

Example 2: Capacity building for “Government of Andhra Pradesh” across departments

Government of Andhra Pradesh (GoAP) – newly formed state with new administration and governance agenda is planning to adopt a mission approach and hereby plans of constitution of “**Sector Specific Missions**” to focus on the activities/projects, which are critical for the social and economic growth of the state and require the inter-departmental coordination.

- The thrust of the Mission Approach, in consonance with the **Swarnandhra Vision 2029**, will be assisting departments on pre-identified, specific, growth promoting, large social and economic infrastructure, which require inter-departmental synergy.
- **Government officials** play a **pivotal role in designing and implementing policies** that are expected to achieve multiple goals. In order to deal with constant shift of priorities and balance multiple objectives, senior government officials have to **embrace new models of public management** and accordingly **upgrade their own capabilities to manage change, demonstrate strategic thinking and leadership** and be able to **develop effective partnerships**.
- Under the guidance of **Hon. Chief Minister of AP Shri Chandrababu Naidu** and discussions with **Shri SP Tucker, Spl. Chief Secretary, Planning Department of GoAP**, Indian School of Business (ISB) initiated and conceptualized “**Mission Induction Programmes**” for **senior and mid-level officers** associated with the **missions** and **the line departments**.
- As a first leaning intervention, ISB in consultation with the planning department and the head of the missions, a **two day induction programme** was designed.
- More than 250 officials (30 -35 officials per group) were inducted into the mission activities across several departments covering 7 missions.

- *Swarnandhra Vision 2029 - To be among the three best states in India by 2022*
- *To achieve the status of a developed state by 2029 when India celebrates its 75th year of independence*

Eight Mission Induction Programmes

- *Primary Sector Mission*
- *Higher Education Mission*
- *Social Empowerment Mission*
- *Industry Sector Mission*
- *Infrastructure Mission*
- *Urban Development Mission*
- *Tourism Mission*
- *Skill Development Mission*

Participant Profile

- *Mission Head*
- *Govt Dept. Representatives*
- *Key Private Players*
- *Consultants*

Average Group Size - 35 participants

Total Participants – Over 250 members

Programme Design

A 2 day programme covering various topics on