TRAINING
BUzZ

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Civil Service Training Institute

Civil Service Training Institute (CSTI) is dedicated to help shape the public service by establishing a mechanism to train, learn and develop the government employees and establish a career based system for the Civil Service. Our primary focus is on the public service which comprises different ministries and other government offices throughout Maldives.

March Highlights

Male' Trainings

Supervisory Skills - 1-5 March 2015
Positive Thinking and Positive Attitude - 8-11 March 2015
Presentation Skills - 15-19 March 2015
Office Dhivehi for Administrative Staff - 22-26 March 2015
English Language for Office Administration - 29-31 March 2015
Stress Management - 29-31 March 2015

Office Dhivehi - 26 February - 17 March 2015
Microsoft Word 2010 - 1-12 March 2015
Preparing Financial Statement - 8-19 March 2015
Computer Proficiency - 18 March - 1 April 2015
Internal Audit - 22 March - 2 April 2015
Microsoft One Note - 30 March - 1 April 2015
Conflict Resolution - 18 March - 7 April 2015

Awareness sessions on Financial Regulation

Ministry of Law and Gender Staffs (Batch 1)
11 March 2015

Ministry of Law and Gender Staffs (Batch 2)
12 March 2015

Training on Delivering the Finest Customer Service

HulhuMale' Hospital Staffs (Batch 1)
21 March 2015

HulhuMale' Hospital Staffs (Batch 2)
28 March 2015

Performance Appraisal

IGMH Staffs (Batch 1)
21 March 2015

IGMH Staffs (Batch 2)
28 March 2015

Awareness sessions on CS Regulation

National Bureau of Statistics Staffs (Batch 1)
9 March 2015

National Bureau of Statistics Staffs (batch 2)
10 March 2015

Ministry of Home Affairs Staffs
16 March 2015

Aviation Security Command Staffs
31 March 2015

Atoll Trainings

Capacity Development Programme (Dh. Atoll)

Positive Thinking and Positive Attitude - 1 March 2015

Conflict Resolution - 2 March 2015

Training on Delivering the Finest Customer Service
3 March 2015

(M. Mulaku)

Awareness Session on CS Regulation
12- 13 March 2015

Performance Appraisal
12- 13 March 2015

Positive Thinking and Positive Attitude
12- 14 March 2015

▸ Discussion meeting held with Maldives National University about Civil Service Conference 10 March 2015

▸ Discussion meeting held with Institute for Research and Innovation of Villa College about Civil Service Conference 12 March 2015

▸ Discussion meeting held with Hdh. Kulhudhufushi council regarding the establishment of an institute 12 March 2015

▸ Phone Conference held with Atoll ZV's to discuss the various programmes planned for the year 31 March 2015

UPCOMING EVENTS

2015

APRIL

Sun	Mon	Tue	Wed	Thurs	Fri	Sat
29	30	31	1	2	3	4

- Awareness Session on CS Regulation (Batch 1)
- Training on Performance Appraisal (NDA)
- Training on Performance Appraisal (Batch 1)
- Awareness Session on CS Regulation (NDA)
- Awareness Session on CS Regulation (R.Meedhoo)
- Capacity Development Programme (N.Manadoo)

Sun	Mon	Tue	Wed	Thurs	Fri	Sat
5	6	7	8	9	10	11

- MOU Signing Ceremony with M. Atoll Council
- Delivering the Finest Customer Service (Hulhu Male' Hospital) (Batch 1 & Batch 2)
- TOT workshop on Human Resource Management
- Training-Closing Ceremony &Supervision of C3 Course (ADh.Mahibadoo)
- Training on Performance Appraisal (MOE)

Sun	Mon	Tue	Wed	Thurs	Fri	Sat
12	13	14	15	16	17	18

- Induction Mentor Training
- Induction (Second Phase) Batch 1 & Batch 2
- MOU Signing Ceremony
  Positive Thinking and Positive Attitude
  Training on Delivering the Finest Customer Service
  Training on Creative Skills (Gdh.Thinadoo)
- Capacity Development Programme (Lh. Atoll)
- Awareness Session on CS Regulation (MOE)

Sun	Mon	Tue	Wed	Thurs	Fri	Sat
19	20	21	22	23	24	25

- Awareness Session on Financial Regulation
- (HDh.Kulhudufushi) Commencement of Diploma & CIII in Office Admin course
- Capacity Development Programme (K. Atoll)
- Project Management

Sun	Mon	Tue	Wed	Thurs	Fri	Sat
26	27	28	29	30	1	2

In addition to these programmes CIII courses, Diploma course & "English Upgrading for Executives" programme classes will continue as per the schedule and urgent training requests from Government Offices will be incorporated to the schedule.

Strategic Foresight: Maldives Civil Service in 2020

Overview of the topic of the workshop held by CSC in collaboration with CSTI & UNDP from 3rd to 4th March 2015 facilitated by Mr Peter van de Pol, Senior Advisor at UNDP Global Centre for Public Service Excellence)

Text produced by UNDP Global Centre for Public Service Excellence

Introduction

Sustainable development, with its promises of economic growth, social equality and a healthy environment for current and future generations, has to be realized in an increasingly complex and volatile world. Crucial 'on-and-over-the-horizon' trends such as urbanization, globalization, technological advancements and changes in the consumption of natural resources are playing out in fundamentally unpredictable ways, while new changes arrive at a quickening pace.

A rapidly changing, volatile world poses both risks and opportunities for development. On the one hand, climate change, natural disasters and violent political and social conflicts are threatening to wipe out hard-won yet tenuous development gains, while technological innovation, the global market and new forms of cross-boundary collaboration open up a myriad of possible development pathways.

