

9th ReSPA Annual Conference, 15-16 November 2016

CONFERENCE SPEAKERS

Mrs. Gordana Djurovic is Professor on the Faculty of Economics, University of Montenegro in Podgorica, where she teaches Economic Development, EU Enlargement policy, International Economic Relations and Regional Policy. She is the Head of both graduate and undergraduate program in the field of European Economic Integration. She was the Minister for International Economic Relations and European Integration (February 2004 - October 2006), the Deputy Prime Minister for European Integration (November 2006 – June 2009) and the Minister for European Integration (July 2009-December 2010) in Montenegro. During her mandate, she was the Chief Negotiator for the SAA with the EU and Chief Negotiator for WTO accession negotiation. Prof. Djurovic is the author of more than sixty articles published in international professional journals, a few text-books, and a number of papers relating to economic development, comparative economic analysis, and European Integration.

Mr. Stefan Friedrichs is Management Consultant and Executive Coach in the past 18 years. He studied Political Science at the universities Freiburg and Basel and in 1998 he graduated as Master of Public Administration at Potsdam University. From 2001 till 2004 he completed a Master of Business Administration (MBA) in the United Kingdom with the Major in Strategy Development and HRM. Stefan started his professional career at German American Chamber of Commerce in San Francisco, and as project director at the non-profit organization Bertelsmann Foundation in Germany. After he worked as consultant in various EU projects in Central and Eastern Europe he joined in 2007 the Berlin based consultancy Public One. Stefan is specialized in conducting organizational analysis, developing and evaluating HR strategies and organization development projects for government ministries, public agencies and international organizations. He possesses a profound knowledge in capacity building and institutional reform initiatives in the public sector with a focus on process design, quality management and business planning.

Mrs. Enkela Dudushi is the Director of the Development of Institutions and Salary Policies Directorate, at the Department of Public Administration, subordinate to the Prime Minister's Office in Albania. Her fields of expertise include Human Resources Management and Development with a focus on the Civil Service, Salary Policy and institution building.

Mr. Emir Mehmedovic is Chief Administrative Inspector in the Ministry of Justice of Bosnia and Herzegovina (BiH). He has 15 years of experience in the Civil Service (Ministry of Justice of BiH and Parliament of FBiH), and Judiciary (Cantonal Court). He has successfully passed the Bar Exam and the Professional Lawyer's Exam, and he is a PhD candidate at the Faculty of Law, University of Mostar. Mr. Mehmedovic is author/co-author of several articles in the field of Public and Private Law. He is Member of the Commission for Administrative Exam at Central Government level in Bosnia and Herzegovina. Also, he is Certified Lecturer within the Civil Service Agency of BiH, and Lecturer within the Centre for Education of Judges and Prosecutors on the level of Federation of BiH. Currently, he focuses his professional interest at Administrative and Labour Law.

Mr. Jahi Jahija is the State Secretary in the Ministry of Information Society and Administration of the Republic of Macedonia. Mr. Jahija is also the member of ReSPA Governing Board at Senior Officials level.

Mrs. Dragana Ranitovic is the General Director of the Directorate for State Administration and Local Self-Government in the Ministry of Interior of Montenegro. Prior to this position, Mrs. Ranitovic was Deputy Secretary General and Manager of the Government Affairs Department of the General Secretariat of the Government of Montenegro. From 2003 – 2007 Mrs. Ranitovic was Special Advisor in Division for Payment Operations in the Central Bank of Montenegro. Prior to that, she worked as the Secretary of the Legislative Board of the Parliament of Montenegro. She has a degree in Law from the University of Montenegro.

Mr. Drazen Maravic is Assistant minister for Good Governance in the Ministry of Public Administration and Local Self-Government (MPALSG) of the Republic of Serbia, where he previously was the State Secretary. He is in charge of Public Administration Reform (PAR) in Serbia. Since November 2014, Mr. Maravic is the Chair of ReSPA Governing Board at Senior Officials level. Prior to joining MPALSG, he spent 10 years in the Ministry of Interior of the Republic of Serbia, where he was the Head of International Cooperation and Strategic Planning Department. His areas of specialization include strategic management in public sector, institutional building and change management.

Mr. Naser Shamolli is the Director of the Legal Office in the Ministry of Public Administration in Kosovo^{*1}. Prior to this position, Mr. Shamolli was the Director of the Administration and Personnel in the Ministry of Public Administration of Kosovo*. Before that, Mr. Shamolli worked in the Ministry of Local Government of Kosovo* where he was Head of the Department for Capacity Building. Mr. Shamolli is a lawyer, with Master of Law in Administration Sciences.

