



CAYMAN ISLANDS
GOVERNMENT

CIVIL SERVICE COLLEGE

Building capability for the future.

Keeping you up to date with learning and development news in the Civil Service

SUMMER | June 2021



Celebrating Learning & Development in Cayman Brac

The Civil Service College has so far made two trips to Cayman Brac this year. In February, CSC conducted a three-day training trip to lead professional development workshops aligned with the Cayman Islands Government Core Competency Framework. A total of 71 certificates were awarded for completion of the workshops, with some staff participating in more than one session. Congratulations to all who participated! At the end of April we were back again to celebrate the

achievements of 19 colleagues on the Brac who had completed ILM Leadership & Management Level 3 Awards and Certificates. Family and friends gathered at the Brac Reef Hotel to witness the Deputy Governor Franz Manderson present awards. Their tutor, Lance Barnes, congratulated them, saying he was proud of their hard work and dedication, and wished them well in their future careers. Graeme Jackson, Director of the Civil Service College and Chief Officer Gloria McField-Nixon were also on

hand to add their congratulations. Peter Gough, the tutor for the next cohort, outlined the programme starting in May 2021 and finishing in February 2022. He encouraged persons who want to advance their career in the Civil Service to sign up, as this was a great opportunity for supervisors and managers to not only get an internationally recognised professional qualification, but also to improve their skills and competencies.

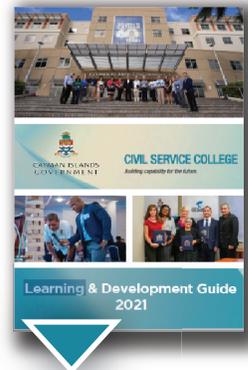
WHAT'S HAPPENING

NEW COURSES

- ILM Level 5 - June
- ILM Level 7 - June

LAUNCH OF:

- New CSC website
- LinkedIn Learning online learning platform
- New CSC prospectus available from CSC



Read this issue on the website!
Visit www.csc.gov.ky

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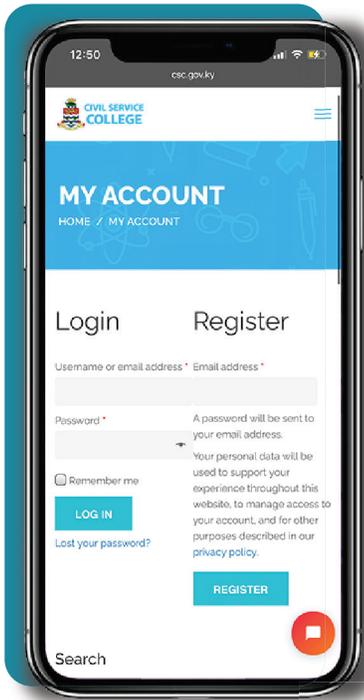
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A new approach to online learning for CSC

Our new website has been launched and houses the following functions:

INFORMATION

Find information about the type of courses, workshops and education pathways that the CSC offers.

ONLINE COURSES

Register for courses online via our calendar of events.

MANDATORY TRAINING

Anti-Bullying and Harassment and Cyber Security Awareness training are available on our website.

GET CERTIFIED

Gain a certificate to download immediately when you complete your mandatory training online.

All civil servants will be able to register for an account with their government-issued email address.

Visit the upgraded CSC website (<http://csc.gov.ky>)

LinkedIn Learning

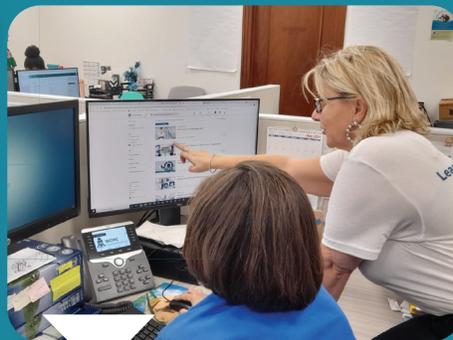
A new online learning platform for CIG

We are very happy to announce our partnership with LinkedIn Learning, which will provide Cayman Islands Government civil servants with access to over 16,000 online courses, which are regularly updated and cover a huge range of topics relevant to both work based and personal development.