Already in 2005, Kofi Annan highlighted the complexity of sustainable development: "The multifaceted challenge of development cuts across a vast array of interlinked issues—ranging from gender equality through health and education to the environment." Financial, social and governance matters can no longer be considered in isolation from one another; they require an integrated, 'whole-of-government' and essentially collaborative approach. The question remains, however, how such an approach would look like. How does public administration need to change?

What particular capacities will be required to strategize and plan, as well as develop, implement and evaluate policy in a volatile and unpredictable environment? How to encourage cross-sectoral and cross-society collaboration in order to address complex challenges and promote inclusive and people-centered development? How to strengthen the resilience of public institutions, making them more adaptable, not only to sudden natural and man-made shocks, but also to opportunities? An increasing number of governments are exploring the use of strategic foresight in their strategic planning, policy development and design, and evaluation instruments.

Foresight, Anticipation and Adaptability

Foresight is rapidly emerging as an essential addition to traditional planning practices. Globally, governments are looking for planning and policy tools to better navigate an increasingly volatile, uncertain, complex and ambiguous world. Traditional planning methods deal with predictable, gradually unfolding, unambiguous change but are less suitable for capturing the complexity, interaction and interdependency of, for example, climate change, urbanization, technological developments, natural resource scarcity and global economic, financial and political instability.

Strategic Foresight

Strategic Foresight can help promote resilience, agility and responsiveness through:Identifying, exploring and 'rehearsing' risks and opportunities that might lie ahead

Government institutions, which may previously have been considered robust, look increasingly rigid, vulnerable and powerless in the face of unintended consequences and unexpected combinations of domestic and external trends and developments. Their capacity to anticipate and adapt to change is compromised by an over-reliance on concentrated (expert) knowledge, a belief in predictable and familiar futures constructed around past patterns, and an organizational structure that encourages reductionist analysis and fragmented solutions to complex, interdependent problems.

As a consequence, government agencies are often ignorant of subtle but significant shifts in their environments, blind to the longer-term effects of their strategic decisions, slow to detect the increasing irrelevance of certain policies, and inattentive to promising opportunities until they have passed by. Responsive governments, on the other hand, have the ability to pick up on and respond to change and are therefore better equipped to protect hard won development gains, achieve sustained economic growth, political and social stability and environmental sustainability, and are able to share the benefits of development with their citizens.

– futures thinking
- Considering and planning for alternative futures /scenarios

– nimble pathways for flexible planning, policy formulation & solution design
- Expecting, anticipating and capitalizing on change

– agile, adaptable & resilient public institutions
- Deepening organisational adaptability and responsiveness skills

– empowers, innovates & enables public dialogues
- Creating inclusive platforms for shared vision

– greater societal collaboration& sustainable results
- Bestowing the 'future' a place at the decision table

– realising intergenerational justice

Strategic Foresight is the umbrella term for those innovative strategic planning, policy formulation and solution design methods that work with alternative futures. Some well-known techniques are scenario thinking, future search, risk assessment and horizon scanning.

Foresight Capabilities

Foresight is based upon a range of skills such as situational awareness to possible, probable and preferable futures, a pro-active and ceaseless scanning of the wider environment, an ability to sort, sift through and combine open, real-time data and the creation of tight feedback loops. It entails the exploration of possible scenarios and pathways and the systematic rehearsal of potential responses; and the strengthening of the system's structural capacity to deal with this plethora of possible changes and either cope with the disruptions or turn risks – which are inherent to change – into transformative moments. Crucially, foresight makes use of the distributed knowledge inside the wider environment, leverages imaginative use of technology and engages deeply with stakeholders.

foresight applications have slowly matured since their introduction in the 1990s and which now are used by every government agencies at all stages of public planning.

Recently, the Government of Singapore has also introduced participatory foresight, inviting all stakeholders to discuss future scenarios for the country. An alternative futures approach has also been taken by the Planning Commission of India, which in 2013 developed three scenarios ('Scenarios: Shaping India's Future') to facilitate new, collaborative conversations between citizens and policy makers on India's future. The eLAC 2007 initiative, with its Regional Action Plans, uses strategic foresight in the Latin American and Caribbean region to great effect to capitalize on the technological advancements of the digital age.

Potential Applications

Strategic foresight can empower governments and public administrations to construct contingency plans for undesirable but possible and probable scenarios. By 'rehearsing' the future, public institutions will be much better equipped

to identify which policies need to be cancelled, adjusted or amplified and what opportunities are arising. Foresight can help devise policies that capitalize on the transformational possibilities of the preferred future, moving from foresight and insight to strategy and action. By collaborating with other stakeholders, such as communities, businesses and academia, government agencies can become more attune to 'sense signals', leading to much greater awareness of emerging scenarios. Long term visioning remains crucial, to set widely shared, realistic and inspirational visions, while at the same time the significance of short-term resiliency, improvisation and flexibility to achieve that vision is amplified.

Examples

An increasing number of governments are applying foresight tools at different stages of their strategic planning and policy development processes. A prime example is Singapore, whose

Strategic foresight, however, does require a rethink of many bureaucratic processes. It is important to emphasize that this is a gradual and incremental process, dictated by 'best fit' instead of 'best practice' and characterized by trial-and-error and perseverance, as the Singapore Civil Service has demonstrated. Moreover, strategic foresight does not replace 'traditional' planning. It aims to enhance existing practices.

Training Gallery

CIII in Accounting and Financial Administration

Office Dhivehi for Administrative Staff

Presentation Skills Training

Phone Conference with Atoll ZV's

English Language for Office Administration

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