Mr. Wolfgang Koeth is currently a Senior Lecturer at the European Institute of Public Administration (EIPA) in Maastricht, where he advises, among others, governments of the Western Balkan countries on issues related to EU accession. He has been involved since 1996 in the process of EU enlargement, among others as Deputy Head of the EU office in Kosovo*.

Mr. Rolf Alter is the Director for Public Governance and Territorial Development at the OECD, having joined the OECD's Economics Department in 1991. Mr. Alter is responsible for the public governance programme for inclusive growth which covers institutional reform, innovation, open government, integrity, results-oriented budgeting, regulatory policy and the economics of regions and cities. From 2006-2009, he served as Chief of Staff to the Secretary-General, Mr. Angel Gurría. Prior to joining the OECD, Mr. Alter was an economist in the International Monetary Fund, in Washington D.C. He started his professional career in 1981 in the German Ministry of Economy. Mr. Alter holds a PhD from the University of Goettingen, Germany, following post-graduate work in Germany and in the USA. He is a member of the Advisory

¹ *This designation is without prejudice to positions on status, and is in line with UNSCR 1244 and ICJ Advisory opinion on the Kosovo Declaration of independence.

Group of the WEF Risk Report. In 2015, he joined the UN High Level Panel on Water and in 2016, Mr. Alter was awarded the O.P. Dwivedi Award by IASIA.

Mr. Kaido Paabus is the Senior Policy Adviser in the Public Service and Human Resource Management team in SIGMA/OECD. Before joining SIGMA, Kaido worked for a major Estonian public policy think tank, the Praxis Centre for Policy Studies as the Head of the Praxis Academy, mostly on public administration related learning and development projects. His main area of expertise is Civil Service. He has been responsible for the establishment of the civil service training and evaluation system in the Government Office (1997-2002). He has also been the Director of the Estonian Institute of Public Administration (2002-2004) where he transformed the foundations and strategic directions of the organization (including rebranding the institute as Civil Service Training and Development Centre). In 2011-13 he headed the Public Administration and Civil Service Department at the Ministry of Finance of Estonia. In 2013-14 he worked as the key expert on the IPA project in Montenegro supporting the Human Resources Management Authority with the implementation of their new Civil Service Law. This year he was involved as senior expert in the EU Advisory Team on Public Administration Reform (PAR) in Ukraine. He has also worked in short-term missions in Kyrgyzstan and Georgia. Kaido holds a MA (Econ) degree in Public Policy and Management from the University of Manchester (UK) and BA degree from the University of Tartu (Estonia).

Mr. Levan Samadashvili currently leads UNDP's project on Supporting Public Administration Reform (PAR) in Georgia. Previously, he worked at the Public Services Development Agency (PSDA) of Georgia. He is also working at the Georgian Institute of Public Affairs (GIPA) in the capacity of the Vice Rector in 2014-2016, and is a Board Member of a non-profit organization Innovations and Reforms Centre (IRC). Levan also served as an OSCE Expert on Identity Management and Document Security in Ukraine and Kyrgyzstan during 2014-2016. He holds two Masters of Public Administration (MPA), one from the USA and the other from Georgia.

Mr. John Mary Kauzya is the Chief of Public Administration Capacity Branch (PACB) of the Division for Public Administration and Development Management (DPADM) in the Department of Economic and Social Affairs (DESA) at the United Nations Headquarter in New York where he has also served in different capacities since 1999. Prior to joining the United Nations, he taught at Makerere University in Uganda and worked as the Deputy Director of the Uganda Management Institute. He has also worked as an International Advisor in many countries in various fields of governance and Public Administration. In recognition of his work he was awarded with the O.P DWIVEDI AWARD 2014 by the International Association of Schools and Institutes of Administration (IASIA) for Outstanding Contribution to Public Administration and Public Policy in the World. Mr. Kauzya holds a PhD from the University of Paris 1 Pantheon Sorbonne specializing in Public Administration and Management. He has widely published in various areas of governance and public administration.

Mr. Dimis Michaelides is a consultant, author, keynote speaker and magician, who combines his unique talents and business experience to inspire people around the world. He works in the areas of leadership, creativity, innovation and strategy. Dimis has taught at a number of universities and business schools in the UK, China, Cyprus and France, delivered

presentations and led workshops at creativity forums around the world and served on numerous Boards of Directors of private companies and non-profit organizations. Dimis published his book *The Art of Innovation - Integrating Creativity in Organizations*© (2007) and developed *Leading Innovation in Practice – a roadmap for organizations and individuals to achieve their full innovation potential*. He has extensive executive experience in General Management, Marketing and Finance - at the World Bank (Washington), Zeneca (Paris), Council of Europe (Paris) and Laiki Cyprialife (Nicosia). Dimis is a graduate of the London School of Economics (B.Sc), London Business School (MBA), Sussex University (MA) and INSEAD (Leadership in Organizations).

