



Presidential Transition Roadmap

BENIN 2026

Prepared by African Process and Performance Institute (APPI)

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Transition Imperatives

Introduction

The peaceful transfer of power from President Patrice Talon to the President-elect Romuald Wadagni is one of the most important moments in the democratic history of the Republic Benin. As a result, the Palais de la Marina will welcome a new resident.

For the incoming administration, the transition period presents a critical window to establish strategic direction, organize leadership structures, align national institutions, and prepare the new government to deliver on its mandate from the very first day in office.

Experience from governments around the world shows that successful administrations do not begin on inauguration day, they begin during the transition. A well-structured transition enables the President-elect to define policy priorities, assemble a competent cabinet team, and ensure that ministries, agencies, and public institutions are aligned with the new administration's agenda. Conversely, poorly managed transitions often result in delays in decision-making, slow policy implementation, and lost momentum during the crucial first months of a new government.

Recognizing the strategic importance of the transition period and the short run way from election to inauguration, the African Process and Performance Institute (APPI) has prepared this Presidential transition roadmap, designed to facilitate a seamless transfer of power from the outgoing to the incoming administration. This roadmap offers a collaborative framework for the transition teams, focusing on six key priorities: transition management, policy agenda, ministry reviews, presidential appointments, parliamentary relations and communications.

Introduction

The African Process and Performance Institute is honored to offer this resource as a contribution to strengthening governance, institutional performance, and leadership effectiveness across Africa. Our experience with governments and large institutions has consistently demonstrated that administrations that invest early in structured transition management, strategic alignment, and operational readiness are significantly better positioned to deliver on their policy commitments and accelerate national development outcomes.

Ultimately, the citizens deserves a President-elect who emerges from the transition period fully prepared to govern. The true success of the transition will be measured by the administration's readiness to hit the ground running and make meaningful progress within the crucial first year.

With this objective in mind, the African Process and Performance Institute extends its best wishes to the President-elect and the incoming administration for a successful and impactful tenure in service of the people of Benin

Emeka Okonkwo
Managing Director, APPI

Benin's Transition 2026 – A Critical Window

The Wadagni 2026–2033 Programme, founded on territorial reorganization, regional governance, and sectoral transformation, is ambitious. Delivering this agenda requires a structured, sequenced, and fully operational transition from the outset.

Establishing six development poles, designing regional authority structures, equipping a hospital in Parakou, deploying municipal police services, and launching the digital economy agenda—among other initiatives—are only feasible if foundational work is completed prior to inauguration

~8 Weeks

From election night to inauguration

6 Poles

New territorial structures to be designed and staffed

100 First days

Period when the Wadagni agenda must commence visibly

The Wadagni Programme 2026–2033

A harmonious presidential transition is the catalyst that will enable President elect Wadagni to implement his five pillar programme

01



Six Development Poles

Restructuring Benin into six regions with targeted development plans and designated regional authorities

02



Digital Economy and Industrialization

Tourism, innovation, industrialization, and digital transformation as cross cutting engines of national growth

03



Modernization of the Health System

International Hospital Center of Parakou; strengthening hospital infrastructure; structuring traditional pharmacopoeia

04



Strengthening Security

Enhanced border surveillance, modern equipment for security forces, and deployment of municipal police

05



Economic Continuity and Fiscal Discipline

Continuation of Talon era reforms with fiscal discipline, macroeconomic stability, and planned public investment

Transition and Leadership Priorities

Presidential Transition Workstreams & Roles

To ensure that President-elect Wadagni is ready to govern from day one, the presidential transition team must focus on six key workstreams and teams



01 Transition Management

Responsible for managing the presidential transition program office and all the transition logistics. Provides functional support to all workstreams teams



02 Policy Agenda

Transpose campaign promises into policy, legislative, and management priority agenda for the incoming administration



03 Ministry Reviews

Review ministries, departments, and agencies handover notes from outgoing administration and set priorities for the new administration



04 Presidential Appointments

Select and vet candidates for presidential appointments, staffing the office of the President, ministers and agency heads



05 Parliamentary Relations

Facilitate speedy advancement of the policy and legislative agenda of the new administration through the parliament



06 Communications

Establish an effective communication channels with all stakeholder and citizens on the ongoing transition activities

Workstream Team Core Responsibilities

01 Transition Management

- Manage transition governance structure
- Coordinate daily transition room briefings
- Monitor transition timeline and milestones
- Manage communications between teams
- Provide weekly transition status reports
- Coordinate stakeholder engagement

02 Policy Agenda

- Translate campaign promises into actionable policies
- Prepare first year government agenda
- Draft national development priorities
- Identify urgent policy reforms
- Prepare presidential speeches and policy statements
- Coordinate policy alignment across ministries

