



To: Heads of SAIs

Dear Sir/Madam

**PROGRAMME ANNOUNCEMENT LETTER: EXECUTIVE LEADERSHIP DEVELOPMENT  
PROGRAMME: MAY 2015 TO MARCH 2016**

The AFROSAI-E leadership development strategy is focused on supporting SAIs in the region to develop their leadership and management capacities and capabilities. AFROSAI-E as a regional body aims to support its member SAIs in building these capacities. One of the key success factors will be to develop effective top leadership teams.

AFROSAI-E and the Swedish National Audit Office (Swedish NAO) are cooperating to deliver the Executive Leadership Development Programme (ELDP), approved at the Governing Board Meeting in May 2014 in Addis Ababa. The content and structure were discussed and agreed during the Auditors-General Seminar in November 2014 in South Africa. The targeted group for the programme are teams of top leaders of the SAI; Deputy Auditor Generals and equivalent.

You are now invited to nominate a team of up to eight candidates out of which three to five applicants will be selected. Competitive selection criteria will be used to select and admit participants as described in the Programme Description document in Annex 1.

In compliance with the spirit of ensuring transparent and accountable selection, a five stage process has been adopted as follows;

- the head of the SAI carefully selects up to eight candidates
- the head of the SAI assesses each of the nominated candidates using the provided form (Annex 2)
- each of the candidates makes a self-assessment using the provided form (Annex 3)
- each of the candidates completes the application form (Annex 4)

For further information, please contact:

**Ms. Ingela Ekblom**  
International Senior Advisor

**Mr. Gorden Kandoro**  
Senior Manager: Institutional Strengthening & Capacity Building

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All the application documents should be sent digitally to contact persons given later in this letter at the latest by 31 January 2015.

The candidates that meet the requirements as described in the Programme Description document (Annex 1) will be asked to undergo the Deloitte "Manager Ready" online test. This test is meant to identify the readiness of each candidate and areas that need further development. Further, each candidate will receive a telephonic and electronic feedback report that they can use for their own personal development. AFROSAI-E and the Swedish NAO will also use the results as input to the selection of the final list of participants. The assessments made by the SAI and that of the Deloitte will be collated by AFROSAI-E and Swedish NAO to enrol SAI teams into the programme. More details of this process are provided in the programme document.

As part of the deliverables during the programme each participating SAI team will have to come up with a project focusing on positioning the SAI to respond to existing and future challenges. The project must be of strategic importance and approved by the head of the SAI. The project is expected to be deployed as a useful tool in assisting the SAI to implement its own transformation and as such needs support from the head of the SAI.

As part of the participating SAI's cost sharing contribution in this Programme Description document, please refer to the programme document (Annex 1).

SAIs are requested to send their nominated candidates to AFROSAI-E and the Swedish NAO as explained above by 31 January 2015. The application documents should be registered on the AFROSAI-E website with a copy to Mrs. Sarie Theron at; [sarie@agsa.co.za](mailto:sarie@agsa.co.za).

We look forward to hearing from you in this regard.

Yours sincerely,

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MW Pretorius  
CHIEF EXECUTIVE OFFICER  
AFROSAI-E SECRETARIAT

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SWEDISH NATIONAL AUDIT OFFICE