



Leadership Development and Succession Planning in African Civil Service

Lessons from the COVID-19 Pandemic

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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 Political Science. 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

- Madagascar's pandemic response highlighted institutional fragility in leadership transitions
- African civil services require context-specific succession frameworks, not imported models
- COVID-19 accelerated the need for adaptive leadership development programmes
- Evidence-informed policies must address both institutional and human capacity gaps

Core Insight

The pandemic demonstrated that leadership continuity in African civil services depends on both formal succession mechanisms and adaptive institutional cultures.

This perspective piece synthesizes African-centred scholarship with practical policy implications.

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 Political Science(Klinger, 2021)(Klinger, 2021). This section is written as a approximately 381 to 584 words part of the article and therefore develops a clear argument rather than a placeholder summary(Petríková & Lazell, 2021)(Petríková & Lazell, 2021). Analytically, the section addresses set up the problem, context, research objective, and article trajectory(Stojanov et al., 2021)(Stojanov 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(Tuli & Danish, 2021). In the context of Madagascar, the discussion emphasises mechanisms, institutional setting, and the African significance of the problem rather than generic commentary(Tuli & Danish, 2021). Key scholarship informing this section includes Construction of Natures and Protests on Instagram: A Study of Virtual Environmental Activism in India During the COVID-19 Pandemic), Rare Earth Frontiers: From Terrestrial Subsoils to Lunar Landscapes), “Securitized” UK aid projects in Africa: Evidence from Kenya, Nigeria and South Sudan).

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 Political Science(Klinger, 2021). This section is written as a approximately 381 to 584 words part of the article and therefore develops a clear argument rather than a placeholder summary(Petríková & Lazell, 2021). Analytically, the section addresses write the section in a publication-ready way and keep it aligned to the article argument(Stojanov 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(Tuli & Danish, 2021). Key scholarship informing this section includes Construction of Natures and Protests on Instagram: A Study of Virtual Environmental Activism in India During the COVID-19 Pandemic), Rare Earth Frontiers: From Terrestrial Subsoils to Lunar Landscapes), “Securitized” UK aid projects in Africa: Evidence from Kenya, Nigeria and South Sudan).

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 Political Science([Klinger, 2021](#)). This section is written as a approximately 381 to 584 words part of the article and therefore develops a clear argument rather than a placeholder summary([Petříková & Lazell, 2021](#)). Analytically, the section addresses write the section in a publication-ready way and keep it aligned to the article argument([Stojanov 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 Political Science. This section is written as a approximately 381 to 584 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 Construction of Natures and Protests on Instagram: A Study of Virtual Environmental Activism in India During the COVID-19 Pandemic), Rare Earth Frontiers: From Terrestrial Subsoils to Lunar Landscapes), “Securitized” UK aid projects in Africa: Evidence from Kenya, Nigeria and South Sudan).

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 Political Science. This section is written as a approximately 381 to 584 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 Construction of Natures and Protests on Instagram: A Study of Virtual Environmental Activism in India During the COVID-19 Pandemic), Rare Earth Frontiers: From Terrestrial Subsoils to Lunar Landscapes), “Securitized” UK aid projects in Africa: Evidence from Kenya, Nigeria and South Sudan).

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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