



## PACIFIC INSTITUTE OF LEADERSHIP AND GOVERNANCE OPENS NEW CHILDREN'S LIBRARY

**The new children's library at the Pacific Institute of Leadership and Governance (PILAG) is now open to the public and giving local kids access to books, learning programs and modern technology.**

To celebrate the occasion more than 30 Port Moresby pre- and primary school children took part in an open day on 3 September.

The open day included group reading, colouring, singing and exploration of books. It marked the start of a partnership between PILAG and Buk Bilong Pikinini and was held ahead of International Literacy Day.

Children also enjoyed a reading of the book *I am Noah - This is my Story* by author and special needs teacher-librarian Noah Agino.

PILAG Chief Librarian Eric Nandoma said the collaboration with Buk Bilong Pikinini is part of a broader vision to engage communities in the area.

"We know that these youngsters will one day grow-up and become the leaders of Papua New Guinea," he said. "We need to do our best to give them opportunities to fulfil their potential."

"At PILAG we have a new, world-class library and it is our duty to

provide an avenue for families and communities to be part of their children's learning and development."

Buk Bilong Pikinini founder Anne-Sophie Hermann said working with PILAG is an excellent platform to provide children in the neighbourhood with learning opportunities.

The children's library is in the PILAG Library, which was opened in July by Deputy Prime Minister Hon Davis Steven and Senator the Hon Marise Payne, Minister for Foreign Affairs and Minister for Women. It was constructed with Australian Government support.



Left: Ilikomau Ali applies PNG's Leadership Capability Framework to her coursework.  
Right: Coaching and Developing Others is a complementary course for executives.



## Public service executives ready to build high-performing teams

**A group of Papua New Guinea's top public servants believe they can empower teams to reach their full potential following the completion of a high-level executive program.**

Twenty participants took part in the Building High-Performing Teams short course to develop their managerial leadership skills and elevate team performance in the public sector.

The course was a collaboration between the Department of

Personnel Management and the Australian Public Service Commission, and supported by the PNG-Australia Partnership.

Among the participants was Office of Censorship executive manager Ilikomau Ali.

"As leaders, our role is critical in serving the people of this country with effectiveness and efficiency," Ms Ali said.

"We need a team that is equipped with positive attitudes, the right values and good characters in

order to drive the public services and goods to the people.

"I have identified my potential to be an active leader, which is central to developing a team of employees who should have the drive, focus, energy and capability to communicate and deliver the strategic plan of the organisation."

The course was guided by the PNG Government's public service Leadership Capability Framework and Gender Equity and Social Inclusion Policy.

Ms Ali said it enabled women to be respected and seen as equal partners in the workforce.

"The PNG public service is creating equal opportunities for women and training of this level will pave the way for more women to be promoted to higher levels in decision-making processes."

Since 2018, more than 60 public servants have completed Building High-Performing Teams and the complementary course Coaching and Developing Others.

Women represented 42 per cent of all participants.

## Future leaders complete nine-month training program



Nancy Yaman is presented with her completion certificate by Australian High Commission Minister Counsellor Andrew Egan.

**Sixty-nine high-potential public servants have been awarded certificates in Port Moresby after completing the coursework component of the 2019 Future Leaders Program.**

The closing ceremony featured remarks by Taies Sansan, Department of Personnel Management Secretary, and Andrew Egan, Australian High Commission Minister Counsellor.

It followed a post-course workshop that took place over five days in November.

The workshop focused on workplace application projects. These are a key component of the program that puts the onus on participants to apply theoretical concepts from the course to make positive change in their organisations.

Nancy Yaman, district internal auditor in West Sepik Province, undertook to improve efficiency, effectiveness and transparency in the expenditure of public funds.

"It's practical learning and something that should contribute to help address issues in organisations," she said.

"Ethical issues are very important in terms of rules, regulations and compliance in my role as an auditor."

Feedback from past participants highlighted an opportunity to strengthen support for the completion of their projects. The benefits of creating cohorts of participants from the same sector were also evident.

An evaluation team observed presentations by the 2019 cohorts in order to better understand the different projects and the contexts in which they were conceived and being implemented.

## Gender Equity and Social Inclusion Policy sessions brought to Madang, Highlands



Robyn Barausiki was among the Madang public servants to benefit from the GESI sessions.

**Senior public servants are confident they can level the playing field for all Papua New Guineans following the completion of workshops focused on inclusive and equitable attitudes and practices.**

They were the latest in the Department of Personnel Management's Gender Equity and Social Inclusion (GESI) Policy implementation planning sessions, which are rolled-out at the provincial and district levels, and supported through the Papua New Guinea-Australia Partnership.

