

Focus Areas	Initiatives
Financial Management	Computerisation of finance and accounting
	Targeted training and development support to the Finance Department
	Targeted training and development support to the General Inspection Dept.
Human Resources Management	Introduction of job descriptions, hiring criteria and performance appraisal
	Development of a personnel information system
	Improvement of relationship with subsidiary bodies in HRM issues
Communications	Development and implementation of a communications strategy
	Reactivation of the environmental education plan
Information Management	Identification of environmental and natural resources management data needs
	Improvement of the legal framework for environmental information management
Cross-cutting	Fulfilment of basic IT needs across departments
Over-arching	Corporate programme: managing institutional development

Source: Participants in the Georgia Policy Dialogue retreat