



Commonwealth Professional Fellowship Programme: Our experience

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Overview

- ➔ Involved with the Commonwealth Professional Fellowship Programme since 2003, with over 60 placements to date
- ➔ Focus on the environment and governance streams
- ➔ Embedded it into our organisation:
 - ➔ senior management buy-in
 - ➔ instrumental in developing the direction of our international programme
- ➔ Include additional criteria:
 - ➔ partnerships with other environment protection agencies
 - ➔ ask for Director General nominations for placements that they recognise as having strategic importance
 - ➔ no repeat placements
 - ➔ start up a relationship or add value to an existing wider relationship

Benefits of CPFP

- ➔ Providing an improved environment within a global context
- ➔ Engaging some of our key international partnerships to directly increase the evidence and intelligence on priority areas of work
- ➔ Show that we can be the best we can in providing innovative, effective results that achieve environmental outcomes.
- ➔ Raise our reputation with our international partners, including adding value to existing relationships
- ➔ Enhances our understanding of the local issues partners are facing
- ➔ Increased partnership/ networking opportunities (South-south learning)
- ➔ Staff development opportunities

Outcomes to date

- ➔ Increased enforcement and compliance capacity within target Environment Protection Agencies (EPAs)
- ➔ Many of the participants have received promotions as the result of their time, although still within the same organisation, so the learning hasn't lost its sustainability
- ➔ Increased regional engagement and learning from each other
- ➔ Strengthened partnerships

Final message: what works well for us

- ➔ Embedding it into our business as a priority activity
- ➔ Maintaining the relationship through a mixture of activities and furthering partnerships (placements are stronger where this is adding value to another activity / using this opportunity to initiate partnerships)
- ➔ If developing a new activity, first expose the senior managers and then work your way down into the detail – creates organisational buy-in
- ➔ Ensuring whoever is nominated is representative of a strategic priority for their organisation
- ➔ If hosting several people look for a link between them, i.e. regional as that will enhance the sustainability of their learning

Thank you

Any questions?

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