



**MEFMI**  
Macroeconomic and Financial Management  
Institute of Eastern and Southern Africa

**TALKING NOTES FOR DR. CALEB M.  
FUNDANGA, EXECUTIVE DIRECTOR, MEFMI**

**FELLOWS FACILITATION AND CONSULTANCY  
SKILLS WORKSHOP  
2 MAY 2016, MANZINI, SWAZILAND.**

- Guest of Honour, Mr. Bertram Stewart, Principal Secretary, Ministry of Economic Planning and Development, Swaziland,
- Resource Persons,
- Distinguished Participants,
- Ladies and Gentlemen.

It is a great pleasure and honour for me to welcome you distinguished resource persons and participants to this important workshop. The objective of the workshop is to impart the Candidate Fellows with skills and knowledge required to effectively conduct

and manage consultancies, facilitations and presentations of our regional courses and in-country missions.

In addition, the workshop is meant to provide the Fellows with a platform to share their experiences and lessons while on the Programme.

### **Acknowledgement**

I acknowledge the great hospitality we continue to receive from the Government of Swaziland, through the two Client Institutions: Ministry of Economic Planning and Development, Ministry of Finance, and the Central Bank of Swaziland. The presence of the Principal Secretary of the Ministry of Economic Planning and Development, Mr. Bertram Stewart to officiate at this event, demonstrates the great commitment of the Ministry towards the success of MEFMI.

## 1. FELLOWS DEVELOPMENT PROGRAMME

The Fellow's Development Programme was conceived to address the Institute's mission of sustainable capacity building on an accelerated basis. The programme is designed to develop officials in the region at the professional levels with clear potential of development into world class experts through an intensive programme of customized training, professional exposure to renowned institutions, attachment at exemplary institutions and "one-to-one" mentoring and coaching of fellows using experts in various areas of specialty.

## 2. DEVELOPMENTS IN THE FELLOWS DEVELOPMENT PROGRAMME

The development of Fellows started way back during the ESAIDARM era and the current group is the 9<sup>th</sup> intake (July 2015).

As MEFMI Secretariat, we feel encouraged with the developments especially in the following areas:

- a) Diversity of the specialist areas, and
- b) Increasing gender participation.

The current crop of candidates has 15 fellows of which 7 (or 47%) are female compared to 6 females (or 35%) enrolled in the previous intake. Going forward we would like this percentage of female participants to increase in line with the SADC policy of 50% to 50% for females and males. Hence we are encouraging our Member Countries to adopt this policy given its trickledown effect to our own programmes.

### **Status of Fellows Development Programme by Gender and Programme, End of April 2016**

<b>Programme</b>	<b>Candidate</b>	<b>Graduate</b>	<b>Accredited</b>	<b>Total</b>
Macroeconomic Management	12(2)	12(4)	10(2)	34(8)
Financial Sector Management	8(4)	17(9)	28(5)	55(18)
Debt Management	6(3)	28(8)	12(0)	46(11)
<b>Total</b>	<b>26(9)</b>	<b>57(21)</b>	<b>50(7)</b>	<b>133(37)</b>
<b>Total (%)</b>	<b>20%</b>	<b>43%</b>	<b>38%</b>	
<b>% of Females</b>	<b>35%</b>	<b>37%</b>	<b>14%</b>	<b>28%</b>

**Note: Figures in brackets denote number of Female Fellows.**

The Secretariat conducts graduation and accreditation ceremonies annually. We expect 3 candidates and 10 graduate fellows to graduate and be accredited respectively this year - 2016.

### 3. MEFMI EXPECTATIONS

- 1) I have been informed that *all of you* have already submitted your proposals, hence you are on track to complete your training in time. We commend you for this.
- 2) We expect you to complete the training programme as stipulated in the Work Programme. Hence we are looking forward to receiving your final technical papers by **28<sup>th</sup> February, 2017** in preparation for final assessment and graduation next year. This deadline is not negotiable.

According to the Fellows Development Programme, a Candidate is penalized with a 5% reduction in his/her overall assessment score due to failure to graduate within the stipulated timeframe/intake.

- 3) Generally as Fellows you have a pivotal role to play in capacity building at your own institutions, therefore the Secretariat will be requesting for performance reports and assessments from your respective supervisors. This was emphasized by your Institutions during the 2014 Impact and Needs Assessment.
- 4) While here, I will talk to some of you to establish the facts and progress towards completing your Customised Training Programmes, specifically in relation to how you are applying the knowledge and skills obtained as change agents within your own Institutions.

#### **4. FUTURE PLANS**

- 1) The Secretariat plans to produce guidelines for monitoring your performance at the Institutional level. This will be of major focus next year.

2) The Secretariat will also work with you to develop the MEFMI Fellows Alumni. Your input into this is vital and welcome.

During the last Impact and Needs Assessment, it was recommended that the Secretariat should be more transparent in the selection of Candidate Fellows and less biased towards Central Banks. I therefore take the opportunity to inform you that the Secretariat will be sending out a call for nomination of candidate fellows for the 10<sup>th</sup> intake by 30<sup>th</sup> November 2016. Client Institutions are encouraged to be more proactive and respond to this call for nominations *in time*. MEFMI will in turn develop a more objective criteria for selection. Please note that the next intake is going to focus on recruiting Fellows in deficit areas, hence more females will be recruited and are strongly encouraged to apply, while under represented countries, including Angola, Botswana, Burundi which recently joined MEFMI, Mozambique and *Swaziland* will be given priority. In particular, we

would like to see more participation from the Ministries. Mr. Bertram, in a special way, we look forward to substantial nominations from your Ministry for our 10<sup>th</sup> intake.

I thank ESAMI who will be facilitating this workshop with MEFMI, and our client institutions for their assistance in organising this event.

I also extend my gratitude towards our technical cooperating partners who have continued to mentor our fellows.

Once again, I thank the Guest of honour, for accepting to officiate at this workshop.

I thank you.