

Leadership and Management Training Team (LMTT)

The LMTT is made up of staff supporting the SMART, SML, SLP and Training Architecture.

Team's key work products

The LMTT team deals with preparation and delivery of the Senior Mission Administration and Resource Training (SMART) Programme. The overall goal of the Programme is to build a pool of future senior managers in Mission Support who would be able to manage support functions across organizational boundaries in an effective and efficient manner. The team also manages the planning and delivery of the Senior Mission Leaders course (SML), a ten day programme conducted by DPKO in conjunction with a host Member State and the Senior Leadership Programme, (SLP), a mandatory five-day course for mission senior leaders. The SML is designed to prepare participants to assume roles and responsibilities associated with serving as a member of a mission's leadership team, including such roles as Special Representative of the Secretary-General (SRSG), Deputy SRSG, Force Commander, Police Commissioner, Director of Mission Support, or Chief of Staff. The course is also intended to deepen the understanding of Member State officials of contemporary United Nations peacekeeping missions.

The Senior Leadership Programme, (SLP), is intended to provide newly-appointed senior leaders in field missions with an orientation on peacekeeping issues, such as the main challenges faced by senior leadership and the relationship between field missions and UN HQ. Participants are Field Mission senior managers at the D-2 level and above who are within their first six months of appointment, including Special Representatives of the Secretary-General and their deputies, Force Commanders, Police Commissioners Directors of Mission Support, Directors of Political Affairs and Chiefs of Staff. The LMTT also supports the delivery of the global Training Architecture project which overarching objective is to leverage the various international peacekeeping training capacities, capabilities, tools and resources in a more coordinated and coherent way. This will strengthen the implementation of pre-deployment and in-mission training in order to increase the positive impact on field missions.

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Relationship with others in DPKO/DFS and elsewhere

Historically, DFS Division considered as “owners” of the programme. Therefore programme preparation and implementation occurs in close cooperation with the Department.

- DFS Division/Office involved in:
 - Update of the content of SMART e-learning modules;
 - Preparation and delivery of presentations and practical exercises for SMART workshop
- DFS Directors serve as:
 - SMART Selection Committee members;
 - SMART Advisory Committee members;
 - SMART Programmes speakers and VTC presenters
 - Contributors to identification of the nature of materials delivered during SMART sessions.
- SMART Programme is also prepared and delivered with the help of senior UN retirees, serving as SMART mentors. Currently five mentors (one per group) assist in the facilitation of the plenary sessions, lead breakout groups and provide advice on addressing day to day challenges and career development.
- SMART liaises with UNOPS presenters to deliver the Foundation Prince 2 course for SMART participants
- Other entities, used for SMART include consulting firms that provide support to its evaluation and update of the SMART e-modules.

Relationship with others, for other LMTT programmes

The LMTT also relates with Member States, other agencies and UNHQ units for the planning, design, delivery and monitoring of the SML and SLP courses.