Mr. Tony Verheijen is the Country Manager for Serbia in the World Bank's Europe and Central Asia Region. Prior to this position, he worked in the same Region for the Public Sector Management and Governance Department. Mr. Verheijen works for the World Bank since 2002, and he focused on public sector management, civil service reform, governance and anti-corruption, and economic management issues. Prior to joining the World Bank, Mr. Verheijen worked as Chief Technical Adviser for the UNDP Regional Office in Bratislava, Slovakia, for the OECD and for the European Institute of Public Administration (EIPA). His areas of expertise are: Public Sector Management and Governance, Aid Effectiveness, European Integration, Law and Regulation.

Mr. Srdjan Svircev is Public Sector Specialist in the Governance Global Practice at the World Bank Office in Serbia. Srdjan has over 10 years of experience with public sector and wage bill reforms. Mr. Svircev is leading World Bank program in these two sectors in Serbia and Bosnia and Herzegovina. He also has extensive experience with judicial reform and with capacity building for policy development and coordination. He is one of the authors of Serbia Judicial Functional Review which was a key analytical input for preparation of the Action Plan for Chapter 23. He holds an MA in Political Sciences from University of Belgrade, and an MBA from Cotrugli Business School.

Ms. Bojana Boskovic works in the Ministry of Finance of Montenegro, as a Director General of the Directorate for Financial System and Business Environment Improvement. During her work in the Ministry of Finance she has coordinated different activities in the area of the financial system, European integration process, international cooperation and business environment improvement. Within the EU negotiations process of Montenegro, she serves as a coordinator of Negotiating Group responsible for the economic and financial matters and statistics. As a General Secretary of the Council for Improvement of Business Environment, Regulatory and Structural Reforms, she coordinates activities related to regulatory reforms and business environment improvement, being implemented by the Government of Montenegro in cooperation with the World Bank and the USAID. From September 2010, she serves as a member of the Board of Directors of the Deposit Protection Fund. She took part in a number of professional conferences and study visits focusing on the financial stability, international finance, macroeconomic policy, economic development and regulatory reforms.

Mr. Christoph Demmke was Professor at the Zeppelin University in Friedrichshafen, Germany. Prior to that position, he was Head of Unit in OECD in Paris, Professor of Comparative Public Administration at the European Institute of Public Administration (EIPA), and Guest Professor at the College of Europe in Brugge. He holds a PhD in Administrative Sciences and was Fellow at the Harvard Law School and the German Ministry of Interior. He has regularly advised the European Union Presidency, EU Institutions and national Governments on public management reforms. Currently, he works as research consultant to the Budgetary Committee of the European Parliament. Mr. Demmke is author of many publications in the field of comparative HR reforms and ethics.

Mrs. Tiina Randma-Liiv is Professor and Chair of Public Management and Policy at Tallinn University of Technology, Estonia since 2007. She currently also serves as Vice Dean of the Faculty of Social Sciences and Member of the University Council. Randma-Liiv previously worked as Professor and Chair of Public Management at the University of Tartu (1994-2006), and as Visiting Professor at the Catholic University of Leuven (2002-2004), the University of Gdansk (2002), Vienna University of Economics and Business Administration (2007), and Florida International University (2014-2015). She has served on the Steering Committees of the European Group of Public Administration (EGPA) (2007-2016), and of the Network of Institutes and Schools of Public Administration in Central and Eastern Europe (NISPAcee) (1997-2000). Randma-Liiv currently serves in the Advisory Board to the Estonian Minister of Public Administration. Previously she has been a member of the Academic Council of the President of Estonia and of the Prime Minister's Advisory Board on Administrative Reform. She has served in the academic advisory board of the European Public Service Award (2008-2010), in the Advisory Board of the UNDP Regional Centre for Public Administration Reform (2008-2010), and in the OECD Expert Group of the Partnership for Democratic Governance (2008-2011). She holds a BA in Economics from the University of Tartu, Estonia, an MPA from New York University, and a PhD from Loughborough University.

Mr. Vladimir Vljakovic is an experienced practitioner working on Public Administration Reform in Serbia. His working experience embrace project management, human resource management and organizational development. In the past 15 years Mr. Vljakovic has implemented number of projects in the Western Balkans and Central Asia aiming at public administration development. Mr Vljakovic possess significant experience in conducting functional reviews and other restructuring methodologies for optimizing public sector institutions.

