

EMERGING PUBLIC LEADERS



Annual Report 2023

Enhancing
Public Service
Delivery

Catalysing transformation in Ghana's Public Service



We are determined to continue pushing boundaries and making an impact in the public sector and the community within which we serve. Together, we work tirelessly to enhance the delivery of public services with a commitment to excellence and integrity.

Mission:

At EPL Ghana, our mission is to join hands with the Ghanaian government, local organisations, and communities to actively identify and empower devoted public service professionals who are passionately dedicated to advancing the principles of good governance within Ghana.

Vision:

We envision a prosperous and equitable Ghana, fostered by good governance.

Message from the Country Director

Dear Emerging Public Leaders of Ghana Community,

I am delighted to present the annual report of the Emerging Public Leaders of Ghana for the year 2023. What a year it has been! We turned five on September 5, 2023 over which time we have been "Championing Change, inspiring the future."



This year, we transitioned from focusing narrowly on the civil service to working across parastatals, state owned organisations, and policy-influencing civil society organisations. We welcomed our fifth cohort of Fellows, who will be the first cohort to work across such a range of partner institutions where they embark on journeys of transformation and service to the community. Already they have started to implement innovations and to leverage on their appreciation of what it will take to make Ghana's public sector more responsive and innovative in the way it conducts its business.

Our theme for 2023, "Championing Change, inspiring the future," encapsulates our mission and achievements. We have laboured tirelessly to mould and enhance public service delivery in Ghana. With each passing year, we remain steadfast in our commitment to expanding our impact and continuing to empower Fellows who will drive positive change.

I extend my deepest gratitude to my dedicated team, Fellows, partners, and all of you who have supported us on this journey. Your commitment to our cause has been the driving force behind our success. As we move forward, your feedback and continued support are invaluable as we endeavour to shape a brighter future for Ghana and beyond.

Thank you for accompanying us on this incredible journey of impact, and I eagerly anticipate an even more promising year ahead.

Sincerely,

Juliet Adime Amoah

Country Director

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Acronyms

EPL Ghana	-	Emerging Public Leaders of Ghana
SDG	-	Sustainable Development Goal
AU	-	African Union
GLOWA	-	Global Action for Women Empowerment
YEF	-	Young Educators Foundation
AWLN	-	African Women Leaders Network
WOMECA	-	Women, Media, and Change
SRHR	-	Sexual and Reproductive Health Right
NORSAAC	-	Northern Sector Action on Awareness Centre
MFWA	-	Media Foundation for West Africa
PEACE	-	Professionals Engaged Against Conflicts and Endangerment
OHCS	-	Office of the Head of Civil Service
FOSDA	-	Foundation for Security and Development in Africa

The Public Service Fellowship Programme



The Emerging Public Leaders of Ghana (EPL Ghana) Public Service Fellowship Programme is a journey of growth, innovation, and leadership. It commences with a rigorous and highly competitive selection process where we identify individuals who embody our core values of excellence, leadership, integrity, and community service. Each year, we seek out the brightest and most dedicated individuals from diverse backgrounds who share a common aspiration to make a difference in the public sector.

Our values

Integrity



Excellence



Leadership



Accountability



Fostering Excellence & Diversity

Promoting excellence and fostering diversity are core tenets of our recruitment strategy. We believe that a diverse cohort of Fellows brings a wealth of perspectives and experiences that are essential for driving positive change in the public sector. Our statistics reflect our commitment to cultivating Fellows that mirror Ghana's society, ensuring that voices from various regions and backgrounds are heard and valued.

The demographics of our applicant pool this year, shows how much more inclusive our programme has become. We worked on gender parity achieving a 45/55 for our female and male recruits respectively. We spread our programme to reach talents in the regions, and diversified from an arts only based educational background to one that attracted young people with skills and training in technical subjects. Our selection process was re-designed to recognise and ensure that this year's cohort truly represent the best young minds from across different districts and regions as well as genders.



Academic Diversity of Fellows



In our diverse community, academic backgrounds span a multitude of disciplines. This diversity enhances our collaborative learning environment, fostering creative solutions that draw from a spectrum of academic insights and perspectives.

Comparative representation of gender distribution

In our continuous commitment to fostering diversity and inclusivity, we are proud to highlight the significant strides made in improving gender representation within our Fellowship cohorts. Drawing a comparison between the previous cohort and the current cohort, we have successfully narrowed the gender gap. Our efforts have resulted in a more balanced representation, with 56% males and an increase to 44% females. This positive shift highlights our dedication to creating an environment that champions gender equality and provides equal opportunities for all.

