Civil Service College, Mauritius

Talk on “The Competencies of Strategic Leadership” by KC Yan,

Senior Consultant of the Institute of Training and Development

ITD) World, Malaysia

Lunch Room, National Assembly

Wednesday 7th October 2015

Mr. KC Yan, Senior Consultant Institute of Training and Development, Malaysia

All Senior Staff of the Public Service

The Chairman and Director of the C SCM

Representatives of Federations and Unions
Ladies and Gentlemen

Good Morning to you all.

1. It is indeed a pleasure to have Mr. Yan among us today to deliver a talk to our top management officers at a time when we are engaged in transforming the public sector with a view to achieve the vision of this Government.

2. Let me recall that in his Economic Vision Statement 2030, the Prime Minister had this to say to the Officers of the public sector:

   *I expect you to be active drivers in the nation building process.*
   *I want a new mindset that focuses on national targets rather than on routine administrative jobs only.*
   *I want civil servants to act like passionate facilitators for achievements to happen.*
   *I want the public service to be efficient and creative*

3. Several major projects have been announced for implementation in order to enable Mauritius make the big jump to achieve a high income economy. The private sector is being called upon to collaborate and invest massively. But very importantly public officers are called to be active drivers and passionate facilitators to help make these projects a reality.

4. It is with a great sense of fulfillment that the long awaited Civil Service College, Mauritius has been set up: The Board is in place since May last, Director has been recruited, a Training Manager
and an Administrative Manager are in the process of being recruited. The foundation is being built and consolidated. The College will be operational in the coming weeks and the first courses will start very soon.

5. The CSCM is a very important player in the process of change that this government is set to bring about. In that light, the CSCM must be a catalyst in this transformational process and assist public officers to become creative, effective leaders, passionate facilitators and engaged Officers and this at all levels of the hierarchy.

6. However, for this to happen, we need the collaboration and participation of one and all. And here, I appeal to All Senior Officers to provide necessary assistance to help the CSCM indulge successfully into its activities of providing the necessary relevant training and assistance to you all and to your departments and staff.

7. The CSCM is the college for all Public Officers. It is yours. So make the most out of it. Most countries have their Civil Service College. So it was high time that Mauritius has its own college, dedicated to the training of the 85000 officers across the public sector. And now that it has been set, I would see to it that it gets all necessary assistance that it needs to operate efficiently and effectively.

8. I have to emphasise that now that the college is here, all training in the public sector **must** be handled by the CSCM, except for domain specific training (for example, physical training for the Police that cannot be handled by the CSCM) in order to have
9. I understand that the CSCM is coming up with Courses such as Customer Care and leadership very soon. Some public sector organisations and departments have already approached the CSCM for specific training. These requests are being processed.

10. My Ministry is introducing innovative actions and is daring to make changes to have a performing and efficient public sector. In consultation with stakeholders, I made the decision to introduce flexi time, and for that we are also working closely with the unions and federations. I wanted to introduce the flexi time for many reasons.

11. Change must take place and Leaders are an important agent for transformation to take place.

12. I am not going to be very long as there is an important talk on “Competencies of strategic leadership”. I thank the CSCM for having organized this talk and thank Mr Yan to share his valued experience with us. I suggest that the CSCM makes this type of talks a regular activity, that is, inviting a keynote speaker regularly to talk on specific strategic functions. I wish the CSCM success and I am sure that it will deliver up to scratch.

13. With these words, Ladies and Gentlemen, I wish you all an enriching interaction with our keynote speaker.