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PSC Female Officers Attend BCFW Certificate IV Leadership & Management Course

Home / News / News / PSC Female Officers Attend BCFW Certificate IV Leadership & Management Course

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‘Given the fact that we are a Melanesian society people tend to think women lack the capabilities to take up managerial positions in organizations but if only we could break that barrier, we will see a lot more women moving up to top positions’ reiterates Miss .Fiona Yandi, who is the Acting Senior Legal Officer in the Public Services Commission.

Miss Yandi and Principal Investigator Ravugerea Ginis are two senior female officers of the Public Services Commission undergoing a 6 months training program facilitated by the Business Coalition for Women (BCFW).They are part of the Cohort 16, comprising sixteen participants

Site Search

Search...



from the private and public sectors, attending the Certificate IV in Leadership and Management Program.

Miss Yandi and Mrs Ginis were nominated by PSC to attend the course that is sponsored by the Australian Awards-PNG. Participants within this 6 month period are required to attend three compulsory week long face-to-face sessions that are referred to as Blocks. For Cohort 16-Block 1 was held from February 15-20th, with Blocks 2 and 3 scheduled from May 10-14 & August 02-06th, respectively.

'Some of the skills we were taught during the first week were effective communication skills, professionalism and being mindful of your surroundings. ' Said Ms Yandi.

Ms Yandi said she believes that after completing the Course it will boost her confidence and give her a new perspective as a young, emerging professional woman in leadership. Furthermore, she stated it is our own mindset that hinders us women to progress both at home and at work adding that we must learn to deal with our emotions as it will help set a good foundation for more women to take up managerial roles.

"As women, we are very emotional and emotions can cloud our judgment and influence our decisions when triggered by the situation at hand. It is not that we women lack potential to take up leadership roles but due to the lack of trust and confidence by our society and because we women underestimate ourselves or other fellow sisters that hinders progress" Miss Yandi adds.



Miss Fiona Yandi (right) and Mrs Ravugerea Ginis (left) attending the BCFW Certificate IV

Another officer Mrs Ginis says this is an opportunity she is most proud of in her career.

'Having gone through this course has given me a lot of confidence to believe in myself to take up managerial roles '.

'I am beginning to come out of my shell, I feel more confident. The course has enhanced my skills and has empowered me to develop and grow not only in my career but also in my personal life as well. Hence, I must acknowledge my employer PSC and DFAT for the support in

Leadership & Management
Course-Block 1 At Gateway .
providing opportunities for
women to strive for professional
excellence through courses
such as this”.

Mrs Ginis added that this course is all about empowering Women to rise up to the next level in leadership and Management and the fact that We don't have a lot of women in Management roles is largely due to culture, however, we would like to see more women believe in themselves and rise up to take their place as leaders in our society.

The course was launched in 2015 by the PNG Business Coalition for Women (BCFW) in collaboration with WINGS Education Ltd. The course aims to meet specific PNG industry needs and is designed to develop leadership and management skills of women in the workforce who have the potential to take up supervisory or managerial posts, and targets emerging female talent serving in senior roles to preparing for their first managerial roles.

Since its inception, close to 200 women from 60 organisations representing various industries all over the country have graduated from the Coalition's Certificate IV in Leadership & Management, and many of them have been promoted as a direct result.

Executive Director of the Business Coalition Ms .Yvonne Kennedy said the Certificate IV in Leadership and Management was developed in direct response to the business community's demand for best practice and culturally nuanced leadership training for high potential female staff.

Ms Kennedy believes that one of the reasons the Cert IV training has been so successful for both trainees and their employer is that although it is Australian certified, it was developed in PNG for Papua New Guineans. “This is not an off-the-shelf training package from Australia, New Zealand or some other country. We worked extremely close with training specialists, PNG business leaders and PNG women to craft a program that 100 per cent meets the requirements of PNG businesses. “Reiterated Evonne Kennedy

The Public Services Commission aims to up skill officers to help them in performing their duties more effectively and efficiently and also giving officers the opportunity to grow into managerial roles in the Commission offering equal opportunities for both men and women.