

11. BIOGRAPHICAL DETAILS OF SPEAKERS

Mr Aldridge J. Adamson

Mr Adamson was appointed Secretary to the Cabinet and Head of the Public Service in Zambia in June 1992.

In the early part of his career, he spent nine years in the Ministry of Education in several posts before becoming Permanent Secretary from 1972-73. Later, he became Permanent Secretary in the Ministry of Local Government and Housing (1973-78), and Permanent Secretary in the Ministry of Works and Supply (1979). From 1980-81, Mr Adamson was Deputy Secretary to the Cabinet before his secondment to the Commonwealth Fund for Technical Co-operation as Adviser to the Namibian Distance Education Teaching Unit (1982-85). Later, he returned to the Zambian Public Service and was appointed Principal Adviser to the Prime Minister on Restructuring of the Public Service and Decentralisation Policy, and Deputy Secretary to the Cabinet.

From 1990-92, Mr Adamson was Group Executive Director of Zambia Industrial and Mining Corporation Limited.

Professor Adebayo Adedeji

Professor Adedeji is the Executive Director of the African Centre for Development and Strategic Studies (ACDESS), an institution which he founded in 1991. Prior to this he was United Nations Under Secretary-General and Executive Secretary of its Economic Commission for Africa (ECA), an organisation he worked in for 16 years.

Before joining the UN, Professor Adedeji held several posts in the Institute of Administration, University of Ife, Nigeria, before becoming Professor of Public Administration from 1967 to 1975. Between 1971 and 1975, he also served as Nigeria's Federal Minister for Economic Development and Reconstruction, responsible for planning and supervising the reconstruction of an economy devastated by civil war.

Professor Adedeji, a graduate of both London and Harvard Universities, is a recipient of many honorary degrees and international honours. He has also served as President of the African Association for Public Administration and Management.

His Excellency Chief Emeka Anyaoku

Chief Emeka Anyaoku became the third Secretary-General of the Commonwealth in July 1990. His international experience began when he joined the staff of the Commonwealth Development Corporation in 1959, working in Lagos and then in London. He joined the Nigerian diplomatic service in 1962. He was Director of the Permanent Secretary's Office in the Ministry of Foreign Affairs, and in 1963 he was posted to Nigeria's Permanent Mission to the United Nations in New York.

When the Commonwealth Secretariat was established in 1965, he was seconded to the new organisation. He joined the Secretariat as Assistant Director of International Affairs, and was later promoted to Director. In 1975, he was appointed Assistant Secretary-General. Two years later he was elected Deputy Secretary-General by Commonwealth governments.

He served briefly as Nigeria's Foreign Minister in the civil administration of 1983 before returning to his former post as Deputy Secretary-General at the Commonwealth Secretariat.

Chief Anyaoku, a graduate of University College, Ibadan, has received many honorary degrees as well as national titles and decorations.

The Honourable Dr Kwesi Botchwey

Dr Botchwey is Minister of Finance and Economic Planning in Ghana.

The Honourable Ms Simone de Comarmond

Ms de Comarmond is Minister of Tourism and Transport in the Seychelles.

Dr Carlton E. Davis

Dr Davis is Cabinet Secretary and Head of the Jamaican Civil Service.

Mr John S. Dawkins

Mr Dawkins was the former Australian Treasurer.

Mr Robert Dodoo

Mr Dodoo is Head of the Civil Service in Ghana.

The Honourable Gordon M. Draper

Gordon Draper is Minister for Public Administration and Public Information in the Office of the Prime Minister in the Government of Trinidad and Tobago.

From 1976-88, he lectured in Management at the University of the West Indies (UWI) and served as Head of Department until 1988. He held the position of Executive Director, Institute of Business, UWI, until his appointment as a government minister.

For five years, he served as Chairman of the Trinidad and Tobago Management Development Centre, a government-sponsored institution, and for a similar period as a Commissioner of the Trinidad and Tobago Utilities Commission. During the period 1984-86, he served as a member of the Public Service Reform Task Force, and from 1987 as a member of the Government's Administrative Reform Task Force.

He has worked as Marketing Manager of a leading commercial bank in Port of Spain; a Director of Price Waterhouse Management Consultants; and Group Human Resource Manager, McEneaney Alstons Limited, a regional conglomerate.