03 Ministry Reviews

- Conduct rapid assessments of ministries and agencies
- Review budgets, programs, and operational performance
- Identify institutional risks and reform opportunities
- Prepare briefing books for incoming ministers
- Recommend structural reforms or consolidation

Workstream Team Core Responsibilities



04 Presidential Appointments

- Develop appointment criteria and competency frameworks
- Identify candidates for cabinet and senior roles
- Conduct background checks and integrity vetting
- Prepare appointment recommendations
- Coordinate announcement and onboarding of appointees



05 Parliamentary Relations

- Engage parliamentary leadership and committees
- Map parliamentary political dynamics
- Prepare legislative strategy
- Coordinate introduction of priority bills
- Support ministers during parliamentary hearings

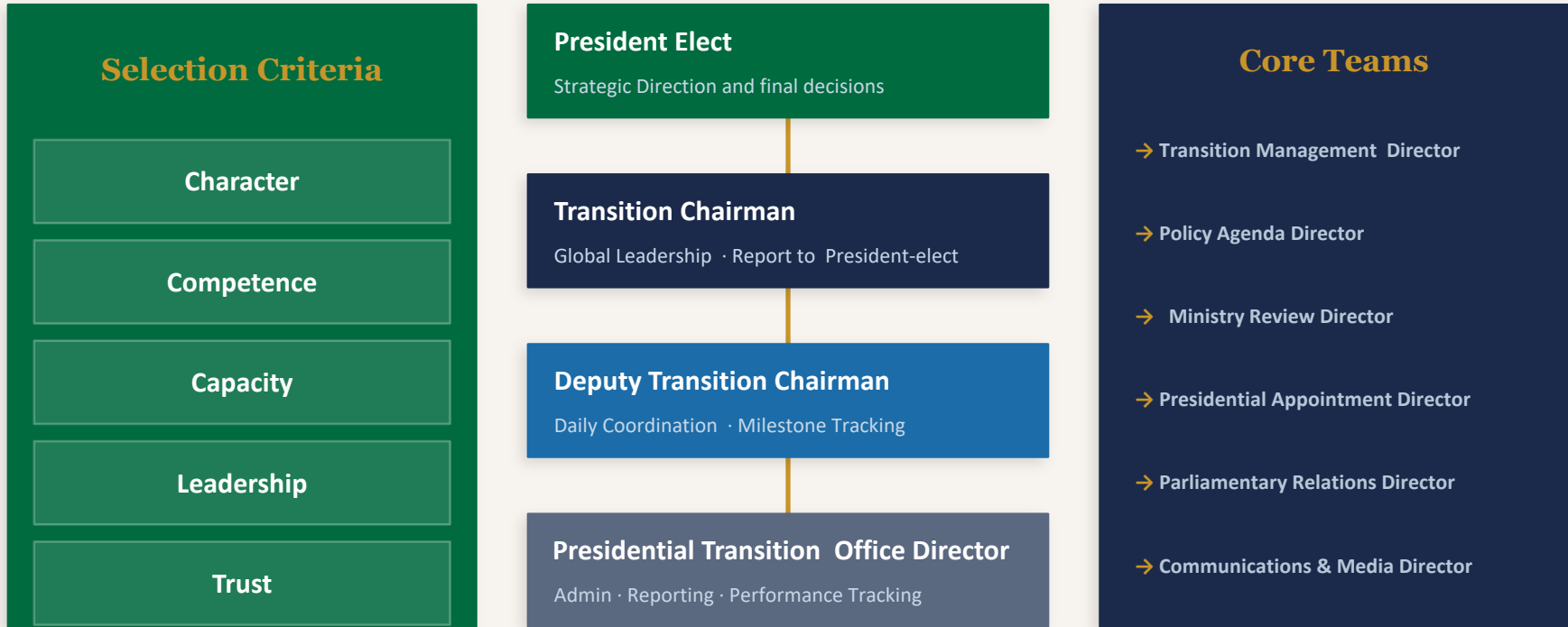


06 Communications

- Develop transition communication strategy
- Prepare presidential announcements and briefings
- Manage media relations
- Communicate transition progress to the public
- Monitor public sentiment and stakeholder reactions

Transition Leadership Team

The success of the Presidential transition depends on the experience, organizational prowess, discipline, and professionalism of the transition leadership



Workstream Team Checklist

Transition Leadership Team Checklist

Post-election → Inauguration

- ✓ Establish the Presidential Transition Office (PTO)
- ✓ Define the transition governance structure and reporting lines
- ✓ Appoint transition team leads and workstream coordinators
- ✓ Approve the transition workplan, timelines, and milestones
- ✓ Coordinate initial briefings with outgoing administration
- ✓ Establish confidentiality and ethics guidelines for transition members
- ✓ Monitor progress of all transition workstreams
- ✓ Provide regular strategic briefings to the President-elect

