



PROFILE

GOVERNANCE INSTITUTE FOR SUSTAINABLE DEVELOPMENT
(GISD)



In this Profile

- ❖ *Introduction*
 - ❖ *Background*
 - ❖ *About Us*
 - ❖ *What we do*
 - ❖ *How we do our work*
 - ❖ *What we expect from what we do*
 - ❖ *Our belief system*
 - ❖ *What we have achieved*
-

1



Introduction

Who we are



The Governance Institute for Sustainable Development is an independent think tank that promotes adherence to good governance principles.

www.gisd.org.ls

About Us

Our Vision

National

Adherence to the cardinal tenets of good governance by organizations and companies for future generations to meet their own needs and aspirations



Organisational

A think-tank and management consultancy firm of global choice in advancing the cause of good governance, effective leadership and research.

www.gisd.org.ls

About Us

Our Mission

- Embracing good governance practice by organizations and companies and open dialogue on governance issues in Lesotho.
- Assessment of public, private and civil society organizations' governance score cards.
- Capacity-building of young leaders to prepare them for future political and business leadership and to ensure women and youth participation in the economy,
- Building intrapreneurship and entrepreneurship spirits within private and public enterprises for optional growth and plough back to society,
- Conducting research on a number of areas in order to produce credible and testable data which contributes to economic and policy decisions informed by empirical data,



About Us

Our Goal



.....a nation that is good governance savvy in practice, and which has the future generations at the hindsight in all its operations

About Us

Our Core Values

Professional aptitude

- We will pursue excellence in performance of duties and endeavoring to increase proficiency in all areas of responsibility

Proactive spirit

- We will seek to pursue our vision not from a reactive point of view, not waiting to be triggered by circumstances, but take a deliberate in all what we do

Positive attitude

- We will adopt a positive attitude towards change, knowing that change is inevitable.

Protection of our environment

- We will be sensitise to the environment in which we operate

Posterity consciousness

- We will seek to address the needs and aspirations of the current generation, but in so doing, avoid to comprise the ability of future generations to have their own needs



About Us

Our Governance & Management Structure

Governing Council

- This is the highest decision-making body of the Institute, which exercises oversight over the operations of the Institute, approves budgets and assesses performance of the organization as well as ensure that a good corporate governance culture prevails.

Executive Management

- This structure is at the strategic decision-making of the Institute. It conceptualizes programmes and projects as well as monitor progress on the implementation of strategy as well as assess performance of middle and lower levels. It should ensure that there are resources to employees of the Institute.

Line Management

- Line management sits as the implementation of programmes and projects and produces periodic reports to executive management on progress made in the implementation of the Institute's programmes .

Staff

- These are food soldiers who are at the lower base of the organization and their role is to implement the designed programmes and projects in line with the Institute's strategy and policies.



What we do

To achieve our mission?

2

What we do

What we do is influenced by the following:

These are the giants within society that the GISD endeavours to slay for the benefit of future generations

- Policy incoherence
- Poor corporate, economic, democratic and political governance within organisations
- Weak political, business/corporate and youth leadership
- No co-existence between companies and the environment in which they operate
- Weak internal and operational business processes within organisations
- Personal & Corporate Financial instability
- Dearth of debate, weak information exchange leading to conflict
- Absence of opportunities for women and youth
- Poor research across the board, leading to poor decisions-making



What we do

Our Strategic Focus Areas (SFAs)

Governance, leadership & democratic consolidation

- Corporate governance savvy organizations and institutions
- Effective, exemplary and inspirational leadership
- Empowered youth who are inspired to become responsive & responsible future citizens
- Culture of dialogue and debate for consensus-building within society
- Political and electoral governance,
- e-governance and e-business for economic growth & development
- Women development for futures,
- Dialogue and debates for consensus-building



**Governance
& Leadership**

What we do

Our Strategic Focus Areas (Cont...)

Entrepreneurship, organizational culture & value creation



- Efficient organizations and institutions with a capable human capital base
- Transforming societies into entrepreneurs,
- Entrepreneurial spirit in the workplace,
- Good corporate culture change in the workplace,
- Effective human capital analysis, development and promotion,
- Private sector development for competitiveness,
- Value-creation through ICT absorption and adaptation,
- Effective internal business processes within organizations,
- Strategic thinking, planning and implementation facilitation
- Ethical and professional practices within organizations and institutions

What we do

Our Strategic Focus Areas (Cont...)

Policy research, analysis, advocacy and economic development



- National and sectoral/organizational policy analysis,
- Policy research and analysis and proposing policy alternatives ,
- Smart partnerships for economic development and community inclusivity,
- Conducting opinion polls for a variety of issues,
- Bringing youth and women on board in economic development,
- Promoting an effective economic governance architecture for Lesotho,
- Promoting effective financial management for Lesotho,
- Developing and publishing policy briefs and policy insights,
- Micro and macroeconomic assessment and analysis and promotion of fiscal prudence in Lesotho

What we do

Our Programmes

Vehicles for achieving our goals and objectives



- Good Governance Programme,
- e-business and e-commerce Programme ,
- Youth & Women Development Programme,
- Dialogue & Debate Programme,
- Research & Development Programme,
- Effective Leadership Programme,

What we do

Our Projects

Carefully planned enterprises for achieving a particular goal & aim

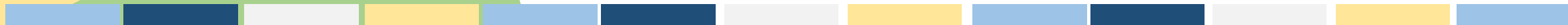


- Lesotho APRM Popular Sensitisation project (LAPS)
- National Reforms Monitoring Project (NRMP),
- Youth & Women for Change Project (YW4CP),
- Development Policy Monitoring Project (DPMP),
- Political Governance Assessment Project (G-GAP),
- Effective Leadership Project (ELP),
- Media Monitoring Project (MMP),

How we do our work

Strategies & approaches?