He is also Chairman of the CARICOM Working Group on Public Service Reform.

Professor Jona Isawa Elaigwu

Professor Jona Elaigwu is Director-General and Chief Executive of the National Council on Intergovernmental Relations in Nigeria.

His academic career began in 1975 as a lecturer at Ahmadu Bello University, Zaria, Nigeria. Later, he was a visiting lecturer at the University of Kentucky and Transylvania University before joining the University of Jos in 1979 where he was appointed Professor and Head of the Department of Political Science in 1983.

Professor Elaigwu has been a member of many important committees and organisations, amongst these he is an Executive Committee member of the Research Committee on Federalism and Federations and a member of the Presidential Advisory Committee. He was a member of the United Nations Institute for Training and Research (UNITAR) from 1986-92, and was Chairman of the Board of Trustees of UNITAR from 1991-92.

The Right Honourable Dr Edward Fenech-Adami

The Right Honourable Dr Edward Fenech-Adami was sworn in as Prime Minister of Malta in May 1987. He currently also bears ministerial responsibility for the Civil Service, the Armed Forces and Local Government. Between 1989 and 1990, he also held the Foreign Affairs portfolio. He has been Vice-President of the European Union of Christian Democrats since 1979.

Dr Fenech-Adami was called to the Malta Bar in 1959. During the 1960s, he was Assistant Secretary-General of the National Party (PN) as well as Editor of the Party newspaper. He entered Parliament in 1969. In the early 1970s, he had a major role in the PN's re-organisation following its narrow defeat in 1971 after nine years of government and was elected President of the Party's General and Administrative Councils in 1975 and was PN Parliamentary Spokesman on Social Services from 1971-77. Dr Fenech-Adami was leader of the Opposition from 1977-82 and 1983-87. The PN, led by Dr Fenech-Adami, won the 1987 election and in February 1992 was re-elected with an increased parliamentary majority.

The Right Honourable Hage Geingob

The Right Honourable Hage Geingob was inaugurated as the first Prime Minister of the Republic of Namibia on Independence Day, 21 March 1990. This followed a long journey, which began while studying for a teaching diploma at Augustineum College in Okahandja in 1961. While there, he was initiated into politics and joined SWAPO. He taught for only one year before going into exile in 1962.

He became SWAPO's Assistant Representative in Botswana, and after suffering extreme hardships to reach Tanzania, he finally succeeded in leaving for the USA where he obtained a master's degree in International Relations. During his studies he was appointed by the President of SWAPO as Petitioner at the United Nations. In 1975, he became a member of the SWAPO Politburo and was appointed Director of the UN Institute for Namibia in Lusaka, Zambia.

Having received the Ongulumbashe Medal for bravery and long service in 1987, Mr Hage Geingob returned to Namibia two years later as Election Director. After SWAPO's election victory in 1989, he was appointed Chairman of the Constituent Assembly, as well as Chairman of the Namibia Independence Celebrations Committee.

Mr Denis Ives

Mr Denis Ives was appointed Public Service Commissioner in September 1990, a statutory position with wide-ranging responsibility for personnel management in the Australian Public Service (APS).

He is also a member of the Australian Public Management Advisory Board (MAB) which advises the Government on major public service management issues. He was closely involved in MAB's recent review of management reforms in the APS and the strategy document entitled "Building a Better Public Service".

His statutory responsibilities include approval of all appointments and promotions within the Senior Executive Service (SES) and he has related policy responsibility for management development activities in the SES.

In addition, he is also Chairman of the Joint Australian Public Service Training Council (JAPSTC), which is responsible for the development of competency-based training in the APS.

Mr Ives has been an officer of the APS since early 1961 and has worked in many different Federal Departments, with particular emphasis on industry and energy policy. He held the positions of Deputy Secretary in the Department of Primary Industries and Energy (1987), in the Department of Industrial Relations (1989-90), and in the Office of the Prime Minister and Cabinet (1990), before being appointed Public Service Commissioner.

The Honourable Ashok Jugnauth

The Honourable Ashok Jugnauth was appointed Minister for Civil Affairs and Employment in the Public Service in Mauritius in March 1994.

