

# Newsletter

Sri Lanka Institute of Development Administration

September 2024



## Story of SLIDA

Sri Lanka Institute of Development Administration (SLIDA), a body incorporated under the Ministry incharge of the subject of Public Administration, was established in May 1982, by Act No. 9 of 1982. It is the premier institute vested with the responsibility of competency enhancement and professional development of executives in the public sector. Pursuing its core value of refolding public interest, SLIDA's key functional areas are providing trainings for public sector officials, management consultancy for public sector organizations and encouraging research culture.

## Capacity Building Programmes : SLPS Grade II (2013 Intake)

The Capacity Development Program for the Sri Lanka Planning Service, Grade II (2013 Intake), was inaugurated with the esteemed presence of Mr. Nalaka Kaluwewa, Director General of SLIDA, and Ms. Anusha Batawalagamage, Additional Director General (L&D), and coordinated by Mr. N. Gowerithasan. This event marks a significant milestone in advancing the professional capacities of SLPS officers, further enhancing their skills and expertise to meet the evolving demands of public sector planning and development.

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### **Programme on The Role of Managers in Digital Governance Transformation**

SLIDA recently conducted an insightful program for Sri Lanka Administrative Service (SLAS) Grade III officers on the theme of "The Role of Managers in Digital Governance Transformation." The program was expertly led by Mr. Nirosh Ananda, Chief Information Security Officer at Sri Lanka CERT who provided in-depth knowledge and guidance on the evolving role of managers in the digital era. The program was coordinated by Ms. Y.T. Thushanga and this initiative underscored SLIDA's commitment to equipping public sector managers with the necessary skills to lead digital transformations in their respective organizations.



## **Editorial Note:**

### ***SLIDA's Commitment for Strengthening Public Sector Excellence***

SLIDA has recently embarked on a series of impactful capacity-building programs, workshops, and collaborative initiatives aimed at advancing the professional competencies of Sri Lanka's public sector officials. These efforts underscore SLIDA's enduring commitment to fostering innovation, leadership, and operational excellence within the public administration framework.

September saw the launch of the Capacity Development Program for Sri Lanka Planning Service (SLPS), Grade II officers. This initiative marks a significant milestone in equipping SLPS officers with advanced knowledge and skills, enabling them to excel in the ever-evolving landscape of public sector planning. In response to the dynamic needs of the public sector, SLIDA continues to innovate its training offerings. "The Role of Managers in Digital Governance Transformation" for SLAS Grade III officers is a testament to this ongoing evolution. Partnering with renowned institutions such as CERT, this program focused on preparing public managers to lead the digital transformation of their respective organizations, emphasizing the critical role of public sector leadership in this domain. A comprehensive workshop on General Conduct and Disciplinary Procedures was another example of strengthening the public sector officials with featuring expert guest lectures from pioneers in the field. This workshop focused on drafting charge sheets in line with the Establishments Code, reinforcing procedural integrity and discipline across the public sector.

Another highlight of the month was the Strategic Human Resource Management & Leadership Program for Senior Managers. This program combined theory and practice, offering interactive sessions and the unique "Kudawa Walk" in the Sinharaja Forest. The program fostered teamwork and leadership development through hands-on exercises, blending leadership theory with practical applications. SLIDA delivered a specialized program on Law for Public Administrators to the SLAS officers of the 2019 intake. This program incorporated mock trials and practical legal exercises, aimed at enhancing participants' legal knowledge and administrative skills. Sessions were offered in Tamil to ensure inclusivity, ensuring that all officers could fully engage with the training content. In addition, SLIDA hosted a Capacity Building Program for Class I Officers of the Inland Revenue Service (IRS), with a focus on strengthening professional capabilities and leadership skills. This initiative reaffirmed SLIDA's role in nurturing competent public sector leaders equipped to navigate complex challenges.

September also marked a significant achievement for SLIDA with the successful issuance of the I, II, and III Efficiency Bar examination results. This accomplishment further highlights SLIDA's commitment to maintaining high standards, efficiency, and trust in the examination processes within the public sector. Moreover, to ensure SLIDA's initiatives are aligned with strategic goals, a "Review and Retreat" session was conducted with the participation of representatives from all units. This session evaluated the progress of past initiatives, ensuring that SLIDA remains on the right path toward its objectives. The month concluded with a significant event under the Beyond the Horizon series, conceptualized by Mr. Nalaka Kaluwewa, Director General of SLIDA. This program featured two workshops focused on Public-Private Partnerships (PPP) and regional tourism development. Participants embarked on field visits to the Pekoe Trail and Pedro Estate to observe successful PPP integrations and explored regional tourism opportunities in Ohiya. The program concluded with a certificate-awarding ceremony, recognizing the dedication and active participation of all attendees. Looking ahead, SLIDA remains steadfast in its mission to champion professional development, ensuring that public sector officials are prepared to meet the challenges of modern governance with confidence and competence.

Nilmini Daladawaththa



## Workshop on General Conduct and Disciplinary Procedures

SLIDA recently organized a comprehensive workshop on General Conduct and Disciplinary Procedures, which included special guest lectures by Mr. K.P. Chandith, Additional Secretary of Parliament. This workshop specially focuses on the proper drafting of charge sheets in accordance with the guidelines set out in the Establishments Code. The workshop aimed to enhance the understanding and practical application of disciplinary protocols within the public sector, ensuring adherence to legal and procedural standards. The workshop was smoothly coordinated by Mr. A.G. Theivendran, ensuring participants received hands-on guidance and interactive learning opportunities.



