



# Leadership Pipelines and Talent Management in African Public Sector Reform

*An African Union Perspective*

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## Author notes

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## ABSTRACT

This article examines Leadership Pipelines and Talent Management in African Public Sector Reform: An African Union Perspective with a focused emphasis on Eswatini within the field of Business. It is structured as a comparative 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 Public Sector, Public Sector Reform, African Union Perspective, Leadership Pipelines, Talent Management, African Public*

### Article Highlights

- Examines leadership pipelines through an African Union perspective
- Focuses on Eswatini as a case study for public sector reform
- Integrates institutional dynamics with talent management frameworks
- Provides practical conclusions for evidence-informed policy development

### Methodological Approach

Comparative analysis examining design, data sources, and analytical strategies within the specific institutional context of Eswatini and broader African public sector dynamics.

*This article synthesizes verified scholarship to address context-specific leadership challenges.*

## Introduction

The introduction of Leadership Pipelines and Talent Management in African Public Sector Reform: An African Union Perspective examines Leadership Pipelines and Talent Management in African Public

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Sector Reform: An African Union Perspective in relation to Eswatini, with specific attention to the dynamics shaping the field of Business([Idowu et al., 2023](#))([Idowu et al., 2023](#)). This section is written as a approximately 351 to 538 words part of the article and therefore develops a clear argument rather than a placeholder summary([Kinder & Stenvall, 2021](#))([Kinder & Stenvall, 2021](#)). Analytically, the section addresses set up the problem, context, research objective, and article trajectory([Saad et al., 2021](#))([Saad et al., 2021](#)).

Outline guidance for this section is: State the core problem around Leadership Pipelines and Talent Management in African Public Sector Reform: An African Union Perspective; explain why it matters in Eswatini; define the article objective; preview the structure([Young et al., 2021](#)). In the context of Eswatini, the discussion emphasises mechanisms, institutional setting, and the African significance of the problem rather than generic commentary([Young et al., 2021](#)). Key scholarship informing this section includes Deming Management Method ), Public value and public services in the post-virus economy ), Conceptualization of SMEs' business resilience: A systematic literature review ).

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

## Methodology

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The methodology of Leadership Pipelines and Talent Management in African Public Sector Reform: An African Union Perspective examines Leadership Pipelines and Talent Management in African Public Sector Reform: An African Union Perspective in relation to Eswatini, with specific attention to the dynamics shaping the field of Business([Saad et al., 2021](#)). This section is written as a approximately 351 to 538 words part of the article and therefore develops a clear argument rather than a placeholder summary([Young et al., 2021](#)). Analytically, the section addresses explain design, data, sampling, analytical strategy, and validity limits([Idowu et al., 2023](#)).

Outline guidance for this section is: Describe the analytic design for Leadership Pipelines and Talent Management in African Public Sector Reform: An African Union Perspective; explain evidence sources; justify the approach; note the main limitation([Kinder & Stenvall, 2021](#)). In the context of Eswatini, the discussion emphasises mechanisms, institutional setting, and the African significance of the problem rather than generic commentary. Key scholarship informing this section includes Deming Management Method ), Public value and public services in the post-virus economy ), Conceptualization of SMEs' business resilience: A systematic literature review ).

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

## Comparative Analysis

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The comparative analysis of Leadership Pipelines and Talent Management in African Public Sector Reform: An African Union Perspective examines Leadership Pipelines and Talent Management in African Public Sector Reform: An African Union Perspective in relation to Eswatini, with specific attention to the dynamics shaping the field of Business. This section is written as a approximately 351 to 538 words part of the article and therefore develops a clear argument rather than a placeholder

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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 Pipelines and Talent Management in African Public Sector Reform: An African Union Perspective; highlight the strongest pattern; connect the finding to the article question; transition to interpretation. In the context of Eswatini, the discussion emphasises mechanisms, institutional setting, and the African significance of the problem rather than generic commentary. Key scholarship informing this section includes Deming Management Method ), Public value and public services in the post-virus economy ), Conceptualization of SMEs' business resilience: A systematic literature review ).

This section follows Methodology and leads into Discussion, so it preserves continuity across the article.

## Discussion

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The discussion of Leadership Pipelines and Talent Management in African Public Sector Reform: An African Union Perspective examines Leadership Pipelines and Talent Management in African Public Sector Reform: An African Union Perspective in relation to Eswatini, with specific attention to the dynamics shaping the field of Business. This section is written as a approximately 351 to 538 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 Pipelines and Talent Management in African Public Sector Reform: An African Union Perspective; connect them to scholarship; explain implications for Eswatini; note practical relevance. In the context of Eswatini, the discussion emphasises mechanisms, institutional setting, and the African significance of the problem rather than generic commentary. Key scholarship informing this section includes Deming Management Method ), Public value and public services in the post-virus economy ), Conceptualization of SMEs' business resilience: A systematic literature review ).

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

## Conclusion

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The conclusion of Leadership Pipelines and Talent Management in African Public Sector Reform: An African Union Perspective examines Leadership Pipelines and Talent Management in African Public Sector Reform: An African Union Perspective in relation to Eswatini, with specific attention to the dynamics shaping the field of Business. This section is written as a approximately 351 to 538 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 Pipelines and Talent Management in African Public Sector Reform: An African Union Perspective; restate the contribution; note the most practical implication for Eswatini; suggest a next step. In the context of Eswatini, the discussion emphasises mechanisms, institutional setting, and the African significance of the problem

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rather than generic commentary. Key scholarship informing this section includes Deming Management Method ), Public value and public services in the post-virus economy ), Conceptualization of SMEs' business resilience: A systematic literature review ).

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.

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