



WCO Leadership and Management Development Programme

PICARD CONFERENCE
25-27 September, 2012
Marrakesh, Morocco



LMDP Objectives

- Create self-sufficient organizations from a development perspective
- Develop leaders who can set a vision for the future and guide organizations through its implementation;
- Develop managers who understand the Customs environment, its challenges and emerging trends, and can implement solutions;
- Develop the skills and behaviours of managers aligned with modern management practices;
- Develop managers who take responsibility and are accountable for results and for the people
- Provide opportunities for managers to build networks and relationships internally and with stakeholders.

LMDP – A broad concept

- Based on PICARD Professional Standards
- Multi-tier approach that has a sustained and holistic impact on managers
- Organizations must create an workplace environment that allows effective leadership and management
- Long-term investment in LMD by the host administration
- An intricate part of the reform process

“Effective leadership is not about making speeches or being liked; leadership is defined by results not attributes”

*Peter F. Drucker 1909-,
American management
guru*



LMDP – WCO Offer

- **WCO Fellowship Programme – 6 weeks**
- **Leadership and Management Development LMD Workshop – 9/10 days**
- **Top Executive Dialogue – 3 days**
- **Complementary LMD support**
 - Advice, coaching, training to further strengthen a specific management capacity