The weeklong programs communicated the principles of GESI and provided guidance on their application to work and community life.

The Jiwaka session saw public servants from the province come together with peers from Simbu and Western Highlands.

In Madang the participants comprised senior managers and executives from the Provincial Administration and Provincial Health Authority.

The group included veteran public servant Augustine Siamoli, human resource (HR) manager at Madang General Hospital, who said leadership qualities can be found in women and men equally.

"There is a lot of goodness in women being leaders," he said.

"I've worked under two [women] - they are good leaders, they listen, they gather views, they get recommendations and if they need technical advice they seek help."

"The GESI Policy links to everything to do with my job as HR Manager - the content of the training really touched on the importance of implementing all these activities and duties," he said.

Another participant was Robyn Barausiki, a social worker and family support centre coordinator, who works with women to address domestic violence and gender-based violence, and improving referral pathways to seek justice.

She said her work is challenging, and partnerships, training and practical policies are important to progress towards equality for people in Madang.

"I am confident," Ms Barausiki said. "When you look at the challenges and feel like giving up, such trainings and workshops give you hope to go back one more time and do it all over again for a positive response."

"All genders are equal - we equip people in what we do and we can bring it forward together.

"With the GESI [Policy] in place we can look at some good strategies - which were in the workshop - to enforce and implement gender equity and social inclusion," she continued.

"Partnerships, like with Australia, helps policies created at the national level to be carried out. We work closely with the provincial and district governments to get all policies implemented."

GESI Policy sessions have reached more than 500 public servants across eight provinces.

The next workshops are expected to take place in East Sepik and Enga.

## Emerging economic and public policy experts get scholarship boost

**The third and final trimester of the Master of Economic and Public Policy has come to an end at the University of Papua New Guinea (UPNG) School of Business & Public Policy.**

The PNG-Australia Partnership supported 10 scholarships for the program through the Precinct. The top performing recipient was Erwin Pours, National Economic and Fiscal Commission senior policy analyst, who earned distinctions for all three subjects.

There was also strong interest in Precinct-supported scholarships for the 2020 Graduate Diploma of Economic and Public Policy - a one-year precursor to the master's program - with more than 50 applications currently being assessed.

## Tracer study underway

**The first phase Precinct tracer study - a longitudinal study that will gather evidence on the extent to which short and long-term Precinct training has impacted the public service.**

The tracer study will also inform the continuous improvement of the Precinct.

It will help to identify the extent of uptake and implementation of the GESI Policy and the Ethics and Values-Based Executive Leadership and Management Capability Framework and within the public service.

The first phase is testing questions and data collection tools to improve the overall study approach before expanded coverage for the rest of the study.

A findings workshop will be convened in December.



*UPNG Chancellor Robert Igara presents Charles Wapinien with his well-deserved degree.*

## FEATURE STORY

### First-ever economic and public policy graduate excited to contribute to PNG

**After a few minutes with Charles Wapinien it becomes clear that economic research and policy formulation are fundamental to addressing complex national challenges and shaping Papua New Guinea's future.**

"Any issues, any challenges that a country, organisation or society faces are framed into policies," Charles said enthusiastically.

"There are many areas within economics. My specific area is quantitative research to do with policies and socio-economic issues."

The father of two, originally from East Sepik but a long-time resident of Port Moresby, has a good grounding in economics - as a student, teacher and practitioner.

"My background is in economics from Grade 12 and my undergraduate program was a Bachelor of Economics," he continued.

"I was interested because I like maths and I'm good at maths!

"I worked with Bank South Pacific for seven years and then taught economics at Port Moresby Grammar School."

It gives students opportunities to develop their knowledge and ability to create and implement effective policy in the national interest.

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**The skills and knowledge I learned are very important for the country as a whole... I am here to contribute to development.**

**- Charles Wapinien**

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In 2017, while teaching, Charles saw an opportunity to go back to school himself through the new UPNG post-graduate program in economic and public policy.

The program, offered as a Masters or Graduate Diploma, was designed and taught as a collaboration between the UPNG School of Business & Public Policy (SBPP) and the Australian National University (ANU).

The two-year Master of Economic and Public Policy had 'Charles Wapinien' written all over it and he wasted no time in signing up.

The degree program gave Charles an academic platform to boost his economic and public policy analysis skills in a way that could be applied at the workplace.

