



SUCCESS STORY

USAID Supports the GOJ in Concluding the First Government Leadership Program Training for 50 Participants



Public sector participants at the launching ceremony of the Government Leadership Program, May 29, 2018



Participants receiving theoretical training during the first phase of the Government Leadership Program.

Beginning of 2018, the Government of Jordan (GOJ) set out to develop the Government Leadership Program, as a national priority declared by H.M. King Abdullah, to be the primary training program delivered to potential leaders in the public sector. The Cabinet, represented then by the Ministry of Public Sector Development (MOPSD), requested USAID / Rule of Law Program (ROLP) support to develop the program as a priority, and ROLP rapidly began planning and design in cooperation with the Institute of Public Administration.

The Government Leadership Program aims to foster a cohort of skilled and capable leaders that collaborate to lead change across the public sector and overcome the most complex challenges hindering the achievement of critical national priorities. This program differs from other leadership programs, in that, it focuses on addressing one national challenge each year. The program works with decision-makers in the public sector, develops strong relationships between those in the program, and provides post-training mentorship and support from private and public sector leaders.

USAID / ROLP and the GOJ / MOPSD, worked together to develop program priorities and objectives. The GOJ selected **“Registration of Economic Activity”** as a pilot training topic, which would be delivered to government entities providing this service: Ministry of Industry and Trade (MIT), Companies Controller Department, Ministry of Environment, Ministry of Transport, Greater Amman Municipality, Department of Land and Survey, Social Security Corporation, Tax Department, Investment Commission, and Ministry of Interior (MOI).

A competitive selection process for the pilot program identified 50 final participants from high and middle ranking management staff of the targeted entities. The program includes both theoretical and practical phases and the full implementation cycle is 18 months, beginning at the end of May 2018.

In the practical training phase of the program, USAID / ROLP, in cooperation with the GOJ / MOPSD, assigned 13 mentors, who are former ministers and leading executives from the private sector, to handle groups of 4-5 mentees. The mentors' role is to provide guidance to mentees throughout program and in their subsequent careers. Participants, with the support of mentors, first conducted thorough research and analysis on actual problems hindering progress in the public sector regarding the business registration process in Jordan. Participants then devised solution plans with a focus on specific areas for improvement. With the support of USAID / ROLP, assigned mentors will continue to follow-up on the acute realization of the proposed solutions, in cooperation with government entities concerned.

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The opening speech of H.E. Majd Shweikeh, Minister of the MOPSD, at the launch of the Government Leadership Program practical training phase.



USAID / ROLP staff member presenting business solution plans for facilitating business registration, as devised by public sector participants, to assigned mentors, who provided their review and evaluation before participants transitioned to the implementation of solutions.

During the closing ceremony of the of the Government Leadership Program, participants presented their business solution plans before an assigned evaluation committee, which reviewed the plans and provided their evaluation scores and remarks.

The following table presents examples of key public sector challenges related to business registration and the proposed solutions developed by participants:

Issue Statement	Vision Statement	Solution Focus Area
There is no fixed timeframe for business registration at the national level, due to the lack of stakeholder management methodology, centralized decision-making, or delegation and accountability.	Known and reasonable timeframe for registering business in Jordan.	The solution will address the problem of long waiting times for approvals from the MOI to register the economic activities of companies and institutions.
Initial costs for investors to register businesses are not clear in advance, due to multiple institutional fees and market costs.	Facilitate the investment environment for micro and small businesses in Jordan through transparent business cost estimations.	Resources and guidance about initial business cost estimation are not clear before starting a business. The solution will help investors to estimate initial costs of registration and provide tools to can help them estimating market costs.
Business registration requires approvals from multiple entities with no integration among entities and procedures which may hinder investments.	All government entities involved in business registration working in alignment for better business environment.	<ul style="list-style-type: none"> ● S1: Coordinate relevant government entities through memos of understanding and a joint committee site visit and approval process. ● S2: Automatic tax and social security registration by the MIT when registering a business entity.