To Empower the Public Sector for A Better Sri Lanka Tomorrow
I am delighted to present the Strategic Plan of the Sri Lanka Institute of Development Administration (SLIDA), which sets the strategic direction of the Institute. This Strategic Plan puts forward our strategic direction and initiatives for implementation during 2017-2021 to better prepare the public sector executives to face, the globalizing and rapidly-changing competitive environment to become an Empowered Sri Lanka as desired in the national Vision for 2025.

SLIDA’s main intention is to facilitate the public sector executives realize their full potential to serve the nation to create a better Sri Lanka tomorrow. This will be achieved through commitment to excel in our core functions of learning & development, management consultancy and research. All our functions are aligned with our Vision; “To be The Centre of Excellence for Public Sector Learning & Development in Asia”.

We began the process of formulating this Strategic Plan by asking ourselves the questions, ‘why we exist?’, ‘what purpose do we serve?’ and ‘how relevant are we today to matter for tomorrow?’. A thorough understanding of our purpose, the raison d’être for our existence and relevance of our programmes, will make SLIDA special and stand out as a purpose-driven, people development institution.

The Strategic Plan represents the concerted efforts of all its stakeholders that include the institute’s Governing Council, Academic Advisory Board and clients whose valuable inputs have been incorporated into this document. I wish to thank all of them for giving us so much food for thought during the process of preparation of the Strategic Plan.

I am confident that, with the guidance of the honourable Minister of Public Administration & Management, leadership and support of the Governing Council, enthusiasm and commitment of our talented staff and, the encouragement of our passionate clients, viz., the public sector agencies and executives, the goals we aspire to accomplish will translate into achievements of which we all can be proud of.

I solicit the blessings of our stakeholders and invite their support for this prestigious and unique academic institution to maintain its status and characteristics whilst fostering its further developments. I thank you wholeheartedly for taking an interest in the future of SLIDA.

Wasantha Perera
Director General
GOVERNANCE STRUCTURE

Hon. Ranjith Madduma Bandara
Minister of Public Administration and Management

BOARD OF GOVERNORS

Mr. J.J. Rathnasiri
Chairman of the Governing Council,
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Managing Director GLS Logistics

Ms. Wasantha Perera
Member
Director General SLIDA
SRI LANKA INSTITUTE OF DEVELOPMENT ADMINISTRATION

A Unique Institution

The Sri Lanka Institute of Development Administration (SLIDA), a body incorporated under the Ministry in-charge of the subject of Public Administration, was established in May 1982, by the Act No. 9 of 1982. SLIDA is the premier national institute vested with the responsibility for competency and professional development of executive carders of the public sector.

SLIDA has grown to become a strong institution, providing a comprehensive portfolio of learning & development programmes to enhance knowledge and skills of public sector officials, consultancy on organizational development to improve efficiency and effectiveness of the public sector organizations and, encourage research among the public sector officials.

SLIDA is also conferred with Master’s Level degree awarding status by the University Grants Commission of Sri Lanka. SLIDA's School of Postgraduate Studies offers Masters Degree in Public Management.

SLIDA has networked with several foreign universities and training institutions, that facilitates exchange programmes and research collaborations. It provides training for public sector executives in foreign countries too. SLIDA has its network of alliances with British Civil Service College, Singapore Civil Service College, Civil Service Training Institute of Maldives, Huazhong University of Science & Technology of China, Beijing Foreign Studies University of China, Lal Bahadur Shastri National Academy of Administration of India, Monash University and KDI School of Public Policy and Management in South Korea and National School of Public Policy of Pakistan.

Subject to the overall direction of the Minister in charge of the subject of Public Administration, the Governing Council of SLIDA is responsible for deciding on the policies of the Institute.
STRATEGIC DIRECTION FOR 2017–2021

An Enduring Commitment

The level of commitment, the willingness of an employee to recommend his or her establishment as a great place to work with, represents engagement. The ability for a group of people to work together towards a common Vision and Mission is what makes an organisation successful.

Considering the changing environment and the ever changing demands from the public sector, SLIDA should continue to be relevant in what it delivers to its stakeholders. We strongly believe in keeping pace with change.

As such, the strategic direction and the five year plan is an outcome of the efforts of the leadership and management team of the SLIDA, taking into account such change. The process we followed in designing the path leading toward achieving the objective of this plan is mapped by pursuing answers to the questions below.

i. Who are we as an institution and what purpose do we serve?
ii. How relevant are we in the current context?
iii. How does the future look considering the current trends?
iv. What new capabilities should we develop in addition to what we possess at present?
v. Where do we want to go?
vi. How do we get there?

To reach the aspiration of the organization’s Vision of being the ‘Centre of Excellence for Public Sector Learning and Development in Asia’ will require more focus on the quality of our service delivery and research. Moreover, achieving this ambition requires the willingness to measure our progress toward our purpose.

Our highest priority proposed is to measure and enhance the strategic level leadership in the organization; retention of diversely competent academic and professional staff and the availability of appropriate and relevant technology.

The quality and success of beneficiary/client experience at SLIDA, in essence, is the ultimate barometer of what this plan aims to achieve; an academic whole that is greater than the sum of its parts that nourishes, what so many SLIDA Alumni cherish.
SLIDA’S ENDURING COMMITMENTS

Vision

“To be the Centre of Excellence for Public Sector Learning and Development in Asia.”

Mission

“Facilitate continuous improvement for an innovative, futuristic and a citizen-centric public service through learning and development, advisory services and research”

Our Core Values

- Excellence
- Commitment
- Diversity
- Accountability
- Sustainability

Strategic Intent

“To Empower the Public Sector for a Better Sri Lanka Tomorrow.”
SLIDA TEAM
OVERARCHING GOALS

_Timeless and Enduring_

• To contribute to the national development goals of creating a more vibrant and effective public service.

