



# TVET EDUCATION EXCELLENCE LEADER

## OVERVIEW



Funded by  
the European Union

## PROJECT AIM

To build the strategic capacity of TEVET sector leadership, supporting COVEs, NPIs and TEVETA to become **agents of change**

Aligning to national strategies and ambitions:

- Malawi Vision 2063
- TEVETA Strategic Plan from 2024
- Zantchito Skills for Jobs Technical Assistance Project



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## VISION

Create a world-class TVET leadership programme for Malawi Principals and Aspiring Future Leaders

Participants become **TVET Education Excellence Leaders**

Lay foundations for a strong 'COVE family' network



TVET EDUCATION  
EXCELLENCE LEADER



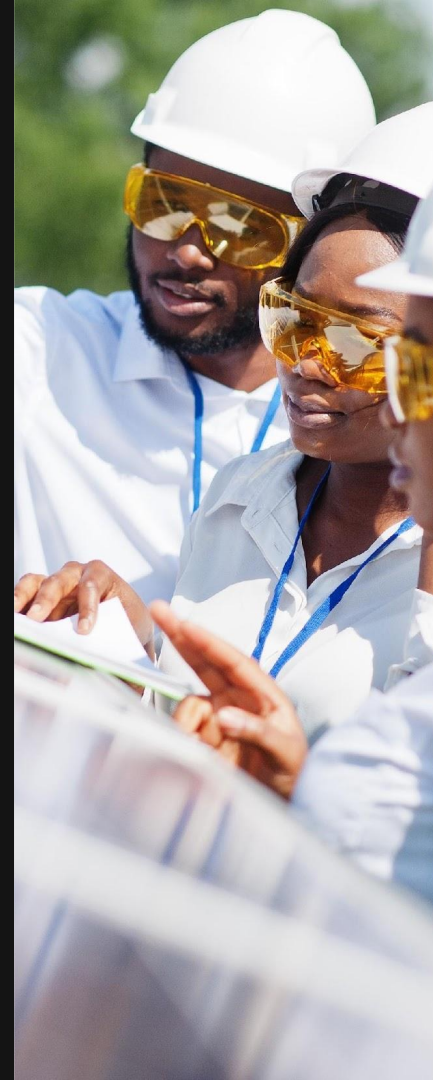
# Structure of Training

## Day 1 - Leadership Fundamentals

- Vision
  - The importance of context
  - TEVET for the future of Malawi
- Mission
  - The COVE family
  - Your institution's role within this
- Goal
  - What is excellence?
  - Sustainable impact from this project
- Method
  - Future facing mind-set and Innovation
  - Exploring new approaches to get there – leaving your comfort zone
  - Sharing information, working together as a network

## Day 2 - Strategic & Change Management

- Your role as a leader
  - Decision-making for transformation
  - The 5 C's of leadership
  - Walking the talk – Strengths & Emotional Intelligence
- Change Management theories
  - Freeze/melt/re-freeze
  - Change curve
- Strategic thinking
  - PESTLE analysis
  - The 5 Whys
- Creativity & Innovation
  - SWOT analysis
  - Finding solutions



# Structure of Training

## Day 3 - Management Fundamentals

- Strategic planning
  - Realistic goal setting for sustained impact
  - Adaptability & Resilience
  - Monitoring, evaluation and continuous improvement
- Financial Management
  - Financial acumen
  - Key Principles
  - Human Capital
- Scenario based activity: Creating an Implementation Plan to address financial challenge

## Day 4 - Implementation Techniques

- Innovation and sustainable funding approaches
- Resource Management - maximising limited resources
- Organisational culture - values
- People Management
  - Motivation, morale and retention
  - Delegation and strengths and responsibility allocation
  - Coaching and mentoring
- Collaboration - Getting 'buy in'

## Day 5 - Effective Interpersonal Working

- Communication skills
  - Collaboration
  - Active listening
  - Persuasion & Negotiation
  - Giving and receiving feedback
- Stakeholder management - Networking
- Efficiency and Productivity - Use of technology - Digital communication skills
- Next Steps for the COVE family
- 1:1 surgeries with Rae & Ernest

