

## Management Performance Training Workshop For SLARI Kicks -Off

A three day Management Performance Training Workshop for the sole agricultural research organization in Sierra Leone, the Sierra Leone Agricultural Research Institute (SLARI) ends at its Conference Hall at Tower Hill in Freetown.

Speaking to directors, researchers, administrators and supervisors of the various SLARI research centres in the country including its head quarters in Freetown, SLARI Deputy Director General Dr. Matthew L. Gboku said that the Institute had not only yearned and longed for the occasion but it was also important in ensuring the effective and efficient delivery of research outcomes to farmers and other clients. He explained that initial efforts have been made to satisfactorily implement the Management Performance concept by coming up with terms of references for the ranks and files of SLARI employees.



"I encourage you to be attentive and make the best out of the training", he told the trainees. He added that while the introduction of Performance Contract may appear intimidating to many of them with respect to their promotions and other incentives, its essence is to initiate and promote constructive dialogue between employees and their supervisors with a view to agreeing to what work targets can be accomplished within a given time

period taking into account enabling working environment, resource availability and constraining factors.

In his contribution, Human Resource Management Officer Mr. Osman C. Conteh of the Performance and Management Directorate said that while performance management is not new in many developed countries, it is a novelty in Sierra Leone, linking its advent here with the policy stance of president Ernest Koroma "to run the country as a business" by holding accountable government Ministers and cascading same to his team of officials of the respective government ministries, Departments and Agencies.

"The system is a radical departure from the management system inherited from our colonial masters where confidential reports or appraisal of employees for promotions were prepared and submitted without their fair involvement and participation", he explained. He allayed any fear of the new system saying it is to the advantage of employees and their institutions in a way that their strength and weaknesses can be identified and dealt with for effectiveness and efficiency in the

delivery of needed services. The training ,he further disclosed is intended for them to learn about performance management and take the responsibility to pass the information and knowledge to their colleagues so as to help them adopt positive attitudes and behavior as well as help them make informed decisions for not only their personal development and their institution but the country as a whole.

Samuel B. Momoh, one of the facilitators of the training defined and explained the basis and rationale of knowing and applying performance management system as well as its background

adding that “it is among others about setting goals, objectives and targets, evaluating performance against set targets as well as providing needed feedbacks that will improve the performance of an organization”. He listed and elaborated on the various phases management performance has undergone since the 1960s, aligning this development phases in the context of Sierra Leone. Momoh told the trainees that the new framework now demands of Ministries, Departments and Agencies to include in their budget proposals a strategic plan that will unambiguously portray their vision, mission and objectives, He also raised and dilated on recent developments in performance management citing among others indicators in performance tracking



tables, integrated performance management system and the introduction of the Individual Performance Appraisal System (IPAS); rounding up with an explanation of the benefits of performance management system to individuals, supervisors and institutions.

Fadiru B. Koroma examined and discussed the elements of performance management, its principles, and performance

appraisal system. The workshop also examined the role of an organization, role of Organizational Performance Appraisal Committee among others. The workshop will in its remaining period introspect into the merits of topical issues of performance management that will improve the effectiveness and efficiency of individuals, managers and institutions. These include among many others performance target setting followed by group work, performance monitoring and evaluation and performance appraisal in an organization.