“The learning is critical to understanding concepts and theories, and applying them to practical scenarios,” he said.

“Zooming down on the specifics of economics, I’m very interested in quantitative modelling – that’s what I worked towards in my final research paper.”

Charles also spoke highly of the UPNG-ANU connection – an institutional link supported by the Papua New Guinea – Australia Partnership through the Pacific Leadership and Governance Precinct.

“The ANU lecturers and their UPNG counterparts motivate the whole study process,” he said.

“People like [UPNG SBPP deputy dean] Dr Lawrence Sause and my supervisor [ANU team leader] Dr Manoj Pandey – these people are my real inspirations.”

Dr Manoj Pandey, ANU team leader and economics lecturer, has worked as part of the UPNG School of Business team since 2016.

He reiterated that economics and public policy are vital disciplines and was certain the students have the tools needed to make a big contribution regardless of the path they take.

“They will definitely play a major role in developing PNG,” Dr Pandey said.

“Economics is important for every country and public policy is one of the pillars for development.”

After two-and-a-half years of hard work – classes, discussions and research – Charles Wapinien was at the centre of an historic moment as the first-ever recipient of the degree at the 63<sup>rd</sup> UPNG Graduation Ceremony.

hand – for any lecturer it’s always a pleasure to see them graduate.”

It was announced recently that ten scholarship places will be awarded to middle and senior managers in the PNG public service whose work focuses on economic management and government policy formulation.

## Economics is important for every country and public policy is one of the pillars for development.

- Dr Manoj Pandey

“It was a milestone achievement not only for me but for my family as well,” Charles said, reflecting on the day.

“A great feeling especially considering that there were a lot of sacrifices undertaken.”

His mentor Dr Pandey was similarly delighted to be present as Charles graduated, along with a class of undergraduate economics students.

“Charles is the first Master of Economic and Public Policy graduate – it was wonderful to see,” he said.

“You work with the students for a few years, then suddenly they’re in a colourful gown, degree in

The places are supported by the PNG-Australia Partnership through the Precinct.

Charles has already made good use of his skills as the research manager at Anglo Pacific Research. He encouraged others to take up the program and predicted he too will return to university.

“I give my encouragement to those interested to take it up,” he said, “down the track, I’m looking at a PhD.”

“The skills and knowledge I learned are very important for the country as a whole. Doors are opening and I am here to contribute to development.”



Left: Charles Wapinien - the first Master of Economic and Public Policy Graduate.

Right: Dr Manoj Pandey enjoys the colour and excitement of the 63<sup>rd</sup> UPNG graduation ceremony.

## Public sector women empowered to fulfil their leadership potential



Shirley Kangol Albert celebrates her graduation.

**A group of emerging public sector leaders celebrated the completion of the Certificate IV in Leadership and Management at the Business Coalition for Women (BCfW) graduation ceremony in August.**

The eight public servants were supported to undertake the program by the PNG-Australia Partnership through the Precinct.

The course saw participants learn alongside private sector peers.

Among the graduates was Shirley Kangol Albert, internal inspector with the Department of Works.

She said it provided practical lessons on professionalism, networking and behaviour-styles.

Ms Albert believed the program helped her and her team coordinate and prepare for last year's APEC and the successful hosting of agricultural meetings with help and mentoring from her team coordinators.

"Those acquired skills will raise performance when participants apply them or are given opportunities to apply them," she said.

"The skills will also inspire them to become change agents to confidently work alongside men within their organisations by offering solutions.

"They can suggest better and effective ways to get things done to achieve their organisation's goals."

The Certificate IV in Leadership and Management was delivered over six months.

It provided participants with targeted, competency-based training that prepared them for leadership and management roles.

## BCfW scholarships to continue in 2020



Caitlin Wilson delivers closing remarks at the BCfW graduation ceremony.

**The PNG-Australia Partnership will continue to support development opportunities for women to step into leadership.**

Precinct scholarships will be awarded to 10 public servants to undertake the BCfW Certificate IV in Leadership and Management.

Deputy Australian High Commissioner Caitlin Wilson made the announcement at the BCfW graduation ceremony in August.

She said the empowerment of women is a top priority for the PNG-Australia Partnership.

"Gender equality promotes prosperity, stability and security in our region," Ms Wilson said.

"For these reasons we must support the empowerment of women, and especially women in leadership.

"Everyone deserves the opportunity to fulfil their potential as individuals, and as valued members of families, communities, organisations and countries."

