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Participants at a management training workshop

GERMAN GOVERNMENT AND FEDERAL STATES PROGRAMME BUND-LÄNDER-PROGRAMM (BLP)

Federal state - partner country

Lower Saxony - Tanzania



Title

Leadership development for the Tanzanian Ministry of Water

In cooperation with the GIZ programme

Promotion of water security and climate resilience in urban areas in Tanzania

Financing arrangements

BMZ contribution 68,500 EUR

Lower Saxony's contribution 45,712 EUR

Duration

01.07.2025 - 30.06.2026

Responsible ministry

Lower Saxony Ministry for the Environment, Energy and Climate Protection

This project helps to achieve the following Sustainable Development Goals (SDGs):



Leadership skills for sustainable water management team

Local situation

The water sector in Tanzania faces multiple challenges, including rising demand coupled with limited resources, a situation further complicated by external factors such as climate change. Trained managers are key to overcoming these challenges. In practice, this creates structural challenges. Currently decision making processes are highly hierarchical, which stifles initiative and accountability at lower levels. Strategic changes are often implemented slowly or not at all, as leadership skills in change management have not been developed systematically.

The project targets managers within the Ministry of Water and, where appropriate, from other water sector institutions at various levels. Furthermore, women managers are severely under-represented in the Tanzanian water sector. This reflects not only deep-rooted structural and cultural barriers, but also lack of support mechanisms. In light of this, the aim is to actively support the promotion of women in leadership positions.

Lower Saxony plays a central role and has long-standing cooperation experience with Tanzania. The federal state maintains close bilateral relations with Tanzania and has already successfully implemented two projects on leadership development in the Tanzanian water sector through the German Government and Federal-States Programme (BLP). Experience from previous projects is now being harnessed in the design and implementation of this project.



Participants of the leadership project

Cooperation arrangements

For Lower Saxony, the project is being supported by the Lower Saxony Ministry of the Environment. The federal state has an active network of water companies that are engaged in development cooperation and can contribute practical expertise with regard to preparing the content and transfer of leadership and management skills.

The training and coaching programmes for staff at the Tanzanian Ministry of Water are being delivered by a specialist consultancy firm with proven experience in the development and implementation of leadership training in an international context.

On the Tanzanian side, the Ministry of Water is the key institutional partner. It is the driving force behind this project, establishes links with other relevant authorities and institutions, and provides support with participants selection and organisational implementation of local project activities.

What we are doing - and how

The project is aimed at senior managers within the Ministry of Water in Tanzania. The aim of the project is to strengthen their leadership skills and reach decision-makers. They play a key role in shaping and implementing sectoral strategies and act as multipliers for a modern leadership culture. This also has a positive impact for the staff of the managers receiving training,

as clearer structures and trust-driven cooperation promote an effective and efficient working atmosphere for staff, too.

The relevance of a targeted, systematically structured programme for developing modern leadership skills that strengthen staff resources in the Tanzanian water sector was also expressed to GIZ during the Tanzanian Minister of Water's visit to Germany.

The project focuses on practical relevance, feasibility and cost-effectiveness. Upon completion, the results achieved will be summarised and recommendations made for the future development of senior staff within the Ministry of Water and in the sector.

Useful links

- Further information on the BLP:
<https://www.giz.de/en/worldwide/132983.html>
<https://bund-laender-programm.de/en>
- GIZ Programme "Promotion of water security and climate resilience in urban areas in Tanzania":
<https://www.giz.de/en/worldwide/136360.html>