

Sri Lanka DLC -Challenges

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Strengths

- Superior (somewhat unique) infrastructure
- Dedicated and competent staff
- GDLN links
- (+) Image earned over years of service as a good service provider
- Neutrality
- State ownership and public-private partnership in management

Weaknesses

- Limited internal faculty
- No long term agreements with any one (ad hoc offers)
- Less stake for the board of management to intervene

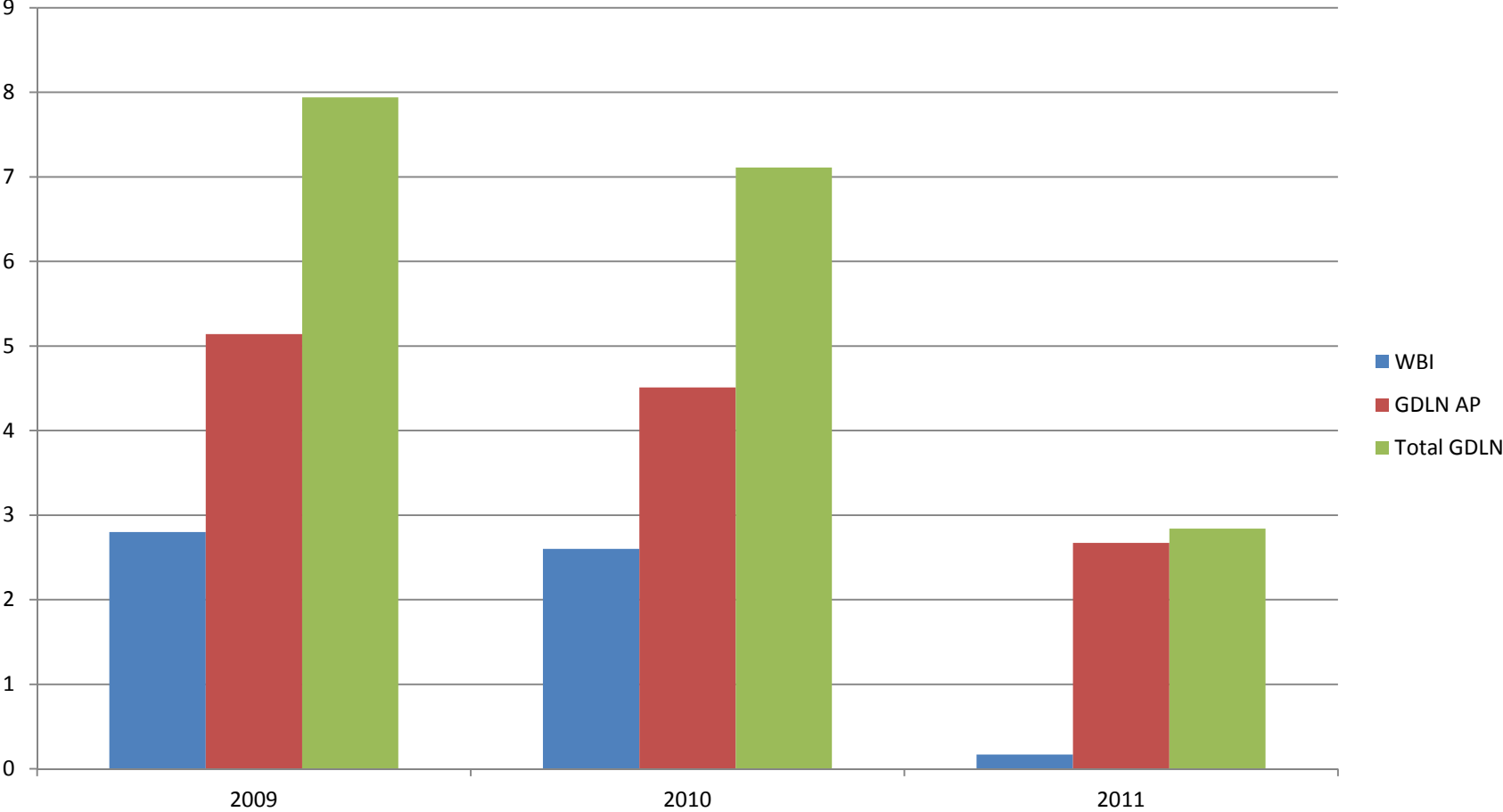
Opportunities

- A very few organizations have their own training facilities as equipped as DLC SL
- The organizations that have similar facilities are fully state managed and not flexible or service oriented as ours
- There are organizations which are keen to get global knowledge

Threats

- Less foreign funded projects
- Even in the few foreign funded projects there is less focus for training
- Even people prefer to go abroad for training with the less money allocated
- Private sector institutions building their own training facilities
- GDLN and ADBI activities what filled the agenda is no more

SL DLC -Revenue from GDLN Sources (in Rs. million)



Threats

- Many value certificates over knowledge as it is a ticket to enter to the work world
- Connections are more important than merit for placements and promotions and hence there is less incentive for learning
- Connections (and not your performance) bring business
- Top managers have **no time** middle level managers have **no desire** and lower level managers **don't know English**

Business model

- Long term agreements for long term programs
- Leading to certificates
- Accredited by global players
- Building communities of practice and connections
- Supported by project donors
- Built in to a package with foreign exposure
- Delivered using blended learning opportunities
- While other services are continued

Close examples

- Micro finance
- Climate change