

# SKILLS AUDIT for SENIOR MANAGERS

PRESENTATION TO ACSG

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# CONTENT

- The request
- Performance models
- The criterion
- The population
- The tool
- Results
- Findings



# WHY?

- New political vision, strategy and priorities
- Uncertainty regarding **capacity**
- Skills audit required for:
  - Senior management
  - Middle management
- Purpose of this presentation
  - To report the findings of the Senior Management Audit



# RATIONALE IN THE TENDER

- Lack of delivery a result of:
  - Lack of skills
  - Poor management practices and
  - A Performance culture that undermines professionalism and accountability



# PERFORMANCE

$$P_I = f ( A_I \times M_I ) E$$

$P_I$  = performance of the Individual

$f$  = a function of

$A_I$  = abilities of the individual

$M_I$  = motivation of the individual

$E$  = the environment

$$SD = f ( \sum A_I \times \sum M_I ) E$$

$SD$  = service delivery

$f$  = a function of

$\sum A_I$  = the sum of the abilities of all staff

$\sum M_I$  = the sum of the motivation of all staff

$E$  = the environment



# Summary

- Request = Skills Audit
- Finding = Service delivery problem
- Service Delivery audit
- Wider Interventions than development interventions
- Recruitment process improvement
- Performance management improvement
- Culture change



# Questions?

Thank You

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