

5th Batch – Action Learning Workshop for Executive on Coaching Skills

Royal Civil Service Commission (RCSC) is conducting Action Learning Workshop (ALW), which is a three days long program starting from 19th June till 21st June 2019 at Financial Institutions Training Institute(FITI) for Executives to bring about a people centric work culture using soft skills like coaching and continuous feedback system. About 15 Executives and Specialists from various Dzongkhags, Departments and Research Centres are attending the workshop. The workshop aims to build Leader(s) as coach (es) with the focus on “people, process and practice” to create an engaged workplace.



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Literature validates that the best practices in performance management are where the supervisors constantly engages with their staff through continuous performance feedback and coaching. Managing for Excellence (MaX) has been instituted as the performance management system with its planning phase, mandatory mid-year review and year-end review, moderation exercise, etc. However, the softer aspects of managing performance, the skills set for coaching which is very critical for this system, was missing.



Through these workshops, the RCSC aspires to institute coaching as a part of managerial responsibility to create a positive working environment, where there is trust and camaraderie, charged by engaged employees, leading to good results. Those in Executive and management positions are well positioned to transform and set the right climate and tone of their respective organizations. Given the benefits of these skills for managers,

RCSC will continue to focus on building such skills to strengthen an organizational culture that focuses on people and engages them for improved performance and growth