Post-inauguration → First 100 Days

- ✓ Oversee final handover of government operations
- ✓ Monitor execution of First 100-Day Presidential Agenda
- ✓ Transition the transition office into Presidential Delivery Unit
- ✓ Ensure continuity of key government operations
- ✓ Prepare post-transition evaluation and lessons learned report

Policy Agenda Team Checklist

Post-election → Inauguration

- ✓ Review campaign commitments and policy priorities
- ✓ Develop Presidential Policy Agenda and Strategic Priorities
- ✓ Prepare First 100-Day Government Action Plan
- ✓ Conduct policy analysis and impact assessments
- ✓ Draft priority legislative proposals
- ✓ Coordinate with ministries on policy alignment

Post-inauguration → First 100 Days

- ✓ Finalize government policy roadmap
- ✓ Coordinate policy implementation across ministries
- ✓ Prepare Presidential policy announcements and speeches
- ✓ Monitor implementation of priority reforms

Ministry Reviews Team Checklist

Post-election → Inauguration

- ✓ Conduct institutional assessment of all ministries and agencies
- ✓ Review organizational structures and governance frameworks
- ✓ Assess operational performance and service delivery gaps
- ✓ Identify key risks, bottlenecks, and reform opportunities
- ✓ Prepare briefing reports for incoming ministers

Post-inauguration → First 100 Days

- ✓ Support incoming ministers with operational briefings
- ✓ Implement priority institutional reforms
- ✓ Recommend organizational restructuring where necessary
- ✓ Monitor early performance improvements

Presidential Nomination Team Checklist

Post-election → Inauguration

- ✓ Develop appointment criteria and vetting standards
- ✓ Identify candidates for cabinet and senior government positions
- ✓ Conduct background checks and suitability assessments
- ✓ Prepare appointment recommendations for the President-elect
- ✓ Coordinate appointment announcements and documentation of nominees

Post-inauguration → First 100 Days

- ✓ Finalize and issue formal appointment letters
- ✓ Coordinate onboarding for cabinet members and senior officials
- ✓ Ensure leadership positions across government are filled
- ✓ Maintain database of future appointments and vacancies

Parliamentary Relations Team Checklist

Post-election → Inauguration

- ✓ Establish engagement with parliamentary leadership
- ✓ Map parliamentary party representation and alliances
- ✓ Develop strategy for legislative cooperation and negotiation
- ✓ Prepare briefing materials for government legislative agenda

Post-inauguration → First 100 Days

- ✓ Coordinate submission of government legislative proposals
- ✓ Facilitate engagement between ministers and parliament committees
- ✓ Monitor progress of legislation through parliament
- ✓ Manage ongoing government-parliament relations

Communications Team Checklist

Post-election → Inauguration

- ✓ Develop the transition communications strategy
- ✓ Establish the transition communications Office and spokesperson function
- ✓ Launch official communication channels
- ✓ Coordinate press engagements and public statements of the President-elect
- ✓ Communicate major transition milestones
- ✓ Prepare stakeholder communications for parliament, private sector, civil society, and international partners
- ✓ Monitor media coverage and public sentiment; manage misinformation
- ✓ Coordinate communication planning for the inauguration ceremony

Inauguration Day

- ✓ Manage national and international media coverage of the inauguration
- ✓ Release the President's inaugural address and priority agenda

Post-inauguration → First 100 Days

- ✓ Launch the official Presidential Communications Office
- ✓ Announce cabinet appointments and senior government leadership
- ✓ Communicate the first year government agenda
- ✓ Establish regular presidential press briefings and public engagement platforms
- ✓ Manage strategic communications, crisis response, and policy messaging across government

About APPI

About APPI

Founded in 2015, The African Process and Performance Institute (APPI) is dedicated to advancing prosperity by strengthening Africa's global competitiveness. We achieve our mission by building world class operational leadership and process management excellence capabilities across public and private institutions.

Through strategic partnerships with leading institutions, technology firms, and African diaspora networks, APPI drives excellence in execution across the continent.

NEXT STEP: Please do not hesitate to contact us for more information

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Emeka is former Managing Consultant with IBM public sector with over 25 years of international experience across both the public and private sectors. He also brings deep expertise in government policy and politics, developed during his tenure at the U.S. Congress's Government Accountability Office.

Through his work with the IBM Center for the Business of Government in Washington, DC, he has contributed to numerous reports and governments transition guides, giving him a strong command of public sector operations and performance



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Dhee is a former IBM strategy, technology and management consultant with over 25 years global experience in both public and private sectors. His brings to bear his consulting leadership expertise in multinational companies, international organizations and government agencies. He has designed and implemented complex transformation projects for clients in the United States, Asia, Europe, Middle East and Africa.



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