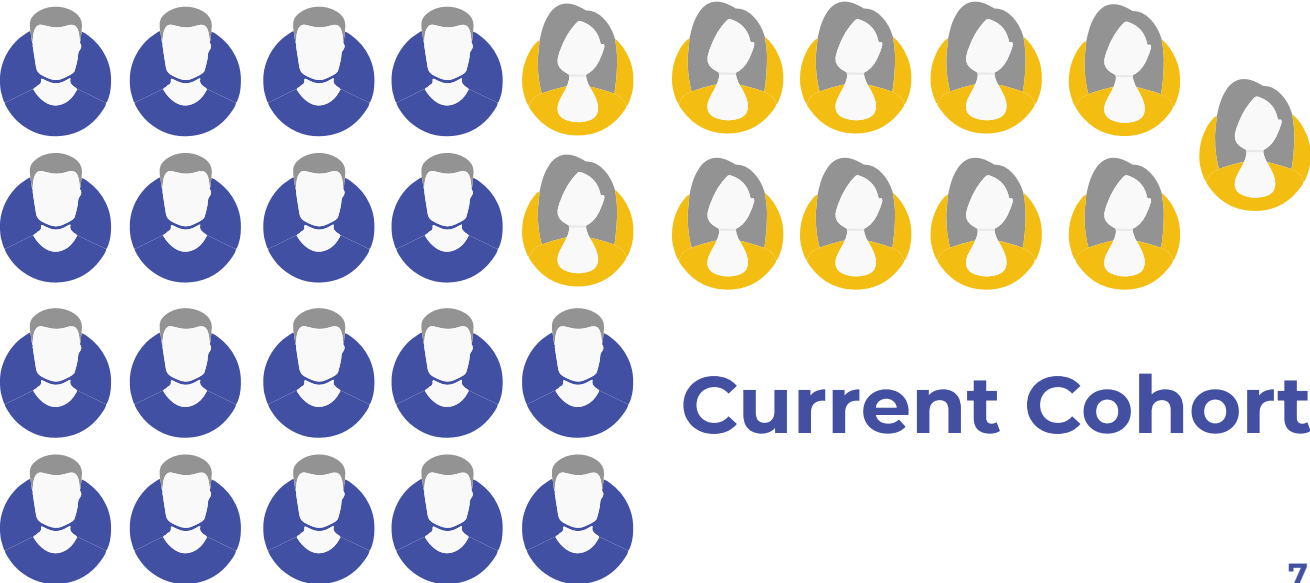
Previous Cohort



Previous Cohort	Males, 65%	Females, 35%
Current Cohort	Males, 56%	Females, 44%



By providing opportunities for individuals from various backgrounds, we aim to foster a supportive network of emerging leaders who are poised to tackle the complex challenges of public service while championing change. This approach positions EPL Ghana as a beacon for promoting excellence and diversity in leadership development within the public sector.



Current Cohort

Programme Elements

The heart of the Fellowship Programme is a carefully crafted curriculum that blends structured learning with real-world experience. Our Fellows undergo rigorous training in leadership, public policy, community engagement, and problem-solving. They are exposed to mentors and experts who guide them on their journey. They also engage in community service projects that instill a sense of responsibility and commitment to the people they serve.

The Fellowship programme at EPL Ghana is a transformative experience, nurturing the leaders who will enhance public service delivery in Ghana. It is not just a programme; it is a catalyst for change, an incubator of excellence, and a testament to the potential of dedicated individuals to impact the future of public service.

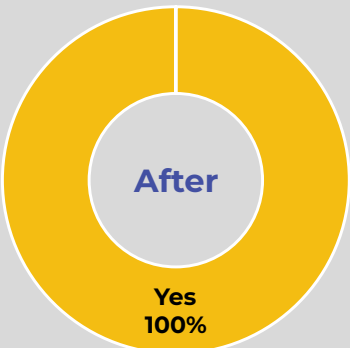
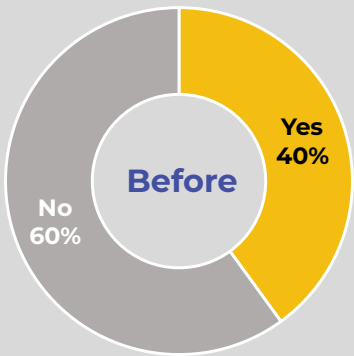


Over the course of the programme, we witness the growth of the Fellows. They develop a deep understanding of the challenges and opportunities within the public sector. The fellows harness their skills and insights to bring about transformative change.

Our commitment to nurturing ethical leaders is a lived reality. As the Fellowship journey unfolds, Fellows are exposed to the intricacies of ethical scenarios and develop a mindset that critically examines, questions, and deliberates when faced with ethical challenges.

Before embarking on the Fellowship journey, less than average (40%) of the Fellows possessed knowledge on how to critically assess ethical scenarios. However, after going through an immersive training, every single Fellow (100%) feels better equipped at evaluating ethical scenarios and making sound ethical decisions.

