

CHANGE MANAGEMENT IN THE JUDICIARY

HOW TO TRANSFORM THE JUDICIARY INTO A HIGH PERFORMING CREDIBLE AND TRUSTED CENTRE OF ADMINISTRATION OF JUSTICE

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HIGH COURT

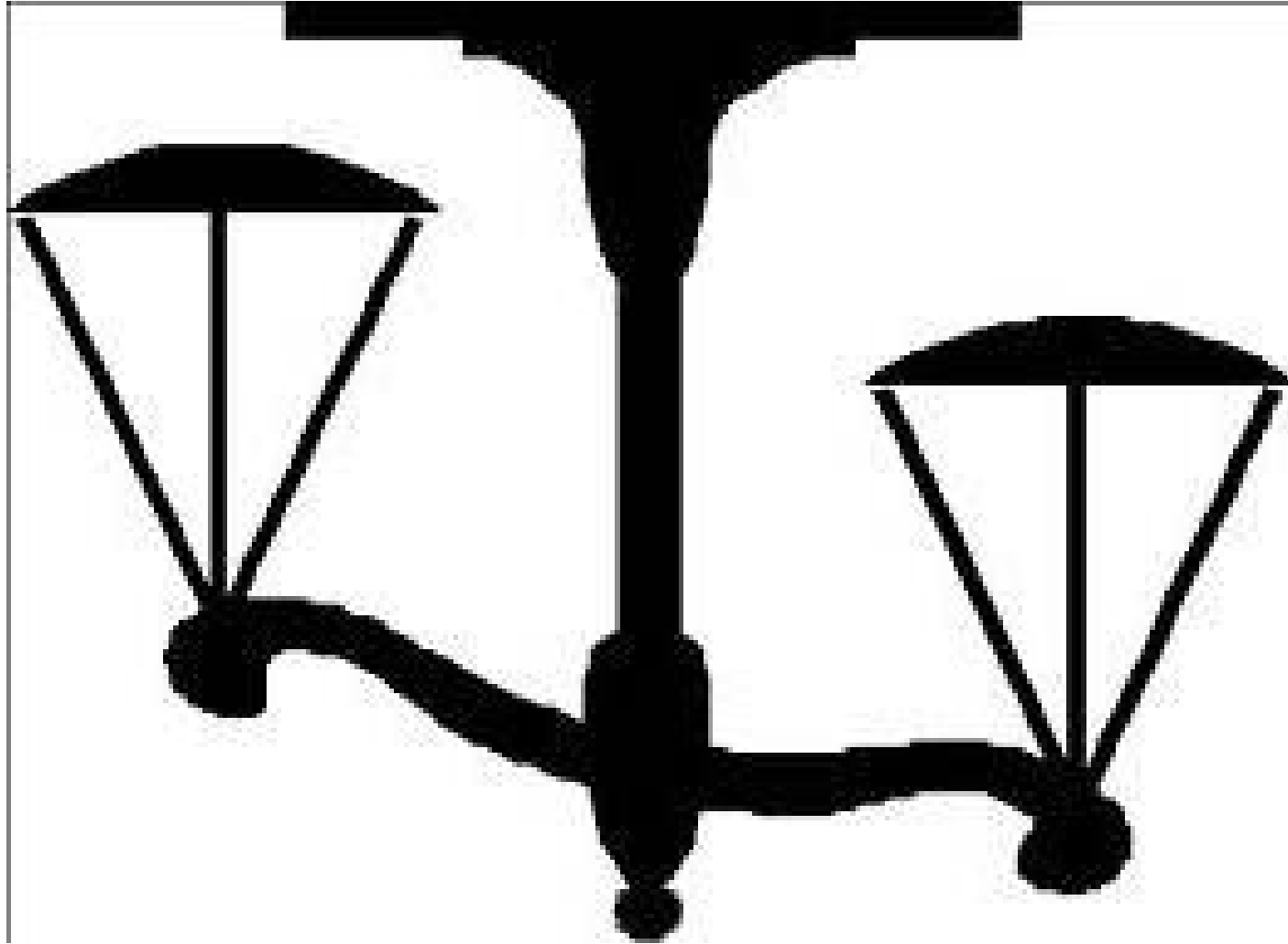


- “Be the change that you wish to see in the world.”
— Mahatma Gandhi

JUDGES OF UGANDA



CAN THE JUDICIARY CHANGE?



THE CHANGING WORLD



EVIDENCE OF THE CHANGING WORLD

- The Borderless world
- The Magic of the Internet
- The Beauty of the Mobile Phone
- The Precision of the Smart Bomb
- The reality of Cloned Sheep
- The instance of Television
- The low cost of Genetic Food



“Everyone thinks of changing the world, but no one thinks of changing himself.”

