

PRESENTATION

ON

STRATEGIC /

PERSPECTIVE PLANNING

PROCESS

SPP – DESIRABLE TIMINGS & LINKAGES

- SPP EXERCISE TO TAKE PLACE SHORTLY BEFORE DEVELOPMENT OF BUDGET FOR ENSUING FINANCIAL YEAR
- PRIORITIES AND DIRECTIONS SET-OUT IN STRATEGIC PLANS ARE REFLECTED IN BUDGETORY PROJECTIONS & ALLOCATIONS

WHY (REQUIREMENT) SPP ?

- PROVIDES STRUCTURED APPROACH TO PLANNING FOR KEY-INITIATIVES IN AN ENVIRONMENT OF RAPID-CHANGE
- SYSTEMATIC AND SUSTAINABLE APPROACH FOR PLANNING AND RESOURCE-ALLOCATION
- UNDERSTAND AND AGREE ON DIRECTION TO ADDRESS KEY-ISSUES

WHY (REQUIREMENT) OF SPP ?

- DEVELOP COHERENCE AND COORDINATION ACROSS THE ORGANISATION
- FACILITATE PRIORITISATION, BETWEEN DIFFERENT PROGRAMMES, AND ACTIONS WITH APPROPRIATE RESOURCE-ALLOCATIONS
- PROVIDE A TOOL TO REVIEW AND CONTROL PERFORMANCE

SYSTEMATIC APPROACH & OUTCOME

- SPP IS APPROACH AND STRATEGIC/
PERSPECTIVE PLAN IS OUTCOME
- EXPLICITLY STATED
STRATEGIC/PERSPECTIVE PLAN
- NEED FOR COLLECTIVE DECISION
MAKING AND SMOOTHENING
/HARMONISING CONFLICTING
REQUIREMENTS, BETWEEN VARIOUS
ACTION PROGRAMMES

PRIORITISING & BALANCING – (I)

- SUSTENANCE AND CHANGE
- CAPACITY BUILDING AND CAPABILITY BUILDING
- CADRE/CAREER BASED TRAINING AND PERFORMANCE BASED TRAINING
- JOB RELATED SKILLS AND HUMAN-SKILLS
- PRESENT TRAINING NEEDS AND FUTURE TRAINING NEEDS

PRIORITISING & BALANCING – (II)

- IN-CAMPUS TRAINING AND DEPARTMENTAL/DECENTRALIZED TRAINING
- HRD AND TRAINING
- TRAINING TRAINEES AND TRAINING TRAINERS
- REACTIVE TRAINING AND REFORM BASED TRAINING

PRIORITISING & BALANCING – (III)

- FACE-TO-FACE TRAINING AND DISTANCE LEARNING
- PROJECT BASED TRAINING AND CALENDAR BASED TRAINING
- INTERFACE DEVELOPMENT AND NETWORKING
- SR. LEVEL FUNCTIONARIES AND CUTTING - EDGE LEVEL FUNCTIONARIES

PRIORITISING & BALANCING – (IV)

- TRAINING IMPLEMENTATION AND PRE/POST TRAINING
- DELIVERY OF TRAINING AND OTHER COMPONENTS OF SAT CYCLE

PRESENT SCENARIO

INSTITUTE UNDERGOING A MAJOR SHIFT IN
ROLES AND RESPONSIBILITIES

FROM

A CONVENTIONAL ROLE OF TRAINING-
PROVIDER OF CAREER BASED COURSES
(FOUNDATION, ORIENTATION, REFRESHER,
ETC)

TO

BEING A CHANGE-AGENT AND CATALYST
IN THE CHANGE MANAGEMENT PROCESS

ROLE OF THE INSTITUTE

- TO BE THE APEX TRAINING-INSTITUTION OF THE GOVT OF AP, SERVING AS THE CENTER-OF-EXCELLENCE FOR “MANAGEMENT IN GOVT” AND
- CONDUCTING HIGH QUALITY TRAINING IN-ORDER TO CREATE A TEAM OF MOTIVATED AND DYNAMIC ADMINISTRATORS AT ALL LEVELS IN THE STATE GOVERNMENT

