

# PROGRAMME ANNOUNCEMENT

Annexe 1

## SYL BACKGROUND

SAI Leadership is widely recognised in the INTOSAI community as the most effective moving force, which transforms an SAI. Supporting SAIs in sustainably enhancing capacities and performance is impossible without SAI leadership driving positive change. Recognising the significance of leadership development, the IDI launched the SAI YOUNG LEADERS Programme, as a part of its portfolio of ten programmes. The programme aims to nurture young leaders in SAIs, to enable their own growth and contribute to development of their SAIs.



### SYL VISION

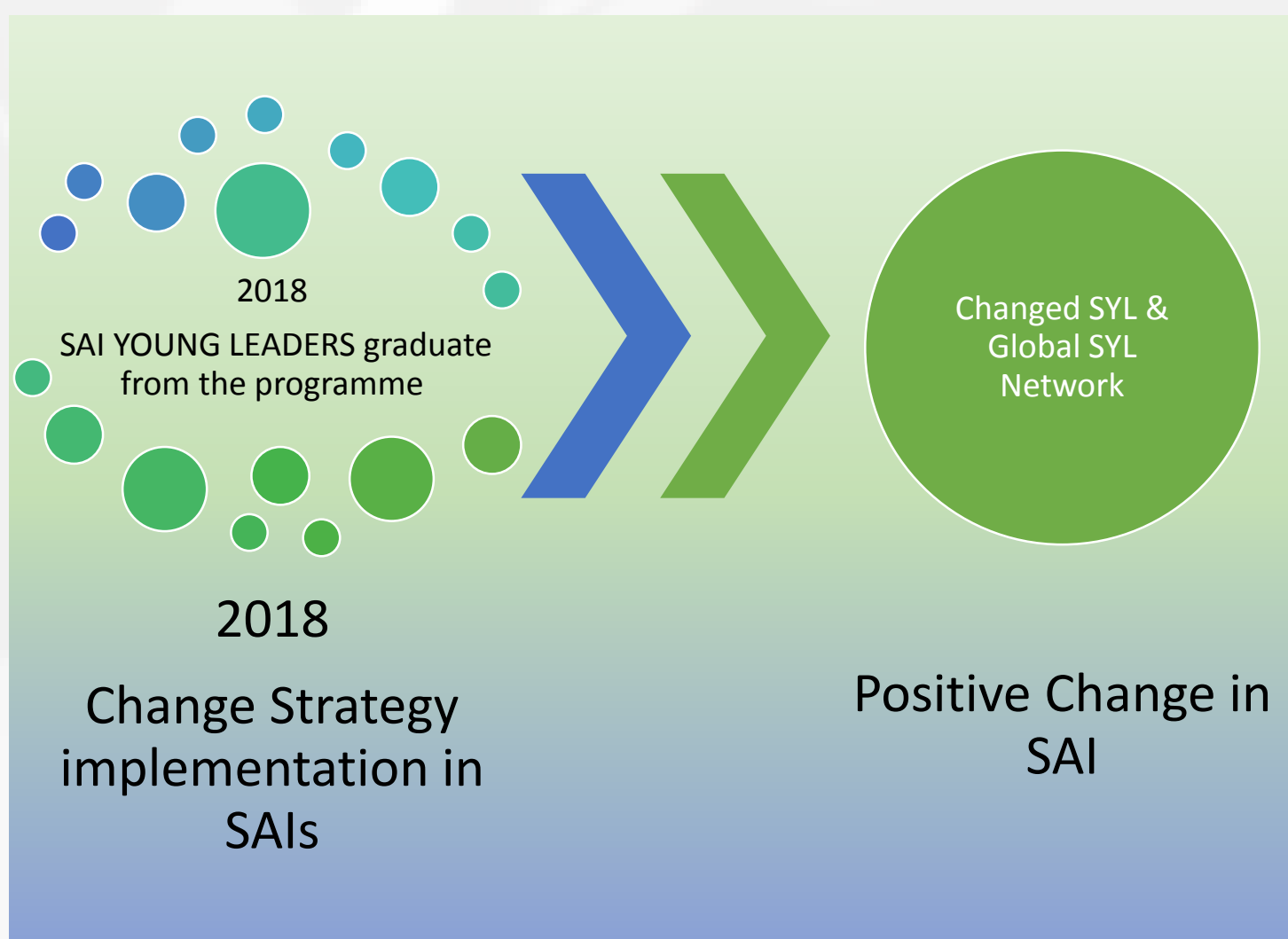
*Changed SAI YOUNG LEADERS contributing to positive change in SAIs*

### SYL COVERAGE



The SAI YOUNG LEADERS Programme will be delivered in English. **92 SAIs** in the INTOSAI community have indicated an interest in the programme. The IDI will invite all SAIs that have indicated an interest to apply for the programme. The IDI will conduct two rounds of screening to select a final list of **25 SAI YOUNG LEADERS** for the programme. The selection process and criteria are detailed in subsequent sections.

