# Inputs for the Selection Process/Criteria for Management Training Trajectory of Dhaka WASA Personnel.

## Rationale:

VEI could use a deliberate process to select the potential candidates for the Management Trajectory. Moreover, this will help VEI the participants who are interested to follow the whole trajectory. Two groups, consisting 15-20 participants will be selected and each group will be taken through the Management Trajectory.

Description/ expectation from the management trajectory

* + Benefits for the DWASA
  + Personal development of the management staff
  + Expectations from VEI

## Design as Certificate course:

* Recognition by awarding certification.
* At least 75% of attendance for the certification.
* Resident Project Manager of WOP could discuss with the MD of Dhaka WASA explore the possibilities to standardize this certificate as a ‘professional excellence’. This could be used for promotions or any other career development.

## Selection criteria

* Sending out a survey questionnaire to the potential participants
* We (VEI+MDF) could screen the participants through proposed survey questions.

## Questionnaire:

* Are you managing projects/ people? The no of team members under your management?
* Did you undergo any management training?
* If then, could you specify the areas, discussed during the training ?
* Do you face any challenges in dealing with staff on management issues such as; conflict management, problem solving, team building etc. Please describe.
* Are you able/willing to continue 12-15 months of following the management trajectory?
* What is the change that you want to bring about in you and your team from this trajectory?