



ASEAN Plus New-Wave Leadership Development: HR Innovations

26 - 30 March 2019, The Berkeley Hotel Pratunam, Bangkok, Thailand

1. Rationale

As the Kuala Lumpur Declaration on ASEAN’s vision 2025: “Forging Ahead Together”, all ASEAN member countries envision a peaceful, stable and resilient community with enhanced capacity to respond effectively to challenges, and ASEAN as an outward-looking region within a global community of nations, while maintaining ASEAN centrality. We also envisage vibrant, sustainable and highly integrated economies, enhanced ASEAN connectivity as well as strengthened efforts in narrowing the development gap. We further envision ASEAN empowered with capabilities, to seize opportunities and address challenges in the coming future. Collaborative learning and sharing among member countries could potentially help speed up the achievement of our goal.

According to the 8th ASEAN Conference on Civil Service Matters (ACCSM) in 1995, ASEAN Resource Center on **Leadership Development** (ARC-LD) was established in Thailand. Hence, the Office of the Civil Service Commission (OCSC) has initiated and arranged a number of training programs to support ARC-LD, e.g. a program on “ASEAN New-Wave Leadership Development” which has been organized on since 1996. The OCSC continue to adjust the program along with trends and situations. We are aware that leadership is an important strategy and appears to play a significant role to improve organizational performance and also national competitiveness which is the main challenge for all countries. Therefore, most organizations prioritize leadership development as a main strategy.

In 2017, concerning the rational of globalization trend of inclusiveness, the OCSC envisioned the benefit of collaboration among Asian countries and was willing to expand scope of collaboration not only within ASEAN but also to our partner countries in Asia. Thus, the program has gained the new name of “**ASEAN Plus New-Wave Leadership Development**”

In 2018, owing to our disruptive world and the needs for innovations to enhance services and internal processes within public sector, the OCSC aimed to be the center of knowledge sharing on policies, practices, and initiatives in Human Resource Management and Human Resource Development in the Civil Service of ASEAN nations. Hence, the OCSC decided to shift the focus of ARC from Leadership Development to be **HR innovations**.

As Thailand is the ACCSM Chair of 2019, we are eager to provide a fruitful training program for our counterparts. The OCSC is proud to continually host a 5-day-training program on “**ASEAN Plus New-Wave Leadership Development: HR Innovations**” for ASEAN member countries and OCSC partner countries during 26 – 30 March, 2019. This top-notch program is co-designed by the expert in the field and aims to transformed middle-level officials to be “innovative policy designers”, especially within the area of HR, with the ability to think long-term, be creative, and better able to manage emotions.

2. Course Objectives

The purposes of the program are to achieve the followings:

2.1 To develop cutting-edge capacities of “ASEAN Plus New-Wave Leaders” among participants in preparation for their future task as public officers who are ready to lead and manage effectively in both domestic and international arena.

2.2 To create awareness and understanding of the new outlook for policy-making, leadership, and decision-making for sustainable development, especially the innovations of HR within the public service, in a fast-changing world.

2.3 To promote harmonious relation and productive network among participants which will, in turn, enhance better collaboration between governments of ASEAN member countries and OCSC partner countries.

3. Training and Development Methodologies

This program is designed to put participants at the center of learning by lecturing as little as possible. All sessions will be facilitated interactively by distinguished academicians and experts. Participants will have ample time for workshop-style learning, peer-to-peer exchange, and practicing of emotional intelligence techniques. They will also be able to relate the theories and concepts acquired in classes by visiting some of the innovative organizations.

4. Program Contents

Language: All activities will be conducted in English throughout the program.

4.1 Major Topics

The training program includes the following topics:

1) Sustainable Development Goals (SDGs) and Public Sector – Sustainable Governance: HR Innovations

2) Complexity Thinking

3) Futures Thinking

4) Design Thinking

5) Emotional Intelligence

4.2 Evaluation and Certificate Conferring:

Evaluation will be conducted during and after the program. Completion of the program will be based on attendance records, contribution at work, training proficiency and job performance evaluation.

The certificate presentation will be held on 30 March 2019 after the program evaluation.

5. Participants

5.1 Number of Participants:

Total of 27 participants from 10 ASEAN member countries and 2 OCSC partner countries (2 nominated participants from each country and 5 from Thailand).

5.2 Requirements for Participants:

Each country shall have their own process of selecting 2 nominated participants. However, the following requirements must be included:

- 1) Emerging young leaders (not over 45 years old) who are middle-level officials or frontline managers from all ministries;
- 2) At least 7 years of work experience in public sector and responsible for the important project in their organization;
- 3) At least a bachelor's degree or equivalent in any areas;
- 4) Good command of English.

Once they are selected, participants must complete the online application form provided in the invitation letter by due date to register for the program.

6. Date and Venue

6.1 The training program will take place on 26 – 30 March 2019 in Bangkok, Thailand. All participants are **expected to arrive in Bangkok on 25 March and depart on 31 March 2019**.

6.2 Hotel accommodations will be provided from 25 – 31 March 2019 at the Berkeley Hotel Pratunam, Bangkok.

Please note that:

- ❖ *A twin room will be provided for two participants of the same gender.*
- ❖ *The personal expenses occurred during the stay in the hotel such as telephone call, dry cleaning, mini bar, extra refreshment and meals shall not borne by the OCSC.*

7. Expenses

The training expenses which include program fee, airfare (for participants from ASEAN member countries), accommodation, meals (breakfast, lunch, and welcome dinner) and domestic transportation due to the training program will be borne by the OCSC.

8. Insurance

Participants are recommended to buy a travel and health insurance from their home country.

9. Dress Code

Business or national attire is required while attending the program. However, smart casual is preferred during group brainstorming sessions.

10. Project Consultants

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| 2) Dr. Chutima Hanpachern | Deputy Secretary-General, OCSC |
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11. Contact Persons

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