Ethical awareness



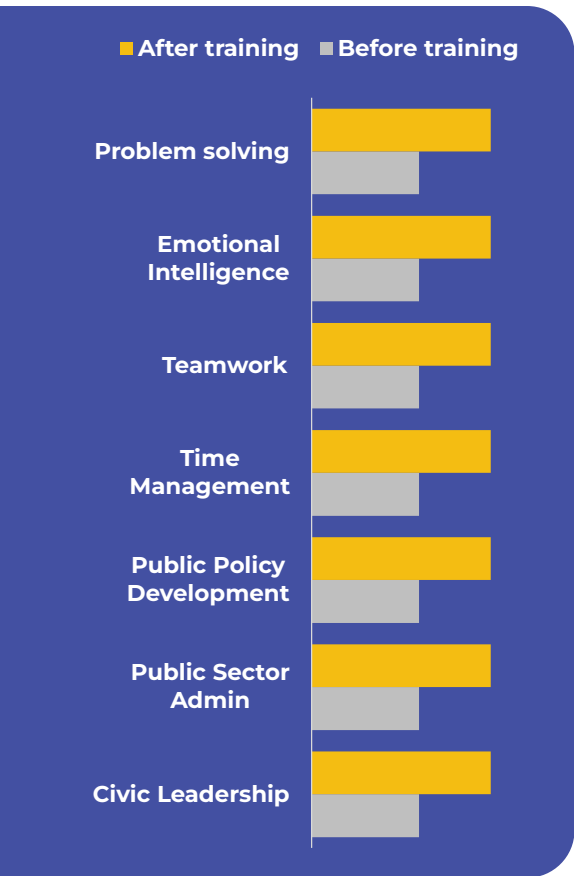


Crafting Leaders of Impact

As our Fellows embark on their transformative journey, they show a strong desire to move beyond theoretical concepts to cultivate civic leadership skills and administrative acumen. Their goal is not merely to be leaders but effective and efficient ones, capable of navigating the complexities of public service with vision and purpose.

A pivotal focus for our Fellows is the enhancement of problem-solving skills and emotional intelligence. Recognising these attributes as fundamental pillars for success reflects a commitment to holistic growth. Their journey is about more than acquiring technical knowledge; it is about developing a well-rounded set of competencies that empowers them to face challenges with resilience and empathy.

Policy development, teamwork, and team-building emerge as central themes in their expectations. This signifies a recognition of the importance of collaborative efforts in driving impactful change. The Fellows aspire to delve deep into the intricacies of policy development, working effectively in teams, and navigating complex work scenarios. This alignment with our mission emphasizes the commitment to empowering leaders capable of shaping and implementing transformative policies.



As the Fellowship progresses, these expectations are not left unaddressed. Through a comprehensive training curriculum, we instill these principles, concepts, and skills in our Fellows. It's not just about what they aspire to become; it's about providing them with the tools, insights, and understanding to realise their goals. At the end of these trainings, leaders emerge equipped with the knowledge and capabilities to drive positive change in their respective spheres of influence.

Before undergoing our intensive training, Fellows were assessed on their understanding of key topics with a maximum score of 5. The findings revealed an average score of 3 across various aspects, indicating a moderate comprehension level. However, after the comprehensive training, remarkable progress was evident. Fellows significantly enhanced their understanding and had a perfect score of 5 in these areas.

Reflections on Cohort IV Journey

Our Cohort IV Fellows embarked on a journey that was marked by dedication, perseverance, and a relentless commitment to enhancing public service delivery. Over the span of two years, they delved deep into public service, acquiring knowledge, skills, and experiences that would equip them for the challenges and opportunities that lay ahead.

They have emerged as ethical leaders, driven by the values of integrity and commitment to excellence. Their journey through the Fellowship Programme has not only transformed them into capable public service professionals but has also ignited a passion for catalysing positive change in their communities and the nation at large.





Diana Nkunu

Joining the Ministry of Energy, specifically the Upstream Unit, marked the beginning of a transformative journey with EPL Ghana. The Fellowship's impact on my personal and professional growth was very positive. The exposure to Mentors and knowledge was unmatched.

The Fellowship equipped me with diverse skill set that directly aligned with the demands of my role. The skills, coupled with a supportive work environment, fostered a sense of satisfaction and accomplishment. As I reflect on my journey, I express my profound gratitude to EPL Ghana, an instrumental force in my personal and professional development.

The Emerging Public Leaders of Ghana Public Service Fellowship stands out as one of the most impactful and transformative journeys I have ever undertaken. Reflecting on the two years spent in the programme, I wouldn't trade this experience for anything. The connections forged and lessons learnt during the fellowship are invaluable, contributing to my personal growth. In the course of the fellowship, I spearheaded the development of a correspondence Information Management System tailored for the Lands Directorate to streamline all activities. I look forward to further applying the knowledge gained and continuing to make a positive impact in my endeavours.



