

MAFSN MANAGEMENT EMBARKS ON A 2 DAY TEAM BUILDING TRAINING



The performance of the Directors and Managers in the Public Service setting is undoubtedly crucial if effective and efficient service delivery is to take place. Based on this, the Management of the Ministry of Agriculture, Food Security and Nutrition (MAFSN) undertook a two-day team building and introspection exercise. The purpose of this training according to the Principal Secretary; Mrs. Maphakamile Xingwana, was for the Directors and Managers of MAFSN to introspect, change the way they plan within the limited resources that the Ministry has and work towards the ultimate goal of improving ministerial performance and service delivery. The Ministry had engaged the services of a professional consultant; Mr. Thabo Khasipe to undertake this exercise.

The training was officially opened by the Honourable Minister of Agriculture; Mr. Thabo Mofosi who was also part of the training till the end. The Honourable Minister indicated the importance of this training as a stepping stone towards addressing the critical issues of service delivery and implementation of the Ministry's mandate. Moreover, Honourable Mofosi expressed his wish that the consultant will address areas where his management team will benefit and improve on matters such as task allocation to ease implementation of activities and that they will leave as changed people who would undertake service delivery to higher levels for the benefit of Basotho and Lesotho.



The Minister of Agriculture, Food Security and Nutrition, Honorable Thabo Mofosi giving opening remarks at the training.

The sessions reminded or introduced to the Management the strategy concept. It was mentioned that a good strategy is not about goal setting rather about problem solving, focus and ultimately making a choice. A good strategy consists of diagnosis, a guiding policy and coherent actions. For the Ministry this means making proper diagnosis of the problems that are hindering it to deliver as expected, having an approach on how to overcome those problems and a set of coherent actions that will complement each other during their implementation, while focusing on the leverage to enable effective action. The 4 Disciplines of Execution were introduced to the Directors and Managers as the solution to achieving the Ministry's goals. The consultant mentioned that achieving these disciplines will not be easy as they require a significant change of behaviour from all the participants.



The Consultant and some of the participants

These 4 Disciplines are:

- Focusing on the Wildly Important
- Acting on Lead Measures
- Keeping a Compelling Scoreboard
- Creating a Cadence of Accountability

On the first discipline of focusing on the Wildly Important Goal (WIG), mention was made that the team needs to focus on a goal that will make a huge difference because failure to achieve this goal renders any other achievements secondary. Moreover, it is advisable to focus on less in order to achieve more, that is; have less goals for more goal achievement.

During implementation of these disciplines, there will be some whirlwind along the way which the participants will not have any control over but the important issue is to keep focusing on the WIG.

The training came to an end where the participants committed themselves to a new way of thinking and working that is essential to achieving the Ministerial WIG that they set themselves to accomplish.