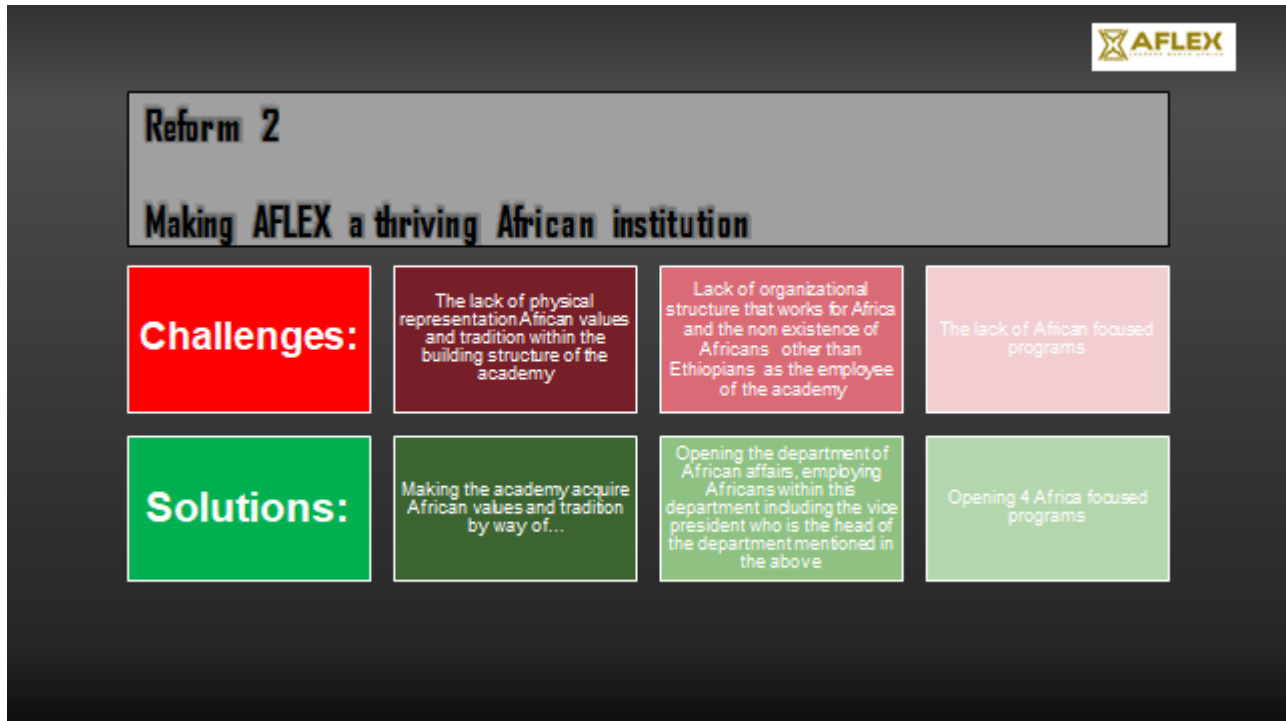


Making AFLEX a thriving African institution



The main purpose of this reform is to build the Academy in a manner that lives up to its reputation as African in practice. In order for AFLEX to have an African aspect in practice, it would be appropriate to focus on four important areas namely, physical appearance; organizational structure and staffing; and programs

Physical Appearance

In order for AFLEX to have an African image in practice, the first task will be to name the streets, buildings, and dormitories on the campus after African leaders and famous personalities. Similarly, it is better to decorate the existing building with images and messages that describe Africa. There is a need to organize the written documents and other heritages of famous African leaders and artists from classrooms to textbooks and to establish an African Heritage Annex on campus. Buildings and other infrastructure that will be built in the future should bear the imprint of Africans and look African.

African Organizational Structure, staff members & program beneficiaries:

In addition to the above-mentioned surface construction, it is very important to make the institution look like Africa in terms of manpower and organization. Based on this, it is appropriate to establish a division of African affairs that works only in African affairs and the experts and officials working in the sector should be from different African countries. It is also intended to make the students who study in the schools come from different African countries. And the sector needs to have its own advisory board in order to realize its sustainable and international reach and to be able to organize itself with resources. It is important to make the composition of the board consist of members from the international community, such as the African Union, IGAD, etc., who can support and make decisions with resources.

The human resources engaged in this sector will be fully foreigners specifically from African countries and the vice president in charge of the sector is a citizen of one of the African countries.

Programs

Thirdly, it is important to design and implement long-term training and leadership development programs centered on AFLEX. Africa. Accordingly, the following schools and programs are established.

1. African Leadership Development Programs

1.1.General Program

1.2.Specialized Program

Similar to the Ethiopian Leadership Program, AFLEX will have a general leadership program for African executives, emerging women, and public leaders. Moreover, a specialized program will be run for different sectors across the continent.

2. School of African Studies:

This school offers a Master's in African Studies program that covers various aspects of African history, culture, politics, economy, society, and environments. The program aims to equip

program beneficiaries with a comprehensive and critical understanding of Africa's past, present, and future.

2.1.. Masters in African Studies

AFLEX would like to offer the MA in African Studies Program to provide program beneficiaries with a deep understanding of the historical, cultural, and political aspects of African countries and regions. The program aims to help program beneficiaries develop an international perspective from the continent, as well as the skills and knowledge to effectively analyze issues of development, governance, conflict resolution, and economic and social change in Africa. The program will also help program beneficiaries enhance their leadership capacity by studying a variety of African countries, languages, cultures, politics, and economics.

