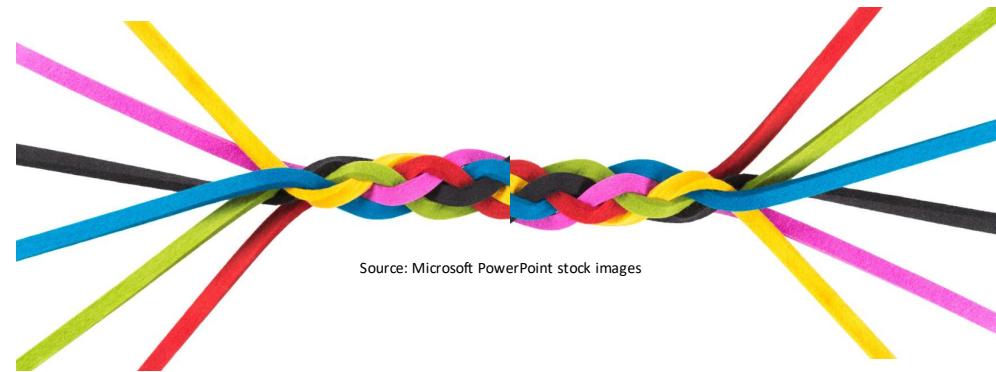


# Regulatory Capability:

## What does it mean and how do we acquire it?



Source: Microsoft PowerPoint stock images

### *Regulatory Capability: tensions, tips and techniques*

**Dr Grant Pink**

*Managing Director, RECAP Consultants Pty Ltd*

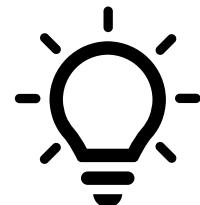
*Pracademic Advisor, ANZSOG NRCOP*

**23 March 2021**

# *Regulatory Capability: tensions, tips and techniques*



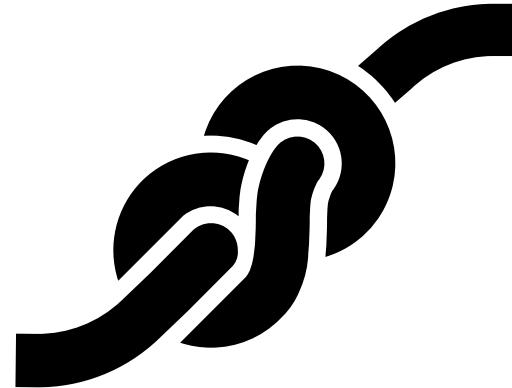
**Tensions:** Who, What, Where



**Tips:** When, Why

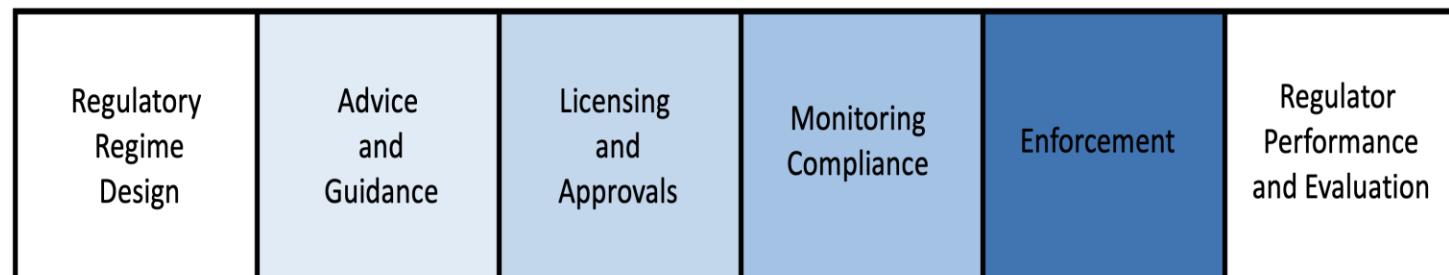


**Techniques:** How

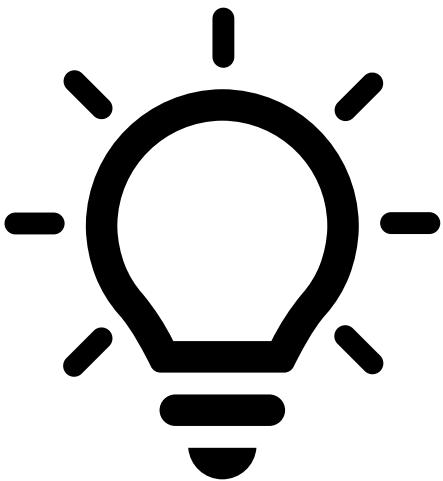


# Regulatory Capability: *tensions*

- **Who**
  - Individual, Team (Function), Agency, Portfolio
  - Regulatory, non-regulatory, or all staff
