



SOUTHERN SUDAN PRISONS SERVICE BULLETIN

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Building a Strong Leadership Capacity

The success of the present efforts to build the Southern Sudan Prisons Service into a strong and professional organization to serve the people of Southern Sudan obviously depends on the capacity of the Service to strengthen the leadership and professional management skills of its senior cadre. Since the beginning of the joint project with UNMIS, UNODC, and ICCLR, a great emphasis has been placed on leadership development and empowerment. This year, a special emphasis is placed on the development of “future leaders”, a priority which had been identified last year by Lt. General Agasio Akol Tong, Director General of the Southern Sudan Prisons Service

A four day workshop for 40 future and emerging leaders within the Prisons Service was held in Juba at the end of June this year.

The workshop covered a number of important areas, including the fundamentals of effective prison management, basics leadership skills and styles, human rights and international standards, strategic planning and, human resources management, management of

prison records, working with stakeholders, and the use of alternatives to imprisonment.

In congratulating the officers who completed the course, the Director General, Lt. General Agasio Akol Tong, reminded them of the importance of human resources at all levels of the service. “We have some talents that we need to develop. Let’s do that. We do not have a problem with corruption; let’s keep it that way”. “When you go back to your respective position”, he added, “you must immediately start practicing these new skills that you have learned. These are important skills for the Prisons Service. You must also share with others the knowledge that you gained from this course”.



Robert Leggat (UNMIS) and Aggrey Nyapola (UNODC) noted the high calibre of the participants in the training and congratulated the Director General and his colleagues on the selection process that brought this group of future leaders together.

The next workshop for future leaders will be held in Malakal, August 3-7, 2009. In another will be offered soon in Wau.



Leaders who can bring about change within their organization are required in every prison system. There is an ever present need for leaders who have a compelling and clear vision of the changes they want to make, who can motivate and mobilize staff and colleagues, and command respect so that others may be inspired to follow their lead and be guided by their decisions.



Effective Leadership within a Prison Setting

The best and most respected of leaders lead by example and have high moral values. They are guided by a strong sense of fairness, respect for others, and commitment to the rule of law. Leaders who manage through fear, deception or manipulation rarely achieve lasting results and they certainly do not gain respect from those around them. Effective change within organizations can only take place if relationships among people are based on mutual respect and trust.

A GOOD LEADER

- Good leaders are people who can inspire their staff and who are able to offer their staff a sense of self-worth and personal value.
- They know how to build strong teams of committed professionals who are dedicated to the objectives of the institution and are not afraid of change.
- They are individuals who possess a clear vision and a sense of direction and purpose.
- They have developed above average inter-personal and communication skills, are sensitive to the needs of others, are open to constructive criticism, can deal with difficult situations in a calm and logical manner, can delegate authority to others and empower them to succeed.
- Most importantly, they are themselves governed by strong moral values and ethics in all aspects of their lives.

LEADERSHIP TIPS

- View your leadership role as a challenge; don't be afraid to face challenges, take risks, be positive about learning from your mistakes.
- Build a common and shared vision with your colleagues and staff and ensure the vision includes values and interests of as many of them as possible.
- Praise and reward individual achievement and successes: this will inspire those around you to want to improve and do more.
- Be a model for others; encourage feedback from others and provide the same to your colleagues; build trust and real cooperation by effective delegation of authority and empowering staff to take the initiative and developing their own competence and confidence.

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