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Integrity Leadership Development (I-Lead) Program

1.0. Concept Note:

1.1.1. Introduction

Corruption, a formidable foe in Kenya's path to progress, not only hampers sustainable development but also casts a dark shadow over the lives of its citizens. Transparency International's Corruption Perceptions Index consistently places Kenya at a dishearteningly low rank, with the country languishing at 124 out of 180 nations in 2020. Such a ranking paints a grim picture of the prevalent corruption that plagues the nation. The consequences of corruption on Kenya's economy are nothing short of devastating. The World Bank estimates that corruption siphons off a staggering 5% of Kenya's annual GDP. These financial losses cripple the country's ability to invest in critical sectors such as education, healthcare, and infrastructure. The public sector, in particular, bears the brunt of corruption, as revealed by a 2020 survey conducted by the Ethics and Anti-Corruption Commission (EACC), which found that a staggering 70% of Kenyans perceive corruption as a major problem within public institutions.

Corruption undermines the tireless efforts made towards development in Kenya. It diverts precious resources away from essential services and infrastructure projects, perpetuating a vicious cycle of poverty and inequality. Moreover, it erodes public trust in institutions, leaving citizens disillusioned and skeptical. Foreign investment, a key driver of economic growth, is also hindered by the presence of corruption, as potential investors are deterred by the lack of transparency and accountability. The consequences of corruption extend far beyond economic hardships. Kenya grapples with a distressing youth unemployment rate, with approximately 20% of young people aged 15-24 left without opportunities. Corruption exacerbates this issue by limiting job prospects and perpetuating a toxic culture of nepotism and bribery. The youth, the very hope of the nation's future, find themselves trapped in a cycle of unemployment and despair.

To address these challenges, there is a need for a comprehensive Integrity Leadership Development Program that empowers individuals with the knowledge, skills, and tools necessary to become effective leaders in promoting integrity, combating corruption, and fostering social justice. By nurturing a new generation of leaders dedicated to upholding integrity, Kenya can pave the way for a brighter future, one marked by sustainable development, democratic values, and social justice.

1.1.2. Program Objectives:

1. To develop a deep understanding of the concept of integrity and its importance in society.

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3. Ethics and Anti-Corruption Commission. (2020). National Ethics and Corruption Survey 2020. Retrieved from <https://www.eacc.go.ke/wp-content/uploads/2020/12/National-Ethics-and-Corruption-Survey-2020.pdf>

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2. To recognize and analyze different forms of corruption and their impact on communities.
3. To develop strategies and action plans to promote transparency, accountability, and good governance in public institutions.
4. To enhance communication skills and utilize storytelling to effectively advocate for integrity and combat corruption.
5. To build and sustain partnerships with stakeholders to promote integrity initiatives.
6. To identify and implement innovative solutions and technologies to promote integrity.
7. To develop project management skills to effectively plan, implement, and monitor integrity-focused initiatives.
8. To cultivate ethical leadership qualities and values to promote integrity and social justice.

1.1.3. Program Components:

1. Module 1: Introduction to Integrity and Anti-Corruption
2. Module 2: Promoting Transparency and Accountability
3. Module 3: Effective Communication and Advocacy for Integrity
4. Module 4: Building and Sustaining Partnerships for Integrity
5. Module 5: Implementing Innovative Solutions for Integrity
6. Module 6: Project Management and Monitoring
7. Module 7: Leadership and Ethics
8. Module 8: Final Project Presentation and Reflection

1.1.4. Program Methodology:

The program will utilize a combination of interactive workshops, case studies, group discussions, experiential learning activities, and practical assignments. Participants will have the opportunity to engage with experts in the field, collaborate with peers, and apply their learning through real-world projects.

1.1.5. Target Participants:

The program is open to individuals from various sectors, including government, civil society organizations, private sector, academia, and youth groups. Participants should have a strong interest in promoting integrity, combating corruption, and driving positive change in their communities.

