



### Progress made on the ReSPA programme in the period May – September 2009

#### Organisation and delivery of training and other activities of ReSPA

- In the framework of the seminars on **the Impact of EU Policies on Domestic Policy Field**, a seminar on the implementation of the EU Food Law was organised. This seminar was carried out by EIPA's Centre in Luxembourg (Mr Juan Diego Ramirez-Cardenas Diaz) together with four external trainers (Mr Alastair Sutton, Ms Barbara Klaus, Mr Daniele Pisanello and Dr Péter Dévényi). The seminar took place in Sarajevo from 13-15 May 2009. 18 registrations were received. Finally 14 participants attended.

The evaluation is summarised in the table below.

	Excellent	Good	Average	Fair	Poor
<b>Content</b>	8	3	1	1	
<b>Methodology</b>	7	6			
<b>General evaluation</b>	9	2	1		
<b>Organization</b>	10	3			
<b>relevance</b>	8	4	1		

- From 27-29 April 2009 the first module of the blended learning programme "**Europe in Action: Training on EU Leadership Competencies**" took place in Zagreb, followed by the second module on 30 June-2 July 2009. On this programme all 20 registered participants from the different ReSPA members took part in the programme. The programme was organised by the Dutch Institute for Public Administration (ROI) with Mr Frank Little, Mr Ed Kruisheer and Mrs Mariette Baptist-Fruin as trainers. Before the start of the 1<sup>st</sup> module the participants had already shown their commitment by being active on line. Between the 1<sup>st</sup> and 2<sup>nd</sup> module the participants worked on assignments on line. The programme was well received and is promising for similar approaches in the future. It was very positive to see that also between the two modules the participants had demonstrated high commitment to their assignments. This may give perspectives for the future for the development of programmes of the same nature.

A brief summary of the evaluation is reflected in the below table:

	Excellent	Good	Average	Fair	Poor
<b>Content</b>	7	5	4	1	
<b>Methodology</b>	4	8	1	3	1
<b>General evaluation</b>	9	3	3	2	
<b>Organization</b>	11	4	1		1
<b>relevance</b>	6	5	5	1	

- The second module on “**Carrying out a Training Needs Analysis**” took place in Bitola (Former Yugoslav Republic of Macedonia) from 26-28 May 2009. It was carried out by EIPA (Mr Harry List) together with two external trainers (Mrs Anne Harrison and Mrs Amaya Echalecu). Except for the participants of Bosnia and Herzegovina who had for several reasons to cancel their participation, all other participants that took part in the first module participated in this second module and had all completed their assignment. The result of their work gave an interesting input for the organisation of some future ReSPA activities.

Course evaluation was based on final reaction questionnaire.

Quality of presentations	100% participants valued as excellent presentations from both trainers: Anne Harrison and Amaya Echalecu
Quality of panel discussions	86% participants valued as excellent and 14% as good
Adequacy of training methods	78% valued as excellent, 14% good and one participant valued as average
Questions to speakers and plenary discussions	64% valued as excellent and 36% as good
The contribution of the EIPA facilitator	78% valued as excellent and 22% as good
Overall evaluation of the seminar	93% valued as excellent and one participant valued as good
Organisation	86% valued as excellent and 14% as good
Time allowed for discussions and questions	“Enough” for 86% of participants and “too much time” for 14%
Value of learning as relevant to their work	71% valued as excellent, 14% as good and 14% as average
Relevant topics not covered	86% none, one person stated “IT topics” and one “stress management”
Parts of the seminar you valued most	The participants underline: projects presentations and common discussions (8), training design (2), TNA methodology, How adults learn and training methods
Part you valued the least	Nothing for 86% of participants, evaluation (1) and technical part of presentations (1)
Any further comments	Great experience and more activities to follow up this training

- From 28 May 2009, the first module of the training programme “**Management Concepts and Skills**” started in Podgorica. This training is delivered by two trainers (Mr Johan de Bruycker from Belgium and Ms Astrid Karg from Germany). In total we received 21, eventually 17 persons attended the complete 3-day training, due to last-minute cancellations, no appearances and a no-show after the morning session on the 1<sup>st</sup> training day. The training programme was very well received and is promising for the second module that will take place from 30 September-2 October 2009.
- A 5-day training on **Strengthening Ethics in the Public Service** was organised in cooperation with the French National School of Public Administration (ENA) and took place on 22 – 26 June 2009 at the premises of the Human Resources Management Authority (HRMA) in Podgorica, the Republic of Montenegro. The training was delivered by three French trainers Mr Patrice Dufour, Mr Jean Cartier-Bresson and Mr Pierre-Christian Soccoja.

