

Managing Competencies in Public Administrations: A European Perspective

Maastricht (NL), 14-15 June 2010



European Institute of Public Administration
Institut européen d'administration publique



Introduction

Description

In times of rising specialisation and multiple strategic demands such as developing the competencies of an increasingly diverse workforce as well as the challenges of Lifelong Learning and Knowledge Management, the civil service needs a modern and holistic HR-Management system so that all the different programmes including HR Policies are more or less connected.

The aim of the seminar is to provide an overview of how competencies are managed in European public administrations, as well as to analyse and discuss integrated management approaches to promote change and practical solutions for managing the competencies of a diverse workforce. The advantage of developing competence models should be discussed within the context of a more holistic management approach. As leadership and talent management should be essential, one of the main objectives of the seminar is to discuss and develop systems to establish various types of management development. The development of leaders social competencies are indeed seen to be very important. The participants will be provided with the required theoretical fundamentals as well as practical advice. Participants should be involved through a case

study to develop a system that might be transferred into the participants' practical life. If possible, one or two participants should present their systems or their work in progress from the institution.

Objectives

The objectives of the seminar are:

- To critically discuss different European models of competency management;
- To discuss the competency approach under the aspect of a more holistic management approach;
- To learn by exchange of experiences from other countries.

Target Group

The seminar is designed for practitioners in HR Management with a focus on HR Development, heads of departments of regional, national and international organisations.

Method

A mixture of presentations, lectures, working groups and case studies.

Programme

MONDAY 14 JUNE 2010

09.00

Welcome and mutual introduction to the seminar and participants' expectations

09.15

Managing competencies: theory and practice

Dr Timo Meynhardt, University of St. Gallen, St. Gallen (CH)

10.30 Coffee break

11.00

New skills for new jobs in Europe: agenda of the European Commission

Robert Strauss, Unit Head, DG Employment, European Commission, Brussels (BE)*

12.15

First discussion round: sharing experiences

*Danielle Bossaert, Seconded National Expert, EIPA, Maastricht (NL)
Dr Beatrix Behrens, HR Director, Bundesagentur für Arbeit, Nürnberg (DE)*

13.00 Lunch

14.00

Managing competencies or how is competency management applied in European public administrations?

Danielle Bossaert

15.30 Coffee break

16.00

Managers in Europe: new leadership competencies – shaping the future

Herma Kuperus, Seconded National Expert, EIPA, Maastricht (NL)

17.30

Final discussion round

(Bossaert/Kuperus)

18.00 Reception at EIPA's restaurant

TUESDAY 15 JUNE 2010

09.00

Case: Change and the role of human resource development – how to minimise risks during implementation

Dr Beatrix Behrens

10.30 Coffee break

11.00

Managing competencies in the Irish government

Tony Bass, Seconded National Expert, EIPA, Maastricht (NL)

12.30 Lunch

13.30

Case: Development and implementation of competency management in a Dutch Ministry

Herma Kuperus

14.45 Coffee break

15.00

Managing the competencies of a diverse workforce: be prepared for the future

Dr Beatrix Behrens

16.15

Final discussion round

Danielle Bossaert

16.45 End of seminar

* Not yet confirmed



General Information

Programme

The programme will commence on Monday 14 June at 09.00 hrs and finish on Tuesday 15 June at 16.45 hrs.

Seminar venue

The seminar will take place in the Blue Conference Room (0.18) at the European Institute of Public Administration, O.L. Vrouweplein 22, NL-6211 HE Maastricht, tel.: +31.43.3296222, fax: +31.43.3296296.

Working language

The seminar will be conducted in English.

Fee

The participation fee is €825 and includes documentation, two lunches, one reception and refreshments. Accommodation and travel costs are at the expense of the participants or their administration.

EIPA offers its members a reduction of 10% off the registration fee. This reduction is available to all civil servants working for one of EIPA's member countries (i.e. AT, BE, BG, CY, CZ, DK, EE, FI, FR, DE, GR, HU, IE, IT, LT, LU, MT, NL, PL, PT, ES, SE, UK).

