

Creating a Staff Development and a Succession Plan for Sri Lankan University System

A. T. H. Sunil Shantha

Faculty of Commerce & Management Studies, University of Kelaniya
E-mail: sunilshantha@kln.ac.lk

Abstract

Many attempts at modernization launched in university system during the last decade, focused in a renewal of staff development policies and procedures. Via an indepth exploration of Sri Lankan University system, this paper has developed an analytical framework likely to explain the way of creating a Staff Development and Succession Plan for the university system. The study was based on both secondary and primary data. The primary data were gathered by observations and unstructured discussions held with administrative staff and senior faculty members in the university system. Based on such evidence, this paper has specially focused on the driving factors affecting for Staff Development and Succession Plan, way of Systematic Leadership Development, Practical and Philosophical Foundations, and for Effective Succession Planning & Management Structure of the Sri Lankan University system.

Key words: Sri Lankan University System, Staff Development, Succession Plan, Systematic Leadership Development.