

Management Development Programme

Introduction

Continuous investment in training and development is essential for improving the performance of staff members in the OAG and enhancing the services provided by the OAG. Training and Development is vital in attracting and retaining a knowledgeable and skilled workforce as well. OAG's technical competence would not be complete without considering management skills. Technical and managerial skills are central for successful managers and leaders. Technical skill involves using specialized and up dated knowledge and expertise in effecting audit related techniques and procedures. OAG Managers have to be trained to enhance their skills if they are to be at the forefront in the effort to strengthen accountability and ensure continuous learning within the OAG. That's why a special emphasis is given to the development of people at managerial level.

The Staff Development and Training Policy (SDTP) of the OAG has clearly spelled out the necessity and importance of training and the minimum effort that should be exerted to enhance the managerial and technical capacity of management at various levels. This development programme is, therefore, developed as part of the SDTP.

The aim of this development programme is to facilitate and ensure the implementation of the various training and learning programmes stated in the SPTD and increase Management skills and knowledge in defined areas. The Programme emphasizes technical and management related development.

Technical Development

1. The Office of the Auditor-General provides development programme for its staff at managerial level.
2. The OAG places a high emphasis on ensuring that staffs at managerial level have professional development opportunities. It achieves this through:
 - ◆ an annual professional development program;
 - ◆ making optimal use of external courses or conferences;
 - ◆ educational assistance;
3. The OAG encourages ongoing professional development in relevant fields.
4. It promotes succession plans at all levels.

4. It encourages people at managerial level to participate in delivering auditing, managerial and leadership skills courses to OAG staff members, which is an essential element of self-development programme.
5. The OAG encourages managers at various levels update themselves through continuous learning by creating conducive environment.
6. It conducts sensitization programmes to staff at managerial level on technical issues and developments which affect auditing, financial reporting and other general accounting information.
7. Evaluate periodically the technical capabilities of managers at various levels and upgrade training programme.

Managerial Development

Managerial skills are built up through cooperation within the team being led. It involves working with attitudes, communication, individuals and groups - in short working with people. These managerial skills are extremely important to managers at top middle and supervisory levels. The OAG will:-

1. Enhance the managerial skills of managers by providing separate short courses on management.
2. Conduct sensitization meetings to make them aware that the success of the development programme of their subordinates largely rests upon them.
3. Evaluate periodically the managerial skills of managers at various levels and upgrade training activities.