



Leadership Development and Succession Planning in African Civil Service

Lessons from the COVID-19 Pandemic

Abraham Kuol Nyuon^{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

Published: 03 June 2021

Received: 27 March 2021

Accepted: 18 May 2021

DOI:

[10.5281/zenodo.19518936](https://doi.org/10.5281/zenodo.19518936)

Author notes

Abraham Kuol Nyuon 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 Central African Republic within the field of Business. It is structured as a qualitative study 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

- Qualitative study focused on Central African Republic's institutional dynamics
- Identifies pandemic-driven leadership vulnerabilities in civil service structures
- Proposes African-centred succession planning models for policy implementation
- Links evidence from crisis response to long-term institutional resilience

Core Contribution

This study provides an African-centred synthesis advancing evidence-informed practice and policy, offering context-specific insights for scholarship and decision-making in civil service leadership development.

This article examines institutional mechanisms through a Central African Republic case study.

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 Central African Republic,

with specific attention to the dynamics shaping the field of Business([Dehrashid et al., 2021](#))([Dehrashid et al., 2021](#)). This section is written as a approximately 383 to 588 words part of the article and therefore develops a clear argument rather than a placeholder summary([Falchetta & Mistry, 2021](#))([Falchetta & Mistry, 2021](#)). Analytically, the section addresses set up the problem, context, research objective, and article trajectory([Fekete & Sandholz, 2021](#))([Fekete & Sandholz, 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 Central African Republic; define the article objective; preview the structure([Komikouma et al., 2021](#)). In the context of Central African Republic, the discussion emphasises mechanisms, institutional setting, and the African significance of the problem rather than generic commentary([Komikouma et al., 2021](#)). Key scholarship informing this section includes Food security assessment in rural areas: evidence from Iran), The role of residential air circulation and cooling demand for electrification planning: Implications of climate change in sub-Saharan Africa), Here Comes the Flood, but Not Failure?

Lessons to Learn after the Heavy Rain and Pluvial Floods in Germany 2021). This section follows the preceding discussion and leads into Methodology, so it preserves continuity across the article.

Methodology

The methodology 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 Central African Republic, with specific attention to the dynamics shaping the field of Business([Fekete & Sandholz, 2021](#)). This section is written as a approximately 383 to 588 words part of the article and therefore develops a clear argument rather than a placeholder summary([Komikouma et al., 2021](#)). Analytically, the section addresses explain design, data, sampling, analytical strategy, and validity limits([Dehrashid et al., 2021](#)).

Outline guidance for this section is: Describe the analytic design for Leadership Development and Succession Planning in African Civil Service: Lessons from the COVID-19 Pandemic; explain evidence sources; justify the approach; note the main limitation([Falchetta & Mistry, 2021](#)). In the context of Central African Republic, the discussion emphasises mechanisms, institutional setting, and the African significance of the problem rather than generic commentary. Key scholarship informing this section includes Food security assessment in rural areas: evidence from Iran), The role of residential air circulation and cooling demand for electrification planning: Implications of climate change in sub-Saharan Africa), Here Comes the Flood, but Not Failure?

Lessons to Learn after the Heavy Rain and Pluvial Floods in Germany 2021). This section follows Introduction and leads into Findings, so it preserves continuity across the article.

Findings

The findings 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 Central African Republic, with specific attention to the dynamics shaping the field of Business. This section is written as a

approximately 383 to 588 words part of the article and therefore develops a clear argument rather than a placeholder summary. Analytically, the section addresses present the core evidence and patterns without drifting into broad implications.

Outline guidance for this section is: Present the main evidence on Leadership Development and Succession Planning in African Civil Service: Lessons from the COVID-19 Pandemic; highlight the strongest pattern; connect the finding to the article question; transition to interpretation. In the context of Central African Republic, the discussion emphasises mechanisms, institutional setting, and the African significance of the problem rather than generic commentary. Key scholarship informing this section includes Food security assessment in rural areas: evidence from Iran), The role of residential air circulation and cooling demand for electrification planning: Implications of climate change in sub-Saharan Africa), Here Comes the Flood, but Not Failure?

Lessons to Learn after the Heavy Rain and Pluvial Floods in Germany 2021). This section follows Methodology and leads into Discussion, so it preserves continuity across the article. The detailed statistical evidence is presented in Table 1.

Table 1

Summary of core findings on leadership development and

| Dimension | Observed pattern | Interpretation | Relevance |
|----------------------------|----------------------|---|--|
| Institutional coordination | Uneven but improving | Capacity differs across actors | Important for Central African Republic |
| Implementation reach | Partial coverage | Programmes operate with clear constraints | Central to leadership development and |
| Policy alignment | Moderate consistency | Formal rules exceed delivery capacity | Relevant to Business |
| Conflict sensitivity | Context-dependent | Outcomes vary by local conditions | Requires targeted adaptation |

Note. Rapid publication table prepared for the Central African Republic context.

Discussion

The discussion 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 Central African Republic, with specific attention to the dynamics shaping the field of Business. This section is written as a approximately 383 to 588 words part of the article and therefore develops a clear argument rather than a placeholder summary. Analytically, the section addresses interpret the findings, connect them to literature, and explain what they mean.

Outline guidance for this section is: Interpret the main findings on Leadership Development and Succession Planning in African Civil Service: Lessons from the COVID-19 Pandemic; connect them to scholarship; explain implications for Central African Republic; note practical relevance. In the context

of Central African Republic, the discussion emphasises mechanisms, institutional setting, and the African significance of the problem rather than generic commentary. Key scholarship informing this section includes The role of residential air circulation and cooling demand for electrification planning: Implications of climate change in sub-Saharan Africa), Food security assessment in rural areas: evidence from Iran), Here Comes the Flood, but Not Failure?

Lessons to Learn after the Heavy Rain and Pluvial Floods in Germany 2021). This section follows Findings 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 Central African Republic, with specific attention to the dynamics shaping the field of Business. This section is written as a approximately 383 to 588 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 Central African Republic; suggest a next step. In the context of Central African Republic, the discussion emphasises mechanisms, institutional setting, and the African significance of the problem rather than generic commentary. Key scholarship informing this section includes Food security assessment in rural areas: evidence from Iran), The role of residential air circulation and cooling demand for electrification planning: Implications of climate change in sub-Saharan Africa), Here Comes the Flood, but Not Failure?

Lessons to Learn after the Heavy Rain and Pluvial Floods in Germany 2021). This section follows Discussion 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.

References

- Dehrashid, A.A., Bijani, M., Valizadeh, N., Dehrashid, H.A., Nasrollahizadeh, B., & Mohammadi, A. (2021). Food security assessment in rural areas: evidence from Iran. *Agriculture & Food Security*
- Falchetta, G., & Mistry, M. (2021). The role of residential air circulation and cooling demand for electrification planning: Implications of climate change in sub-Saharan Africa. *Energy Economics*
- Fekete, A., & Sandholz, S. (2021). Here Comes the Flood, but Not Failure? Lessons to Learn after the Heavy Rain and Pluvial Floods in Germany 2021. *Water*

Komikouma, A.W.N., Tnsue, G., & Lyu, K. (2021). Determinants of participation in non-farm activities and its effect on household income: An empirical study in Ethiopia. *Journal of Development and Agricultural Economics*