EXPANDING ROLE PROFILE OF THE **INSTITUTE-(I)**

- TO PROVIDE UP-TO-DATE, RELEVANT TRAINING FOR ALL CATEGORIES OF STATE GOVT FUNCTIONARIES, ON THE BASIS OF UP-TO-DATE, CONTINUOUS ASSESSMENT OF THEIR NEEDS
- TO COORDINATE HUMAN RESOURCE DEVELOPMENT ACROSS THE STATE TO IMPROVE, THE EFFICIENCY, EFFECTIVENESS AND RESPONSIVENESS OF GOVT FUNCTIONARIES, PARTICULARLY AT THE CUTTING-EDGE, CUSTOMER FOCUSED LEVEL

EXPANDING ROLE PROFILE OF THE **INSTITUTE-(II)**

- TO DEVELOP ITSELF AS A QUALITY TRAINING INSTITUTION, AND TO PROMOTE QUALITY PRACTICES IN GOVT
- TO ASSIST GOVT TO FOCUS ON ITS ROLE OF FACILITATING PUBLIC-GOOD INCLUDING THROUGH PROMOTING TRANSPARENCY IN ADMINISTRATION AND ACCESSIBILITY OF INFORMATION

EXPANDING ROLE PROFILE OF THE **INSTITUTE-(III)**

- TO ACT AS A CATALYST FOR ADMINISTRATIVE REFORM ACROSS STATE GOVERNMENT TO FACILITATE IMPLEMENTATION OF CHANGE TO ACHIEVE KEY GOVERNMENT POLICY PRIORITIES

SPP – AN EFFORT IN INTEGRATION

- A NUMBER OF ACTION-PROGRAMMES AND INITIATIVES BEING IMPLEMENTED CONCURRENTLY
- ACTION-PROGRAMMES INTER-CONNECTED AND INTER-DEPENDENT TO MAKE HRD/TRAINING REPONSIVE TO SMART GOVERNANCE
- SPP WILL LEAD TO A STRATEGIC-PLAN, CONGRUENT WITH STRATEGIC-PLANS OF THE GOVERNMENT AND INTEGRATE EFFORTS IN THAT DIRECTION

SPP – A FRAMEWORK OF DIRECTION

- FRAMEWORK TO PROVIDE FOR SUSTAINING EXISTING OUTCOMES, ENRICH THEM AND ALSO PROVIDE FOR
 - + EXTENSION
 - + EXPANSION
- INTERSE PRIORITIES BETWEEN VARIOUS ACTION PROGRAMMES
- TRANSFORMATION TO RESPOND TO EMERGING TRAINING NEEDS AS ALSO TO PREDICT REFORM RELATED NEEDS

SPP - A MOVE TOWARDS LEARNING ORGANISATION-(I)

- **ATI HAVING ASSUMED A LEAD ROLE IN INITIATING CAPACITY BUILDING FOR REFORMS, AND ALREADY IN FOREFRONT NEEDS TO “LEAD BY-EXAMPLE”**
- **AN ORGANISATION, WHICH HAS CONSTANTLY, CONTINUOUSLY AND PERSISTENTLY BEEN SENDING A MESSAGE OF CHANGE OF MINDSET, CHANGE-IN-GOVERNANCE, NEEDS TO DEMONSTRATE ALL THE ATTRIBUTES OF A LEARNING ORGANISATION**

SPP - A MOVE TOWARDS LEARNING ORGANISATION-(II)

FORE MOST BEING

- PROACTIVE LEARNING,
- CAPACITY TO FORSEE CHANGES
AND
- PREPARE FOR THEM

SPP – REQUIRED SHIFT IN FOCUS

- SPP REQUIRES PARADIGM SHIFT, WITH MORE CONCERN FOR PURPOSE AND DIRECTION
- HRD/TRAINING ORGANISATION COULD BE
 - + PRODUCT FOCUSED
 - + SERVICE FOCUSED
 - + STRATEGIC FOCUSED

SPP: SYSTEMATIC / PROPOSED **APPROACH**

- DEVELOP REVIEW VISION
- ESTABLISH MISSION/PURPOSE
- SET GOALS AND OBJECTIVES
- SCAN THE EXTERNAL ENVIRONMENT
- ASSESS THE ORGANISATION
- CONSIDER FEASIBLE STRATEGIES
- SELECT A STRATEGY FOR IMPLEMENTATION
- MONITOR IMPLEMENTATION & REFINE / FINETUNE THE STRATEGY

