

# 3 PT© Model & Reform Implementation

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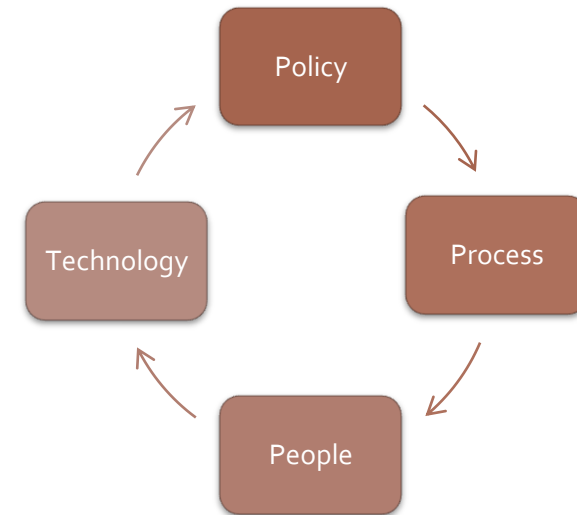
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## Need for Framework

- How to implement reforms?
- Where does one start?
- How do we know that all aspects are covered?
- In various reform areas different levels of efforts may be required. How to assess the same?
- Is there a way by which we could know reform is progressing as planned?

## 3 PT<sup>©</sup> Framework

- The framework recognizes the fact that irrespective of the organization in question, for any reform initiative to succeed, four different but interrelated dimension need to be addressed.
- The analysis and recommendations are broken up into four elements
- Policy
- Process
- People
- Technology



## Policy dimension

- The **WHY** of Reform process
- The governing Act, Rules, Policies, Guidelines which set the basic governing environment in which the reform has to take place
- This dimension answers the question – How will/should things work and what empowerment is required?

## Process dimension

- The **HOW** of the Reform process
- The process dimension addresses how the policies are translated into specific actions on the ground
- The challenge here is to put in place processes which ensure that the functions efficiently without compromising on necessary goals/controls envisaged in the Policy documents
- Reform Communication & Institutional Structures are part of this dimension
- This dimension answers the question – What needs to be done and how?

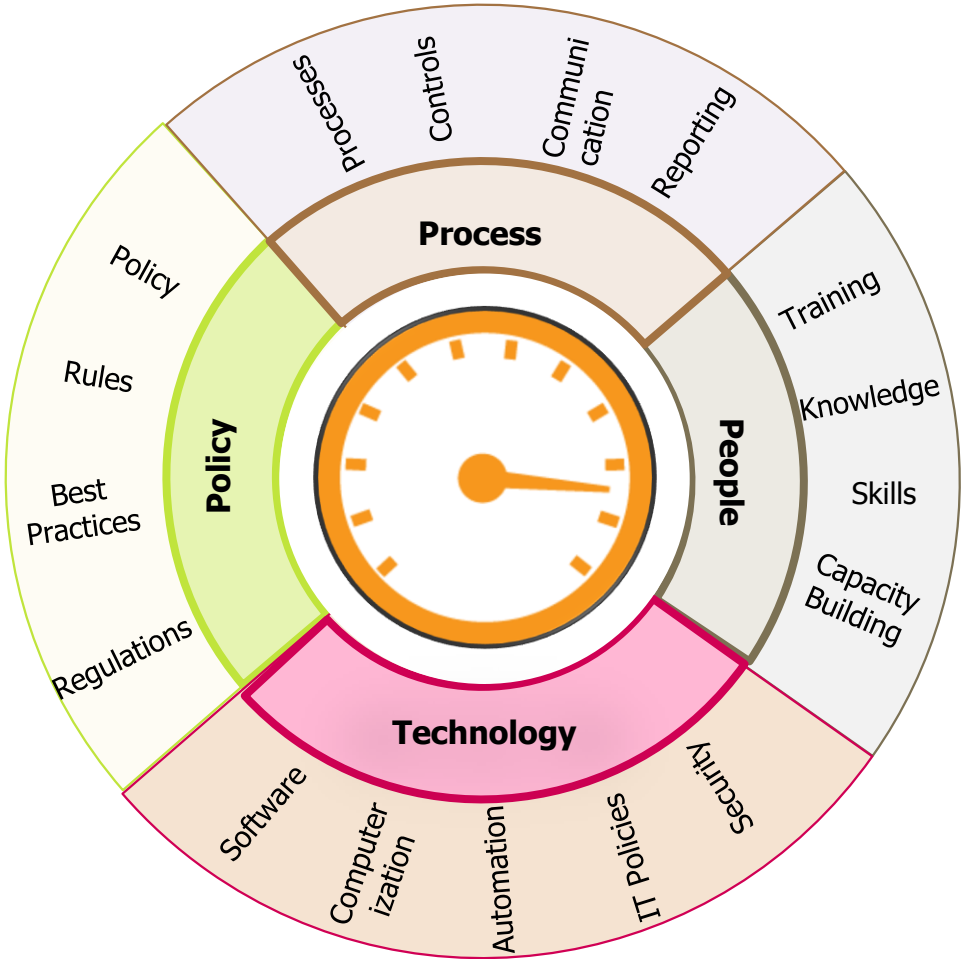
## People dimension

- The **WHO** of Reform process
- Policies and Processes mean little unless the government has the human resources to implement the policies and run the processes
- This dimension addresses the manpower requirements in terms of culture, quantity and quality aspects
- Answers the question – who will do what?

## Technology dimension

- **TOOL** for Reform process
- In today's environment both process and communication improvements are linked to applying appropriate technology tools for the reform process
- This dimension is closely linked to the Process dimension
- This dimension answers the question – What tools to use for process improvement and reform communication?

# The Framework & Major Elements





# Summary

- Simple and easy to use model
- The elements are interlinked; *classification based on the point to be stressed*
- Has been successfully used for over a decade
- Users have appreciated the utility of the framework
  
- *Hope this will be useful for you!*

**Thank You**