### SYL OUTPUTS & OUTCOMES



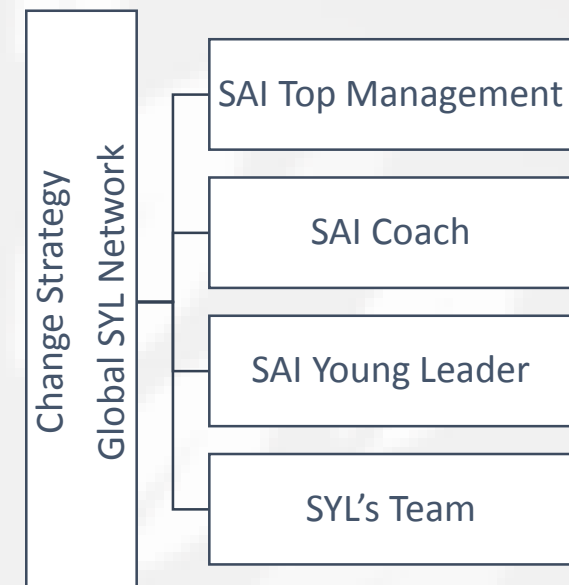
## SYL STRATEGY

### SYL ADVISORY GROUP

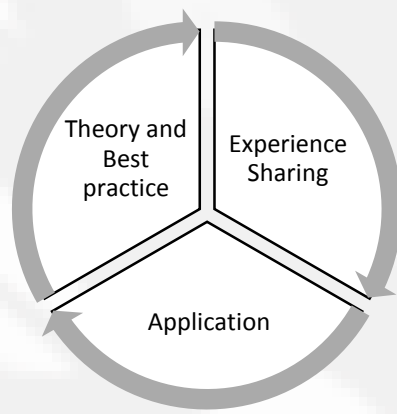
IDI will invite SAI leaders and leaders from other key stakeholders to participate in an SYL Advisory Group (SAG). The SAG members will be invited to participate in different aspects of the programme i.e. selection, interactions, advise etc.

### SYL LEADERSHIP LINK & CHANGE STRATEGY

The SAI YOUNG LEADERS programme builds on a change strategy, for both, the SAI and the young leader. It also recognises that this change is not possible without support of the SAI top management, a SAI coach, a young leader with potential and a team that works with the young leader. The programme aims to connect SAI leadership at different levels with main focus on the SAI Young Leader. The programme also envisages creating a global SYL network that interacts, shares and works together



### SYL COMPETENCIES & CURRICULUM



During the programme selected SAI YOUNG LEADERS will follow a syllabus that covers four broad clusters – Discover Self, Grow People, Discover Universe and Create Value. The syllabus will be covered through SYL Interactions workshops, SAI level interactions programme in their own SAIs and development and implementation of a change strategy project. SYLs will be exposed to theory and best practices by leadership development practitioners, IDI, INTOSAI and regional resource persons. They will have opportunities to interact with SAI leaders, leaders from different walks of life and peers, to share experiences and contextualise the theoretical concepts that they are exposed to. They will work with case scenarios and a SAI change strategy project for applying their learning to effect change.

#### Discover Self

- Enhance emotional intelligence
- Explore personal qualities - Strategic thinking, Courage, Conviction, Resilience, Integrity, Inclusiveness, Accountability, Compassion, Authenticity, Presence, Innovation
- Increase intercultural - sensitive behaviour
- Manage stress, manage time

#### Grow People

- Connect with your people (Communication & Interpersonal skills)
- Help your people grow (Coaching skills)
- Inspire and Motivate your people (Leadership skills)
- Manage individual performance (Assessment, feedback)
- Encourage learning and professional development

#### Discover Universe

- Know your SAI ( SAI Performance SAI Capacity, SAI governance arrangements, SAI core business, SAI structures and processes, SAI Environment, SAI stakeholders )
- Explore INTOSAI and its regions
- Appreciate ISSAIs
- Explore global and local trends and issues (SDGs, Data Analytics)
- Discover the regional and international landscape (stakeholder engagement with international organisations, development partners, professional institutions)

