

Programs and Operations

11. The projects in this section reflect aspects of the International Trade Development Branch, Economic and Trade Policy Branch, Political and International Security Branch and the Social Affairs and Programs Branch.

12. The major themes in the section are as follows:

- ° clarification of mandates, priorities and organizational linkages (e.g. Management of Relations with the OECD, Multilateralism and the UN System, Domestic Information and Communications Strategy, Refining Science Counsellor Roles)
- ° developing better planning, monitoring and effectiveness measurement methods and improving management information systems (e.g. PEMD System Improvements, Trade Programs: Methods of Monitoring and Measuring Effectiveness, Redesign of the Import Permits Issue System, Consular Operations MIS, Performance Measurement Tools for Public Diplomacy)
- ° development and implementation of specific program work, in some instances in order to explore means of applying program management techniques, (e.g. International Generic Fish Promotion, Priorization of Manufacturing Sectors, New Thrust for Entrepreneurial Immigration, Review of International Cultural Policy).

Human Resource Management

13. There are five major themes represented by the projects from the Personnel Branch. They are as follows:

- a) emphasis on planning and management of personnel activities to better support the objectives and priorities of the department;
- b) increased managerial capacity and specialist skills to meet the requirements of the department;
- c) an improved information base and information system;
- d) improved service to managers coupled with a clearer understanding of the role of personnel and line managers as well as shared agreement on the equity of treatment of employees;
- e) focus on service to both employees and their families.

The following are examples of projects that are related to each of the themes: