

**July 2011**

**Flagging the Flagbearers of Change**

The institute is introducing Excellence Awards for government officers/NGOs, public representatives, subordinate employees and other deserving organizations / individuals at the state as well as regional/district levels in order to incentivize good work, initiatives and ideas with a view to improving governance, development and public welfare.

While describing the budget allocation of the institute, the Finance Minister in her budget speech spoke about the excellence awards in following terms:

*"It gives me great satisfaction to announce that the Punjab Government will be the first State in the country to introduce comprehensive excellence awards with effect from the next year to recognize and motivate exemplary initiatives, innovations and performances by the public servants, government bodies and others in various spheres of public policy and administration. A sum of Rs.30 lacs has been allocated for this purpose."*

Examples of good work received from the different quarters will be processed for case studies, workshops, discussions etc. As a training institution we need to identify and promote the practical ways of doing things better by associating the best performers, innovators and trend-setters at all levels in the government and drawing upon their wisdom and experience.

Objectives of Awards Scheme are:

- (i) To establish contours of excellence across the departments
- (ii) To typify founts of excellence in public policy, administration and service
- (iii) To recognize employees who can motivate others by having demonstrative effect
- (iv) To promote excellence in performance and set new bench marks.
- (v) To evolve institutional mechanism for transplanting modes of excellence on wider scale

We invite views of the readers as to the purpose, nature, eligibility and measurement criteria which we should adopt for the various awards. We want to associate with this scheme flagbearers who volunteer to help us in executing this scheme and enrich it with case studies, delineating various aspects of exemplary performance, innovation, leadership, administrative reform, training and good governance.

Readers' views are required on the following aspects:

- (i) Attributes and categories of employees eligible for awards.
- (ii) Modalities for search and selection of awardees.
- (iii) Ways and means of projecting the awardees as a role-models for inspiring others.
- (iv) To evolve institutional mechanism for transplanting modes of excellence on wider scale.

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