  - Practitioners, Managers, Executives
- **What**
  - Capability or Capacity (or combination)
  - For what '*purpose*' in pursuit of what '*outcome*'
- **Where**
  - Across the Extended Regulatory Spectrum

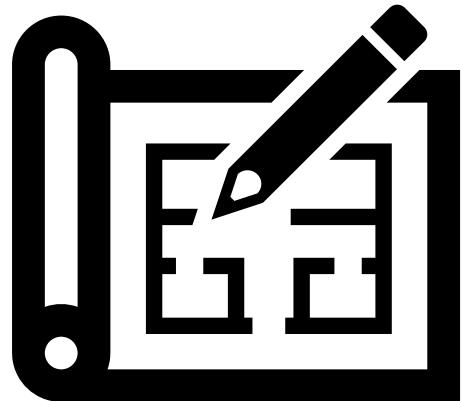


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# Regulatory Capability: *tips*

- ***When***
  - Just-in-time
  - Short, medium, or longer term
- ***Why***
  - Increase capability (self-sufficiency or to support partners)
  - Advance the regulatory profession
  - Increase regulatory professionalism



# Regulatory Capability: *techniques*

- ***How***

- Training
- Continual Professional Development
- Networks
- Communities of Practice
- Joint regulatory activities
- Twinning projects/staff exchanges