#### Create Value

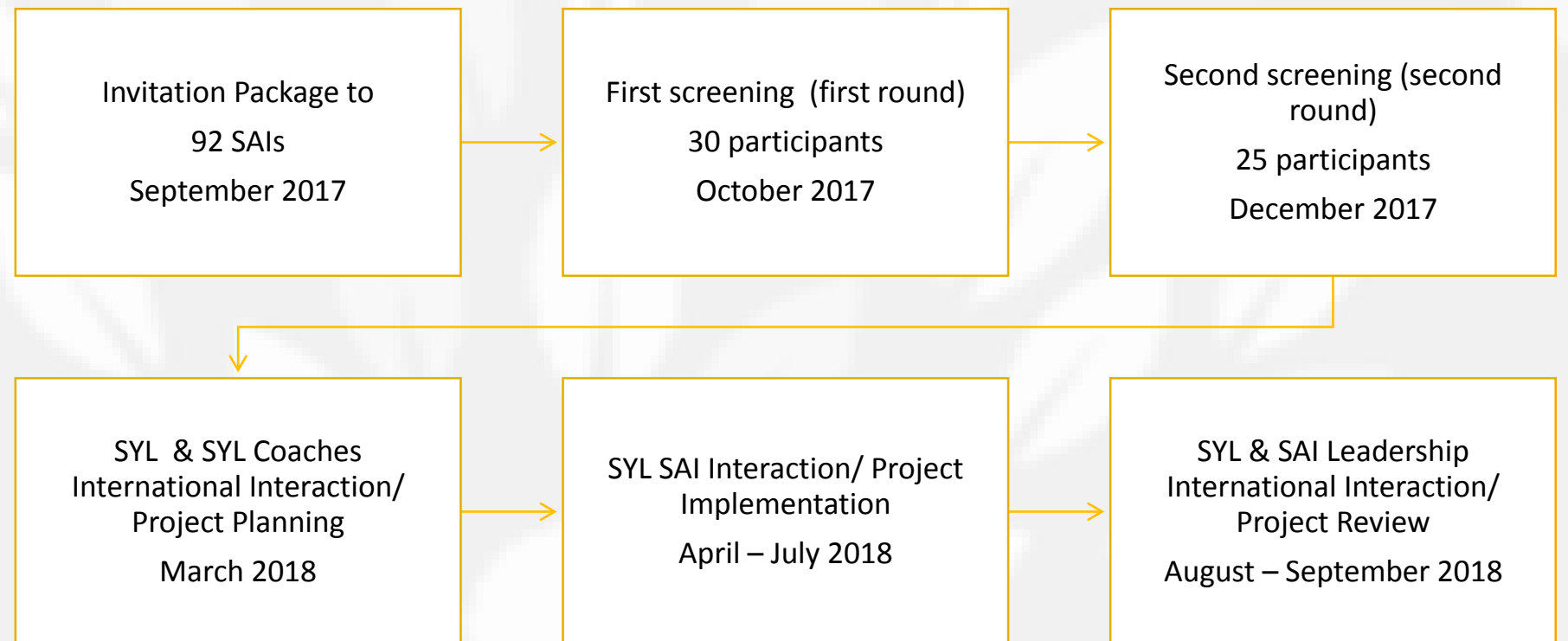
- Envision the future
- Craft strategy
- Manage Change , Quality, Resources, Risks, Results
- Leave no one behind
- Measure Performance
- Negotiate for mutual gain
- Advocate and act in public interest
- Build relationships and partnerships
- Foster networks and communities
- Hold ourselves to account
- Contribute to community





