

SAI **YOUNG** LEADERS

2024 -25 ANNOUNCEMENT ANNEXE 1



SYL BACKGROUND

SAI Leadership is widely recognised in the INTOSAI community as the most effective moving force which transforms an SAI. Supporting SAIs in sustainably enhancing capacities and performance is impossible without SAI leadership driving positive change. IDI has delivered the SYL initiative to three cohorts of participants. This 2024-2025 cohort is the fourth cohort of the initiative. IDI plans to continue offering this initiative once in two years to nurture young leaders in SAIs, to enable their growth and contribute to the development of their SAIs.

SYL VISION

Changed SAI YOUNG LEADERS contributing to positive change in SAIs

ABOUT SYL 2024-2025

IDI invites applications from all SAIs for SAI YOUNG LEADERS 2024-2025. SAIs can nominate up to two candidates who meet the defined criteria. After a selection process (detailed below), IDI will select up to 25 SAI YOUNG LEADERS.

We envision SYL delivering value on twin tracks. First is positive change in the SYL through growth and development. Second is the contribution to positive change and development in the SAI brought by the SYL's change strategy. Starting 2023, we have also included continuous professional development opportunities of the graduate SYLs through the SYL Circle network. SYL 2024-2025 will continue to provide equal opportunity for all SYLs to learn and grow.

SYL OUTPUTS & OUTCOMES



Positive change in SAI Young Leaders

2025 SAI YOUNG LEADERS graduates



Positive Change in SAI through the implementation of SAI Young Leaders Change Initiative

2025 SAI Change strategy implementation



HOW WILL SYLs GROW?

SYL will GROW as a leader and an individual through the Integrated SYL Education & Reflection Platform

The SYL will have access to an integrated education and reflection platform. This blend of in-person and online platform will include

Professional Education of the SYL

- Workshops tailored to deliver the SYL syllabus delivered by experts both online and in-person,
- Memorable interactions with other SYLs and other stakeholders through discussion forums and community events
- Reading materials, videos and other materials from outside and within the SAI community

SYL Integrated Change Plan

Based on their learning and reflections the SYL will develop and implement an integrated change plan. The change plan will consist of two components

- ME Plan – A plan that describes the SYLs personal growth and development goals and path to reach them
- SAI Change Strategy – A strategy that describes how the SYL will facilitate positive change in a key priority area of the SAI.

SYL Reflections Portfolio

- The portfolio will help SYLs reflect on their learning. They will reflect on their learning for personal growth as well as for applying this learning to their local context.

Connecting Leaders

Bringing about positive change would not be possible without addressing the entire leadership chain in the SAI. The SYL Initiative will provide suitable awareness-raising interactions for SAI top management and SAI coaches. The SAI leadership and SAI coaches will also have specific roles to play in the implementation of the SYLs change strategy.

The SAI Coach is someone appointed by the SAI to coach the SYL throughout the SYL journey.

To implement the strategy, the SYL will work together with a team. It will be the SYL's responsibility to grow her/his team and lead them in successfully implementing the change strategy. creating a global SYL network that interacts, shares and works together.



SYL Circle

For the SYL graduates, learning will not stop with graduation. SYL Circle will provide a platform to celebrate lifelong learning, nurture friendships and foster a professional network of SAI young leaders across the cohorts.

Accountability Buddies

As each SYL learns and carries out their assignments, they will be paired up with another SYL. The pair will act as buddies and help each other in learning, monitoring tasks and delivering high quality results on time.



SYL LEARNING OUTCOMES

SYLs follow a syllabus covering four broad clusters - Deliver Value, Discover Self, Lead People and Discover Universe.

Deliver Value

Trace the value chain, behave professionally in public interest, think future, innovate to find fit for purpose solutions, strategise for change, manage risks, deliver intended outputs and facilitate sustainable positive change, contribute to equal futures.

Discover Self

Enhance emotional intelligence, Build muscle to thrive in the VUCA (volatility, uncertainty, complexity, and ambiguity) world, continually strive for excellence, enhance cultural intelligence, enhance inclusive behaviour.

Lead People

Enhance leadership skills, lead by example, awareness of leadership styles, facilitating and coaching skills, negotiation, influencing and persuasion skills, communication and stakeholder engagement, growth and development, conflict management, performance management skills.

Discover Universe

Appreciation of SAI role, its stakeholders and context, demonstrating an understanding of INTOSAI and its bodies, demonstrate an understanding of public sector audit, explore trends that impact SAIs.



SYL CALENDAR 2024-2025

**1. Invitation package & applications March-May 2024:**

The IDI will invite all SAIs to apply for SAI YOUNG LEADERS 2024-25 in March 2024. Each SAI can send up to two applications. Each application will need to include:

- a change strategy proposal,
- an application letter from the SAI Young Leader,
- CV of the SAI Young Leader nominated,
- a letter from SAI Coach, and
- SAI commitment and nomination form signed by the Head of SAI.

2. SYL Open House April 2024: IDI will provide guidance on the application process and answer questions about the requirements in an online webinar for potential SYLs and their SAI.

