**Who benefited and how**

Right after I returned and started working, I have been assigned as a director and also engaged as a team member in various studies that the ministry intended to undertake.. Thus, I came to be an additional capacity and as a result my ministry benefited from this.

**Acknowledgement**

I would like to acknowledge the Ethiopian Government, AusAID and Australian people for providing this opportunity for me**.**

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**What next**

My next intention is to continue to contribute to my institution and my country as much as I can.

**CREATING AN ALL ROUNDED CAPACITY**

**By Tesfaye Atire Tesema**

**Director of Federal Reform Program Monitoring and support Directorate**

**Ministry of Civil Service**

**Federal Democratic Republic of Ethiopia**

**How did it help me in accomplishing my job**

* Having a clear understanding about various topics mentioned above has helped me to analyze and understand the reform and capacity building endeavors from the perspective of my country.
* Various experiences I have got during my stay have contributed in shaping my attitude and personality.
* Overall, the Knowledge and experience I have got through formal and informal learning have helped me to create an all rounded capacity to carry out my duties and responsibilities.

**What I have learned during my stay in Australia**

1. **Formal learning**
* What public policy is and how policy is designed and analyzed.
* What sustainable development is and what should be done to maintain it.
* What Globalization is and the politics behind it.
* Neo liberalism v/s developmental state.
* Public sector reform ( from developed countries and developing countries perspective)
* The essence of democracy in the 21 century.
1. **Informal learning**
* Learning from various cultures and experiences in Australia
* Cross learning from colleague international students.

I have graduated in Public Policy Masters program from Murdoch University, Perth, WA.

I stayed in Australia from March 2011- July 2013.