, middle managers refer to the cohort that fills the positions lower than the senior management positions. For example, Chief Human Resource Officers, Chief Policy Analysts, Control Administrative Officers, Inspectors of Education and School Principals in the context of central government. Participants to this programme will be able to use knowledge and skills acquired as a basis for further capacity building in the Senior Management Development Programme (SMDP).

### COURSE CONTENT

Module 1: Core Values of Public Administration and the New Public Management  
Module 2: Organisational Development  
Module 3: Relationship Management  
Module 4: Tactical Policy, Financial and Programme Management