# SAI YOUNG LEADERS

2017-2018



- 1. Invitation package, September 2017 :** The IDI will invite 92 SAIs, which prioritised the programme, to apply for this pilot round of SAI YOUNG LEADERS Programme. The invitation package will consist of an invitation letter, template for change strategy proposal and nomination form for SAI Young Leader. Each SAI can send up to two applications. Each application will need to include a change strategy proposal, an application letter from the SAI Young Leader, CV of the SAI Young Leader nominated, a reference letter from SAI Coach and SAI commitment and nomination form signed by Head of SAI.
- 2. First Screening of participants, October 2017 :** SAIs are required to send their applications by **14 October 2017**. Applications received will be screened using three broad parameters – the quality and potential of the change strategy proposal, the potential of the SAI Young Leader to meet SYL requirements, SAI commitment and assurance from Head of SAI. Based on the screening, around 30 change strategy proposals and 30 SAI YOUNG LEADERS will be selected for the second screening.
- 3. Second Screening of participants, 20-24 November 2017, Oslo - Norway:** Candidates who qualify after the first screening will be provided feedback and support for enhancing their proposals and they will be invited to Oslo, Norway for a second screening workshop. During the workshop candidates will be interviewed by a selection panel, consisting of members of the SYL Advisory Group. They will also present their change strategy proposals to the selection panel and will receive feedback from peers and selection panel. Candidates will be requested to send updated proposals to the IDI by first week of December 2017. The IDI and selection panel members will make a final selection of 25 SAI YOUNG LEADERS based on their assessment of the updated proposals and interviews with candidates. ***Up to 5 candidates from SAIs of developed countries can be included in the final list. The IDI will also strive to maintain gender balance and will prioritise suitable women candidates.***

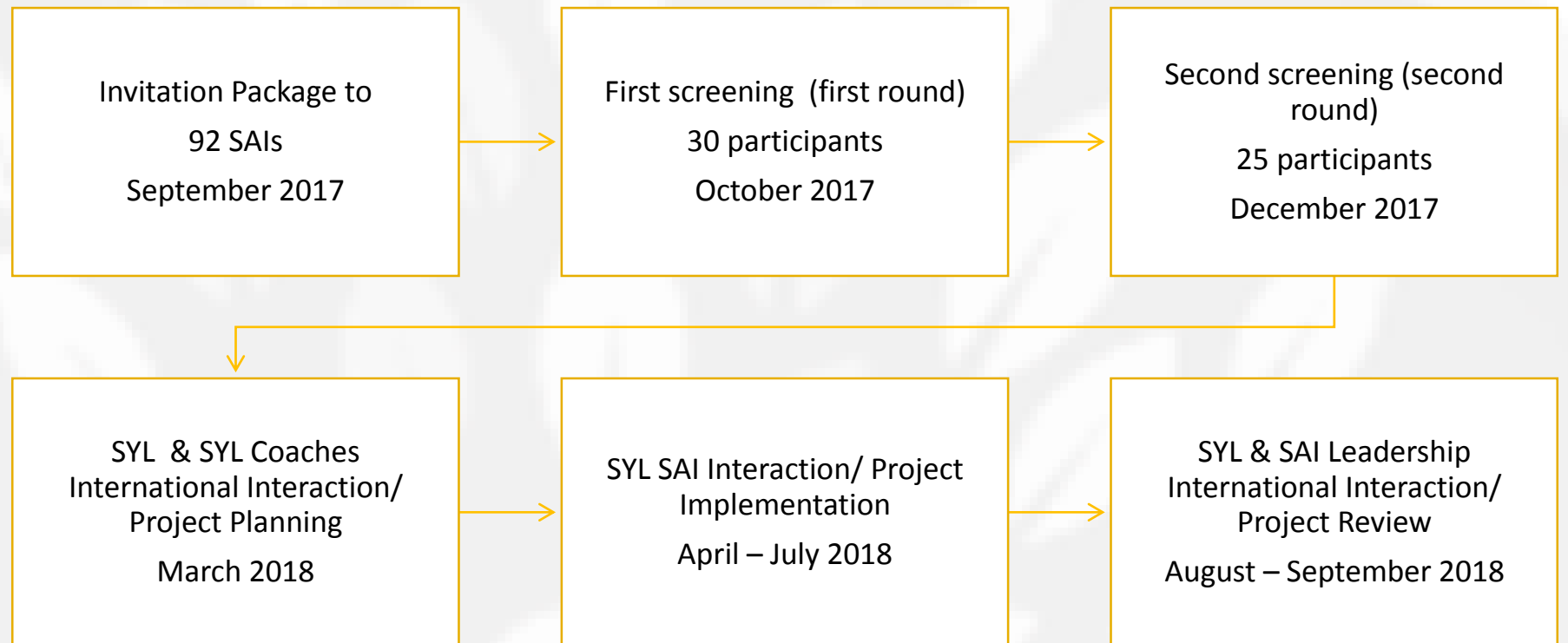






# SAI YOUNG LEADERS

2017 - 2018



**4. SYL & SYL Coaches International Interaction, March 2018:** The selected SAI YOUNG LEADERS will be invited to a two week workshop at an international location. The workshop will consist of theory, experience sharing and application sessions on various topics included in the four clusters – Discover Self, Discover Universe, Grow People and Create Value. Each SAI Young Leader's coach will also be invited to the workshop. The SYLs will be supported in applying their learning to the change strategies. The details of the SYL's SAI level interaction will also be finalised during this workshop.

