



# Leadership Training Transforming the National Veterinary Services of Indonesia



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**AUSTRALIA INDONESIA PARTNERSHIP FOR EMERGING INFECTIOUS DISEASES**

## Purpose

Indonesia, with its decentralised governmental structure, faces challenges coordinating field services, and disease detection and control is fragmented. Reviews have identified improved skills in leadership as a vital component of capacity building for the government veterinary services.

The Indonesian Veterinary Leadership (IVL) course develops the leadership skills of government veterinarians to strengthen their ability to deliver effective disease surveillance and control systems.



## Indonesian Veterinary Leadership

A course for veterinarians in middle management positions in Indonesian made up of two intensive residentials with a workplace project implemented between the intensive sessions.

17 modules to build broad understanding of leadership behaviours and capabilities focusing on:

- **Personal Leadership**
- **Leading Others**
- **Organisational Leadership.**

IVL applies adult learning principles with emphasis on active participation, peer teaching, role plays, individual reflection and application of learning in the workplace.

## Structure of the IVL Course

### Intensive 1 5 days

- \* Individual differences
- \* Decision making
- \* Motivation
- \* Power & Influence
- \* Teams
- \* Communication
- \* Negotiation
- \* Social intelligence
- \* Change management

Application to a defined project in their workplace

Consultation with workplace mentor



### Intensive 2 3 days

- \* Personal leadership
- \* Time management
- \* Resilience
- \* Leading others
- \* Coaching
- \* Delegation
- \* Empowerment
- \* Ethics
- + Workplace project report

## Results

Two IVL courses in 2014/15, supported by the Australia Indonesia Partnership for Emerging Infectious Diseases, trained 54 mid-level personnel from central and provincial offices and veterinary schools.

100% of participants agreed or strongly agreed that:

- IVL course provided useful knowledge to improve skills/ability as a workplace leader.

Over 90% agreed or strongly agreed that:

- IVL course helped me to improve in the areas I need to improve
- I am ready to achieve better career or position after the course
- IVL course improved my knowledge on leadership
- I will recommend this program to others.

The IVL course is a resounding success with participants, mentors and line managers all describing it as effective, innovative and life changing. Participants are more confident and competent, have initiated change via their workplace project, and are taking on greater leadership roles.

*"The Mental Revolution initiated by IVL will build the institutional culture needed to strengthen the veterinary services in Indonesia."* **Dr Krishnandana**

Head of Animal Health Resources & Institution  
Directorate of Animal Health, Jakarta



*"IVL course completely changed my perspective of leadership. I may not be in a leadership position now, but still I can be a good leader and influence outcomes."*

**Dr Imas Yuyun**  
Strategic Animal Disease  
Rapid Response Unit

## Conclusion and relevance

The IVL course is contributing to a shift in the leadership paradigm of government veterinary services in Indonesia. It is developing next generation veterinary leaders with improved vision, communication and motivational skills, and the ability to drive change.

Endorsement and relevance is evident from Government commitment to have veterinarians in middle and senior management positions complete the course.

## Leadership is Action not Position



**Australian Government**  
Department of Agriculture and Water Resources



**Indonesian Government**  
Ministry of Agriculture

## Acknowledgements

- University of Sydney Masters of Veterinary Public Health Management
- Australian Department of Agriculture & Water Resources
- Indonesian Ministry of Agriculture
- Krysalis Group