## Strategic Human Resource Management & Leadership for Senior Managers

The Capacity Development Program on Strategic Human Resource Management & Leadership for Senior Managers was expertly coordinated by Ms. Anusha Batawala Gamage, Additional Director General (L&D). The program featured a comprehensive curriculum designed to enrich Sri Lanka Administrative Service Officers' (Grade I) understanding and skills. It included interactive lectures and panel discussions led by experienced facilitators, fostering engaging discussions on contemporary HR challenges and leadership strategies. A unique highlight of the program was the "Kudawa Walk", which combined the natural beauty with experiential learning. This walk was designed to enhance participants' leadership qualities through team-building activities and reflective discussions amidst the serene surroundings.



## Release of I, II, and III Efficiency Bar DO Examination Results

SLIDA has officially released the results for the Efficiency Bar (EB) examinations for the I, II, and III levels of the Sri Lanka Administrative Service (SLAS). These examinations are critical for evaluating the proficiency and progress of public sector officials at various stages of their careers. This accomplishment underscores SLIDA's commitment to enhancing the efficiency, accountability, and professionalism within the public sector.

## ***Programme on Law for Public Administrators***

SLIDA conducted a program for SLAS Grade III officers of the 2019 intake focused on Law for Public Administrators and this program was coordinated by Mr. A.V. Janadara to deliver the essential legal knowledge through mock trials and practical legal training, enhancing the participants' understanding of the judicial process. To promote inclusivity, sessions were offered in Tamil, ensuring all participants could fully engage and benefit from the training. By combining theoretical knowledge with practical application, the program aimed to strengthen the legal and administrative competencies of SLAS officers, reflecting SLIDA's commitment to developing skilled public administrators in Sri Lanka.

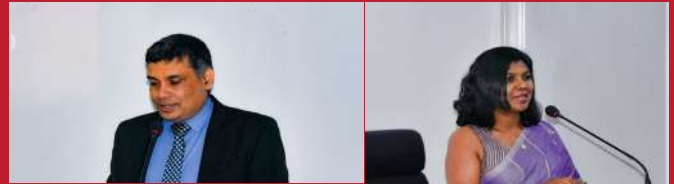






## ***Beyond the Horizon: Certificate Awarding Ceremony and Evaluation (Program II & III)***

Beyond the Horizon programs, focusing on Policy Dialog on Public-Private Partnership (PPP) and Policy Dialogue on Regional Tourism, were brought to life through the concept of Mr. Nalaka Kaluwewa, Participants had the opportunity to visit the Pekoe Trail and Pedro Estate, where they observed firsthand the successful integration of private and public efforts in enhancing the economic potential of these areas. As part of the program of Policy Dialogue on Regional Tourism, participants embarked on a field visit to Ohiya, where they explored regional tourism development and the unique challenges and opportunities of promoting sustainable tourism in the area. The certificate ceremony honored the commitment and active engagement of all participants in both programs.



## ***Capacity Building Programmes for IRS Class I officers Held at SLIDA***

SLIDA recently hosted a Capacity Building Programme specifically designed for Class I Officers of the Inland Revenue Service (IRS). The event was honored by the presence of Mr. Nalaka Kaluwewa, Director General of SLIDA, along with Ms. Anusha Batawala Gamage, Additional Director General (L&D) and other esteemed officials. The program was coordinated by Ms. Y.T. Thushanga, a Senior Consultant at SLIDA, ensuring a seamless experience for all participants. This initiative aimed to enhance the professional capabilities of IRS officers, reinforcing SLIDA's commitment to developing skilled public sector leaders in Sri Lanka.





## Strategic Alignment through Review and Retreat

In an effort to align SLIDA's ongoing initiatives with its long-term strategic objectives, a comprehensive "Review and Retreat" session was organized. This session brought together representatives from all units within SLIDA to reflect on the progress of various programs and initiatives undertaken in the past year. The purpose of the session was to critically assess the effectiveness of current strategies, identify any challenges faced, and ensure that all activities are in sync with SLIDA's overarching mission and vision. By fostering open dialogue and collaborative evaluation, the "Review and Retreat" session provided a valuable platform for refining future plans, ensuring that SLIDA continues to deliver impactful and meaningful outcomes for public sector capacity building. This process also allows for the development of a clear roadmap for future initiatives, driving SLIDA toward achieving its strategic goals more efficiently.



# TIMELESS THOUGHTS

## ***Simon Sinek "How Great Leaders Inspire Action"***

*In another genre, the great communications expert Simon Sinek shows the common ground of leaders who have made history. With an extraordinary sense of words, he shows the extreme coherence and purpose of great personalities and companies. His sermons will inspire your quest for meaning in business and the search for a culture that suits you. Let yourself be tempted by his words.*

*Here is a written extract of the speech:*

*As it turns out, all the great inspiring leaders and organizations in the world, whether it's Apple or Martin Luther King or the Wright brothers, they all think, act, and communicate the exact same way. And it's the complete opposite of everyone else. All I did was codify it, and it's probably the world's simplest idea. I call it the golden circle.*

*Why? How? What? This little idea explains why some organizations and some leaders are able to inspire where others aren't. Let me define the terms really quickly. Every single person, every single organization on the planet knows what they do, 100 percent. Some know how they do it, whether you call it your differentiated value proposition or your proprietary process or your USP.*

*But very, very few people or organizations know why they do what they do. And by "why" I don't mean "to make a profit." That's a result. It's always a result. By "why," I mean: What's your purpose? What's your cause? What's your belief? Why does your organization exist? Why do you get out of bed in the morning? And why should anyone care?*

