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རྒྱལ་གཞུང་གི་གཡོག་ལྷན་ཚོགས།
ROYAL GOVERNMENT OF BHUTAN
ROYAL CIVIL SERVICE COMMISSION
Excellence in Service



Press Release

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The Royal Civil Service Commission is pleased to launch access to an online learning and development platform “Mind Tools” for a period of a year for strengthening management, leadership and personal excellence skills in the civil service.

The Royal Civil Service Commission(RCSC) identified five Thematic Areas to pursue a vision of: *“Excellence in Service”: A Professional, Accountable and Productive Civil Service delivering efficient and effective Services underpinned by Technology, Innovation and Empathy.* Leadership development and management is one of the thematic areas besides Right sizing the Civil Service, Enhancing Service Delivery, Strengthening Civil Service Systems and Civil Service Wellbeing.

Leadership and management competencies are critical in the public service sector as they not only influence motivation and job performances of civil servants but also affect the overall performance of the government and ensure quality of public service delivery. RCSC , therefore, is initiating a Leadership Assessment and Development System (LeADS) which seeks to develop an excellent executive pool, institute and adopt rigorous, transparent and objective selection procedures and enhance leadership and management competencies at various position levels. In order to develop a pool of competent civil servants with professional managerial and leadership competencies, expanding on the existing leadership and management development education, RCSC is providing access to an online learning and development platform called “Mind Tools”. This platform provides a combination of methods that facilitates participants to assess themselves, seek feedback, experience, reflect, choose and apply a set of personal development interventions supplementing and complementing conventional classroom training methodologies and provide various opportunities for bite-size training, book reviews, webinars, expert coaching etc. Considering the cost effectiveness, access to extensive learning materials and resources, ease of use and the current pandemic situation, this platform was deemed appropriate. It is expected that this will enable participants to develop their leadership and managerial orientation and competencies based upon RCSC’s Leadership Capability Framework (LCF) at their own pace and convenience.

Towards this end, MindTools.com is identified and procured to serve the purpose of providing the civil servants in leadership positions or aspiring to move into leadership positions, with the necessary courses that will help in self assessments as well as in developing their leadership competencies aligned to the LCF. The pool identified are P2, P1 management, Executives at EX3 and Dzongdags, and key staff of the two training institutes; Royal Institute for Governance and Strategic Studies and Royal Institute of Management. Based on the learning from the first year, it will be gradually introduced for other position levels.

It is also RCSC’s expectation that providing such courses will help to promote a culture where civil servants take personal initiative for continuous learning, development and personal growth.