



Fostering Leadership in Egypt's Telcom Industry



Photo: IIE/Joseph Gaheim

Telecom Egypt employees participate in an exercise that reinforces team work as part of the USAID Leadership Development Program (LDP) to foster and strengthen leadership.

Telecom Egypt (TE) is transitioning from a government-owned and operated organization to a private, profitable company. With USAID's support, TE invested heavily in preparation for landline competition which will open up to the global market by the end of 2005. Nevertheless, managing the transition of an organization with over 50,000 employees is a monumental challenge.

In positioning itself to accelerate the necessary cultural and economic changes, TE sought to replicate the USAID-funded Leadership Development Program (LDP) model that proved to be substantially effective in making a difference at the Egyptian Ministry of Electricity and Energy. Based on the proven premise that training can foster and strengthen leadership, the USAID-sponsored LDP trained twenty-five managers on an annual basis to serve as company change agents. LDP enrollment is the result of a rigorous targeted selection process based on qualities identified by TE executive management for their future leaders.

Realizing that leadership and career development are crucial to developing talent for succession management and sustainable business growth, TE adopted the LDP-trained Targeted Selection process for its senior level managerial positions. This has led to the founding of a Leadership Development Center which will satisfy USAID's goal to leave behind a sustainable program. The LDP project comprises a transition-to-sustainability program which will equip the Center with skills necessary to maintain developmental training of the highest quality.

Photo & Caption

