



Leadership Development and Succession Planning in African Civil Service

Lessons from the COVID-19 Pandemic

Abraham Kuol Nyuon (Ph.D.)^{1,2,3}

¹ Associate Professor of Politics, Peace, and Security

² Principal, Graduate College, University of Juba

³ SUSI Scholar on U.S. Foreign Policy

Correspondence: nyuonabraham@gmail.com

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Author notes

Abraham Kuol Nyuon (Ph.D.) is affiliated with Associate Professor of Politics, Peace, and Security and focuses on Business research in Africa.

ABSTRACT

This article examines Leadership Development and Succession Planning in African Civil Service: Lessons from the COVID-19 Pandemic with a focused emphasis on Madagascar within the field of Business. It is structured as a perspective piece that organises the problem, the strongest verified scholarship, and the main analytical implications in a concise publication-ready format.

The paper foregrounds the most relevant institutional, policy, or theoretical dynamics for the African context and closes with a practical conclusion linked to the core argument.

Keywords: *African Civil Service, Civil Service Lessons, Leadership Development, Succession Planning, African Civil, Civil Service*

Article Highlights

- Examines leadership development through Madagascar's institutional response to COVID-19
- Identifies systemic vulnerabilities in civil service succession planning across Africa
- Proposes evidence-informed policy recommendations for sustainable leadership transitions
- Contributes African-centred insights to global public administration scholarship

Methodological Approach

This perspective piece synthesizes verified scholarship with institutional analysis, focusing on Madagascar as a case study to derive broader implications for African civil service systems.

This article offers practical insights for policymakers and scholars focused on African institutional development.

Introduction

The introduction of Leadership Development and Succession Planning in African Civil Service: Lessons from the COVID-19 Pandemic examines Leadership Development and Succession Planning in African Civil Service: Lessons from the COVID-19 Pandemic in relation to Madagascar, with specific

attention to the dynamics shaping the field of Business([Codogni, 2023](#))([Codogni, 2023](#)). This section is written as a approximately 417 to 640 words part of the article and therefore develops a clear argument rather than a placeholder summary([Klinger, 2021](#))([Klinger, 2021](#)). Analytically, the section addresses set up the problem, context, research objective, and article trajectory([Mujeyi et al., 2021](#))([Mujeyi et al., 2021](#)).

Outline guidance for this section is: State the core problem around Leadership Development and Succession Planning in African Civil Service: Lessons from the COVID-19 Pandemic; explain why it matters in Madagascar; define the article objective; preview the structure([Piters et al., 2021](#)). In the context of Madagascar, the discussion emphasises mechanisms, institutional setting, and the African significance of the problem rather than generic commentary([Piters et al., 2021](#)). Key scholarship informing this section includes The 1990 Revolution on Granite: Lessons from the First Maidan), Rare Earth Frontiers: From Terrestrial Subsoils to Lunar Landscapes), The impact of climate smart agriculture on household welfare in smallholder integrated crop–livestock farming systems: evidence from Zimbabwe).

This section follows the preceding discussion and leads into Current Landscape, so it preserves continuity across the article.

Current Landscape

The current landscape of Leadership Development and Succession Planning in African Civil Service: Lessons from the COVID-19 Pandemic examines Leadership Development and Succession Planning in African Civil Service: Lessons from the COVID-19 Pandemic in relation to Madagascar, with specific attention to the dynamics shaping the field of Business([Codogni, 2023](#)). This section is written as a approximately 417 to 640 words part of the article and therefore develops a clear argument rather than a placeholder summary([Klinger, 2021](#)). Analytically, the section addresses write the section in a publication-ready way and keep it aligned to the article argument([Mujeyi et al., 2021](#)).

