Papua New Guinea
IPPCC Party Training Strategy Workshop
Alotau, Milne Bay | 4-8 September 2012

IPPCC workshop

The Integrity of Political Parties and Candidates Commission (IPPCC) planning and party-training-strategy-development workshop took place from 4-8 September at Education Milne Bay (EMB) in Alotau. The Centre for Democratic Institutions facilitated the workshop which helped the staff of the IPPCC registry to:

- identify priority tasks they need to do to meet their mandate
- develop individual and section work plans that map out how to address these tasks
- better understand what other staff do and how this contributes to organizational goals
- identify political party training needs and develop a strategy for putting in place a 5-year learning and development plan for party strengthening.

The IPPCC and Registry are part of a complex organisation going through a period of change. The workshop gave staff the opportunity to work together as a team and to think about the ways in which they depend on others within the team to achieve their individual, divisional and organisational objectives.

During the workshop staff mapped priorities over the short term as well as the next few years and developed divisional and individual plans linking personal work priorities with organisational priorities. The Registry now has the opportunity to use these plans as part of role reviews and performance monitoring and management.

The lead facilitator was Bronwen Harvey, a Program Manager with CDI. She was supported by Dr Norm Kelly, a CDI Associate and political party development specialist, and Mr John Varey, a CDI program office based in Port Moresby. Mr Guy Edwards of Education Milne Bay facilitated a half day team building activity on Tuesday 4 September.

Workshop Goal & Objectives

The goal of the workshop was to identify immediate work priorities for IPPCC, including support for political parties. This was further broken down into two main objectives:

1. To identify work priorities for the organization – accordingly, at the workshop IPPCC staff:

   a. Reviewed the organisation’s mission, goals and priorities;
   b. Identified short and medium term priorities for the organization;
c. Mapped the way in which section plans and individual workplans can contribute to organisational priorities;
d. Identified capacity gaps;
e. Strengthened team relationships.

2. To identify the inputs and outputs required to support and strengthen PNG political parties in the five years leading up to the 2017 election – accordingly, following the workshop IPPCC staff now have:
   a. A better understanding of political party strengthening needs;
b. Improved ability to map stakeholders involved in political party strengthening;
c. A clearer sense of IPPCC’s role and limitations in supporting political party strengthening in PNG;
d. Allocated responsibilities for preparation of a five year Learning and Development Plan for Political Parties.

Participants

The following staff attended the workshop:

- Dr Alphonse Gelu, Registrar
- John Bishop, Director
- Peter Wotomu, Director
- Ricky Koneubau, Manager HR
- Ila Pala, Manager Disclosure
- Claudio Labeli, Manager IT
- Blaise Turgone, Manager Budget & Planning
- Ronnie Nouairi, Budget Officer
- Wilson Andayu, Manager Records
- Anton Napia, Registrar’s Driver
- Bessie Aunama, Personal Officer
- Janet Mallian, Executive Officer
- Henao Lister, Executive Secretary
- Lorraine Wotomu, Information Officer
- Roa Vagi, Executive Assistant
- Doreen Gamuna, Executive Assistant
- Wendy Bile, Office Attendant
- Suara Siri, Driver.

In addition there were two invited guests:

- John Kouni, UPNG
- Silas Aetau, UPNG.

Mr Aetau was responsible for video recording workshop activity.