

# **CIVIL SERVICE LEADERSHIP PIPELINE**

## **PUBLIC SERVICE DEPARTMENT, PRIME MINISTER'S OFFICE**



**19 Safar 1438 / 19 November 2016**  
**Dewan Pencapaian, Institut Perkhidmatan Awam**



# AGENDA

Recital Of Al-Fatihah  
& Doa Selamat



1.

Briefing On  
Model Of Civil Service  
Leadership Pipeline

3.



2.



Speech by Yang Mulia  
Dato Paduka Awang Haji Yahya  
Bin Haji Idris, Permanent Secretary  
(Corporate & Governance)

4.



Sharing Session

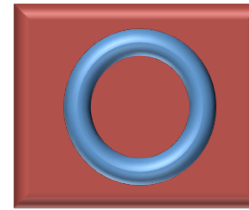
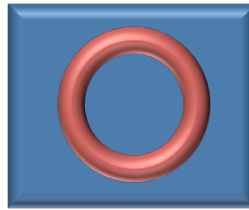


## TITAH OF HIS MAJESTY PADUKA SERI BAGINDA SULTAN DAN YANG DI-PERTUAN OF BRUNEI DARUSSALAM IN CONJUNCTION WITH THE 23<sup>RD</sup> CIVIL SERVICE DAY

*“ Selaras dengan strategi Wawasan 2035, beta mengalu-alukan **usaha Jabatan Perdana Menteri dalam melaksanakan inisiatif-inisiatif di bawah Rangka Kerja Perkhidmatan Awam** Tahun 2016 hingga 2020. Beta mengharapkan rangka kerja ini dapat memacu Perkhidmatan Awam di tahap yang lebih hebat dan progresif...”*

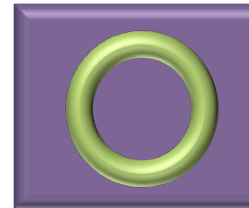
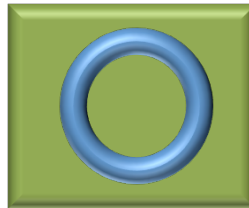
# LEADERSHIP ISSUES

Unstructured Cultivation of  
The Millennial As Future  
Leaders



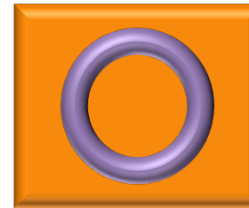
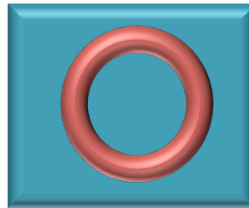
Leadership Vacuum