On 6th May, CSC organized a multi-location launch to promote the provision for civil servants to be able access LinkedIn Learning using their government issued email address. A big thank you goes out to all the Learning Champions that made this possible

You can explore your areas of interest and select courses; you can get recommendations for content relevant to you; you can track your progress, and if you choose, you can use the platform to learn in collaboration with others.

To access LinkedIn Learning, please go to [LinkedIn.com/learning/activate](https://www.linkedin.com/learning/activate) and use your government-issued email address.



LinkedIn
Learning
Champions

“Wonderful innovative initiative by the CSC team. This aligns perfectly with the DG’s 5 year strategic plan for a world class civil service priority #3 Talent Development, specifically to “maximise participation in effective learning and development opportunities.” Learning at our finger tips!”

Allison Lovinggood

Learning & Development Manager,
Workforce, Opportunities
& Residency Cayman

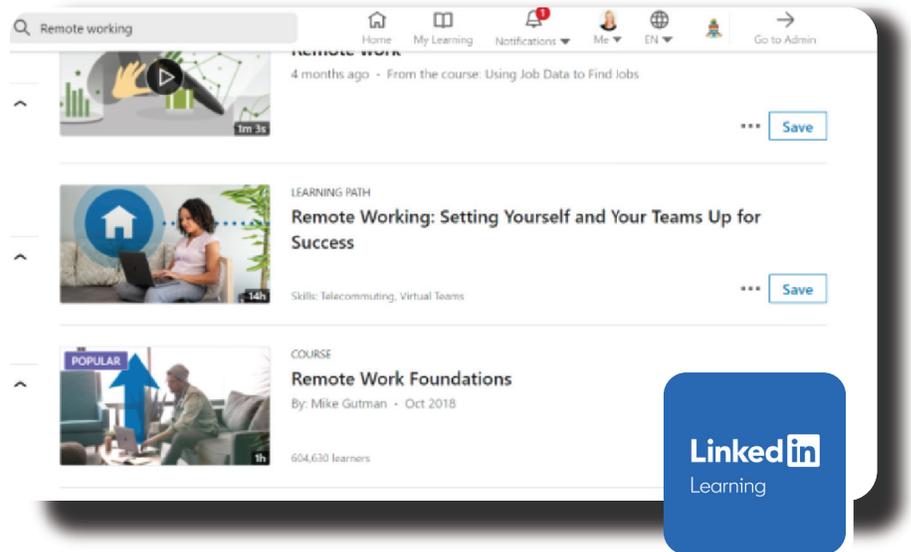


IN PHOTO:
RCIPS J Fordyce



IN PHOTO:
Gary Wong, Estina Hamil,
Harry Forbes, Elstyn Ward,
Jennifer Gager Sterling,
Angela Campbell, Marlon Bodden

Still Struggling with Remote Working?



PoCS issued the COVID-19 Flexible Working Arrangements Policy in March 2020.

It was adopted to ensure business continuity while complying with regulations aimed at safeguarding health and safety at the height of the COVID-19 emergency.

Now, with “business as usual” in the Cayman Islands since July 2020, both remote working and flexible working hours continue to form part of the

government’s flexible working arrangements that civil servants may utilize.

Remote working, while increasing flexibility and work/life balance, is not without its challenges. Productivity, time management, team working and leading teams all need to be managed in different ways.

With the recent introduction of LinkedIn Learning for civil servants, there is a wealth of knowledge available

anywhere, anytime, to assist with these tricky areas.

A quick search brings up videos, audio and courses on topics such as tips for successful remote working; building working relationships virtually, and even how to master zoom!

If you have not yet activated your LinkedIn Learning account, email csc@gov.ky for details on how to do so and start learning today!