1.1.6. Expected Outcomes:

1. Participants will possess a deep understanding of integrity and its importance in society.

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2. Participants will be able to recognize and analyze different forms of corruption and their impact on communities.
3. Participants will develop strategies and action plans to promote transparency, accountability, and good governance in public institutions.
4. Participants will enhance their communication skills and utilize storytelling to effectively advocate for integrity and combat corruption.
5. Participants will be equipped to build and sustain partnerships with stakeholders to promote integrity initiatives.
6. Participants will identify and implement innovative solutions and technologies to promote integrity.
7. Participants will develop project management skills to effectively plan, implement, and monitor integrity-focused initiatives.
8. Participants will cultivate ethical leadership qualities and values to promote integrity and social justice.

1.1.7. Budget and Timeline:

A detailed budget and timeline will be developed based on the program components, duration, and the number of participants. Funding opportunities from government agencies, international organizations, and private sector partnerships will be explored to ensure the successful implementation of the program.

1.1.8. Conclusion:

The Integrity Leadership Development Program aims to empower individuals to become effective leaders in promoting integrity, combating corruption, and fostering social justice, democracy, and sustainable development in their communities. By equipping participants with the necessary knowledge, skills, and values, this program will contribute to creating a culture of integrity and accountability, driving positive change, and building a prosperous future for the country.

2.0. Course Outline:

2.1.1. Module 1: Introduction to Integrity and Anti-Corruption

Objectives

- i. Understand the concept of integrity and its importance in society
- ii. Explore the different forms of corruption and their impact on communities
- iii. Analyze the root causes and consequences of corruption

Questions:

- a. What is integrity and why is it important for individuals and communities?
- b. What are the various forms of corruption that exist in society?
- c. How does corruption impact communities and hinder sustainable development?
- d. What are the underlying causes of corruption and how can they be addressed?

Expected outcomes: By the end of this module, participants are expected to:

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- i. Demonstrate an understanding of the concept of integrity and its importance in society.
- ii. Identify and recognize different forms of corruption and their impact on communities.
- iii. Analyze the root causes and consequences of corruption in order to develop a deeper understanding of the issue.

2.1.2. Module 2: Promoting Transparency and Accountability

Objectives

- iv. Examine the role of transparency and accountability in preventing corruption
- v. Understand the principles and practices of good governance
- vi. Identifying strategies to promote transparency and accountability in public institutions

Questions:

- a. How does transparency contribute to preventing corruption and promoting integrity?
- b. What are the key principles and practices of good governance?
- c. What are the challenges in promoting transparency and accountability in public institutions?
- d. What strategies can be employed to enhance transparency and accountability in public institutions?

Expected outcomes:By the end of this module, participants are expected to:

- i. Understand the role of transparency and accountability in preventing corruption.
- ii. Apply the principles and practices of good governance to promote integrity.
- iii. Develop strategies and action plans to promote transparency and accountability in public institutions.

2.1.3. Module 3: Effective Communication and Advocacy for Integrity

Objectives:

- I. Develop effective communication skills for effective leadership
- II. Understand the power of storytelling and persuasive communication.
- III. Build a compelling advocacy campaign to raise awareness about integrity issues.
- IV. Develop effective conflict resolution and negotiation skills

Questions:

- a. 1. How can effective communication contribute to promoting integrity and combating corruption?
- b. 2. What are the key elements of persuasive communication?
- c. 3. How can storytelling be used as a tool to convey integrity messages effectively?
- d. 4. What are the essential components of an advocacy campaign for integrity?
- e. 5. What are the strategies for resolving conflicts peacefully?

Expected outcomes:By the end of this module, participants are expected to:

- i. Demonstrate improved communication skills to effectively promote integrity messages.
- ii. Understand the importance of storytelling in engaging audiences and conveying integrity messages.
- iii. Develop a comprehensive advocacy campaign plan to raise awareness about integrity issues in their communities.
- iv. Understand strategies for resolving conflicts peacefully, effective negotiation techniques and building win-win solutions

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2.1.4. Module 4: Building and Sustaining Partnerships for Integrity

Objectives:

- I. Explore the importance of collaboration and partnerships in promoting integrity.
- II. Identify potential stakeholders and develop strategies for engagement.
- III. Build and sustain effective partnerships for integrity initiatives.

Questions:

- a. Why is collaboration and partnership crucial in promoting integrity and combating corruption?
- b. How can potential stakeholders be identified and engaged in integrity initiatives?
- c. What strategies can be employed to build and sustain effective partnerships for integrity?
- d. What are the challenges and best practices in maintaining successful integrity-focused partnerships?