Fragmented Leadership  
Development Programs

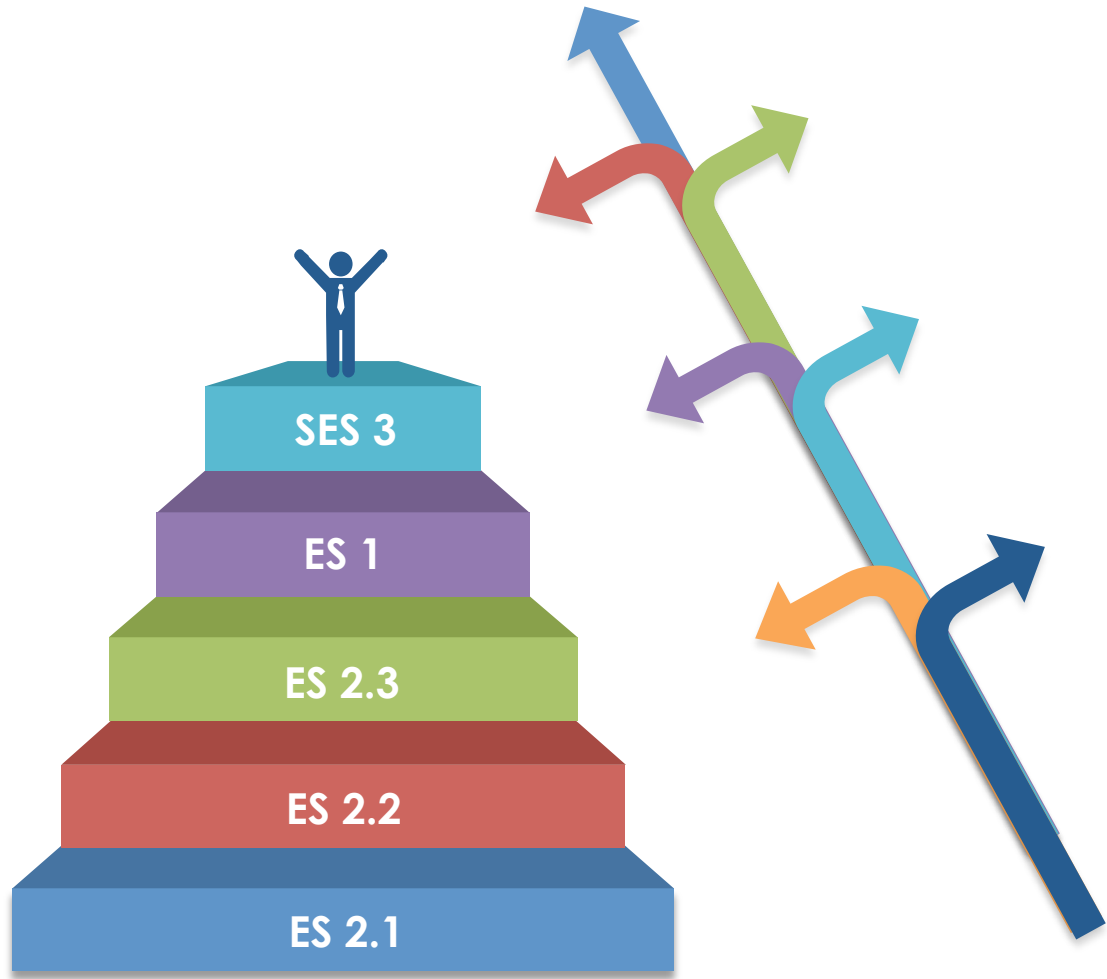


No Existing Talent Pool

Outdated / No  
Strategic Planning



No Proper Succession  
Planning



# INTRODUCING THE MODEL OF CIVIL SERVICE LEADERSHIP PIPELINE (CSLP)



# CIVIL SERVICE FRAMEWORK 2016-2020

Themes

Leadership Excellence

Organisational Productivity

Pro-Business Environment

Initiatives

I1. Managing Talent

I2. Managing Performance

I3. Strengthening Governance For Leaders

I4. Innovative Public Service

I5. E-Services Advancement

I6. Enhancing Productivity

I7. Managing Organisational Performance

I8. Developing Skills

I9. Optimising Manpower

I10. Improving Public Service Conduct

I11. Facilitating Businesses & Public

I12. Creating Customer-Centric Culture

I13. Enhancing Labour Mobility