The objective of the training was described as providing the participants awareness, specific knowledge and tools on:

- The importance of accountability for public interest and principles of good governance;
- To understand the importance of setting clear ethical standards and deliver a Code of Conduct;
- To understand the role of the private sector and the civil society in the formulation of ethical standards;
- To get acquainted with the appropriate techniques to deal with acts of corruption;
- To understand the tools and monitoring methods to ensure transparency;
- How to use and transfer the information and techniques acquired in the training

In total 20 registrations were received. Due to professional reasons one participant from BiH had to cancel her participation while another participant had to shorten the participation to two days.

The evaluation of the training is briefly summarised in the table below:

	<b>Excellent</b>	<b>Good</b>	<b>Average</b>	<b>Fair</b>	<b>Poor</b>
<b>Content</b>	11	7			
<b>Methodology</b>	11	4	3		
<b>General evaluation</b>	11	5	2		
<b>Organization</b>	14	4			
<b>relevance</b>	9	5	4		

- From 30 June-2 July 2009, a training programme **Participative Training Techniques** took place at the premises of HRMA in Podgorica, the Republic of Montenegro. This training was delivered by three trainers from the National School of Government; Mr Quentin Olliver, Ms Ruth Barnes and Ms Jo Metcalf. In total 20 registrations were received. Due to family circumstances one participant could not attend and two had to cancel because of work obligations.

The objective of this training was described as, upon completion of the programme, enabling the participants to:

- Describe a process of facilitation/ participative training techniques
- Identify the stages of group development and describe appropriate facilitator interventions
- Describe how facilitation skills can be used to help groups and individuals achieve their goals, including dealing with difficult situations
- Demonstrate group facilitation and give and receive feedback

The evaluation of the training is briefly summarised in the table below:

	Excellent	Good	Average	Fair	Poor
<b>Content</b>	14	3			
<b>Methodology</b>	13	4			
<b>General evaluation</b>	14	3			
<b>Organization</b>	13	4			
<b>relevance</b>	14	3			

In view of the good reception of the training programme, the programme will be repeated during the week of 7 December 2009.

- In cooperation with NISPACEE a training programme under the name "**How to become a better policy advisor**" was organised in Tirana from 15 – 18 July 2009. For this programme 21 registrations were received and 20 persons finally attended the course. The programme was delivered by two experts from Lithuania and one from Hungary.

The evaluation can be summarised as:

	Excellent	Good	Average	Fair	Poor
<b>Content</b>	8	7	2	1	
<b>Methodology</b>	8	7	3		
<b>General evaluation</b>	8	10			
<b>Organization</b>	6	8	2	1	
<b>relevance</b>	3	12	1		

#### **Networking activities, participation with ReSPA representatives to European and international for a in view of promoting ReSPA and develop its visibility**

From 14-16 May 2009, the 17<sup>th</sup> NISPACEE Annual Conference was organized in Budva (Republic of Montenegro). Mr Niko Grubestic, Mrs Blerta Selenica, Ms Biljana Nikolovska Zagar and Mr Harry List attended the seminar as representatives of ReSPA. There was also an active participation of Mrs Jadranka Djurkovic as co-organiser. Mrs Jadranka Djurkovic, Mr Niko Grubestic and Mrs Blerta Selenica as SC Members gave a presentation on the recruitment and selection process in their respective administration. Mr Harry List gave a presentation on the development and activities of the ReSPA programme. In addition, Ms Blerta Selenica and Mr. Harry List had a meeting with the Board of NISPACEE in order to discuss possible future cooperation and with Mr Ahmetovic from UNDP to discuss cooperation in the area of Communities of Practice.

#### **Maintaining and updating of the ReSPA website, ensure at least 6 bimonthly**

As of 1 May 2009 the website of ReSPA has been taken over from OECD by EIPA. The update will now fall under the direct responsibility of Ms Claudia Lisboa and Mr William Bull. The technical instruction has taken place and based on that the first updates have been done.

#### **Newsletter**

An edition of the Newsletter has been distributed in August 2009.

**Organisation and delivery of other corporate events**

- The 11<sup>th</sup> Session of the Steering Committee Meeting took place in Brussels on 29 April 2009. The draft List of Decisions and adopted documents related to the meeting have been distributed.
- Prior to the 11<sup>th</sup> Session of the Steering Committee, on 28 April 2009, the annual meeting between the Steering Committee Members and the representatives of National Schools and Institutes of EU Member States took place. Besides the Steering Committee Members, there was participation by representatives from the Czech Institute of Public Administration, the Permanent Representation of the Czech Republic (COWEB Delegate), the German Federal Academy of Public Administration (BAköV), the French National School of Administration (ENA), DGAFP, the Polish National School of Public Administration, the Romanian National School of Political Studies and Public Administration, the Slovenian Centre for European Perspective, the OECD and the Regional Cooperation Council (RCC).  
There was a lively discussion on the presentations of the representatives of the schools. The results are included in the distributed draft List of Decisions of the 11<sup>th</sup> Session of the Steering Committee Meeting.
- The annual conference of ReSPA has been prepared and will take place in Sarajevo, BiH, from 6/7 October 2009.