



دائرة الخدمة المدنية  
Department of Civil Service

# National Program for Leadership Development



# What is the National Program for Leadership Development

- Selects and qualifies leaders of the first and second level
- Enables these leaders to take up leadership positions in the government
- Mandates all individuals now serving in leadership capacity from grade 1 through undersecretary
- Program includes an international vendor using the latest scientific methods, development tools and approaches



- Emphasizes identified core competencies
- Examines and develops critical thinking and reflection from a systemic perspective
- Builds inter-organizational working teams
- Addresses the need to develop collaborative environments
- Stimulates organizational learning that promotes change and innovation.



## What is the Center for Excellence

- Established by the Executive Committee, Circular No. 49
- Produces an environment where Abu Dhabi government leadership are actively engaged and involved in shaping the future
- Identifies future leaders and successors
- Spans the government's needs for current and future talent
- Exposes employees to leading world class management and public administration institutions
- Enables seamless business processes so that organizations can share information and build internal capacity
- Integrates the needs of executives, management and employees into one system to manage talent effectively



## Benefits of a Center for Excellence

- Sets the stage for World Class governance of Abu Dhabi employees
- Enables the DCS to assess, develop, manage, reward and optimize our governmental talent
- Creates current and future flexibility to manage the growing needs of new government strategies
- Builds an infrastructure of pride, commitment, development, goal achievement and retention in a very volatile marketplace
- Produces external partnerships with world class institutions that support government goals and strategies
- Allows one integrated system for talent sharing and clear allocation of expenses
- Utilizes technology strategically in order to support and reinforce learning while sharing knowledge

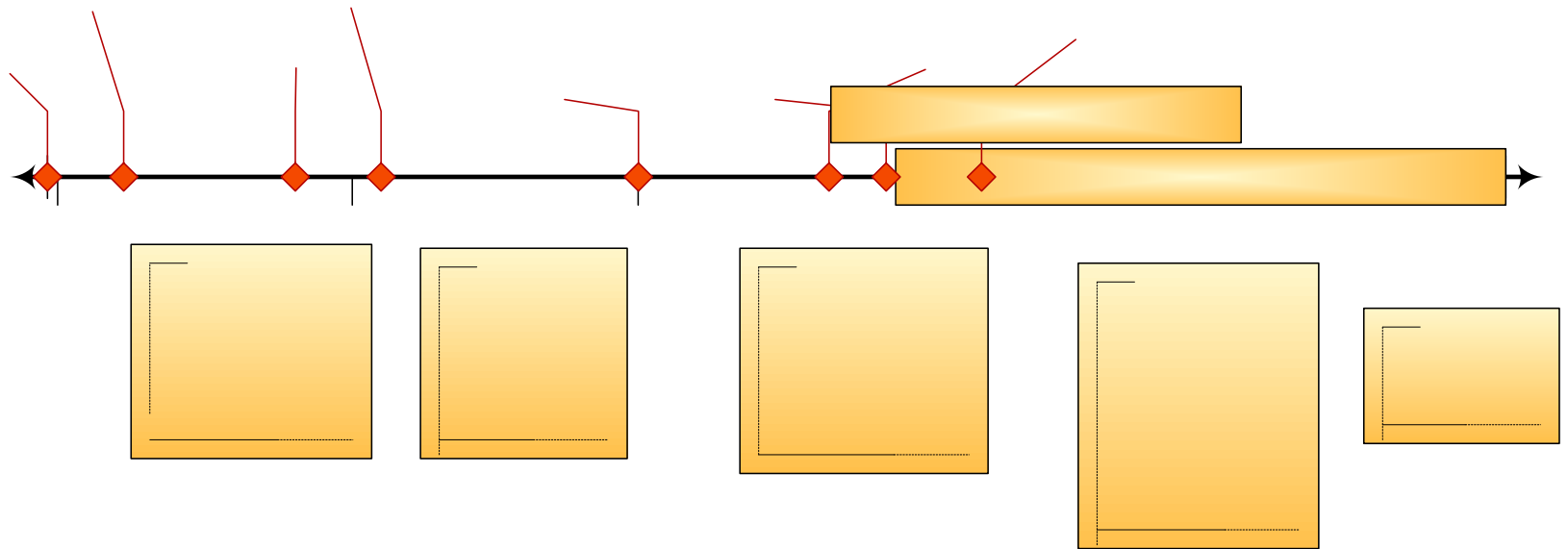


## **National Program for Leadership Development Process**

- Psychometrics and English evaluation
- Assessment completion by international vendor with expertise in senior leader development programs
- Development plans for all leaders
- Participation in Leadership Programs and/or World Class Management and Public Administration Partnerships