He practised as a lawyer for 13 years, before joining Parliament in 1991 as first Member for the Constituency of Moka/Quartier Militaire. He is a member of the Commonwealth Parliamentary Association Executive Branch for the Africa Region.

Professor Moses N. Kiggundu

Professor Moses N. Kiggundu, a native of Uganda, holds a bachelor's degree from Makerere University, Uganda, an MBA from the University of Alberta and a doctoral degree in Management and Administration from the University of Toronto. He is currently Professor of International Management and Administration in the School of Business at Carleton University, Ottawa.

Over the years, Professor Kiggundu has collaborated with various national and international organisations, including The World Bank, UNDP, CIDA, USAID, GTZ, national institutions, universities, NGOs and multinational corporations. Within the Commonwealth, he has worked in many countries in the African and Asian regions.

Recent field projects include: a study of the size, cost and administrative reform of the African Civil Service; African management in the 1990s, with an emphasis on good governance through traditional and indigenous institutions; developing participative approaches to projects for improved national economic management and administrative reforms; institutional analysis and development; and project review. He is currently involved in a study of the challenges of managing telecommunications reforms and modernisation in South-East Asia and developing countries in other regions.

Ms Hugette Labelle

Ms Hugette Labelle was appointed President of the Canadian International Development Agency in June 1993.

Deputy Minister of Transport Canada from 1990 to 1993, Ms Labelle was Chairman of the Public Service Commission of Canada from 1985 to 1990, Associate Secretary to the Cabinet and Deputy Clerk of the Privy Council between January and September 1985 and Under Secretary of State in the Department of the Secretary of State from 1980 to 1985. From 1973 to 1980, she held senior management positions in Indian and Northern Affairs Canada and in Health and Welfare Canada.

Before joining the Federal Government, Ms Labelle held management positions in health science education and in nursing education. Between 1974 and 1976, she served as a consultant to the Governments of Haiti and Cuba on health care planning and health science education. In 1987, she was co-chair of the World Health Organisation (WHO) Expert Committee on Health Manpower Management Systems.

Ms Labelle has held many senior positions with a variety of volunteer organisations in Canada. She is currently Chancellor of the University of Ottawa; and a member of the Board of Directors of Public Policy Forum, the International Development Research Centre, the Export Development Corporation, the International Centre for Human Rights and Democratic Development, the International Institute for Sustainable Development and WHO's Working Group on Health and Development Policies.

Mr Robert Laking

Mr Robert Laking has been Chief Executive of the New Zealand Ministry of Housing since 1992. From 1964-86, he was employed by the New Zealand Treasury in various positions in the areas of economic and financial policy and financial management. His assignments have included economic analysis of major industrial projects, development of government financial management systems and principles for management of state-owned enterprises. During his time with the Treasury, he was seconded to London as Counsellor (Finance) in the New Zealand High Commission, and spent a year as IMF Adviser on budgeting and financial planning to the Bahrain Ministry of Finance and National Economy.

In 1986, Mr Laking became Deputy Director-General (Policy and Services) Department of Social Welfare. After three years there, he joined the State Service Commission as Assistant Commissioner responsible for reviews of the performance of government departments and their chief executives. In that capacity, he was a member of the Steering Group and convenor of the project group for the review of State Sector Reforms which reported in late 1991.

The Honourable Marcel Massé

Mr Massé is President of the Queen's Privy Council, Minister of Intergovernmental Affairs and Minister Responsible for Public Service Renewal in the Government of Canada. He was a former President of the Canadian International Development Agency.

Mr Steve Matheson

Mr Steve Matheson was appointed Deputy Chairman of the Inland Revenue in the UK Civil Service in 1993. He entered the Inland Revenue as Inspector of Taxes in 1961. He was Private Secretary to the Chancellor of the Exchequer in 1975-76. Following this, he was Project Manager, Computerisation of PAYE (COP) 1977-84. He was Director of Information Technology from 1984-89, and appointed Board Member and Commissioner of Inland Revenue in 1989. He has been a past President and Deputy President of the Computer Society.

Ms Adelaide Phindile Mkhonza

Ms Adelaide Mkhonza was appointed Principal Secretary in the Ministry of Commerce and Industry of Swaziland in 1994.