TRAINER'S PROFILE



Jayne Burns is a fully qualified educational specialist and a certified business analyst and consultant. Jayne is also a qualified and experienced executive coach and brings this experience to our ILM 7 program. Throughout their ILM journey Jayne coaches and mentors each participant on a one to one basis to develop the knowledge and skills required for strategic thinking, ensuring their enquiry is both feasible and beneficial for the organisation.

City & Guilds ILM Level 7



Leadership & Management Programme

The Civil Service College launched an accredited Institute of Leadership & Management (ILM) Level 7 Certificate Program on 1st June 2021 in partnership with Management Solutions.

The purpose of this program is to ensure that the development of leadership skills within the organisation is focused specifically on enhancing the desired knowledge, skills and behaviors that will be required to deliver the organisation’s key objectives. The tutor led sessions for this programme will be delivered via Zoom.

- On-the-job assignments
- Leadership competency self-assessment
- Individual & team presentations
- Learner handouts
- Interactive workshops & case studies
- 1:1 mentoring

PRE-REQUISITES

- Completion of previous formal leadership & management certification
- At least 5 years in a senior leadership role

For more information, please email csc@gov.ky

INNOVATION CHAMPIONS

Congratulations to the participants of the City & Guilds ILM level 5 Certificate in Leadership and Management. The first group of graduates, led by Graeme Jackson, focused on Innovation. Darvy Whittaker, Zena Merren-Chin, Eimer Powery, Natasha Devonish, Jennifer Ahearn, Natasha Brady, Robert Tatum, Rayle Roberts and Tamara Hurlston all started their last module and commenced their work based innovation project on the day we assembled the National Emergency Operations Centre to deal with Covid-19. This provided many new opportunities to deliver innovation projects focused on delivering solutions to ensure continuity of



COHORT 1



COHORT 2

services to the public. The second group of graduates, led by Lance Barnes, included Kimberly McLean, Lyneth Monteith, Denise Hutchinson, Nicola Anderson-Wildman and Conroy Samuda. This group was quite diverse as each participant brought their own knowledge and experiences from varying sectors of the civil service and from the private sector.

In the latest report from ILM, the external verifier mentions that "The standard of work from all students was excellent. I was very impressed with the quality and the quantity and the practical work that had been done". In creating a more innovative workforce, it is important to train and develop our leaders to manage processes and implement groundbreaking

ideas to become a world class Civil Service. Thank you to the Deputy Governor Franz Manderson for hosting breakfast receptions to celebrate their success and hear their stories. To find out more about our ILM courses, please visit our website at csc.gov.ky/civilservicecollege/professional-development/ or email csc@gov.ky.

We would love to hear your feedback and suggestions! What would you like to see?

Please contact,
Joanna Bond
 Learning & Development Administrator
Joanna.bond@gov.ky

Visit our website at
www.csc.gov.ky

As we say goodbye to Learning & Development (L&D) Manager Lance Barnes, we say welcome to new L&D Manager Monique Malcolm. Lance enjoyed an incredible 4 years as the Civil Service College L&D manager and following a competitive process has been promoted to a senior leadership position as ICT manager in the Ministry of Education. We wish him well in his new role and are grateful that he has agreed to continue to support us as one of our associate trainers.

Monique joined the CSC team in March as a L&D facilitator and,



IN PHOTO:
 From Left
 Lance Barnes,
 Monique Malcolm,
 and Deputy
 Governor
 Franz Manderson

following a competitive process, has moved into the L&D Manager role. Monique comes to us with 15 years' experience in senior commercial and strategy roles in multi-nationals across the Caribbean, as well as running her own Training & Development consultancy and lecturing in a range of business subjects. A World Class organisation supports

and encourages continuous professional development and recognition so we were delighted with the news that both Lance Barnes and Monique Malcolm were awarded Fellow status of the Institute of Leadership and Management and were presented with their certificates by the Deputy Governor.