Mr. Amadeo Watkins currently works as Team Leader with the Serbian Government's Change Management Support Team as well as a Special Advisor (Strategic Management Reform) to the Serbian Deputy PM and Minister of Interior. Prior to working in Serbia, he spent 12 years as a British civil servant working on strategic reform with the Advanced Research and Assessment Group. Amadeo is co-founder and Visiting Lecturer on governance and educational outreach with the Centre for Military Educational Outreach, King's College London. His areas of specialization include: strategic management, organizational development and system level change.

Mr. Zdenko Milinovic works in Directorate for Economic Planning of Bosnia and Herzegovina, as Assistant Director in the Sector for coordination of preparation, implementation, monitoring and evaluation of development documents and social inclusion analysis. Prior to this position, he worked in the State Agency for Statistics of Bosnia and Herzegovina, and in the Federal Institute for Statistics where he managed and implemented several development projects for the improvement of statistics and statistical system in Bosnia and Herzegovina.

Mr. Thomas Prorok is Deputy Managing Director of the Austrian based KDZ Centre for Public Administration Research. Since more than 15 years he is working in the field of Public Administration Reform, Decentralisation and Local Governments as well as EU-Integration. Thomas is Head of the “Austrian CAF-Center” which is the European system for quality management in the public sector. He studied European Law and holds a Master degree in political science from the University of Vienna. He is editor of manifold publications on local governments, quality management and European Integration e.g. the “LOGON Report impact of European Union on Local Authorities”.

Mr. Nenad Rava has worked for 20 years in international development, with 15 years of specific experience in public administration and governance across more than 25 countries. Beside working as advisor to senior government officials (most recently on optimization in Serbia), the EU and the UN, he has provided contribution as consultant, expert, and project leader on issues ranging from strategic planning and foresight, strengthening of Centres of Government, policy and legislative reforms (including RIA), human resources development, functional reviews, change management, institutional innovation, and capacity development and learning. His PhD is on the Quality of Democracy and Nation-State Building. Currently, he serves as advisor for the United Nations Development Group / UN DOCO on integrated policy approaches for the SDGs, and consults 12 country teams in Asia, Africa, and Europe on development innovation. Nenad Rava is finalizing his research at the Strategic Innovation Lab in Canada on a new methodology for policy design.

Mr. Juraj Nemec holds an MBA and a Ph.D. in Public Sector Economics. He is Professor of Public Finance and Public Management at the Faculty of Economics of the University in Banská Bystrica, Slovakia and at Masaryk University in Brno, Czech Republic, with over 30 years of experience in teaching in public finance, public sector management, health economics and policy. He published over 400 books and scientific articles in these fields and fulfilled several academic posts. He is President of NISPAcee, Vice-President of the International Research Society for Public Management, Vice-President of the International Association of Schools and Institutes of Administration (IASIA) and member of the Board of the European Association of Public Administration Accreditation.

Mr. Gregor Virant is international consultant and part-time professor of public administration and administrative law at the University of Ljubljana, Slovenia. He served as state secretary for public administration in Slovenia from 2000-2004 and was responsible for the preparation of Slovenian public administration for accession to the EU, including the reform of civil service. From 2004 to 2008 he served as minister for public administration and carried out several successful reforms in the areas of administrative burden reduction, improvement of

administrative services quality and e-government. He led negotiations with public sector trade unions for a new salary system and successfully brought it to an end by signing collective agreements in 2008. Some of the projects that were developed under his leadership were internationally recognized (one stop shop project for starting up a business received a UNPS award, Slovenia ranked 2nd in the EU in the area of sophistication of online services in the EU sponsored Cap gemini survey in 2007). From December 2011 to February 2013 he served as speaker of national parliament, from 2013 to 2014 as minister of interior, responsible also for public administration. As international consultant, he has been cooperating with several international organizations (WB, UNDP, EC, OECD, Council of Europe) and consultancy companies, mostly on projects in the Western Balkan and Ukraine. Currently he is head of PAR team in the Delivery unit, a UNDP project supporting the Prime Minister of Serbia, and head of a EU high-level Advisory Group for PAR in Ukraine.

Mr. Endri Gjata is a professional in the field of information technology and innovation. He has a degree from the Polytechnic University of Tirana, Albania and has completed his Masters of Science in Economic Software. Mr. Gjata has experience both in the private and public sector and is currently working in the Directorate of Information Technology and Innovation, at the Department of Public Administration in Albania. His current work is focused on the improvement of the technological methods applied in the civil service sector, and on applying innovative methods in the civil service recruitment process.

Ms. Maria Jovanova is a professional in the field of information technology and innovation, working as Java developer in Macedonia. She worked as IT consultant and specialist in both private and public sector, including the Agency for Real Estate and Cadastre in Macedonia. She graduated at the Faculty of Electrical Engineering in Skopje, Macedonia.