Expected outcomes:By the end of this module, participants are expected to:

- i. Understand the significance of collaboration and partnerships in promoting integrity.
- ii. Identify and engage potential stakeholders for their integrity initiatives.
- iii. Develop strategies to build and sustain effective partnerships for integrity-focused projects and initiatives.

2.1.5. Module 5: Implementing Innovative Solutions for Integrity

Objectives:

- I. Explore innovative approaches and technologies to promote integrity.
- II. Understand the role of social entrepreneurship in addressing integrity challenges.
- III. Develop and implement innovative solutions to promote integrity in communities.

Questions:

- a. How can innovative approaches and technologies be utilized to promote integrity and combat corruption?
- b. What is the role of social entrepreneurship in addressing integrity challenges?
- c. How can innovative solutions be developed and implemented to promote integrity in communities?
- d. What are the potential barriers and opportunities in implementing innovative integrity initiatives?

Expected outcomes:By the end of this module, participants are expected to:

- i. Identify innovative approaches and technologies that can be applied to promote integrity.
- ii. Understand the role of social entrepreneurship in addressing integrity challenges.
- iii. Develop and implement innovative solutions to promote integrity in their communities.

2.1.6. Module 6: Project Management and Monitoring

Objectives:

- I. Understand the key principles of project management for integrity initiatives.

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- II. Set SMART goals including;
 - Prioritizing tasks and managing time effectively
 - Overcoming procrastination and staying motivated
- III. Develop a project plan and timeline for implementing integrity-focused initiatives.
- IV. Monitor and evaluate the impact of integrity projects and initiatives.

Questions:

- a. What are the key principles of project management that can be applied to integrity initiatives?
- b. How can a project plan and timeline be developed for implementing integrity-focused initiatives?
- c. How can the impact of integrity projects and initiatives be effectively monitored and evaluated?
- d. What are the best practices for project management and monitoring in the context of integrity initiatives?

Expected outcomes:By the end of this module, participants are expected to:

- i. Understand the key principles of project management and apply them to integrity initiatives.
- ii. Develop a comprehensive project plan and timeline for implementing integrity-focused initiatives.
- iii. Gain the skills and knowledge to effectively monitor and evaluate the impact of integrity projects and initiatives.

2.1.7. Module 7: Leadership and Ethics

Objectives:

- I. Understand leadership and explore qualities and characteristics of ethical leaders.
- II. Analyze the ethical dilemmas faced by leaders and making informed decisions.
- III. Develop personal leadership skills and values to promote integrity.
- IV. Understand effective team dynamics and collaboration including;
 - ✓ Identifying different leadership styles and their strengths
 - ✓ Adapting leadership styles to different situations
 - ✓ Emotional Intelligence and Self-Awareness

Questions:

- a. What are the qualities and characteristics of ethical leaders?
- b. What are the ethical challenges that leaders may encounter in promoting integrity?
- c. How can personal leadership skills and values be developed to effectively promote integrity?
- d. How can ethical leadership contribute to sustainable change and social justice?

Expected outcomes:By the end of this module, participants are expected to:

- i. Identify and understand the qualities and characteristics of ethical leaders.
- ii. Recognize and address the ethical challenges faced by leaders in promoting integrity.
- iii. Develop personal leadership skills and values that align with promoting integrity and social justice.

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2.1.8. Module 8: Final Project Presentation and Reflection

Objectives:

- I. Present the final integrity-focused project developed during the program.
- II. Reflect on the learning journey and personal growth as integrity leaders.
- III. Identify next steps and action plans for continuing to promote integrity in communities.

Questions:

- a. What is the final integrity-focused project that you have developed during the program?
- b. How has your understanding of integrity and leadership evolved throughout the program?
- c. What have been the most significant learnings and personal growth experiences during the program?
- d. What are your next steps and action plans for continuing to promote integrity in your communities?

Expected outcomes: By the end of this module, participants are expected to:

- i. Present their final integrity-focused project and demonstrate their understanding of integrity leadership.
- ii. Reflect on their learning journey and personal growth as integrity leaders.
- iii. Develop action plans for continuing to promote integrity in their communities beyond the program.



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