

B. ISSUES AND PRIORITIES

GENERAL APPROACH

1. The primary objective of EAMIP is to put into place management processes and systems and administrative procedures that are adapted to the nature of the Department in all of its roles. Efforts in this direction will be guided by several basic principles.

- . Give first priority to departmental requirements, and within those, ensure response to central agency observations;
- . Respond to the unique features of a foreign service;
- . Emphasize the benefits for managers at all levels in the Department; i.e. what's in it for me;
- . Involve those with responsibility for management in the design and implementation of improvements;
- . Build on existing systems, start with what is known;
- . Identify what can be done with existing resources and what requires new resources, do not create unrealistic expectations;

BENEFITS OF EAMIP

2. The benefits which can be expected to derive from the management plan (as opposed to those that would result from improvements to departmental management systems themselves) are as follows:

- . Incremental improvements in DEA management and administration;
- . A comprehensive and coordinated approach to management improvement, i.e. reduced gaps, overlaps, duplication and confusion;
- . Clear assignment of responsibility and accountability for results of management initiatives;
- . Continuity of effort despite rotationality;
- . Opportunity for senior management to establish the operating principles of the new organization;
- . Opportunity for all managers to contribute to decisions on the way in which the Department will be run;
- . Shared information and integration of effort across the branches.

3. These benefits are difficult to quantify, but are very real nonetheless. The benefits which will result from the introduction of a specific management improvement are described in the individual project plans. Where possible they have been quantified as "reportables".

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