Officials of EU Institutions, bodies and Agencies which have signed a framework contract under LOT 8 are entitled to a 20% discount. This applies to officials coming from the following EU Institutions: European Commission, European Parliament, Committee of the Regions, Council of the European Union, European Economic and Social Committee; and European Agencies: Translation Centre (CDT), European Centre for the Development of Vocational Training (Cedefop), Education, Audiovisual and Culture Executive Agency (EACEA), European Agency for Reconstruction (EAR), European Environment Agency (EEA), European Food Safety Agency (EFSA), European Monitoring Centre for Drugs and Drug Addiction (EMCDDA), European Medicines Agency (EMA), European Railway Agency (ERA), European Training Foundation (ETF), European Union Agency for Fundamental Rights (FRA), Executive Agency for Competitiveness and Innovation (EACI), European Agency for Safety and Health at Work (OSHA). Other EU agencies not listed above may benefit from this discount through DG ADMIN, European Commission.

If you are eligible for a discount, please tick the box in the registration form. Please note that reductions cannot be accumulated. For more information, please visit EIPA's website: www.eipa.eu (FAQ-special discounts).

Hotel reservations

The European Institute of Public Administration will be pleased to make reservations for you at a hotel in Maastricht. We have made a block booking at the Townhouse Hotel Maastricht**** (www.townhousehotels.nl), at a rate of €83 p.p.p.n. (incl. breakfast buffet and city tax, wireless internet and fitness possibilities). Should you wish to make use of this possibility, please indicate the name of the hotel and the dates of arrival and departure on the registration form. Payment is to be made directly and personally to the hotel on checking out. Please note that if you register after the closing date, hotel reservations cannot be guaranteed.

Meals

The lunches and the reception/buffet will be served at the Institute's restaurant. Should you require a special menu (e.g. vegetarian, diabetic), please inform the Programme Organiser so that this can be arranged.

Registration

You can submit the online registration form which can be found on EIPA's website: www.eipa.eu (training), or complete the registration form and return it before 26 May 2010 to Ms Eveline Hermens, Programme Organiser, European Institute of Public Administration, P.O. Box 1229, NL-6201 BE Maastricht, tel.: +31.43.3296259, fax: +31.43.3296296, e-mail: e.hermens@eipa.eu.

Your name and address will be part of EIPA's database for our mailing purpose only. If you do not want to be included in our mailing database, please tick the box in the registration form.

Confirmation

Confirmation of registration will be forwarded to participants on receipt of the completed registration form.

Payment

Prior payment is a condition for participation. Please indicate the method of payment on the registration form. In any case, the participant or his/her administration will receive an invoice for the payment of the registration fee. For cancellations received after the date indicated on the registration form we will have to charge an administration fee of €150 unless a replacement participant is found.

Cancellation policy

EIPA reserves the right to cancel the seminar up to two weeks before the starting date. EIPA accepts no responsibility for any costs incurred (travel, hotel, etc.). For EIPA's cancellation policy, please visit our website www.eipa.eu (legal notice)

Registration Form

Managing Competencies in Public Administrations: A European Perspective Maastricht (NL), 14-15 June 2010

Surname: Title: M/F
First name:
Current position:
Organisation:
Department:
Work address:
Postal code & town: Country:
Tel. no: Fax no:
E-mail address:

Payment / p:1021803

The participation fee includes participation in the seminar, documentation, 2 lunches, 1 reception/buffet and beverages **€ 825**
Discount (Please check first the conditions at www.eipa.eu (FAQ – special discounts)) discount

Method of payment

Bank transfer

The participants or their administration will receive an invoice for the payment of the registration fee.

Invoice address (if different from the abovementioned address):
.....
E-mail:

Credit card

American Express Card Eurocard/Mastercard Visa Card

Card no.: Expiry date: /

Name Card holder: (in case this differs from above)

Address Card holder: (in case this differs from above)

Postal code: Country: (in case this differs from above)

Card Validation Code: (the last three digits on the BACK of your card)

(Exempt from VAT by virtue of Article 11, para. 1 (o), subpara. 2 of the Dutch Law on VAT of 1968)

Note: Pre-payment is a condition for participation.

HOTEL RESERVATION

Please reserve hotel accommodation for me at Townhouse Hotel Maastricht

Date of arrival: Date of departure: No. of nights:

No hotel reservation required.

MEALS

Lunch day 1: will attend will not attend Lunch day 2: will attend will not attend

Reception day 1: will attend will not attend

Vegetarian: yes no Fish allowed: yes no Other dietary requirements:

As the number of places is limited, please return the completed registration form before 26 May 2010 to:

Ms Eveline Hermens, European Institute of Public Administration, P.O. Box 1229, NL-6201 BE Maastricht,
tel.: +31.43.3296 259, fax: +31.43.3296 296, e-mail: e.hermens@eipa.eu



Your name and address will be part of EIPA's database for our mailing purpose only.
Please tick if you do not want to be included in our mailing database.