**Abdul Kudus
Abdulai**



Aliyata Uthman

The Fellowship programme has been an enriching experience, and the remarkable personal and professional growth I have achieved in the past two years is truly exceptional. I express my gratitude to the EPL Ghana team for their pivotal role in this journey. The programme foster a community of like-minded individuals, which is a vibrant space for networking and learning.

Agents of Change



At Emerging Public Leaders of Ghana, our commitment to enhancing public service is not merely a promise; it is a commitment we take seriously. In our pursuit of excellence and change, we understand the significance of quantifiable results

We are proud to share with you the data that demonstrates the tangible impact created by our Fellows within their placement organisations. Through evaluation and continuous monitoring, we have gathered compelling metrics that highlight our mission to catalyse transformation in public service delivery.

Here are reports from some of our Fellows, highlighting their remarkable achievements and contributions. These stories serve as vivid testaments to the tangible change they have brought about within their placement organisations.



Godsway Cofie-Obro Boateng, NORSAAC

Godsway embarked on an advocacy mission in the Ahafo region of Ghana, a project under the Women's Innovation Sustainable Enterprise and funded by PLAN International. He emerged as an agent for change, amplifying the voices of women in decision-making. Godsway's journey echoed our commitment to gender equality and community development. He shed light on the need for

equitable distribution of domestic responsibilities and called for tangible change in the dynamics of households. His engagement spanned 15 diverse communities, from Sukuumu to Boaso, where he championed the cause of joint decision-making in households and communities, emphasizing the importance of gender-inclusive decision-making. Godsway passionately advocates that women deserve more than just a seat at the table; they deserve a respected and equal place in decision-making processes. His journey is not merely an impact story; it stands as a testament to our commitment to transformative change and gender equality.



Rashida Abu Seidu Dabre, YEF

In pursuit to foster literacy and education, Rashida Abu Seidu Dabre, a cohort 5 Fellow emerged as a beacon of impact. Taking the responsibility on leading on a Spelling Bee competition in Kumasi, resonated with our dedication to transformative change. Her collaboration with the Otumfuo Foundation echoed our commitment to partnerships for community development. Through her efforts, literacy promotion became more than a concept; it became a tangible reality for students, aligning with our vision for transformative change through education.

Prince Forson, GLOWA

Prince Forson spearheaded an initiative in observance of the 16 Days of Activism Against Gender-Based Violence. With strategic foresight, he crafted a comprehensive concept note that not only outlined the celebration, but also proposed the establishment of Sexual and Reproductive Health Rights (SRHR) clubs and formulated an exit strategy for the effective management of the clubs.

He took an affirmative action by handing over the SRHR club to the Kpone Katamanso Presby Junior High School.

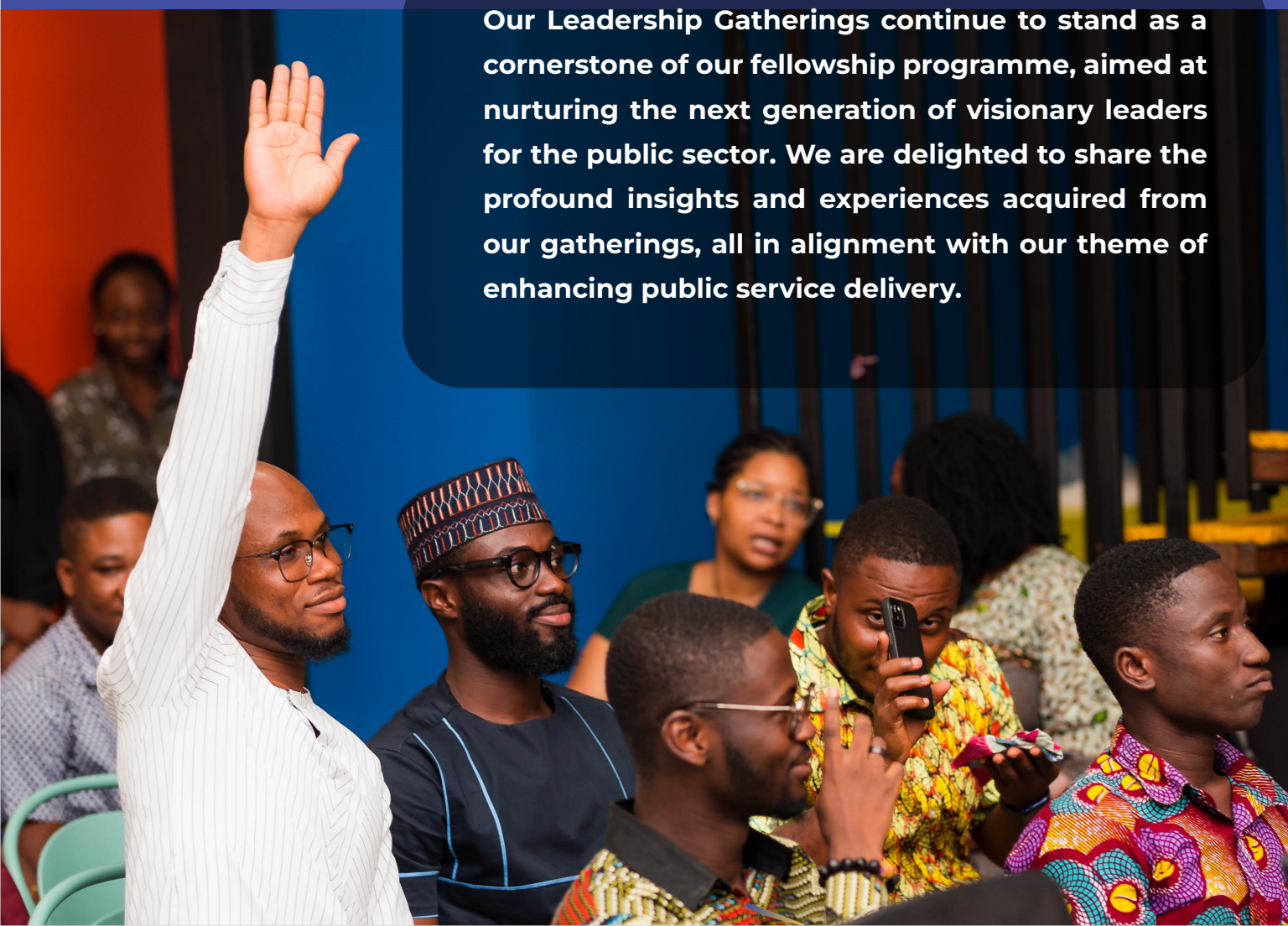
This gesture marked the beginning of an educational journey aimed at empowering the youth with knowledge about gender equality, the prevention of gender-based violence, and instilling in them the capacity to be catalysts for positive change in their communities. His initiative has not only laid the foundation for sustained education but has also positioned the youth as active agents of change.



