

CFSI Offers New Programs in 1995 *by Elizabeth Hochster*

This summer, the Professional School of the Canadian Foreign Service Institute (CFSI) is launching three new programs designed to meet ever-changing needs of DFAIT. Employees are continually being asked to adapt to changing contingencies and CFSI has recognized this through new and innovative designs. The three new programs are: the Mid-Career Professionals Program, the Locally Engaged Program and the Intercultural Effectiveness Pilot.

The Mid-Career Professionals Program has been designed to offer individuals in mid-career specifically tailored training and development opportunities in the form of "in-situ" offerings, based on the identified needs of employees and divisional directors. As announced in *Panorama* (No.18, May 1, 1995), the program is being offered first in Ottawa to officers who are departing on post this summer. The courses, offered in conjunction with preposting briefings, include: Management of Staff Abroad, Project Management, Management of Programs Abroad, Promoting

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Canadian Interests and Intelligence Gathering and Dissemination. In-Situ offerings begin in the fall of 1995. For further information on this program, please contact Lucie Sauriol at 944-0038.

Locally engaged personnel are the backbone of our global network. They comprise the majority of our

personnel serving our clients at foreign posts. It is recognized that our locally engaged colleagues require more training than they have had in the past in order to equip them to perform more effectively in the new environment. CFSI is addressing this via an active plan for customized training to meet the needs of the LES. Beginning this summer, a needs analysis will be conducted to assess the training requirements. Recognizing a changing business environment and new roles emerging for the LES, training in areas such as personal and work group management skills, will be factored in. Alternative delivery mecha-

nisms are also being assessed – such as computer based training and distance learning techniques. A training pilot is planned this fiscal year – as a start to a long term program to develop and deliver training for the locally engaged staff. For further information on this program, please contact Stephen Culley at 995-9931.

The Intercultural Effectiveness Program is currently in the design stage as a result of a comprehensive needs analysis conducted in March. A pilot course will be given this summer with the Spanish students already at the Bisson centre in language training. The results of this intercultural experience will be used for the design of comprehensive program offerings for 1995-96. This area has been of interest to DFAIT employees for some time and CFSI is proud to offer its first pilot in only six months. For further information on this program, please call Robin Henderson-Olivier at 996-6201.

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Letters From Our Colleagues

SUBJECT: *The Trade Post* – April 1, 1995 Edition

Rick,

I wish to congratulate you and our colleagues, who contributed to the April issue. In the 16 pages, we have been given an update on several policy and program issues of importance. This compendium summary will be a critical element in our tackling and delivery of key economic and trade program issues and opportunities.

As you may be aware, the totality of the South African foreign service... is under review by the Government of National Unity. In this context, we

have been providing briefing and published material... to our South African government executive interlocutors... In support of this program initiative, I would appreciate receiving 20 copies of the April issue for distribution here.

If it is not the standard, I would like to recommend for your consideration that copies of *The Trade Post* be made available to heads of missions – particularly for those posts that do not have a Canadian Trade Commissioner.

Robert Sandor,
Pretoria