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EUCAP Nestor Organizes ‘Change Management’ Workshop for the Somaliland Coast Guard

On 10-11 March EUCAP Nestor organised a workshop for the Somaliland Coast Guard on ‘Change Management’. The activity, attended by twenty young personnel of the Coast Guard – aged 20 to 30s - aimed, as the title of the workshop suggests, at introducing much needed changes in the structure and organization of the Somaliland Coast Guard.

Among the needed changes are the following:

1) Delegating to younger officers, allowing them to demonstrate own initiative.
2) Increasing transparency in their activities to enhance situational awareness and demonstrate a better understanding of the reasons for certain activities at sea are conducted.
3) Enhancing cohesiveness within the Coast Guard, a concept related to the ‘Mission Command’ philosophy, meaning that everybody in the organisation understands ‘why the organisation exists’, ‘what it must accomplish and why’, and that initiative is encouraged at all levels.

The workshop was delivered by Transparency Solutions Ltd, a multi-ethnic and multi-disciplinary Somali-owned and managed company which has offices in Somaliland and in UK. Transparency Solutions expertise include legal services. By using an indigenous Somaliland company, EUCAP Nestor continues to demonstrate the formula of ‘by Somalilanders, for Somalilanders’ when conducting bespoke training for the Somaliland Coast Guard.

This workshop is an essential building block of the Mentoring, Teaching and Training (MTT) programme in pursuance of achieving Limited Initial Operational Capability for the Coast Guard by the end of 2016. The workshop has been designed for personnel who are believed to have the potential to drive the necessary change required within the current Coast Guard structure. It will help to enhance the ability of the Headquarters to operate more effectively and more
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efficiently, by being able to delegate and incorporate new ‘Best Practices’ and procedures, and having a better shared ‘situational awareness’ amongst the staff. It will improve the execution of routine daily operations.

The Change Management Workshop directly supports the transition plan for the Somaliland Coast Guard. Additional workshops are planned to build on the insights gained and create a nucleus of ‘Champions for Change’.

Background
EUCAP Nestor is a civilian EU mission, under the Common Security and Defence Policy, with Headquarters in Djibouti which assists host countries in the Horn of Africa and Western Indian Ocean region (Somalia, Djibouti, Seychelles and Tanzania) in strengthening their capacity to ensure maritime security and in particular to fight piracy. This is done through training, advising and mentoring in three competence fields: legal, maritime and police.