

# Evolution of the MCS and changing expectations

# So, what may have changed?

1. Physical infrastructure
2. The scale and range of schemes has widened
3. New technologies have emerged that make us 'more productive'.
4. Possibly, education levels of the recruited officers also have gone up.
5. Tech-savviness may have changed

# What may not have changed?

- The class of people recruited may still be the same.
- The recruitment system remains broadly the same.
- The regulating system remains mostly unchanged.
- The career profile of the MCS officers remains more or less the same over decades.

# What I liked most about the MCS officers I worked with?

1. Their ability to rise to the occasion – esp. when disasters strike, elections are held, law & order issues arise, etc. - simply, whenever the authority of the state is challenged, they stood up, and held.
2. In general, found most of them to be empathic whenever they dealt with common people.
3. Polite, articulate, decent and dignified in their conduct through and through.
4. And, believe me, they write well. In fact, very very well.

# What didn't I like about the MCS officers I worked with?

1. The disinclination to work in all the geographies of the state.
2. The unwillingness to further their own education or analytical skills.
3. The craving in some, for political patronage for postings.
4. Between upholding the rule of law and accommodating the community view points, there is some pressure on them. It is not automatic.
5. General reticence toward risky or tough decisions.

# What should you work on?

1. Add academic and analytical rigour to your decision making.
2. Widen your thinking and expand your range.
3. Venture more, fear less
4. Focus on becoming developmental professionals. Meghalaya needs more development.
5. Specialize in one or two areas of your interest and deepen your understanding in those areas.
6. Don't stick to one place or one category posts for far too long. Move the day you complete 3 years.

# Insights for sanity – the Pastor in me!

1. Life and File are anagrammatic. Never, ever forget that there are human beings behind the files.
2. Learn to specialize. Take study leave and go out, to educate yourself. As you grow in your career, the knowledge gap widens.
3. Build professional and personal networks. Expectations at times are unrealistic. Your networks come very handy in coping with some of these.
4. Commissions & Omissions do happen. Own them up and learn from them. Keep the intentions *bona fide*. Your shield is your unflinching integrity.
5. Manage your time. It is your life. Salary is a compensation for your time. Remember, as the salary increases, life span gets shorter.

# Insights for sanity – the Pastor in me!

6. Court the Politicians at your peril.

7. Be a leader, but on the foundation of principles.

8. Remember, notings help. Speaking notes help better. Especially to those who want to exercise authority without responsibility.

9. Everything will pass! Your tales of woe and your delusions of glory. Take some time off, to write them down, they are cathartic.

10. When life comes to a grinding halt – and crumbs are thrown at you as pension, you will most certainly need some sense of humour and some hobby. So cultivate a few from now.