



# Organisational Development and Management Training in Egypt

## Background

The process of modernising Egypt's political structures poses new challenges not only to the Egyptian Government but also to its supporting institutions. The Information and Decision Support Center (IDSC) provides strategic information and political advice to the Egyptian Cabinet over issues of relevance to economic, social and political reform.

The climate surrounding such reform processes is becoming increasingly more complex and interdependent. At the same time, IDSC needs to reduce complexity and provide information and decision support in a compact and comprehensible way in order to reach decision-makers and realise its function as the Egyptian Cabinet's think tank. This, however, requires a set of individual management skills and organisational management structures which are not yet established to a sufficient degree within the center.

## Objectives of the IDSC Capacity Building Programme

GIZ entered into cooperation with IDSC in 2006 and set up the *IDSC Capacity Building Programme* to support capacity building on

the individual, organisational, and political system levels. Consequently, the programme aims at improving technical and methodological skills of researchers and management staff members so that they are able to respond effectively to the Government's advisory needs. Moreover, the programme supports the organisational development of IDSC's Human Resource Department with the objective of building up an internal capacity building provider that can independently assess and meet the organisation's training needs in the future. Finally, the programme fosters exchange and cooperation between IDSC and governmental institutions in Egypt.



The Training programme targets IDSC researchers and managers on a junior and intermediate level.



## Programme Structure

In order to achieve these objectives GIZ's programme covers four components:

### 1. Training programme in strategic management and key qualifications

The training programme is designed in a blended-learning style with three face-to-face training modules focussing on three key management skills: a) personnel mastery, b) business communication and c) team leadership and development. These modules are complemented by a web-based training course in strategic management that can be accessed on GIZ's online platform for international learning and cooperation, the GlobalCampus21. During the online phase of the training programme participants are supervised in designing and implementing small scale change projects within their organisation to apply and transfer training contents to their individual situations.

### 2. Organisational development of the Human Resource Department

Since 2007 a series of workshops and coaching sessions has been implemented that has contributed to the strengthening of the human resource sector in IDSC by defining processes and establishing core elements of a

modern human resource management system. In this regard, the establishment of a unit responsible for the management of training courses has been consolidated.

### 3. Technical study tours in Germany

GIZ implements annual technical study tours for selected participants of the training courses to share perspectives on effective information and decision support in Germany with both organisations providing political advice as well as political decision-makers. The organisations visited include the Federal Foreign Office, the Chancellery, and the German Institute for International and Security Affairs, the Federal Ministry for Economic Cooperation and Development, the German Development Institute as well as several political foundations and independent think tanks.

### 4. Training of Trainers (ToT) programme

Through implementing a training of trainers programme a pool of IDSC internal trainers has been set up. These trainers will gradually take over the implementation of the management training programme and ensure the sustainability of GIZ's capacity building programme beyond its duration.



## GIZ Profile

### Broad-based expertise for sustainable development – under one roof

Working efficiently, effectively and in a spirit of partnership, we support people and societies in developing, transition and industrialised countries in shaping their own futures and improving living conditions. This is what the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH is all about. Established on 1 January 2011, it brings together under one roof the long-standing expertise of the Deutscher Entwicklungsdienst (DED) gGmbH (German Development Service),

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### The company at a glance

GIZ operates in more than 130 countries worldwide. In Germany we maintain a

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