Leadership Gatherings

- *Mentorship and Coaching Seminar*
- *Thought Leaders Arena*
- *By-the-fireside events*
- *Deep Dive Events*

Our Leadership Gatherings continue to stand as a cornerstone of our fellowship programme, aimed at nurturing the next generation of visionary leaders for the public sector. We are delighted to share the profound insights and experiences acquired from our gatherings, all in alignment with our theme of enhancing public service delivery.



Gender and Empowerment: Coaching Leaders for Change



In collaboration with the African Women Leaders Network (AWLN), and Women, Media and Change (WOMEC), a transformative coaching training programme unfolded in August 2023. This initiative aimed to equip women, youth, and dedicated staff from these organizations with advanced coaching skills, fostering personal and professional growth.

Key highlights from the training

The role of strong men and women in transformation

The training session acted as a catalyst for understanding the contributions of both genders in shaping societal narratives. It showcased how women and men are essential for societal advancement. By fostering open dialogue, the session instilled an appreciation for the importance of gender diversity in leadership. Participants gained insights into how a balanced representation of both genders positively influences decision-making processes and sparks innovation within organisational settings.

Interactive Coaching and Becoming a Good Coach

Through the interactive coaching sessions, participants honed their coaching skills and refined their understanding of what it takes to be a highly effective coach. The training propelled participants beyond theoretical knowledge, instilling in them the confidence to navigate the complexities of interactive coaching in real-world scenarios. By immersing themselves in the practical aspects of coaching, participants gained insights in building rapport, fostering trust, and driving meaningful conversations that lead to transformative outcomes. This hands-on approach empowered participants to embrace their roles as catalysts for positive change.

Comfort Zone Psychology and Zone Concept

Through engaging activities and discussions on comfort zone, fear zone, learning zone, and growth zone, participants gained valuable insights into the psychology of personal growth. The application of the Yerkes-Dodson Law provided a framework for understanding the optimal level of stress for peak performance. Additionally, participants learnt about the importance of both Will Power (internal motivation) and Way Power (strategies for change) in navigating the path toward effective change. Understanding these concepts equipped participants with valuable tools for personal and professional development.



Thought Leaders Arena

The Thought Leaders Arena, a component of our programme, stands as more than just a platform; it is dedicated to nurturing thoughtful discussions on pivotal policy matters. This arena addresses a spectrum of topics within civil and public service. In engaging dialogues, our Fellows actively contribute to the creation of policy review documents. This initiative provides our Fellows with a unique opportunity to collectively shape and amplify their voice as young professionals in civil and public service across our nation. It becomes a nexus where diverse perspectives converge, fostering a sense of unity and shared purpose.

Recognising this, the Thought Leaders Arena becomes an essential space for our Fellows to engage in meaningful discussions, drawing insights and inspiration that directly benefit them in their leadership journey. It is a space where ideas become catalysts for transformative action, empowering our Fellows to navigate the complexities of public service with resilience and vision.