3



How we do our work

Our Strategies & approaches

Techniques we apply to accomplish our mission



- Stakeholder engagement and coordination,
- Capacity-building – incubation, training, coaching & mentorship,
- Lobbying, advocacy & support-seeking,
- Policy analysis and development,
- Research, fact-funding and publication,
- Assessment, evaluation, appraisal and rating of effectiveness and role performance and credibility in various areas of focus,
- Facilitation, hand-holding and leadership,
- Consultation, involvement and public participation

What we expect from what we do

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Strategic Outcomes?

4

What we expect from what we do

Our Strategic Outcomes

- Companies are led in line with good corporate principles, democracy thrives and there is good governance in the business sector
- Effective decision-making based on credible data, imperial evidence as numbers do not lie
- GISD is a leader in management consultancy and confers benefits to its consultants
- Conflict is minimized due to dialogue among citizens, which leads to consensus
- Women and youth are brought to the core of economic growth, and make them corporate leaders
- Youth who are inspired by leadership and groomed



Our belief system

Our theory of change

5



Our belief system about what we do

Our Theory of change



- ❖ Through **dialogue and debates**, empower citizens to obtain information from those in power to inform their citizen participation in the discourse of development,
- ❖ Through **research and development**, obtain information from various sources, which helps government to make informed development policy decisions for the benefit of the citizens,
- ❖ Through **capacity-building**, create a responsive, ethical, inspirational and exemplary leadership that is a true servant of the people,
- ❖ Through **assessment of good governance savviness of organisations**, promote effective private sector, public sector and civil sector organisations that make and implement effective decisions in line with universally-accepted principles of good governance,
- ❖ Through **capacity-building and empowerment of youth**, create a positive future for the current generation, that plays its role within the development agenda of their country, but with caution not to compromise future generations to meet their own needs and aspirations

What we have achieved

Milestones

6

What we have achieved

Our milestones

Research & development: Under the Research & Development, the Governance Institute for Sustainable Development carried out a survey on the impact of the COVID-19 pandemic on various sectors of society (households, micro, small and medium enterprises, the education sector and the church). The outcomes of the surveys revealed the adverse implications of the COVID-19 on the Lesotho society. They revealed that society as a whole is under is largely under threat, has brought uncertainty within society.

The GISD undertook a survey on the degree of absorption and adaptation of latest communication platforms (virtual platforms and social media platforms) in response to the ‘new normal’. Opening up a variety of platforms and forums for dialogue, debates and exchange of views on national issues to build consensus and minimize conflict.

Our Milestones

- **Promoting governance programme:** Under the Good Governance Programme, the GISD has embarked on the establishment of the Lesotho APRM Popular Sensitisation Project (LAPS), which is intended to conscientise Lesotho's non-state actors – CSOs, private sector and think-tanks on the need to resuscitate the NSA-led APRM in Lesotho. The envisaged LAPS is intended to build the capacity of civil society organisations, private sector and think-tanks so that they appreciate the APRM further. Another critical objective of the LAPS will be to facilitate co-creation of written submissions by the identified marginalised groups on key governance issues, as it will be discussed later.
- The LAPS will bring together NSAs to prepare Lesotho for the second-generation country review. APRM is not a new phenomenon in Lesotho, but due to lack of proper leadership and continuity on major developmental issues, the ball was dropped on the way. LAPS will deal with the marginalised groups youth, women, children, the unemployed and diaspora. It is proposed that a Lesotho APRM Popular Sensitisation Project (LAPS) be established to reinforce the existence of an NSA-driven APRM in Lesotho.

Our Milestones

- The LAPS is envisaged to be a vehicle that drives the APRM into action in Lesotho from the non-state actors viewpoint. It will facilitate wider sensitisation of the APRM in Lesotho to all corners of the country, particularly with intent to re-energise, re-ignite and to stimulate non-state actors to participate fully in the APRM.
- Opening up a variety of platforms and forums for dialogue, debates and exchange of views on national issues to build consensus and minimize conflict,
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Our Milestones

- **Dialogue, debates and information exchange:** The Dialogue & Debates Programme of the GISD (The Development Agenda Projects) has opened the space for national dialogue on critical issues. There was a panel discussion on the Scourge of Youth Unemployment in Lesotho: Exploring the Missed Opportunities by youth and missing links in the employment creation policy choices of government. The panel discussion provide expert knowledge to viewers on the challenge of youth unemployment plaguing Lesotho.
- It extensively engaged the theme of youth unemployment from a policy point-of-view, and propose alternative policy choices, which can be taken by the government to curb the problem. It unpacked the topic from the political, economic and socio-economic perspectives, hence teasing out the leadership of the country to take informed policy decisions on the theme. Opening up a variety of platforms and forums for dialogue, debates and exchange of views on national issues to build consensus and minimize conflict,

Our Milestones

- **Youth for change development programme:** It provided youth with ammunition with which they can use to curb the scourge of unemployment themselves without depending on the government. It also equipped the political leadership of the country with ammunition they can use to create opportunities for youth to curb unemployment and the resultant poverty. Opening up a variety of platforms and forums for dialogue, debates and exchange of views on national issues to build consensus and minimize conflict,



Thank You!