

Organizational Management



"Change before you have to."

[Jack Welch, former CEO of General Electric]

In our challenging, competitive and dynamic information age, in which access to information and speed of action can determine the strength and effectiveness of an organization, the ICDF is constantly seeking to upgrade its organizational structure and methods of operation. One of the ways in which it has been doing this is by progressively instituting standardization and systematization procedures.

Knowledge based management systems that allow prompt access to information are an important asset. That provides the impetus for creating a unique organizational culture that will foster the exchange of information through the integration of people, activities and systems. The anticipated result: explosive energy and vitality.

In order to instill knowledge based management, the ICDF is reviewing and renewing every aspect of its organizational philosophy and operations. As part of the systematization process, it has established standard operating procedures, introduced practical information systems, and set the important goal of achieving International Organization for Standardization (ISO) certification for each division. The first division to achieve ISO 9001 certification, on 31 October 2002, was the Education and Training Department, following an intensive overhaul of its international human resources development practices.

As will be described in greater detail below, the ICDF also expanded the scope of the Auditing Office to include oversight of management and personnel activities. The objective is to raise the level of professionalism throughout the organization.

Complementing this work, the ICDF has also improved efficiency by establishing various systems that provide greater flexibility in information gathering. Achievements over the past year included the creation of a database on the ICDF website, the revision of the human resources management system, the introduction of a financial management system, and the implementation of an accounting and financial activity computer system.

Now that a basic knowledge based framework is in place, the ICDF is striving to create an open, transparent workplace that will transform the organization into a huge learning center from top to bottom. This is expected to generate greater competitiveness and to make it possible to cope easily with the new challenges that will surely arise as the ICDF continues to make solid contributions to the international community.