



དཔལ་ལྷན་འབྲུག་གཞུང་།  
ཀྲུལ་གཞུང་ནི་གཡོག་ལྷན་ཚོགས།  
ROYAL GOVERNMENT OF BHUTAN  
ROYAL CIVIL SERVICE COMMISSION  
*Excellence in Service*



RCSC/MU/02/2018/ 713

August 9, 2018

Head of the Agency  
10 Ministries/ Thimphu Dzongkhag/Thimphu Thromde and Autonomous Agencies

Honorable Dasho/Sir/Madam,

With the successful roll out and implementation of the two element, which are "Performance Planning" and the "Moderation Exercise" of new Managing for Excellence (MaX) system in the civil service system, the Royal Civil Service Commission would like to enhance the skill of the all supervisors on coaching their employees, through a three days action learning workshop. We are hopeful that this new coaching skill set will ensure to have continuous performance conversation in the organization and help us grow and develop to provide "excellence in service" to the *Tsa-wa-sum*. The program is rolled out as per the directives of the 139th Commission meeting held on 3rd July 2018.

The target participants for this three days' workshop on coaching are for the Chiefs or full time officiating Chiefs of Division/Sectors who lead teams. The session will be facilitated by a group of selected civil servants who have undergone an online self-learning on coaching skills. Please do not send replacements on behalf of the Chief or the Long-term Offtg. Chief, in case they are out of station for short duration, on the scheduled date of workshop.

The RCSC shall bear the logistics and applicable TA/DA for the participants, if any. In this regard, we would like to solicit the help of the Human Resource Div/Sec of your agency to inform the participants to attend the workshop, without fail.

Please contact RCSC at 322491 (118)/17646982, in case of further queries on the proposed program.

Thanking you.

Yours sincerely,

(Tashi Pem)

Director

Cc:

1. Chief HR Officer/HRO of 10 Ministires/Thimphu Dzongkhag and Thromdey/Autonomous Agencies for informing the concerned head of division to attend it, without fail.