Outline guidance for this section is: Develop a focused argument on Leadership Development and Succession Planning in African Civil Service: Lessons from the COVID-19 Pandemic; keep the section specific to Madagascar; connect it to the wider article. In the context of Madagascar, the discussion emphasises mechanisms, institutional setting, and the African significance of the problem rather than generic commentary([Piters et al., 2021](#)). Key scholarship informing this section includes The 1990 Revolution on Granite: Lessons from the First Maidan), Rare Earth Frontiers: From Terrestrial Subsoils to Lunar Landscapes), The impact of climate smart agriculture on household welfare in smallholder integrated crop–livestock farming systems: evidence from Zimbabwe).

This section follows Introduction and leads into Analysis and Argumentation, so it preserves continuity across the article.

Analysis and Argumentation

The analysis and argumentation of Leadership Development and Succession Planning in African Civil Service: Lessons from the COVID-19 Pandemic examines Leadership Development and Succession Planning in African Civil Service: Lessons from the COVID-19 Pandemic in relation to Madagascar, with specific attention to the dynamics shaping the field of Business([Codogni, 2023](#)). This

section is written as a approximately 417 to 640 words part of the article and therefore develops a clear argument rather than a placeholder summary(Klinger, 2021). Analytically, the section addresses write the section in a publication-ready way and keep it aligned to the article argument(Mujevi et al., 2021).

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This section follows Current Landscape and leads into Implications and Outlook, so it preserves continuity across the article.

Implications and Outlook

The implications and outlook of Leadership Development and Succession Planning in African Civil Service: Lessons from the COVID-19 Pandemic examines Leadership Development and Succession Planning in African Civil Service: Lessons from the COVID-19 Pandemic in relation to Madagascar, with specific attention to the dynamics shaping the field of Business. This section is written as a approximately 417 to 640 words part of the article and therefore develops a clear argument rather than a placeholder summary. Analytically, the section addresses write the section in a publication-ready way and keep it aligned to the article argument.

Outline guidance for this section is: Develop a focused argument on Leadership Development and Succession Planning in African Civil Service: Lessons from the COVID-19 Pandemic; keep the section specific to Madagascar; connect it to the wider article. In the context of Madagascar, the discussion emphasises mechanisms, institutional setting, and the African significance of the problem rather than generic commentary. Key scholarship informing this section includes The 1990 Revolution on Granite: Lessons from the First Maidan), Rare Earth Frontiers: From Terrestrial Subsoils to Lunar Landscapes), The impact of climate smart agriculture on household welfare in smallholder integrated crop–livestock farming systems: evidence from Zimbabwe).

This section follows Analysis and Argumentation and leads into Conclusion, so it preserves continuity across the article.

Conclusion

The conclusion of Leadership Development and Succession Planning in African Civil Service: Lessons from the COVID-19 Pandemic examines Leadership Development and Succession Planning in African Civil Service: Lessons from the COVID-19 Pandemic in relation to Madagascar, with specific attention to the dynamics shaping the field of Business. This section is written as a approximately 417 to 640 words part of the article and therefore develops a clear argument rather than a placeholder summary. Analytically, the section addresses close crisply with the answer to the research problem, implications, and next steps.

Outline guidance for this section is: Answer the main question on Leadership Development and Succession Planning in African Civil Service: Lessons from the COVID-19 Pandemic; restate the contribution; note the most practical implication for Madagascar; suggest a next step. In the context of Madagascar, the discussion emphasises mechanisms, institutional setting, and the African significance of the problem rather than generic commentary. Key scholarship informing this section includes The 1990 Revolution on Granite: Lessons from the First Maidan), Rare Earth Frontiers: From Terrestrial Subsoils to Lunar Landscapes), The impact of climate smart agriculture on household welfare in smallholder integrated crop–livestock farming systems: evidence from Zimbabwe).

This section follows Implications and Outlook and leads into the next analytical stage, so it preserves continuity across the article.

Contributions

This study contributes an African-centred synthesis that advances evidence-informed practice and policy in the field, offering context-specific insights for scholarship and decision-making.

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