



*Excellence in Service*

### Press Release



The Royal Civil Service Commission partnering with the Ulrich Allen Leadership Capital launched the “Nurturing Leadership Program” for leaders in the Civil Service on October 19, 2021. The inaugural launch of the program was graced by Honorable Prime Minister, Dr Lotay Tshering.

The Commission has been working towards the Vision of *“An engaged and responsive Civil Service accelerating and securing Bhutan’s status as a developed country”* where one of the critical levers is strengthening leadership in the agencies.

Towards this end, the Ulrich Allen Leadership Capital (UALC) was identified to carry out a one-year Project on leadership in the Civil Service. UALC has the credentials of working with the United Arab Emirates, US Government, Singapore, Mauritius and many Fortune 500 companies. The methodology of training consists of a research-based approach that will allow our high potential leaders to work seamlessly together to design and implement solutions (products and processes) that systematically change the culture of Civil Servants and accelerate strategy execution. In doing this, the leaders will learn to become change agents who identify opportunities and work with their teams to execute projects that drive positive change. In the



process, the leaders will build strong relationships with colleagues across the country and open their minds to different worldviews and new ways of thinking and working. Consequently, they will learn, practice, and implement practical leadership skills along the way, and teach those skills to their teams, enabling every civil service employee to step up as a leader, hence developing coaching skills and becoming certified coaches in the process.

The Nurturing Leadership Program (NLP) is cost effective with most of the learning taking place on the job. The selection of participants has been made very carefully and is aligned to sectors that are critical to accomplishing the vision for Bhutan set forth in the Royal Kasho.

During the process, UALC's Leadership Management System (LMS) will be customized to our needs and findings, which individuals will have access to and ensure each leader learns since the Application will keep track of learning and through pop up messages constantly engage leaders. This LMS will have customized simulation videos of different situations, which will enable leaders to think and deal with it. After the end of the project, this LMS will then be hosted in RCSC's LMS.

The Commission in consideration of sustaining and institutionalizing such efforts in leadership development has constituted a Project Management Team which includes officials from the Royal Institute for Governance and Strategic Studies and Royal Institute of Management to ensure learning, building of institutional linkages with top-notch experts and transfer of knowhow.