

4. CFSI in coordination with the Human Resources Bureau will organize each autumn a seminar for Rotational Administrative and Technical staff to advise them on a training plan that positions them better for internal recruitment to the FS group.
5. CFSI in coordination with Bureaux Managers and the Human Resources Bureau will organize each autumn a seminar for non-rotational staff to advise them on a training plan to positions them better for acquiring single assignments abroad.
6. A new "Introduction to the Department" course will be in place by September 1999 for all new employees at headquarters.
7. Training needs will continually be reviewed. In particular, as the competencies project defines the skills and abilities necessary for filling positions, and as UCS unfolds, we will monitor the impacts closely and develop further new activities.
8. The importance of foreign language training has recently been re-affirmed by Executive Committee. The Foreign Language Board, chaired by Joseph Caron, has already had its first meeting. The increased emphasis on foreign language training will lead to continuous improvement in the performance of Canada-based staff abroad. (Details can be found under CFSI on the Intranet.)

**D. The Learning Organization**

1. CFSI will work with ADMs and DGs to initiate regular seminars and symposia designed as learning opportunities for DFAIT employees.
2. CFSI management courses will be used to encourage managers to see the benefits of supporting "learning" and to make "learning" a natural aspect of work in the Department.
3. CFSI will administer the "Deputies Scholarship for Middle Management Leadership". It will enable middle managers who demonstrate excellence to do an MBA in the area of leadership and management.

**E. Spousal Training**

A new process developed by SPD and CFSI will facilitate access by spouses to CFSI training.