Excerpts of a Fellow's Perspective

How Can the Ghanaian Civil Service be Leveraged for Continuity and Stability in Policy Development?

The Imperative of Policy Continuity

One of the most pressing issues facing Ghana's governance structure is the frequent abandonment of policies with each change in political leadership. This discontinuity not only hampers long-term development but also undermines the credibility and effectiveness of the civil service. Therefore, it is imperative to explore mechanisms that can insulate policy development and implementation from political volatility.

The Civil Service Act of 1993: A Closer Look at Section 19

Section 19 of the Civil Service Act of 1993 outlines the appointment procedures for Chief Directors within the civil service. While the Act has served as a foundational framework, it is increasingly evident that amendments are necessary to adapt to the evolving demands of governance and public administration.

Proposed Amendments for Policy Uniformity

To address the issue of policy discontinuity, this paper proposes several amendments to Section 19 of the Civil Service Act:

1. **Decoupling Tenure from Political Cycles:** One of the key proposals is to decouple the tenure of Chief Directors from political tenures. This would allow these senior civil servants to continue their roles irrespective of political changes, thereby ensuring policy continuity.
2. **Enhanced Policy Participation by Civil Servants:** The amendments should also include provisions that encourage active policy participation by civil servants.
3. **Emphasis on Professional Development:** To achieve the "perfection of the civil servant" as envisioned by Nathan Anang Quao, the amendments should highlight the importance of continuous professional development. This could include mandatory training programs, workshops, and seminars focused on evidence-based decision-making and policy formulation.

Towards a More Effective Civil Service

The proposed amendments aim to create a more resilient and effective civil service that is capable of sustaining policy continuity even in the face of political changes. By doing so, we not only honour the wisdom of Nathan Anang Quao but also take a significant step towards a more stable and prosperous Ghana. By implementing these changes, Ghana can set a precedent for how civil services can contribute to national development, irrespective of the political landscape. It is time to leverage the untapped potential of our civil service to move the nation forward.

Credit: Godwin Kugblenu



By-the-Fireside Event

Our **"By-the-Fireside Chat"** events have evolved into a cherished tradition, offering an exceptional platform for our Fellows to engage with high-level leaders in both the public and private sectors. These gatherings transcend mere discussions; they represent transformative experiences, providing opportunities for networking, knowledge sharing, and fostering collaboration among our Fellows.

Leading in Crisis

In August 2023, our "By the Fireside Chats" featured Mr. Sulemana Braimah, the Executive Director of the Media Foundation for West Africa (MFWA). The theme, "Leading in Crisis," deeply resonated with our mission of preparing our Fellows to excel in challenging circumstances within the public sector. This session was a testament to our commitment to grooming leaders who embody resilience and adaptability.

During the discussion, the guest speaker generously shared his leadership expertise and personal experiences in navigating crises. The conversation delved into both professional and personal facets of crisis management, providing valuable insights to our Fellows. The interactive question-and-answer session facilitated a profound and engaging exploration of the topic, further enriching our Fellows' comprehension of effective leadership.



Our Fellows depart from this "By the Fireside Chat" not only with newfound knowledge but also with a revived sense of purpose. The wisdom imparted fortifies their dedication to becoming catalysts for positive change in the public sector.

Understanding the Rights and Responsibilities of a Ghanaian Citizen in Safeguarding Public Finance

Another noteworthy session in our series of Leadership Gatherings centred on **"Understanding the Rights and Responsibilities of a Ghanaian Citizen in Safeguarding Public Finance."** In collaboration with BUDGIT GHANA, this event is a testament to our commitment to enhancing our Fellows' understanding of the intricacies of public finance, a pivotal aspect of public service.

This session offered our Fellows insight into the role of an informed citizen in ensuring transparency and accountability in public finance. It underscores the crucial role that every Ghanaian citizen plays in shaping public service by actively participating in the governance process. Our Fellows left the gathering equipped with the knowledge and determination to be informed and engaged citizens, poised to contribute to a more responsible and responsive public sector.



Deep Dive Events

Our Deep Dive training sessions are immersive two-day experiences to provide our Fellows with the essential skills and knowledge required to excel in their public service journeys. These training sessions, expertly guided by seasoned facilitators, create an environment for interactive learning and innovative thinking. They stand as a testament to our commitment to preparing Fellows to tackle the challenges they may encounter in their public service careers.

Financial Literacy and Management

In the year 2023, we hosted a Deep Dive training session that centered on **"Financial Literacy and Management."** This session was a beacon of enlightenment, designed to empower our Fellows with the financial acumen necessary for success.



Transitioning into Work and Navigating Office Politics/Challenges

The second Deep Dive focused on the theme **"Transitioning into Work and Navigating Office Politics/Challenges."** This experience delved into the intricacies of transitioning into a professional work environment and effectively navigating the often-complex terrain of office politics and challenges.

