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ROYAL GOVERNMENT OF BHUTAN
ROYAL CIVIL SERVICE COMMISSION
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21st February, 2025

Launch of the Strategic Roadmap 2025-2035 and Revamped Website

On the auspicious day of the 45th Birth Anniversary of His Majesty The Druk Gyalpo, RCSC launched the [Strategic Roadmap 2025-2035](#) and the new website.

On 17th December 2024, during the 117th National Day celebrations in Changlimithang, Thimphu, His Majesty The Druk Gyalpo unveiled the visionary “Diamond Strategy” and called for strengthening democracy, aligning the bureaucracy with future needs, improving laws, and reforming the education system to empower our people.

In deference to His Majesty The King’s Royal Command of transforming Bhutan’s Civil Service into an Enlightened Entrepreneurial Bureaucracy (E2B) with tenfold (10X) productivity, the Strategic Roadmap 2025-2035 has been framed. The roadmap will be guided by the vision “To become an Enlightened Entrepreneurial Bureaucracy by 2035”. It identifies key levers that will shift the civil service operating system to a new level, and outlines efforts to develop 10X leaders to lead progress and growth and elevate the civil servants to forward-thinking mindset, proactively seeking opportunities to innovate and drive higher value for the people of Bhutan.

In addition, RCSC also launched its new website. The website will have improved user interface, enhanced navigation, and will soon host a chatbot to enable users to have their queries clarified in real time. We encourage our stakeholders to use the feedback feature to feedforward the civil service transformation.



STRATEGIC ROADMAP (2025-2035)

Building an accelerator Operating System (aOS) for an Enlightened Entrepreneurial Bureaucracy (E2B)



117th National Day Address



"An important thing for the people to understand is that we are pursuing "One Country, Two Systems" by establishing the GMC as a Special Administrative Region. However, we do not intend to maintain the "two systems" forever.

Ultimately, they must converge into "One Country, One System." The innovations emerging from the GMC must be mirrored across the rest of Bhutan for the nation to succeed as a whole. But this convergence will only succeed if we implement parallel reforms throughout the country — **strengthening democracy, aligning the bureaucracy with future needs, improving laws, and reforming the education system to empower our people.**"



DIAMOND STRATEGY

"The bureaucracy must be agile enough to keep up with the rapid changes and innovations arising from the GMC. Our goal is to create an **Enlightened Entrepreneurial Bureaucracy** within the next 10 years to ensure successful convergence. If we fail to do this, comparisons will inevitably be made between the success of GMC and the lack of progress elsewhere in Bhutan —and if there is no convergence, I will have failed."



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