

*SPL FC FOR AIS AND CCS OFFICERS
MCRHRDI, 11TH DECEMBER 2025*

A Time to Think.... and Re-Think

Strategic Choices and Critical Decisions

Session with
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CRITICAL DECISIONS

1. CAREER PATH SPECIALIZATION
2. GEOGRAPHIC PREFERENCES
3. ETHICAL STANCE
4. POLICY VS. IMPLEMENTATION
5. CONTINUING EDUCATION AND SKILL DEVELOPMENT
6. BALANCING CAREER AND PERSONAL LIFE
7. NETWORKING AND RELATIONSHIPS
8. EMBRACING TECHNOLOGY
9. NAVIGATING POLITICAL INTERFERENCE
10. PUBLIC ENGAGEMENT

*These choices shape your professional path and personal life;
they also impact the lives of countless citizens you serve.*

1. CAREER PATH SPECIALIZATION

****GENERALIST VS. SPECIALIST****: CHOOSING WHETHER TO REMAIN A GENERALIST, HANDLING A VARIETY OF ADMINISTRATIVE ROLES, OR TO SPECIALIZE IN A SPECIFIC FIELD WITHIN THE AREA OF WORK OF YOUR SERVICE

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2. GEOGRAPHIC PREFERENCES

****POSTING PREFERENCES****: DECIDING BETWEEN URBAN AND RURAL POSTINGS AFFECTS EXPOSURE, EXPERIENCE, AND WORK-LIFE BALANCE. RURAL POSTINGS OFTEN PROVIDE RICH, GROUND-LEVEL EXPERIENCE IN PUBLIC ADMINISTRATION.

3. ETHICAL STANCE

****INTEGRITY AND ETHICS****: CONSISTENTLY MAKING CHOICES THAT UPHOLD ETHICAL STANDARDS AND INTEGRITY, EVEN IN THE FACE OF PRESSURE OR TEMPTATION, IS CRUCIAL FOR MAINTAINING PUBLIC TRUST AND PERSONAL CREDIBILITY.

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4. POLICY VS. IMPLEMENTATION

****ADMINISTRATIVE ROLE****: CHOOSING TO FOCUS ON POLICY FORMULATION VERSUS THE HANDS-ON IMPLEMENTATION OF POLICIES CAN DEFINE THEIR INFLUENCE AND IMPACT. SOME MAY PREFER THE STRATEGIC LEVEL, WHILE OTHERS THRIVE IN OPERATIONAL ROLES.

5. CONTINUING EDUCATION AND SKILL DEVELOPMENT

****LIFELONG LEARNING****: INVESTING IN CONTINUOUS EDUCATION AND SKILL DEVELOPMENT, THROUGH FORMAL COURSES OR SELF-STUDY, TO STAY ABREAST OF NEW TRENDS, TECHNOLOGIES, AND BEST PRACTICES IN PUBLIC ADMINISTRATION.

6. BALANCING CAREER AND PERSONAL LIFE

****WORK-LIFE BALANCE****: MANAGING THE DEMANDING NATURE OF CIVIL SERVICE WITH PERSONAL LIFE AND FAMILY COMMITMENTS IS ESSENTIAL TO ENSURE LONG-TERM CAREER SUSTAINABILITY AND PERSONAL WELL-BEING.

7. NETWORKING AND RELATIONSHIPS

****BUILDING ALLIANCES****: CULTIVATING A NETWORK OF PROFESSIONAL RELATIONSHIPS WITHIN THE CIVIL SERVICE AND WITH EXTERNAL STAKEHOLDERS CAN ENHANCE EFFECTIVENESS AND OPEN UP OPPORTUNITIES FOR COLLABORATION AND CAREER ADVANCEMENT.

8. EMBRACING TECHNOLOGY

****DIGITAL TRANSFORMATION****: LEVERAGING TECHNOLOGY TO IMPROVE GOVERNANCE AND PUBLIC SERVICE DELIVERY.

STAYING CURRENT WITH DIGITAL TOOLS AND PLATFORMS CAN DRIVE INNOVATION AND EFFICIENCY IN THEIR WORK.

9. NAVIGATING POLITICAL INTERFERENCE

****BALANCING ACT****: SKILLFULLY NAVIGATING POLITICAL DYNAMICS AND INTERFERENCE WHILE REMAINING COMMITTED TO PUBLIC SERVICE ETHICS AND OBJECTIVES IS OFTEN A CHALLENGING YET ESSENTIAL PART OF YOUR ROLE.

10. PUBLIC ENGAGEMENT

****COMMUNITY INTERACTION****: CHOOSING THE EXTENT AND MANNER OF ENGAGING WITH THE PUBLIC TO BUILD TRUST AND ENSURE THAT GOVERNMENT POLICIES AND SERVICES ARE RESPONSIVE TO THE NEEDS OF CITIZENS.

WHAT ABOUT SOCIAL MEDIA PLATFORMS?

THANK YOU

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