



## Public Service Executive Development Programme for Expanding Leadership and Leadership Statements



In line with Royal Civil Service Commission's (RCSC) notification RCSC/LD-63/2020-21/4355 dated June 23, 2021 regarding the introduction of Leadership Statement (LS) and Support Function Assessment (SuFA) as part of the Leadership Accountability and Development Framework, the RCSC is pleased to inform that, capacity building leadership workshops for Senior Civil Servants in developing Leadership Statement is underway from July 12-13 for the first batch of 21 executives, Thimphu facilitated by Dr. Douglas O'Loughlin, who is a Principal at The Dao of Thriving and an Associate at Civil Service College, Singapore.

During the two-day workshop, the executives will be exposed to cutting edge concepts on leadership for leading transformational changes including tools for reframing the organization to make it more agile to adapt to the needs of changing times. Through the leadership workshops, the Commission aspires to strengthen leadership competencies and skills, and also anchor it in the tangible outcome of finalizing the Leadership Statement. The Leadership Statement will guide leaders in agencies as a strategic and operational plan allowing them to broaden their work beyond agency and Annual Performance Agreement/Target (APA/APT). Leadership Statement is similar to the development of IWP by all the employees in the Civil Service (CS).

Through this workshop, RCSC will jointly review the current Leadership Statement template and collaboratively develop a LS template that is customized to the requirements for the Bhutanese CS. We would like to capture the perspectives of transformation as understood and aspired by our Executives and tailor it to encourage success rather than only compliance. The leadership workshops for the rest of the executives in Civil Service will be conducted in the month of July 2021, with the last batch of executives concluding similar workshops on July 29 and 30.