# Assessment and Development Program Timeline



8-Aug-07  
RFP Proposal  
Response from Vendors

4-Sep-07  
Communication to  
Government Departments



## The National Programme for Leadership Development – Offsite Summary

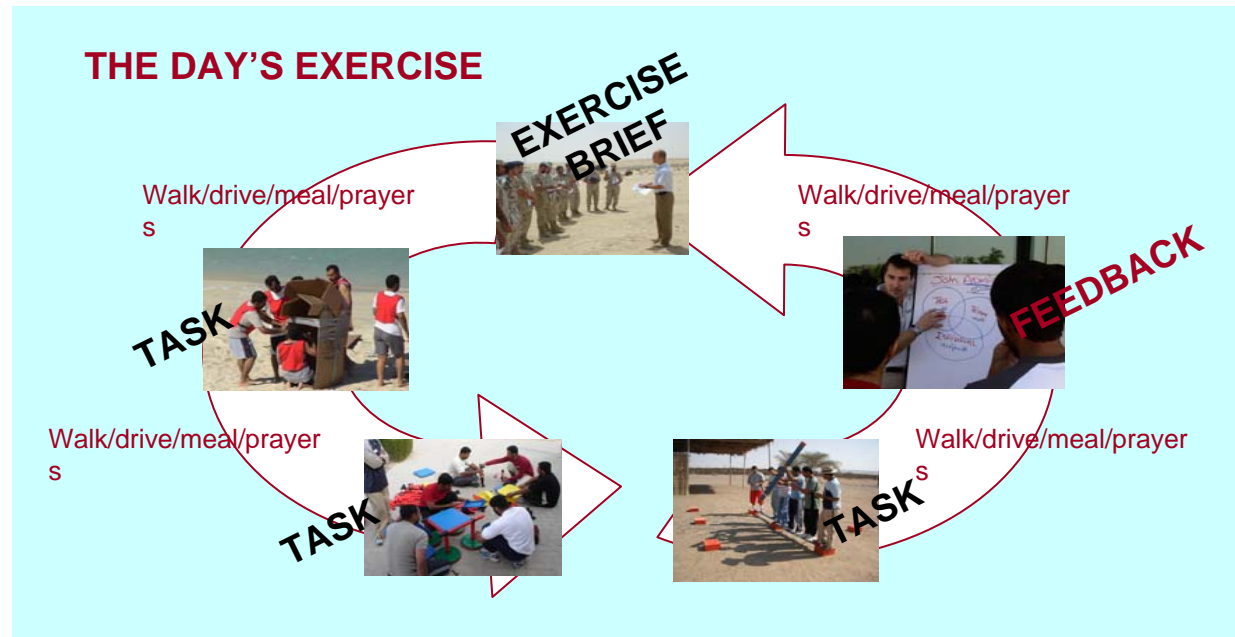
- 1 week programme offsite near Ras Al Khaimah
- Groups of 50 divided into syndicates of 10 personnel
- Each syndicate will be monitored by 2 x facilitators and will engage in a series of leadership practical tasks
- Emphasizing the DCS Leadership Core Competencies
- Key Learning Opportunities through experiential training exercises and debriefs
- Stimulating and fun experience
- Individual reports submitted on conclusion



# TASKS – the method

1. Facilitator briefs Candidates at start of day and exercise
2. Three or four tasks per day
3. One Candidate nominated 'Leader' for each task
4. Leader briefed by Task Supervisor
5. Candidate leads team to conduct task
6. Facilitator (s) observe and assess against core competencies
7. Facilitator gives Candidate Leader feedback
10. Facilitator gives group feedback at end of exercise

Tasks monitored by  
Chief Facilitator and  
DCS Observer





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## Campsite

- Situated in beautiful countryside outside Ras Al Khaimah
- Equipped with hot showers, restrooms, majalis style tents for sleeping, hot food and electrical power
- Evening activities/entertainment
- Full administrative camp personnel support



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