The program will give program beneficiaries a comprehensive understanding of the social, political, and economic dynamics that shape the African continent and its people.

The program will also encourage program beneficiaries to interact with the African diaspora to learn more about African culture and experience.

The program will also support program beneficiaries to explore and develop innovative and creative approaches to problem-solving and leadership. The program will also focus on the development of leadership skills and strategies that can be applied to further the continent's progress. The program beneficiaries will learn about the diversity and complexity of African experiences across time and space, as well as the interactions between Africa and the rest of the world. The program also covers topics such as literature, art, religion, language, identity, and diaspora. The programs will provide program beneficiaries with advanced knowledge and skills in their chosen field of study, as well as exposure to interdisciplinary perspectives and cross-cultural experiences. The programs will also include research projects, internships, capstone projects, thesis writing, and career guidance.

3. African School of Public Affairs:

This school offers three master's programs that focus on different aspects of public policy, public affairs, and international development policy. The programs are Masters in Public Policy (MPP), Masters in Public Affairs (MPA), and Masters in International Development Policy (MIDP). The programs aim to prepare program beneficiaries for leadership roles in the public sector, civil society, international organizations, and other arenas that deal with public issues and challenges in Africa.

2.3.1. Masters in Public Policy (MPP),

The Master of Public Policy (MPP) program is to equip African leaders with the knowledge and tools to make meaningful changes in the continent. The MPP program will provide a curriculum that focuses on African affairs, including topics such as economic development, public administration, and political science. It will provide program beneficiaries with hands-on experiences in the field, such as internships and research opportunities, to help them gain a deeper understanding of African issues. The program will foster a spirit of collaboration and cooperation among African leaders and organizations, emphasizing the importance of working together to create positive change in addition to offering mentorship opportunities to help program beneficiaries develop their leadership skills and professional networks.

This program focuses on the analysis, design, and evaluation of public policies and programs, with an emphasis on the economic, social, and political dimensions of policy-making. Program beneficiaries will learn how to apply quantitative and qualitative methods, ethical frameworks, and strategic thinking to policy issues. The program also covers topics such as governance, leadership, communication, and advocacy.

2.3.2. Masters in Public Affairs (MPA)

The MPA program at AFLEX is a two-year program that prepares African leaders to excel in public service and to advance the development of the African continent. The program provides program beneficiaries with a comprehensive and rigorous education in public policy, public administration, and African-focused leadership development. The program also exposes program beneficiaries to practical and relevant experiences, through research projects, internships, and fieldwork. Program beneficiaries will have acquired the skills and knowledge necessary to lead

and manage public organizations and programs effectively and efficiently while promoting social justice, equity, and inclusion. It aims to equip program beneficiaries with the skills and knowledge required to manage public organizations and programs with accountability, transparency, and responsiveness to the public interest.

2.2.3. Masters in International Development Policy (MIDP)

AFLEX would like to offer a Masters in International Development Policy (MIDP) to program beneficiaries in the field of development. The program would equip program beneficiaries with the skills and knowledge to conduct rigorous research on the complex and interrelated issues that affect African countries, such as governance, conflict, health, education, and trade. The program would also expose program beneficiaries to the realities and challenges of development work through practical opportunities such as internships and fieldwork in African countries. The program curriculum covers both the theoretical and applied aspects of international development, with a special emphasis on the African context. Program beneficiaries will learn how to critically analyze development problems and policies, and how to design, implement, and evaluate effective and inclusive solutions that are aligned with the goals and values of local communities and stakeholders. The program also addresses cross-cutting themes such as poverty reduction, gender equality, environmental sustainability, and human rights, and how they relate to development practice.

2. 4. School of Future Studies:

This school offers an MA in Future Studies program that explores various scenarios and possibilities for Africa's future. The program aims to foster creativity, innovation, and foresight among program beneficiaries who want to shape Africa's future positively and sustainably.

MA in Future Studies

A Master of Arts (MA) degree that prepares program beneficiaries in foresight, innovation, and strategic planning. The MA in Future Studies is a two-year program that combines interdisciplinary program work, research projects, and practical applications. Program

beneficiaries will learn how to analyze trends, scenarios, and visions of the future, as well as how to design and implement strategies for creating positive change.

The program covers topics such as future thinking, systems thinking, creativity, foresight methods, scenario planning, strategic thinking, innovation management, and systems thinking that will help them be equipped with the skills and knowledge to navigate the uncertainties and opportunities of the 21st century.

The program also provides opportunities for program beneficiaries to engage with experts, practitioners, and stakeholders from different fields and sectors. The program is designed for professionals who want to enhance their strategic vision and leadership potential in a rapidly changing world.

The proposed department within AFLEX will offer a two-year, MA in Future Studies program that will equip African leaders with the skills and knowledge to effectively lead the continent into the future. The program will focus on a variety of topics, such as African economic and political development, cultural trends and shifts, and the emergence of new technologies and industries. Through this program, program beneficiaries will gain a deep understanding of the African context and gain the ability to think critically and creatively about Africa's potential future. By providing African leaders with the skills and knowledge to lead the continent into the future, the proposed department within AFLEX will help foster a new generation of African leaders who are equipped to create a brighter future for the continent.