

Talking points on EEA's recognition
18th International Conference on the Ethiopian Economy
Tadele Ferede (PhD)

H.E. Dr. Nemera Gebeyehu, Deputy Commissioner of the PDC of FDRE

Distinguished guests

Participants

All protocols observed,

I am extremely honoured and grateful to receive this important recognition in this prestigious event. I would like to thank the Executive Committee (EC) and Management of EEA for this graceful recognition.

It has been an honor and privilege to serve this association in different capacities. But all filled with challenges and opportunities. I am not going to list them here. Rather, I would like to highlight key lessons in the context of building a resilient institution such as EEA.

Lesson 1: Look inside

For effective institution building, the first entry point shall be to look into the practices and systems deployed in the regular operations. Make sure that these are fit-for-purpose and up to date. An inside-out view will also create opportunities to amend and change practices and systems that constrain the healthy development of an institution. Externalizing challenges will not help identify problems that need to be fixed, rather this will make an institution vulnerable to malpractices which will expedite the death of the institution. For building a resilient institution, the courses of actions taken and the institutional solutions to problems must be based on a thorough assessment of internal systems. It is from the inside out

view that the driving force for change originates. This will not only promote ownership of challenges but also get buy-in any reforms initiated to address those problems. Hence, looking inside helps identify both challenges and solutions, i.e. a key insight is that resilient institutions can be created from within.

Lesson 2: Proactively identify and monitor potential risks

We live in a world where different risks are a threat to human beings and institutional instability. Two sources of risks worth mentioning in the context of EEA: Internal and external risks. Internal risks may occur due to aging of the institution caused mainly by leadership anomalies.

Following the same style of leadership and practices in a fast-changing environment will make the institution not fit-for-purpose. Both internal and external risks could potentially create institutional crisis. At the same time, the mechanics of overcoming and managing crisis also matters. During crisis, combining a response plan (immediate intervention) with an exit strategy will sustainably transit the institution from crisis management to risk management. This requires proactive and committed leadership which needs to be decisive, focused, disciplined and honest, among others.

Lesson 3: Team Work

During my role as a member of the EC, I witnessed a strong and durable team spirit. Members of the EC, management of EEA and other EEA staff work as one- a key asset that EEA has. I am impressed by their purposeful determination, unselfish contributions, and undivided leadership. It was a great pleasure to work with you all. Today, I receive this recognition on your behalf. Yes, you all deserve recognition.

Lesson 4: Inclusiveness

Reforms are an integral part of institutional transformation that enable adapt to the fast-changing environment. Without a forward-looking reform, it is likely that the institution will be left behind by the rapidly moving environment. Reforms should be both result-focused and human centered and leave no one behind. Making reforms human-centered helps address the needs and capacities of people at different layers within the institution. This will create ownership and belongingness in the institution which is one of the key elements in building a durable institutional development.

Lesson 5: Accountability

For a healthy institutional development, there should be a robust means of establishing accountability at all levels. Institutions without (or weak) accountability mechanism in place do not deliver its promises. The survival and sustainability of such institutions will not only be at risk but also, they become a burden to the society. A robust check and balance mechanism should be established and built into any constitutional architecture. This should be followed and enforced which will allow the institution to move in the right direction.

Finally, let's make EEA the economic voice for Ethiopia and beyond. I am always at EEA's disposal to serve and will continue to provide support to EEA. After all, it is my Association!

Thank you.