

"Capacity Building for Economic Prosperity: Progress of a Premier Enterprise"

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Abstract

The Sri Lankan economy has faced with much turbulence that demands robust resilience. The contribution from both public and private sectors is vital for a vibrant economic growth. The public service, in particular, is required to enhance its efficiency and effectiveness. Effectiveness requires capacity for policy formulation, while the implementation mechanism must be professionally efficient. Underlying this is staff capacity building accompanied by supportive institutional change. Public service capacity building must cover all its segments commencing with the top rung which is called upon to provide leadership to the change process. Training for the top rung, which is occupied by Secretaries of Ministries, is rather difficult mainly in view of their time constraints. Innovative methods are required to address this issue. Equally important is the training of second tier officers. Here too time constraints, regional barriers and more important lack of absorptive capacity have to be overcome in designing training programs. The Postgraduate Institute of Management (PIM) has been facing this challenge over the last two decades, progressively improving not only the quality of delivery of courses but also their content. The paper provides a case study of the PIM experience in dealing with these issues with a view to stimulating a regional dialogue on the relevance and effectiveness of public service training programs.