



Securities and Exchange Commission of Pakistan **Internal & External Communications Department**

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SECP IN PURSUIT OF EXCELLENCE BY IMPLEMENTING ORGANIZATIONAL DEVELOPMENT STRATEGY

ISLAMABAD – FEBRUARY 25, 2009: In pursuit of excellence, the Securities and Exchange Commission of Pakistan (SECP) has implemented an organizational development strategy.

This strategy has been carried out in phases to improve efficiency of the employees by bringing positive changes in culture of the organization. It aims to ingrain leadership skills in the employees and improve their problem-solving approach.

In order to gauge the level of job satisfaction and impact of cultural change etc., employees' satisfaction survey and superordinate survey was conducted in recent past. The purpose of this activity was to profile the alignment between the Commission's stated mission and actual workforce beliefs and behaviors by addressing topics such as trust, leadership, team building, communication, job involvement, perceptions of future growth etc.

This exercise was executed in three phases. As a first step, Climate Survey was conducted to assess the culture's capacity to support individual, group and organizational growth. It further aided in determining the morale, job stress, organizational learning, teamwork, employee health and productivity. In the second phase, super ordinate survey was carried out to elicit opinions about the line managers by their teams. In the third phase, perception survey was conducted where employees of the Commission provided their feedback on different attributes and behavior of each individual of the top team including the acting chairman.

The results are being reviewed to bring improvements in the system, while the activity is being carried out for the second tier of the senior management. Moreover, a special task force has been formed to review the present system/processes and suggest improvements.

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