There will be two open house sessions:

16 April at 16:00 CET - [REGISTER HERE](#)
17 April at 07:00 CET - [REGISTER HERE](#)

3. Selection of SYLs June-July 2024: SAIs are required to send their applications by 15 May 2024. IDI will send links for online recording of interviews to all candidates whose nominations are accepted. The candidates and their coaches will be expected to record their interviews online by 31 May 2024. IDI will select 25 applicants based on – the quality and potential of the change strategy proposal, the potential of the SAI Young Leader to meet SYL requirements, SAI commitment, and assurance from the Head of SAI.**4. Launch of virtual interaction August 2024:** Successful candidates and their coaches will be invited to a webinar where they will receive more information about the initiative and can give feedback to the IDI regarding developmental areas to ensure that the contents meet the needs of the

group. The online integrated education and reflection platform will also be launched during this virtual interaction.

5. SYL Face-to-Face (F2F) Interaction October 2024: The SYL cohort will meet in person in November 2024. During this meeting, the group will discuss and agree on their community values and attend education sessions related to their learning outcomes.**6. Online Education & Reflection/ Integrated plan implementation-November 2024:** September 2025 The SYLs will continue with their education, social learning activities, SYL reflections portfolio, and implementation of the SYL change strategy on the integrated platform.**7. SYL F2F Interaction / Lessons Learned / SYL Future Plans October 2025:** After extensive online education and reflection and implementation of strategy, SYLs who meet all the agreed milestones successfully will be invited to a F2F interaction along with their coaches. During this interaction, SYLs will discuss and present the developments in their integrated plan. They will also discuss lessons learned and think of their plans to continue their leadership journey sustainably.**8. SYL Circle and Alumni:** SYLs who complete all activities in the initiative will graduate as IDI SAI Young Leaders 2024-2025. They will join the SYL Alumni, together with the SYLs from the previous cohorts. They will then be a part of the SYL Circle activities, which will be continuous professional education and life-long learning opportunities for the SYLs.**9. SYL Awards:** SYLs can also apply for two SYL awards – Innovative SYL, and Transformative SYL. An independent panel of judges will decide on the two awards after receiving applications and interviewing shortlisted candidates.

SYL REQUIREMENTS

SAI COMMITMENT

- Head of SAI and SAI Top Management fully support SYL participation in the SYL initiative.
- Head of SAI and SAI Top Management fully support the SYL Integrated Change Plan and are willing to commit resources for the implementation of the SAI change strategy in the SAI.
- SAI has the required expertise to support the change strategy, IDI does not provide subject matter experts to support implementation.
- Head of SAI and SAI Top Management nominate SAI Young Leader, SAI Coach and SYL team as per IDI requirements.
- Head of SAI and SAI Top Management agree to provide resources for the SAI level interaction schedule of the SAI Young Leader.
- Head of SAI and SAI Top Management provide for monitoring, follow up of the change strategy implementation after the initiative.

SAI YOUNG LEADER REQUIREMENTS

- Is between 30 and 40 years of age.
- Has a leadership position in the SAI and is responsible for supervising the work of her/his team.
- Has a strong proposal for their change strategy.
- Is fluent in English (written and spoken).
- Has not already benefited from similar international leadership training.
- Is a proven high performer and has demonstrated potential for growth as a leader.
- Demonstrates ethical behaviour in all situations.
- Demonstrates Strategic thinking, Courage, Conviction, Resilience, Integrity, Inclusiveness, Innovation, Accountability, Compassion, Authenticity, Presence.
- Behaves professionally and in the public interest.
- Is available and willing to participate in the entire initiative.
- IDI encourages SAIs to nominate *WOMEN SAI YOUNG LEADERS*.

SAI COACH REQUIREMENTS

- Has a leadership position in the SAI which is one level above the SAI Young Leader.
- Is able and willing to work in partnership with the SYL for the implementation of SYL's integrated change plan.
- Has technical expertise in the subject matter chosen by the SYL for the SAI change strategy project.
- Is easily accessible to the SYL in terms of geographical proximity and attitude.
- Is fluent in English (written and spoken).
- Is a proven high performer and leader.
- Demonstrates ethical behaviour in all situations.
- Demonstrates Strategic thinking, Courage, Conviction, Resilience, Integrity, Inclusiveness, Innovation, Accountability, Compassion, Authenticity, Presence.
- Behaves professionally and in the public interest.
- Is available and willing to participate in the SYL initiative.

SAI YOUNG LEADER's TEAM REQUIREMENTS

- Consists of at least one person and not more than 5 persons.
- Team members have knowledge and skills to work with SYL on the change strategy project.
- Team members directly report to SYL for the change strategy project.
- Team members are available and willing to participate in the change strategy project throughout its implementation.
- Team is gender balanced.



SYL RESOURCES

SAI ELIGIBLE FOR OFFICIAL DEVELOPMENT ASSISTANCE SUPPORT

- IDI will bear costs for economy travel, accommodation and meeting package, for all participants for the two international workshops.
- IDI will bear economy travel, accommodation and meeting package costs for all coaches for attending up to three days of the second international workshop.
- IDI will bear costs related to resources persons, setting up of virtual platform and other technical input for the initiative .
- IDI does not pay cash per diems to participants.
- IDI does not cover visa costs, travel insurance and medical insurance costs.
- IDI does not bear any costs related to SAI Level Interaction or development and implementation of the change strategy.

SAI NOT ELIGIBLE FOR OFFICIAL DEVELOPMENT ASSISTANCE SUPPORT

- Up to 5 candidates from SAls of developed countries can be included in the final list.
- IDI will bear meeting package costs for all participants invited to the two international workshops.

