



SAI leaders make all the difference in the stature, performance & professionalism of a SAI. Leadership is a quality that cuts across every area of the functioning and performance of SAI. In view of the critical significance of leadership, the IDI leadership thought it important to support the development of SAI leadership. The IDI launched the 'SAI Young Leaders' programme in November 2015, as its contribution to the ongoing leadership initiatives in the INTOSAI community. The programme aims at ***nurturing and grooming young SAI leaders so as to enhance their contribution to SAI capacity and performance in delivering value and benefits to citizens.***

The programme was launched with an IDI Global Leadership Symposium that brought together young and experienced leaders from different INTOSAI regions to reflect on and share experiences on what an effective SAI leader looks like. During this symposium SAI leaders reflected on the competencies of a SAI leader and drew the first contours of the leadership tree. SAI leaders also shared experiences related to leadership development, initiatives and challenges, developing young leaders and developing women leaders. In the planning meeting that followed the symposium stakeholders agreed that there was a need to advocate leadership as a profession in the SAI community. Based on the feedback received from young leaders in the symposium, the IDI is contemplating the following framework for developing the SAI Young Leaders programme. The programme would seek to groom SAI young leaders with potential to grow into leaders of tomorrow who show vision, lead their teams, lead their SAI, are effective in their environment and add value and give back to their community.



The programme will be a 9 month full time programme delivered in English. The first batch of 25 SAI Young leaders will be selected after a rigorous process that would involve not only an assessment of the individual's leadership potential , but also the readiness and the commitment of the SAI to engage such an individual appropriately in the future. The programme will be delivered through a variety of engagements that would include face to face training, eLearning, mentoring by in country and international mentors, stakeholder engagement with a wide variety of SAI stakeholders, practical assignments and on the job mentoring. The contents of the programme will be determined by the SAI leadership competency framework defined as a leadership tree. Participating SAIs will be expected to share some of the programme costs for their selected participants.





## Expected Outcomes

1. Personal growth of the young individual participating in the programme.
2. SAI young leaders make a difference in the performance and capacity of the SAI.
3. SAI Young leaders engage actively in giving back to the community

Leadership defines everything that happens in the SAI. SAI leadership makes a difference in the SAI capacity and performance and leads the SAI in delivering value and benefits. As such the SAI Young Leaders Programme supports a key area in the strategic management framework of the SAI .

