

**GOVERNMENT OF PAKISTAN
CIVIL SERVICE REFORMS UNIT
(ESTABLISHMENT DIVISION)**

**EVALUATION PERFORMA
FOR
EXECUTIVE LEADERSHIP DEVELOPMENT PROGRAM
(ELDP)**

2008

The information contained in this performa will be treated as confidential and used for evaluation and analysis. The information / data will also be used for career planning, devising placement policy for leadership positions and tracer study.

PLEASE TYPE OR PRINT ALL RESPONSES LEGIBLY

I. PERSONAL INFORMATION

1. NAME:		2. Gender:	Male Female
3. Father's Name:		4. Domicile:	
5. Address:			
(a) Permanent:		(b) Temporary:	
Phone:		Phone:	
Fax:		Fax:	
Email:		Email:	

II. EVALUATION OF ELDP

1. Selection Methodology:

a. Are you satisfied with the selection process for ELDP?

Fully Satisfied

Satisfied

Not Satisfied

b. What changes would you like to incorporate in the selection process?

c. Do you feel that the training program benefited all the participants equally?

No doubt

To some extent

Not at all

d. If **NOT**, how it can be made more beneficial for the officers.

- e. Any comment / suggestion on the logistic arrangements for ELDP before departure, during the program or on return?

2. Course Contents:

- a. Are you satisfied with the course contents?
- b. What are the subjects, you enjoyed most?
- c. What are the subjects, which were not so relevant?
- d. What are the subjects, which need to be eliminated or improved?
- e. Which subjects would you like to be included in the next course and why?
- f. Your overall rating of *Training Value* of the course.

Excellent Very Good Good Fair Poor

3. Faculty:

- a. Give your evaluation of faculty at KSG with respect to qualification and experience.

Excellent Very Good Good Fair Average

- b. Are you satisfied with the Training Methodology of the course? Class lectures, group discussions, presentations, seminars, role playing, field visits etc. Which training methodology was most relevant at your level?

Excellent Very Satisfied Satisfied Not Satisfied

c. Would you like to propose any other training methodology to be included in the training program?

d. What is the intensity of the training? Was it too hectic to effect the learning process?

Very Intensive High Medium Fair Very relaxed

e. Overall evaluation of *Training Methodology*.

Excellent Very Good Good Fair Poor

4. Training Facilities:

a. Are you satisfied with the training facilities and logistic arrangements offered at KSG?

Excellent Very Good Good Fair Poor

b. Whether the training material provided during the course was adequate and relevant?

Highly relevant Relevant Irrelevant

Sufficient Adequate Insufficient

c. Any other comment to improve the training effectiveness.

d. Overall rating of the training facilities.

Excellent Very Good Good Fair Poor

III. Project Assignment

a. Title of your project:

b. Do you think that project assignment has added value to the ELDP learning?

- c. What concepts discussed during ELDP training helped to refine your project proposal?

- d. Any suggestion for improving the project assignment?

IV. Career Planning

- a. Do you consider that you have developed any specialization while serving in the government? If yes, indicate your specialization.

- b. Which of your implementing capabilities in particular do you believe improved as a result of your participation in ELDP? Select the top three: -

No. 1 _____

No. 2 _____

No. 3 _____

- a. Pro-activeness (motivation, ability to take action)
- b. Sociability (understanding of others, ability to build relationships)
- c. Sense of trust (sense of responsibility, ability to achieve things)
- d. Ability to learn from experience (awareness of issues, application of experience)
- e. Self control (emotional stability, control)
- f. Communication ability (ability to express oneself, persuasive power)
- g. Other ability – please specify

- c. To what degree were the abilities that improved as a result of training at KSG useful to you in your work after returning home?

Extremely useful Quite useful A little useful Not at all useful

- d. To what extent has your interest to apply the best practices in your organization, learned during ELDP, has increased?

Significant extent Modreate extent Insignificant extent

e. Are you satisfied with your existing place of posting / assignment?

(1) If YES, how will you contribute to make your organization more efficient?

(2) If NO, how can you improve your organization's effectiveness?

(3) Which areas can you share your knowledge / skills at the NSPP, NIPA and NIM?

f. On the basis of your qualification and experience, which Ministries / Divisions / Departments, can best utilize your potential?

g. Which elements of leadership, learnt during the training program, you would like to introduce in your organization for bringing change?

h. How do you evaluate that ELDP will help in achieving your objectives at the organizational and individual level?

i. Indicate your plan to use your enhanced capacity for achievement of the government agenda of good governance.

V. Networking of ELDP Alumni

- a. Do you consider that frequent gathering of ELDP officers will promote networking and help in bringing change in the Public Sector?

- b. How often the ELDP alumni should meet?

- c. Do you consider that there should be a few days follow on training of ELDP officers? What should be the duration and how often the training should be conducted?

- d. Any other suggestion on networking of Alumni.

Name:

Signature

Date:

Official Stamp