

Leadership for Postal Managers Program

6-17 September 2010

1. Aim

The Asian Pacific Postal College (APPC) is conducting the Postal Management Course (PMC) from 12 July to 17 September 2010. At the conclusion of the Postal Management Course, the College will be holding a two-week program on “Leadership for Postal Managers” from 6-17 September 2010 to put together the learning from the PMC and to sustain the process of postal transformation with the postal managers at its fulcrum. Participants from Bangladesh, Bhutan, Cambodia, China, Japan, Malaysia, Myanmar, Thailand and Vietnam are participating in the PMC this year.

To extend the benefit of this program to countries that are not able to participate in the PMC this year, the College has decided to offer this two-week module on “Leadership for Postal Managers (LPM)” to them on a self-funded basis so as to provide an opportunity for wider interaction and exchange of ideas to all.

The LPM has been planned with the objective to harness the strengths of the postal managers to bring about effective transformation for the operators in the region. Many operators in the region have set out the agenda of transformation and the surest way to take the initiatives forward is to prepare and empower the human resource to work to its potential.

At the end of the program the participants will be able to:

- Explain the interplay between the soft-skills and hard-skills for leading organizational transformation;
- Look at their own potential and the potential of their team to guide their organizations to excellence.

2. Who should attend?

While postal managers at all levels with different backgrounds can easily benefit from the program you may like to consider the following as prime candidates:

- Middle level managers who are involved in a transformation exercise or are likely to handle such responsibilities in near future;
- Managers working in a team;
- Managers looking for self development and inspiration to perform better.

3. Program duration: 2 weeks

4. Selection of participants

Member countries may nominate participants as per their internal requirements. Nominations will be accepted by APPC based on availability of seats. Countries are requested to send in nominations early and not later than 20 August 2010.

5. Program Focus

The program will focus on the skills of problem solving, creative thinking, decision making, effective communication, empathy, team work, conflict resolution, time management, project management, change management and leadership with equal emphasis on team learning and personal mastery in the current environmental context. The pedagogy would be informal with stress on introspection, reflection and self-discovery stimulated by situations and environment created in the program and the opportunities for exchange of ideas. The program will also include outdoor activities to energize the exploratory side of the participants.

6. Funding

Participation will be on self funded basis. The fee is USD 1,100 per person. It includes staying at the dormitory on twin sharing basis, airport transfers, training materials, outdoor activities for the program and two coffee breaks per day during the program.

7. Outline

- Transformation agenda and visioning
- Strategic direction and project management
- Time management and prioritization
- Role of individuals in organizational transformation including personal mastery and team learning
- Systems thinking and problem solving
- Decision making, effective communication, listening and questioning skills
- Self-analysis to discover strengths, potential and develop personal development plans
- Using such analyses for team members and other employees in the organization
- Team building and leadership
- Performance measurement and feedback systems