

OUR BUSINESS

Statement from the Deputy Director General

Launching ZIPAM's flagship Programmes: Building Zimbabwe's Next Generation of Public Service and Private Sector Leaders in line with the National Strategic Goal (NDS2) and Vision 2030

ZIPAM is proud to launch its flagship programmes-a bold step forward in our mission to build a professional, ethical, and high-performing public service. These programmes are designed to meet the demands of a modern Zimbabwe. They combine cutting-edge public administration theory with practical skills, and policy insights that prepare leaders to drive results today and shape policy for tomorrow.

Why this matters now

Public service delivery, economic transformation, national development depend on capable people in the right roles. Our flagship programmes equip current and future leaders with the tools to manage resources effectively, implement government priorities, lead high-performing teams, and deliver measurable impact to citizens.

What to expect

- **Relevant curriculum:** Aligned to National Development Strategy priorities and global best practice in public administration.
- **Expert facilitation:** delivered by seasoned practitioners, academics, and policy leaders.
- **Practical impact:** projects and assessments focused on solving real challenges in government, public institutions and the private sector.
- **Professional network:** join a community of leaders across ministries, agencies, and parastatals and the private sector, committed to excellence.

Whether you are a senior executive, middle manager, or emerging leader, these programmes will strengthen your ability to lead with integrity, manage results, and turn policy into action.

Join us in shaping a public service that works for every Zimbabwean.

Enrolment is now open. Explore the programmes below and take the next step in your leadership journey.



Zimbabwe Institute of Public Administration and Management

A PERFORMANCE IMPROVEMENT TRAINING CALENDAR 2026



ZIPAM COMPLEX
LAKE MANYAME (West Bank)
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NORTON

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TITLE OF PROGRAMME	TARGET	DURATION (days)	VENUE	OCT 2026	NOV 2026	DEC 2026
Digital Service Delivery and Data for Decision making	Central Government and Councils	3	ZIPAM			1-3
Pre – Ph.D. Seminar	Aspiring Ph.D. Students	2	ZIPAM			1-2
Compliance, Risk and Ethics for State Enterprises	Senior Executive Officers	2	ZIPAM			3-4
Corporate Governance and Board Effectiveness for Senior Executive Officers	Senior Executive Officers, Boards and Chief Executive Officers	2	ZIPAM			
Public Financial Management for Non- Financial Managers	Rural District Councils and Urban Councils	3	ZIPAM		4-6	
Devolution Fund Project Management and Monitoring	Rural District Councils and Urban Councils	5	ZIPAM			7-11
Public Procurement	Procurement officers, Finance officers, Finance Committees, Tender Evaluation Committees, Department heads and Stores personnel for Rural and Urban Councils	3	ZIPAM			9-11
AI for Public Service Delivery	All Senior officials from Deputy Directors and above, Chief Executive Officers, General Managers and Administrators	2	ZIPAM		9-10	
Contract Management for Councils	Councils	5	ZIPAM		9-13	
Strategic Leadership	Senior Executive Officers and Corporates	3	ZIPAM			
Change Management	Permanent Secretaries, Chief Executive officers, Organisational Development Practitioners, Change Managers, Directors and Deputy Directors	3	ZIPAM			14-16
Public -Private -Partnerships (PPP) Design and Management	Senior Executive Officers and Corporates	5	ZIPAM		16-20	
Local Economic Development and Revenue Enhancement	Senior Executive Officers, Town Clerks, Chief Executive Officers, and Directors	3	ZIPAM			
Strategic Business Planning	Senior Executive Officers	3	ZIPAM			
Performance Management	Senior Executive Officers	3	ZIPAM			
Performance Management for Councils	Senior Executive Officers, Town Clerks, Chief Executive Officers, Directors and Operational Staff	3	ZIPAM			
Policy Analysis, Formulation and Cabinet Paper Writing	Central Government	3	ZIPAM			16-18
Audit response and Financial Accountability Clinic	Councils and Rural District	3	ZIPAM			
Performance Contract Management	MDAs	3	ZIPAM		18-20	
Evidence -Based Reporting	MDAs	2	ZIPAM			
Women in Transformational Leadership	Directors, Deputy Directors, Provincial and District Heads, Chief Executive Officers, Women Councilors and Senior Local Authority Officials	5	ZIPAM			
Pre-retirement Planning	Senior Government Officials, Human Resources Management Officials. Finance and Pension Administrators	5	ZIPAM	28-30	23-27	
Work Culture Transformation	Permanent Secretaries, Senior Government Officials, Directors, Deputy	5	ZIPAM			14-18