• To play a leading role in contributing to national level policy development

• To transform to be a collaborative centre for public administration and management development in South and South-East Asia.

• To create a positive image for SLIDA in the minds of its stakeholders

STRATEGIC OBJECTIVES

1. To build the capacity of public sector by offering a portfolio of learning and development programmes

2. To develop a repository of purpose driven research studies related to public policy and public administration.

3. To conduct organizational development services to improve the effectiveness & efficiency of the service delivery of public sector institutions and State Owned Enterprises.

4. To create a positive image for SLIDA in the minds of its stakeholders, which in turn will generate a greater demand for its services

5. To enhance efficiency and effectiveness of the institution’s capacity to cater to the future needs
STRATEGIC OBJECTIVE 1

To build capacity of the public sector by offering a portfolio of learning and development programmes

Strategic Initiatives:

- Design and implement a Continuous Learning and Development Programme that will carry points driven, career supportive membership.
- Conduct discussion fora on contemporary topics for alumni on a regular basis.
- Develop new programmes based on Training Needs Analysis to meet the competencies required for the public service.
- Initiate Learning and development programmes for State-Owned Enterprises.
- Planning and conducting learning and development mobile services.
- Develop demand-driven training programmes.
- Develop new postgraduate, Higher National Diploma and Diploma programmes.
- Develop contemporary learning and development programmes for online platform.
STRATEGIC OBJECTIVE 2

To develop a repository of purpose driven research studies related to public policy and public administration

Strategic Initiatives:

To improve research environment by:

- Establish a fully-fledged Research Center in SLIDA
- Establishing a pool of researchers
- Identifying research areas that are beneficial from a national perspective
- Collaborate with other universities and R&D centers engaged in research
- Collaborate with funding agencies
- Disseminate research findings to the relevant policy making bodies

STRATEGIC OBJECTIVE 3

To conduct organizational development services to improve the effectiveness & efficiency of the service delivery of public sector institutions and state owned enterprises

Strategic Initiatives:

Initiate a dialogue with decision makers of all Government organizations and State Owned Enterprises and to assess organizational development needs Design and execute appropriate training programmes based on training needs identified
STRATEGIC OBJECTIVE 4

To create a positive image for SLIDA in the minds of its stakeholders, which in turn will generate a greater demand for its services

Strategic Initiatives:

- Publish PR articles on a regular and an ongoing basis
- Constantly update the website
- Use of Social media
- Reach customers at their convenience through use of MIS/ICT

STRATEGIC OBJECTIVE 5

To enhance the effectiveness and efficiency of the institution’s capacity to cater to future needs

Strategic Initiatives:

To set up a purpose-driven MIS that will facilitate effective decision making

- Identify and install IT infrastructure to cater to emerging digitization of learning and development
- Establish a Task Force to design and operationalize a purpose driven Management Information System to assist
- management to make more timely and effective decisions.

To establish mentoring services by engaging senior public servants

- Conduct mentoring and career guidance sessions

Broad base resource pool of competent academic and professional staff to cover a wider portfolio of disciplines

- Recruit competent internal resource personnel
- Identify and engage external resource personnel based on knowledge & skill gaps identified
Enhance infrastructure to accommodate growth in learning and development activities

- Establish research centre
- Upgrade and modernize the library
- Upgrade lecture theatres
- Improve hostel facilities
- Expand and diversify welfare services & facilities
- Develop Nuwara Eliya guest bungalow

Identify and install IT infrastructure to cater to emerging digitization of learning and development

- Expand the storage capacity of Digital content
- Establish a remote backup system for the SLIDA online services
- Develop an online payment system for SLIDA clients
- Expand IT Training rooms to accommodate 60 participants
- Modernize training rooms with new training equipment and tools
- Install newest versions of license software required for training
- Re-configure and expand existing LAN and WAN
- Implement Information Security Management System

Building alliances with local/foreign institutions

- Continue building alliances with foreign institution for technology & knowledge transfer and collaborative research
- Initiate dialogues with local stakeholders to identifying current and future HRD and Organizational Development needs
- Collaboration with foreign agencies for technology and knowledge transform and research.

Contribute to achieve Sustainable Development Goals

- Awareness creation among public sector officials
- Practice and promote green / clean initiatives in the institution
All the classrooms are equipped with modern infrastructure and technology to provide a comfortable learning environment. 

Sanhinda Auditorium: 200 Seats are available with new technology and wireless connectivity.

Sankathani Conference Hall: 100 Seating capacity with new technology and virtual training facility.

Sanshravani and Sanwadani Mini Conference Rooms are equipped with modern and dynamic technology.
FACILITIES

Research Center, Auditorium and Classrooms
**FACILITIES**

Library, IT Center and Virtual Learning

Enabled with Online Public Access Catalog (OPAC) which brings out compatible online searching of any kind of books.

Provides Cloud facilities and intelligence IT solutions to public sector organizations.

Computer Labs: 100 Computers are available for training with high speed Internet service and Networked with modern technology

Wifi Access in Open Air

17 Centers are connected with multiparty connection facility and equipped with modern eagle eye cameras.
FACILITIES
Residence Facilities, Cafeteria, Gymnasium
WE ARE GOING GREEN

CERTIFICATE OF ACHIEVEMENT

With great pleasure we congratulate
Sri Lanka Institute of Development Administration - SLIDA

for winning the
GREEN ENERGY CHAMPION 2017
competition.

We highlight your outstanding performance and valuable project proposal on the subject of
Solar/Biogas/Radio Frequency Identification Device (RFID)

Colombo, in October 2017

Daniel Schreiber,
Head of Project