She started her career as Assistant Secretary (Budget) in the Ministry of Finance. For the next five years she worked for the United Nations, Department of Technical Co-operation Development (UNDTCD) as Associate Public Administration Officer in the Development Administration Division and later as Associate Programme Officer in the Programme Implementation Division.

Ms Mkhonza returned to work for the Government of Swaziland in the Department of Planning and Statistics (1984-91), as Planning Officer, Senior Planning Officer and Under-Secretary. From 1991-94, she held the post of Principal Secretary in the Ministry of Economic Planning and Development.

Mrs Jaya Mohideen

Mrs Jaya Mohideen is Senior Consultant in the Economic Development Board (Consulting Group) in Singapore.

She was appointed to the Singapore Administrative Service in 1967 in the Ministry of Interior and Defence (1967-71). She joined the Public Service Commission from 1971-76. Later, she worked in the Ministry of Foreign Affairs, as Principal Assistant Secretary and Director, Administrative Division. From 1987-92, Mrs Mohideen held several posts in the Singapore Embassy in Brussels, initially as Minister-Counsellor, then Charge d'Affaires, and finally Ambassador to Belgium and Head of Mission to the European Communities. She was concurrently accredited as Ambassador to the Netherlands, Luxembourg and the Holy See.

From 1993 to March 1994, Mrs Mohideen was Deputy Secretary (Management) in the Ministry of Foreign Affairs before being seconded to the Economic Development Board.

She has been awarded several medals both in Singapore and the Netherlands for her work in Public Administration and was twice Chairperson of the ASEAN Brussels Committee.

Mr Richard Mottram

Mr Richard Mottram is the Permanent Secretary, Office of Public Service and Science (OPSS) in the UK Cabinet Office. As Head of OPSS, he is responsible to the Minister for Public Service and Science for public service management reform, the Citizen's Charter, the Next Steps Programme, efficiency and market-testing within government), civil service management questions, the Government Centre for Information Systems (CCTA), science and technology policy and the science budget.

The OPSS also provides support to the Minister on those executive agencies for which he has responsibility: the Civil Service College, Chessington Computer Centre, Recruitment and Assessment Services, the Occupational Health Service, the Central Office of Information and Her Majesty's Stationery Office.

Mr Mottram entered the Civil Service in 1968 and has worked mostly in the Ministry of Defence and Overseas Secretariat of the Cabinet Office from 1975-77. From 1982-86, he was Private Secretary to successive Secretaries of State for Defence. From 1989-92, he was Deputy Secretary responsible for British Defence policy and strategy and defence relations with other countries and he led at official level the work on revising the UK's defence strategy and restructuring the armed forces following the collapse of Communism in Europe.

Dr Mario Mariyawanda Nzuwah

Dr Nzuwah is Chairman of the Zimbabwe Public Service Commission.

Ms V Lynne Pearson

Ms Lynne Pearson is the Chief Executive of Consulting and Audit Canada (CAC), a special operating agency of the Government of Canada, designed to improve delivery of services on a cost-recovery basis. Before joining CAC in 1993, Ms Pearson was Executive Director of Training Programmes Branch at the Public Service Commission (PSC), responsible for Language Training Canada and Training and Development Canada.

Before joining the PSC, Ms Pearson was Assistant Deputy Minister, Saskatchewan Region, Western Economic Diversification Canada, and the Federal Economic Co-ordinator for Saskatchewan for the Federal Government. Earlier, she held senior positions with the Federal and Saskatchewan Governments, including Regional Director-General, Saskatchewan Region, Employment and Immigration Canada; and Deputy Minister of the Saskatchewan Department of Consumer and Commercial Affairs.

Ms Pearson is an Executive Member of the Board of Directors of the Canadian Standards Association; Chairman of the Board of Directors of the Quality Management Institute; Chairman of the Endowment Fund of the Institute of Public Administration of Canada (IPAC); and a member of the Board of Directors of the Association for Professional Executives of the Public Service of Canada (APEX). She has also served as National President of IPAC and, in 1986, she was selected as Regina's Woman of the Year in the Business and Professional Category.

Mr Tim Plumptre

Mr Tim Plumptre is the founder and President of the Institute On Governance, a non-profit organisation, set up in 1990 in Canada, which deals with public sector issues.

