

ABSTRACT

The objectives of this case study were firstly, to analyze and describe the current situation and conditions of diplomacy in terms of capacity building requirements for foreign officers in Bilateral and Regional Relations of the Ministry of Foreign Affairs of the Democratic Republic of Timor-Leste; secondly analyze and describe the development of the Ministry of Foreign Affairs and thirdly to design and develop and propose an appropriate ODI.

The researcher distributed 27 questionnaires and conducted interviews to the respondents who are composed of management, middle management and staff level of Bilateral and Regional Divisions of the Ministry of Foreign Affairs of the Democratic Republic of Timor-Leste. The quantitative and qualitative data were analyzed to identify the perception of the foreign officers towards capacity building requirements, which they all agreed and expect to be implemented for the increase of their knowledge and skills to better serve the country and contribute for the development both individual and organizational capability.

The proposed ODI Program was positively accepted and this showed that overall perceptions towards capacity building requirements were rated at the relatively “Agree level”. This means that all the members of the two divisions were with great expectation to have the future foreign officers well equipped with appropriate intellectual tools to develop and perform successfully the daily implementation of their duties.

Due to the strong needs for capacity building for the increase and improvement of the foreign officers knowledge and skills, the researcher deem it necessary to concretize their aspirations into reality as recommendations in Chapter 5 for change interventions.