# Regulatory Capability: *Concluding Comments*

*Capability + Capacity = Competence*

*Competence + Consistency = Credibility*

*Competence + Credibility = Culture*

# Regulatory Capability: *Further reading*

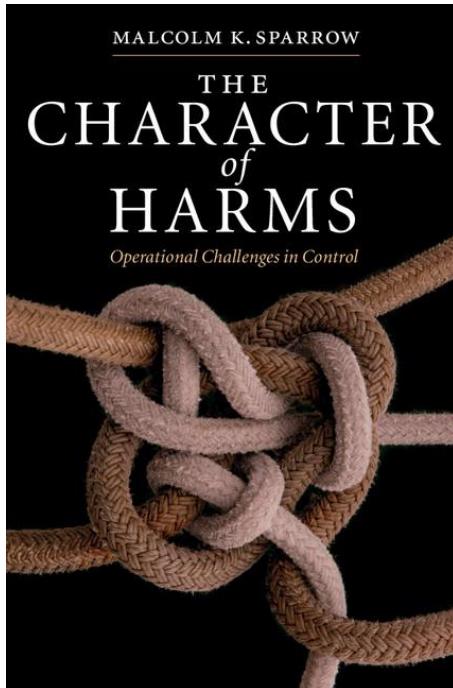


Image source: Cambridge.org

**Problem-solving approach**  
'Pick important problems, fix them, and then tell everyone'

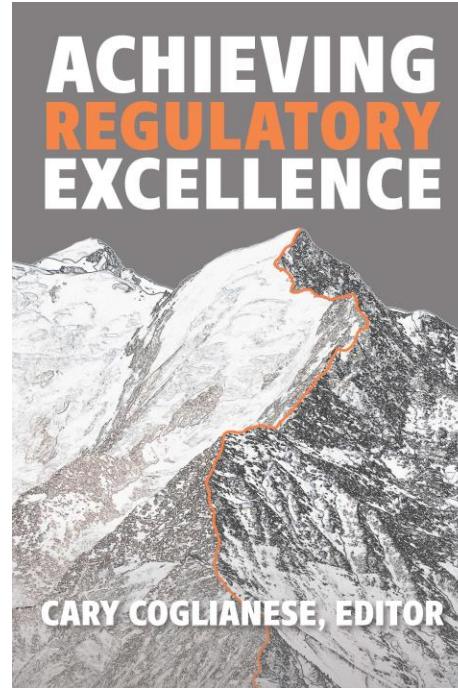


Image source: Brookings.edu

**Agency Culture**  
The importance of regulatory: Traits, Actions, and Outcomes

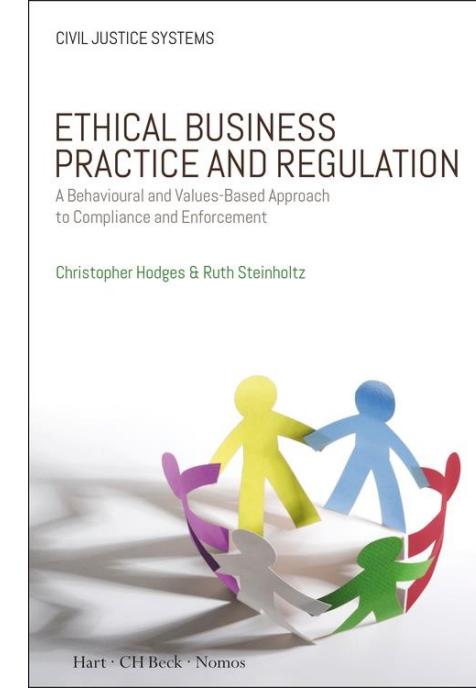


Image source: Bloomsbury.com

**Reciprocal Cultures**  
Open culture, questioning culture, and learning culture

# Regulatory Capability: Key Takeaways

**Be clear about the regulatory issues the ‘capability’ seeks to advance:**

- *Outcomes-based*
- *Risk-based*
- *Problem-solving approach*

**Take a holistic and system-wide view of ‘capability’:**

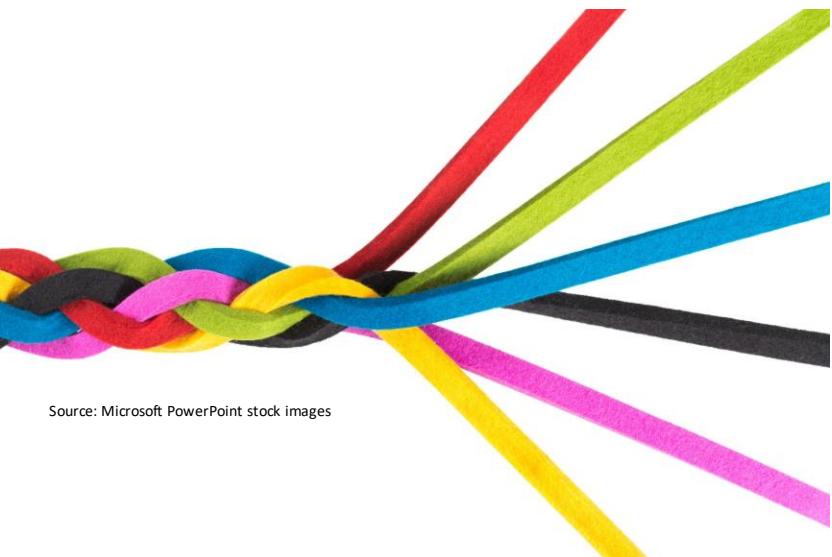
- *Extended Regulatory Spectrum*
- *Regulatory Stewardship*

**Be collaborative when designing, developing and delivering ‘capability’:**

- *Crowd the thinking in (including divergent views)*
- *Consider the viewpoints of co- and peer- regulators*

# Thank you for your attention

*Regulatory Capability: tensions, tips and techniques*



Source: Microsoft PowerPoint stock images

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**23 March 2021**