Fellows embarked on a journey of self-discovery, gaining deeper insights into their personal identities, values, strengths, and weaknesses. They were equipped with valuable interpersonal skills appreciating their own personalities and understanding the dynamics of teamwork.

Fellows explored the opportunities available to them and were sensitized to the challenges they may encounter. This discussion shed light on the real-world scenarios and obstacles they could face in their public service careers, preparing them to respond with resilience and adaptability.



Fellows' Insight from the training



Raqeeba B. Issahaque

In navigating workplace conflicts, I have learnt the value of open communication and impartiality. Listening to all sides of an issue, understanding differing perspectives, and making decisions based on facts and fairness are key. I can contribute to a harmonious work environment through constructive dialogue and maintaining professional relationships with all colleagues.

Justin Tusoe

The most important thing I have learnt is about office conflict and office politics. These lessons will help me navigate my way in the office and relate with my colleagues and superiors effectively.



Modesta Aziire Akipase

I have learnt to always have a positive attitude towards everything that happens in my workplace regardless of how unpleasant it may seem to be. My attitude differentiates me from my colleagues who have the same professional qualifications.



Deborah Nana Ama Abbey

I have learnt the importance of self-discovery, observing organisational values, being cognisant of workplace culture, and being succinct in my communication.



Jeffrey Quaye

I have come to realise that the values and principles of the company are very crucial. Moreover, the culture that an organisation portrays is usually just a small part of the bigger picture. Additionally, I have learnt that my attitude is the key to success and can take me anywhere I want to go.



Bridging the service gap and transforming lives

In pursuit of catalysing transformation and addressing service gaps in marginalized communities, our Fellows identified a critical need in the heart of New Ebu, a deprived community in the Abura Asebu Kwamankese District of the Central Region of Ghana. Understanding the impact that access to clean water has on communities, our Fellows embarked on a mission to restore this fundamental human right.

New Ebu Kurom faced a prolonged struggle with water scarcity, affecting their daily lives and overall well-being. Recognizing this pressing service gap, our Fellows, saw an opportunity to make a lasting impact. This endeavour was not merely about providing a temporary solution but ensuring a lasting impact on the lives of New Ebu Kurom residents.



Overview of New Ebu Community

Map of Abura Asebu Kwamankese District



New Ebu, a community with a population of over 600 people is located in Abura Asebu Kwamankese District of the Central Region of Ghana. The people of this region are predominantly involved in crop farming and animal rearing. Only about 20% of the community have access to safe and clean drinking water. Community members have access to education from kindergarten to Junior high-school. In terms of needs expressed by the community, the top priorities were; increased and reliable water supply, expansion and improvement of the local clinic, and good roads.

Source : Global Brigades



Sensitisation on Girl Child Education

Education is the gateway to empowerment, and we understand its pivotal role in shaping the future. Our Fellows embarked on a sensitisation exercise, where they interacted with parents and children in the community. Through interactive sessions, our Fellows emphasized the importance of education and motivated families to prioritize education. The campaign not only raised awareness but also inspired a newfound enthusiasm for girl-child education within the community.

In the spirit of sustainable transformation

This is a testament to EPL Ghana's commitment to sustainable development. It goes beyond the immediate service provided, emphasizing the importance of empowering communities to chart their own course toward a brighter and more resilient future. Through every service gap identified and every intervention undertaken, EPL Ghana stands as a beacon of positive change, transforming lives and leaving a mark on the journey towards a better Ghana.



Linking EPL Ghana, SDGs and AU Agenda 2063

EPL Ghana continues to stand as a beacon of change, actively contributing to the realisation of both the Global Sustainable Development Goals (SDGs) and the African Union's (AU) Agenda 2063. Through its strategic initiatives and impactful programmes, EPL Ghana is leaving a mark on the path towards achieving these noble objectives.

AU Goal #17:

Full gender equality in all spheres of life

5 GENDER
EQUALITY



EPL Ghana has taken significant steps to bridge the gender gap. This year EPL Ghana has successfully narrowed the gender gap, marking a positive shift towards a more balanced representation. The statistics tell a compelling story; an increase in females to 44% and 56% males.

AU Goal #1:

A high standard of living, quality of life, and well-being for all citizens

8 DECENT WORK AND
ECONOMIC GROWTH



The EPL Ghana Public Service Fellowship Programme has been a transformative experience for numerous young leaders. By providing Fellows with the skills, knowledge, and ethical grounding needed for effective public service, the fellowship serves as a stepping-stone towards a decent work and a higher standard of living. Fellows, upon completion, are equipped to contribute meaningfully to societal well-being, fostering a ripple effect of positive change. EPL Ghana remains steadfast in its dedication to shaping a future where every individual can thrive and contribute meaningfully to the collective prosperity of the continent.

AU Goal #12:

Capable Institutions and Transformative Leadership in Place.