# INITIATIVE 1 – MANAGING TALENT



# MODEL OF CIVIL SERVICE LEADERSHIP PIPELINE (CSLP)

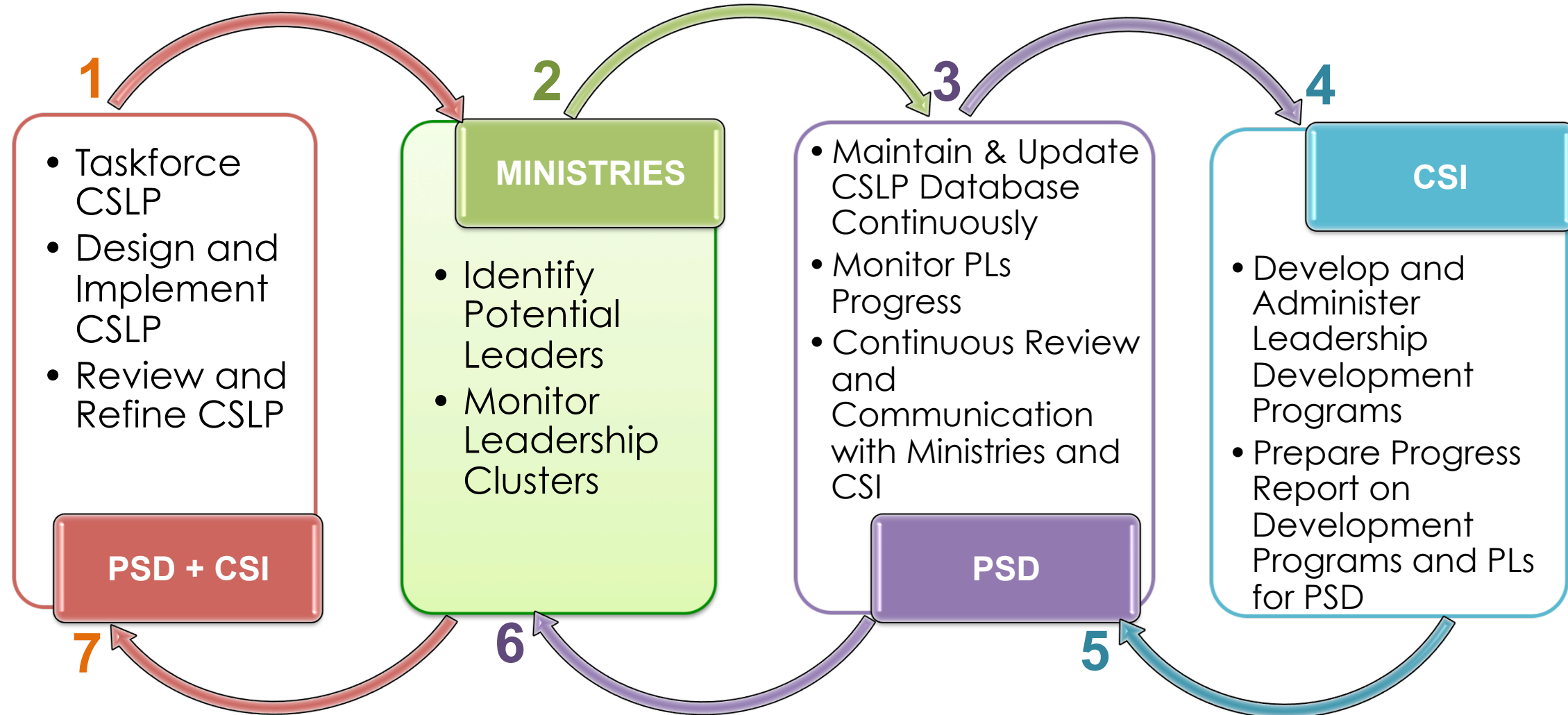




# LEVEL DESCRIPTOR & ENTRY REQUIREMENT

Senior Executive Services (SES)	Executive Services (ES)	Executive Services (ES)
<b>SES3</b>	<b>ES1</b>	<b>ES2.3   ES2.2   ES 2.1</b>
Senior Executive Services 3	Executive Services 1	Executive Services 2
Superscale A   B   C	Division I - Group 1   2   3	Division II – B3   B2 EB3 / B2
Formulation Strategic Planning & Management Endorse	Program Design Framework Development Monitor Implementation Evaluate Progress	Development of Programs / Projects Develop Plan of Actions Prepare Implementation Report Prepare Resources Execute Plan of Actions
Attained Grade A for Previous Performance Appraisal	Attained Grade A for Previous Performance Appraisal	Attained Grade B and above for Previous Performance Appraisal