## Boardroom ready: public servants take part in executive governance program

**The Precinct supported four senior public servants to undertake the Papua New Guinea Directors Course.**

The course, which was delivered in August, was the result of a collaboration between BCfW and the Australian Institute of Company Directors.

It was tailored to the PNG-context and provided participants with an understanding of the duties and responsibilities of a company director.

### Public sector agencies represented in the fourth cohort of the BCfW Certificate IV of Leadership and Management

- Department of Agriculture
- Department of Education
- Department of Higher Education, Research, Science and Technology
- Department of Justice and Attorney General
- Department of Personnel Management
- Pacific Institute of Leadership and Governance
- The University of Papua New Guinea

## 2019 discussion series roundup: Toktok Bilong Strongim Nesen



*Left: Local and international experts provide diverse views and perspectives. Centre: The series is a platform for all Papua New Guineans to have a say on important issues, including people living with disabilities. Right: Keynote speakers, including Elizabeth Broderick, set the scene for the panel and audience.*

**The Toktok Bilong Strongim Nesen discussion series concluded for 2019 with a total of four public events held at the UPNG New Lecture Theatre.**

**More than 1,000 people attended the events, which were also recorded by TVWAN for television and radio broadcasts in early 2020.**

### **Male Champions of Change: Partners in the Push for Gender Equality**

The series got off to a great start with a powerful keynote address delivered by Elizabeth Broderick - UN Special Rapporteur and Independent Expert on Discrimination Against Women and founder of Australia's Male Champions of Change.

She was then joined for a panel discussion by Digicel Foundation CEO Serena Sasingian, Department of Justice and Attorney General Secretary Dr Eric Kwa and Australian Attorney-General's Department Secretary Chris Moraitis. The panellists agreed that for gender equality to be achieved men must be willing to share power with women - at home, in the workplace and in government.

### **Innovators and Educators: Opportunities and Challenges for Modern Universities**

University of Queensland Vice-Chancellor and President Professor Peter Høj and UPNG Vice-Chancellor Professor Frank Griffin took centre stage for a discussion on the important role that universities play in building the workforce and the nation.

Professor Høj said his institution works closely with governments and international organisations to simultaneously pursue an independent research program and commissioned work.

Professor Frank Griffin stated that UPNG should be a hub of knowledge - a think tank utilised for designing policies with leading academics.

### **Cultural Heritage in Modern PNG: Protecting Our Values**

National Museum and Art Gallery Director Dr Andrew Moutu delivered a detailed lecture on the Tolai Tabu - a traditional form of currency made from Nassa shells.

The panel discussion saw Catholic Bishops Conference Development Secretary Marie Mondu explain why maintaining traditional relationships with the natural environment is vital in building climate change resilient communities.

Bilum Culture owner Sharlene Gawi explored the commoditisation of cultural artefacts and how understanding their meaning is key to their continued relevance.

### **Billions from Betel Nut? Taxation, Growth and Governance**

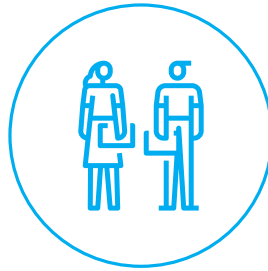
International Centre for Tax and Development chief executive Professor Mick Moore used his keynote address to convey the view that tax gets a bad rap and has an important role to play in development.

Professor Moore said that while people might not necessarily like to pay tax, its effective and equitable collection is linked to good governance, and better public services and infrastructure. His speech was followed by a lively panel discussion with East Sepik Governor Allan Bird, Acting Taxation Commissioner Pauline Bre, KPMG Managing Partner Zanie Theron and Tanorama Executive Director Martin Brash.

## Snapshot



2,800+ Papua New Guineans have directly benefited from the Precinct.



Women have represented half of the 1,453 participants in Precinct short courses.



More than 5,000 people have participated in public discussion events.



200+ public servants have completed the Future Leaders Program (FLP) since 2017.



68 per cent of FLP participants were from subnational agencies and 57 per cent were women.



High-quality, modern learning infrastructure completed and in use at UPNG and PILAG.

## Upcoming events

### January

20-24 January | Certificate IV in Leadership and Management (block two) | Business Coalition for Women

### February

25 February | First trimester of the Master and Graduate Diploma of Economics and Public Policy | The University of Papua New Guinea

### March

23-27 March | Certificate IV in Leadership and Management (block three) | Business Coalition for Women



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LEADERSHIP +  
GOVERNANCE  
PRECINCT  
LEADERSHIP > ETHICS > VALUES



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