16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



EPL Ghana recognises the significance of leadership training in institutional development. Through training sessions and the “Thought Leaders Arena,” EPL Ghana actively promotes transformative leadership principles. By engaging Fellows in discussions on pivotal policy matters, EPL Ghana is shaping leaders who can navigate complex challenges and contribute to the transformation of institutions.

Celebrating Five Years Of Impact

This year, we celebrated a remarkable milestone in our journey of enhancing public service delivery in Ghana. The 5th Anniversary was marked by a series of activities that not only underscored our commitment of catalysing transformation but also allowed us to engage with our stakeholders and the general public in meaningful ways.



Dedication and Thanksgiving Service

Our 5th Anniversary began with a Dedication and Thanksgiving Service, a moment of reflection and gratitude. This service held deep significance, as it was an opportunity for us to express our gratitude for the remarkable journey. It was a moment of unity and remembrance, where we acknowledged the challenges we have overcome and the milestones we have achieved.

We dedicated our office space to the Almighty, inviting leaders from both Christian and Islamic faiths to lead the dedicatory rites. This interfaith dedication served as a testament to our organisational ethos- upholding the principles of respect, understanding, and unity. We seek to create an environment that stand as a symbol of inclusivity, where individuals of all religious backgrounds find common ground in the pursuit of positive transformation and service to the community.



Fostering Visibility & Impact : Health Walk

One of the defining moments of our 5th Anniversary was the Health Walk, an event that extended our reach and improved our visibility within the Ghanaian community. The Health Walk served a dual purpose; encouraging physical wellness while promoting awareness about EPL Ghana and our mission to foster positive change in the public sector. Along the route, we engaged with individuals, sharing insights into our work and the transformative impact we aim to achieve.



Stakeholders Engagement and Appreciation Gala

The climax of our 5th Anniversary was the Fundraising Gala, a night filled with elegance, philanthropy, and the vibrant spirit of partnership. This event was a platform for us to connect with individuals and organisations who share our vision for a prosperous and equitable Ghana.

The Gala was not just about raising funds, it showcased the power of collaboration and the endless possibilities it holds. Through the Fundraising Gala, we strengthened our network of partners and supporters who are instrumental in our journey to enhancing public service delivery and inspiring future leaders.



Launch of the PEACE Fellowship Programme

In December 2023, EPL Ghana in partnership with the U.S. Embassy in Ghana and supported by The Foundation for Security and Development in Africa (FOSDA) launched the Professionals Engaged Against Conflicts and Endangerment (P.E.A.C.E) Fellowship project. This Fellowship project will be a 12-month programme aimed at enhancing peace and security service delivery and upskilling public sector security professionals to provide critical security services in Northern, Upper East and North-East regions of Ghana through a series of trainings and community engagements.



EPL Ghana in partnership
with the U.S. Embassy Ghana



PRESENTS

Professionals Engaged Against Conflicts & Endangerments (P.E.A.C.E) Fellows Project

in

Northern, North East and Upper East regions of Ghana.

PARTNERS:



Addressing Gender Diversity in Ghana's Public Sector

This year, EPL Ghana introduced an initiative, “Tackling Gender Barriers to Women Leadership within the Public Sector.” In partnership with Co-Impact and the Office of the Head of Civil Service (OHCS), this project seeks to strengthen the Public Service to address gender barriers towards a more systemic change that embraces inclusivity.

With a deliberate focus on gender inclusion and diversity, this initiative is committed to ensuring that no one is left behind.

EMERGING
PUBLIC
LEADERS

**Co—
Impact**
A GLOBAL COLLABORATIVE FOR SYSTEMS CHANGE

WOMEN ON THE RISE

**Addressing Gender Barriers
in the Public Service**

Prioritising Inclusion & Diversity for Systematic Change

Raising Awareness | Mobilizing Action | Driving Change

PARTNERS



Supporting our Mission

Every success story, every transformation, and every positive change that emerges from our Fellowship Programme is made possible by the support of generous individuals and organisations who share our vision. We extend our heartfelt gratitude to all our sponsors and partners who have played a pivotal role in fueling our mission to enhance public service delivery in Ghana.

Here is an overview of the esteemed organisations that have partnered with us to offer our Fellows an opportunity to make a difference within the public sector.



A Call to Empower Future Leaders

In the spirit of championing change and fostering the growth of Ghana's future leaders, we invite you to become a valued sponsor of Emerging Public Leaders of Ghana. This is an opportunity to be at the forefront of youth empowerment, diversity, and the creation of employment for the next generation and beyond.

Your sponsorship plays a pivotal role in shaping the trajectory of young professionals from diverse backgrounds across Ghana, enabling them to address the continent's most pressing challenges and turn their visions for a better future into impactful actions. Together, let's champion change and empower the leaders of tomorrow.



Our Team



Visit Us At

Website: www.eplghana.org

   @epleadersgh

 @EPLGhana