

## **TOPIC EXECUTIVE DEVELOPMENT**

**POLICY** Deputy Ministers motivate and recognize achievement, help executive managers align their professional development with department and government goals, and link executive development to performance management, Diversity and Employment Equity initiatives.

### **QUESTIONS AND ANSWERS**

1. How does the government foster executive development?
2. What is the executive's responsibility regarding executive development?
3. What is the department's responsibility?
4. What is the deputy minister's responsibility?
5. What is the Civil Service Commission's responsibility?

### **AUTHORITY**

Based on Cabinet Minute #16, February 15, 1989 Executive Development Policy for the Manitoba Civil Service

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## QUESTIONS AND ANSWERS

### **1. *How does the government foster executive development?***

The government fosters executive development by:

- providing for the exchange of executives into work experiences which are motivational and meet individual and organizational needs
- providing an early corporate orientation of new executives to the expectations and responsibilities of government service
- providing learning experiences which bring executive managers together to explore impacts on their effectiveness
- introducing systems which assess executive development and evaluate the effectiveness of programs.

### **2. *What is the executive's responsibility regarding development?***

Executive managers are responsible for:

- initiating development through critical analysis of their work performance, career goals and development needs
- incorporating self-improvement objectives into operational plans and annual objectives
- seeking experience and training opportunities which relate to self-development needs and organization objectives.

### **3. *What is the department's responsibility?***

Departments are responsible for:

- establishing an organizational climate that supports executive learning
- establishing a performance management system which identifies executive development needs.

### **4. *What is the deputy minister's responsibility?***

Deputy ministers are responsible for:

- providing executives with opportunities to obtain necessary skills and knowledge
- incorporating the department's Diversity and Employment Equity objectives into executive development activities

- providing informal and formal feedback and recognizing excellence
- evaluating the processes and situations used to support executive development
- encouraging effectiveness, efficiency and economy in the management practices of executives
- ensuring common and explicit understanding of what is expected from the executive's work performance
- submitting an annual report to the Civil Service Commission on the development objectives and activities for executive managers.

## **5. *What is the Civil Service Commission's responsibility?***

The Civil Service works with departments to:

- provide services, leadership and support to address the development needs of executives
- report annually on progress towards executive development initiatives
- help departments evaluate their executive development practices
- develop tools to help executives analyse their career goals and development needs
- design, communicate and deliver corporate programs to address the development needs of executive managers