STRATEGIC PLAN PRESENTATION

- PRESENTATION OF DRAFT-STRATEGIC-PLAN TO HoTI / GOVERNMENT
- SEEK SUGGESTIONS AND APPROVAL
- INCORPORATE SUGGESTIONS
- FINALISE STRATEGIC / PERSPECTIVE PLAN
- DESSIMINATE TO FACULTY, STAFF AND OTHER STAKE-HOLDERS FOR IMPLEMENTATION

SPP-IMPLEMENTATION-(I)

- DEVELOP OPERATIONAL-PLANS, ACTION-PLANS, TARGETS, TIME-SCHEDULES
- BECOME PROACTIVE
- SHIFT TO PERFORMANCE-IMPROVEMENT , REFORM INITIATION & CAPACITY BUILDING ROLES
- BUILD PARTNERSHIPS WITH KEY-DEPARTMENTS & TOP /SENIOR MANAGERS,

SPP-IMPLEMENTATION-(II)

- BE CUSTOMER FOCUSED
- TAKE PULSE OF THE ORGANISATION
- ESTABLISH PROGRAMMES WITH CORE COMPETENCIES
- CONSIDER RESULT BASED APPROACH

SPP-CONNECTING TRAINING CYCLE WITH ORGANISATIONAL STRATEGY

- EACH MAJOR STEP OF SAT CYCLE FROM TRAINING NEEDS TO EVALUATION, TO BE CONNECTED WITH ORGANISATION PROCESS AND STRATEGIES

SPP: TRAINING & ORGANISATIONAL PROCESSES-(I)

<u>TRAINING PROCESS</u>	<u>ORG – PROCESS</u>
NEED-ASSESSMENT	IDENTIFY REFORM BASED NEEDS
TRAINING- OBJECTIVES	PERFORMANCE- OBJECTIVES
TRAINING DESIGN	EACH EVENT TO REFLECT VISION, VALUE, PHILOSOPHY AND BELIEFS OF ORG.

SPP: TRAINING & ORGANISATIONAL PROCESSES-(II)

<p>DELIVERY OF TRAINING</p>	<ul style="list-style-type: none">-DELIVERY TO REFLECT APPROPRIATE TECHNOLOGY AND TRAINING DELIVERED IN-TIME-MANAGERS INVOLVED IN IMPLEMENTATION ISSUES-DECENTRALISED IMPLEMENTATION
<p>EVALUATION OF TRAINING</p>	<p>MEASURE THE IMPACT ON PERFORMANCE</p>

SPP: IMPACT ON PERSONNEL-(I)

- PARADIGM SHIFT A MUST FOR HRD/
TRAINING PERSONNEL
- SHIFT ROLE AND CHANGE THEIR
THINKING AND APPROACHES, AS AN
INTEGRAL PART OF THE ORGANISATION
- DEVELOP AN APPROPRIATE
UNDERSTANDING OF SPP AND HOW IT
CAN ASSIST THE ORGANISATION

SPP: IMPACT ON PERSONNEL-(II)

- BUILD RELATIONSHIPS WITH KEY CLIENTS THROUGH-OUT THE ORGANISATION
- BECOME ALIGNED TO ORGANISATION
- DEVELOP BETTER UNDERSTANDING OF ISSUES, OPERATIONAL CONCERNS, CHALLENGES AND PROBLEMS CONFRONTING THE ORGANISATION

SPP: ADVANTAGES-(I)

- CLOSER RELATIONSHIP BETWEEN HRD/TRAINING AND SENIOR-MANAGEMENT TEAM
- CLEAR LINKAGE MAKES IT EASIER TO OBTAIN NECESSARY BUDGET
- ENSURE THAT FUNDING FOR HRD/TRAINING IS PROPERLY UTILISED
- ADDING VALUE IN THE AREAS THAT MATTER MOST

SPP: ADVANTAGES-(II)

- **SUCCESS IN SPP WILL MOVE HRD/TRAINING TO A VITAL AND CRITICAL POSITION IN THE ORGANISATION**

CONVERSELY

WITHOUT A STRATEGIC CONNECTION HRD/TRAINING FUNCTION COULD DIMINISH TO A TRIVIAL ROLE IN THE ORGANISATION

THANK YOU