

Organisational Development for and Strengthening of the Park Management of EWCA

Country:	Ethiopia
Region:	Africa
Customer:	GIZ German Cooperation
Partner:	Ethiopian Wildlife Conservation Authority (EWCA)
Duration:	November 2017 – June 2019



Starting point

Multi annual GIZ-project to conserve biodiversity and sustainable management of natural resources in Ethiopia.

Scope

Implementation of selected recommendations in the area of organisational development and personnel management to improve the efficiency and performance of EWCA.

Activities

As an individual advisor in personal and organisational development

- Conduct strategic discussions with Ministers and Commissioners responsible for EWCA as part of the validation process for a new target organisation for EWCA
- Organisation and facilitation of a one-week training seminar "Introduction to modern HR management" for EWCA HR staff
- Organisation and facilitation of a one-week training seminar "Introduction to organisational development" for key EWCA executives from all directorates
- Organisation and facilitation of several workshops to develop target organisations for staff functions, all key directorates and support directorates (finance, IT, human resources and general services)
- Organisation and facilitation of participatory workshops to elaborate all generic job descriptions
- Pilot implementation of a performance/potential assessment with selected HR staff
- Implementation and verification of a nationwide HR database for EWCA in MS Excel
- Elaboration of a target headcount based on the proposal for a target organisation at EWCA
- Development and implementation of a modern personal filing system

Achievements

- Development of a first personal report for EWCA in English and Amharic
 - Volume I - EWCA workforce analysis and organisational charts as at 1st January 2018
 - Volume II - EWCA target organisation as of 1st January 2020
 - Volume III - EWCA catalogue of generic job descriptions
- Awareness creation on change management need within EWCA's Directorate-General, among EWCA employees and other relevant stakeholders (Environment, Forestry and Climate Change Commission, Civil Services Commission etc.)