He played an important role in promoting the reform of the Canadian Public Service in the late 1980s. He also provided advice to the Clerk of the Privy Council on an initiative for the renewal of the Public Service announced by the Prime Minister in 1989 as Public Sector 2000 (PS 2000), and he later served as Executive Director of a task force associated with PS 2000 developing proposals for improving service quality in the Government.

After the 1993 federal election in Canada, Mr Plumptre served as an adviser on policy to the Government. Mr Plumptre spent 20 years as a consultant on organisation and strategy to Government departments and business. He was a senior partner in two national consulting firms from 1977 to 1990. Earlier, he served in Canada's Department of External Affairs and in the Canadian International Development Agency.

Professor Jon S. T. Quah

Jon Quah is Associate Professor and Head, Department of Political Science and Co-ordinator, European Studies Programme, at the National University of Singapore. He was educated in Singapore and the United States and was a Fulbright-Hayes scholar at the Department of Government at Florida State University. He received his PhD in Political Science, majoring in Public Administration in 1975 from the same University.

Professor Quah has held visiting appointments as Professional Associate at the East-West Centre in Honolulu (1978); Visiting Scholar at the Harvard-Yenching Institute (1979-80); Research Associate at the Institute of Governmental Studies, University of California, Berkeley (1986-87); and Visiting Scholar, Harvard Institute for International Development (August 1994-March 1994).

Mr N. R. Ranganathan

Mr Ranganathan has been working as Secretary to the Government of India in the Ministry of Personnel, Public Grievances and Pensions over the past two years dealing with all personnel matters, including training, as well as administrative reform.

He joined the Administrative Service (IAS) in 1960. Early in his career, he held various posts, such as Collector, Divisional Commissioner in the State of Maharashtra, gaining regionally-focused socio-economic experience. Later within the Government of Maharashtra, he worked in the Industries Department with exposure to both public and private sectors. He was Home Secretary and Secretary in the Urban Development Department.

Within the Government of India, he has worked for several years in the Ministry of Finance (Department of Economic Affairs) as Director, Joint Secretary, Additional Secretary and Special Secretary. He dealt with bilateral and multilateral donor agencies, including UNDP. As Joint Secretary, he was involved with banking, particularly, development banking, dealing with nationalised banks and public financial institutions. He has also overseen the insurance sector in India and has been on the boards of several banks.

Mr Paul M. Rupia

Mr Paul Rupia is Head of the Tanzanian Civil Service.

Tan Sri Dato' Seri Ahmad Sarji bin Abdul Hamid

Tan Sri Dato' Seri Ahmad Sarji bin Abdul Hamid has been the Chief Secretary to the Government of Malaysia since 1990. He is Head of the Civil Service and Secretary to the Cabinet. During his career, he has occupied senior positions at district, state and federal levels. He was Deputy Director-General of two central agencies in the Federal Government, namely the Public Service Department and the Economic Planning Unit in the Prime Minister's Department. Later, he headed four federal government agencies, namely as Director-General of the Farmers' Organisation Authority Malaysia; Head of the Council of Trust for the Indigenous People (MARA); Secretary-General of the Ministry of Trade and Industry; and Chairman of the Malaysian Industrial Development Authority.

Professor Ian Scott

Professor Ian Scott is Head of the Department of Politics and Administration at the University of Hong Kong where he has taught since 1976. He has written widely on the Hong Kong Civil Service and on the politics of the transition to Chinese sovereignty in 1997.

Mr Khalid Shams

Mr Khalid Shams is Deputy Managing Director in the Grameen Bank in Dhaka, Bangladesh.

Dr Misheck J. M. Sibanda

Dr Sibanda is Secretary for Public Service, Labour and Social Welfare in the Ministry of Public Service, Labour and Social Welfare in Zimbabwe.

The Honourable Dr Zola Skweyiya

Dr Skweyiya is Minister for the Public Service and Administration in the South African Government.

Mr Kevin Sparkhall

Mr Sparkhall is Principal Adviser in the Government and Institutions Department of the Overseas Development Administration in the United Kingdom.

Dr Sibu Vil-Nkomo

Dr Vil-Nkomo is Commissioner in the Public Service Commission in South Africa.