# CSLP DELIVERY CHAIN



# MINISTRIES AS A CRITICAL SUCCESS FACTOR



# MODEL OF LEARNING



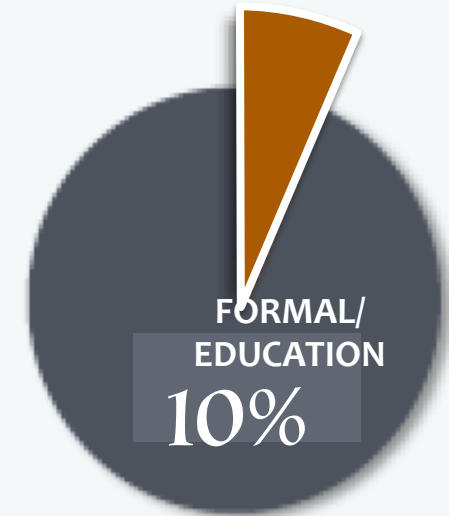
## DO [ RESULTS]

(informal, on the job, experience-based and practice)



## SHARE [ SKILLS]

(executive coaching, mentoring programs & action learning teams)



## LEARN [ KNOWLEDGE]

(formal learning interventions & structured workshops)

# LEADERSHIP DEVELOPMENT PROGRAM



# LEADERSHIP PATHWAY





# BENEFITS OF CSLP

Opportunity for  
Potential Leaders'  
Personal Growth



Strengthens Strategic  
Human Resource  
Planning across Ministries

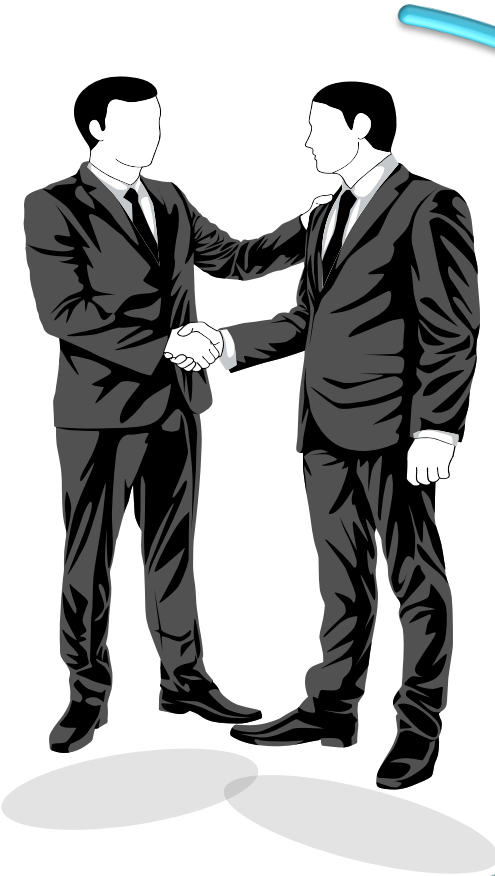


Retention of the  
Organisation's Best Talent

# SHARING SESSION



# WHAT'S NEXT ?



1. Ministry & Department : Identification of Potential Leaders from Division II and above

Submission Date : **5<sup>th</sup> December 2016**

Submission via Ministry's Permanent Secretary to  
Director-General of Public Service  
Public Service Department  
Public Service Commission Building

# CONTACT DETAILS



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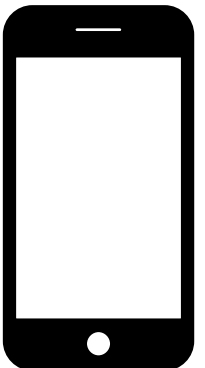
## Website

[www.psd.gov.bn](http://www.psd.gov.bn)



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***“What Could Be More Crucial To  
Your Organisation’s Performance  
Than The Choice And Cultivation  
Of Its Future Leaders?”***

**Conger & Fulmer, 2003**

# THANK YOU FOR YOUR TIME