**5. SYL SAI Level Interaction, April to July 2018:** During four months of SAI level Interaction, the SAI Young Leader will be exposed to all functions of the SAI, S/he will interact with SAI Leaders, interact with key external stakeholder of the SAI and work together with her/his team to implement the change strategy. S/he will be coached by SYL coach throughout this process. S/he can also reach out to members of SYL Advisory Group and the team at IDI for advice and support. A SYL Virtual Community will be set up for this purpose. SYL will report to the IDI team on the progress of implementation of change strategy as per agreed milestones.

**6. SYL & SAI Leadership International Interaction, August / September 2018:** SYLs who successfully achieve agreed change strategy project milestones will be invited to the second two week workshop at an international location. Besides further sessions on the four clusters ( Discover Self, Discover Universe, Grow People and Create Value), SYLs will also visit international organisations to interact with international stakeholders on emerging issues. Heads of SAIs or SAI Top Management will be invited to attend SYL presentations on the implementation of change strategy projects and discuss way forward.



**A panel of judges will decide on  
IDI AWARD for 'Best Change Initiative'**



**SAI YOUNG LEADERS' Global Network will be inaugurated**

### SAI COMMITMENT

- Head of SAI and SAI Top Management fully support SYL participation in the SYL programme
- Head of SAI and SAI Top Management fully support the change strategy proposal and are willing to commit resources for the implementation of the change strategy in the SAI.
- Head of SAI and SAI Top Management nominate **SAI Young Leader & SAI Coach as per IDI requirements and ensure that the SYL has a suitable team to work with, as per requirements.**
- Head of SAI and SAI Top Management agree to provide resources for the SAI level interaction schedule of the SAI Young Leader.
- Head of SAI and SAI Top Management provide for monitoring, follow up of the **change strategy** implementation after the programme

### SAI YOUNG LEADER REQUIREMENTS

- Is between 30 and 40 years of age.
- Has a leadership position in the SAI and is responsible for supervising the work of her/his team.
- Is fluent in English (written and spoken).
- Has not already benefited from similar international leadership training.
- Is a proven high performer and has demonstrated potential for growth as a leader.
- Demonstrates ethical behaviour in all situations.
- Demonstrates Strategic thinking, Courage, Conviction, Resilience, Integrity, Inclusiveness, Innovation, Accountability, Compassion, Authenticity, Presence
- Behaves professionally and in the public interest.
- Is available and willing to participate in the entire programme
- **The IDI encourages SAIs to nominate WOMEN SAI YOUNG LEADERS.**

### SAI COACH REQUIREMENTS

- Has a leadership position in the SAI which is one level above the SAI Young Leader
- Is able and willing to coach and support SYL in the change strategy project
- Is fluent in English (written and spoken).
- Is a proven high performer and leader.
- Demonstrates ethical behaviour in all situations.
- Demonstrates Strategic thinking, Courage, Conviction, Resilience, Integrity, Inclusiveness, Innovation, Accountability, Compassion, Authenticity, Presence
- Behaves professionally and in the public interest.
- Is available and willing to participate in the SYL programme

### SAI YOUNG LEADER's TEAM REQUIREMENTS

- Consists of at least one person and not more than 5 persons.
- Team members have knowledge and skills to work with SYL on the change strategy project.
- Team members directly report to SYL for the change strategy project.
- Team members are available and willing to participate in the change strategy project throughout its implementation.



## **SYL RESOURCES**

# **SAI YOUNG LEADERS**

2017 - 2018

### **SAI ELIGIBLE FOR OFFICIAL DEVELOPMENT ASSISTANCE SUPPORT**

- The IDI will bear economy travel, accommodation and meeting package costs for all participants invited to the screening in Oslo and the two international workshops.
- The IDI will bear costs related to resources persons, setting up of virtual platform and other technical input for the programme.
- The IDI does not pay cash per diems to programme participants.
- The IDI does not cover visa costs, travel insurance and medical insurance costs.
- The IDI will not bear any costs related to SAI Level Interaction.

### **SAI NOT ELIGIBLE FOR OFFICIAL DEVELOPMENT ASSISTANCE SUPPORT**

- The IDI will bear meeting package costs for all participants invited to the screening in Oslo and the two international workshops.
- The IDI will bear costs related to resources persons, setting up of virtual platform and other technical input for the programme.