— Leo Tolstoy

CHANGE IN GOVERNMENT

- What is Government
- The Different Arms of Government
- Objectives of Government
- Managing Change in Government

WHAT IS GOVERNMENT

- An institution with the power to govern
- Creation of rules to protect a commonly accepted ways of life
- Protection of people and their property from internal and external threats.
- An institution that exercise sovereign authority over a nation , state , society or body corporate

ARMS OF GOVERNMENT

- The Executive
- The Legislative
- The Judiciary

THE EXECUTIVE



THE LEGISLATURE



THE JUDICIARY



OBJECTIVES OF GOVERNMENT

- Upholding foundational human right
- Upholding the constitution
- Maintaining peace through enforcement of law and order.
- Protect sovereignty of the nation
- Create and maintain monetary system
- Implement economic and social reforms
- Collecting taxes and spend the money
- Create an environment for business there maintain diplomatic relation

CHANGE IN GOVERNMENT

- *Can government change its objectives*
 - How does government change its objectives
 - through change in government itself
 - Through policy
- Change in political systems
 - *How about the judiciary*

THE PURPOSE OF THE JUDICIARY

- A system of courts that interprets and applies the law
- Provides a mechanism of resolution of disputes
- Ensure equal justice under law
- Interpret law

UGANDA'S JUDICIAL SYSTEM

- Magistrate Court
- High Court
- Supreme Court
- Court of appeal

Who does the
Judiciary serve?

BUSINESSES

- The Judicial system helps business to transact its activities (Law of Contract)
- It manages/settles disputes
- It provides framework for business activities (sale of goods)

SOCIETAL ISSUES

- Family
- Marriage
- Civil disputes
- Inheritances
- Land

YOUTH

- Young people 14-24 (21%, 2011)

Challenges

- Drug abuse
- Unwanted pregnancies
- Theft
- Alcoholism

Are they appropriately served

RURAL AREAS

- Over 80% are in rural areas
- Majority are poor
- Poor people are voiceless

*Possibly not served by the
judicial system*

URBAN AND RURAL POPULATION IN UGANDA

	1969	1980	1991	2002	2014
Rural urban population	634,952	938,287	1,889,622	2,999,387	5,603,350
Urbanization %	6.6	7.4	11.3	12.3	15.6
% of urban population in Kampala	53.9	47.9	41	39.6	

AGE COMPOSITION IN UGANDA

Age composition	1969	1991	2002	2014
Population Aged less than 15 years	51.4	53.8	56.1	48.7

2014

0-14 years	48.7
15-24 years	21.2
25-54 years	25.7
55-64 years	2.4
65 and over	2.1

MANAGING CHANGE

- Establish change drivers
- Internal and external factors
- Understand the rules of change
- Apply the new tools of change
- Create the change

EXTERNAL FACTORS

- Economic
- Political/legal
- Social/cultural
- Technological

INTERNAL FACTORS

- Leadership
- Organizational structure
- People
- Technology

ECONOMIC FACTORS

State of economy

- growth rate
- growth pattern
- competition
- international factors

POLITICAL/ LEGAL FACTORS

- Political system
- security factor
- diplomatic factors
- governance
- law in place

SOCIAL FACTORS

- population growth rate
- population characteristics
- attitude to education
- fashion
- cultural practice

TECHNOLOGICAL FACTORS

- International factors
 - Treaty
 - Convention

LEADERSHIP

- Vision
- Ability to sell vision
- Focus on customers

PEOPLE

- Level of knowledge
- Level of training
- Motivation
- Fear
- Expose

ORGANISATIONAL STRUCTURE

- Hierarchy
- Structures
- Delegation
- Centralisation

TECHNOLOGY

- Phases of technology
- Type of technology
- Speed of adaption

THE GAP IN THE UGANDA JUDICIARY

Coverage of people being served

- Youth
- Rural areas
- The poor

Low usage of technology

Bad laws

CREATING THE CHANGE IN THE JUDICIARY

- Judiciary is a government organ therefore slow in adapting change

The rules of managing change

- If it works, it is obsolete
- Past success is your enemy
- Learn to fall fast
- Free your imagination
- Focus on your customer's future needs
- Re-invent yourself and the organization

NEW TOOLS

- Fuzzy Logic
- Distributed computing
- Genetic Engineering
- Advanced Bio-Chemistry
- Lasers
- Advanced Computers
- Anti-sense Technology
- Advanced Simulation

ROLE OF TECHNOLOGY IN THE JUDICIARY

1. Reduce transaction cash
2. Speed up process of negotiation
3. Aids in detecting violation of law
4. Can reduce staff
5. Reduce hours of operation
6. Electronic filing

TYPES OF TECHNOLOGIES

- World Wide Web
- Computers
- Computer applications
- Internet
- Data base management software
- Brain imaging
- Biometrics
- Face and iris recognition

- “Man cannot discover new oceans unless he has the courage to lose sight of the shore”
- On many occasions, good things must fall apart for better ones to come

WHAT IS THE CHANGE

Change in the individual

- Adopt new technologies, if you don't change, you become obsolete and irrelevant

Change in the organization

- Adopt new technologies
- Make the organization leaner and efficient

This is possible

CHANGE IN THE SYSTEM

- This is difficult because it involves changing government goals

“it is not the strongest of the species that survives nor the most intelligent that survives. It is one that is most adaptable to change”

Charles Darwin