



Introduction

LEARNING ROLES AND RESPONSIBILITIES

YOU		YOUR MANAGER	
<p>Take an active role in managing your own learning:</p> <ul style="list-style-type: none"> ◦ self-assess ◦ seek feedback ◦ request support for formal learning opportunities 	<p>Understand the competencies required for current and/or future management levels</p>	<p>Support efforts to learn and grow in line with departmental objectives:</p> <ul style="list-style-type: none"> ◦ provide on-the-job challenges ◦ approve relevant courses while balancing team needs ◦ become an effective learner himself/herself 	<p>Role as coach: provide constructive feedback, share experiences, and challenge you to reach your potential</p>

DFAIT

CFSI			HR
<p>Offer leadership development courses that enable participants to learn through action, feedback and reflection</p>	<p>Support for informal learning processes:</p> <ul style="list-style-type: none"> • access to resources, feedback tools, self-assessment instruments • access to coaches and mentors 	<p>Provide information on competencies for different management levels and career streams</p>	<p>Link human resources processes with learning (e.g., succession planning, performance management, career management, rotational programme)</p>