

Workshop on Effective Learning &
Development 15 – 16 April 2026
Hotel Hilton, Podgorica, Montenegro
Provisional Agenda

Background

In today's rapidly evolving educational landscape, the role of training managers is more critical than ever. As technology advances, learner needs shift, and approaches to learning become more dynamic and learner-centered, training managers must continuously adapt to stay ahead of the curve. This is especially true in the context of the Western Balkans, where public sector institutions face growing demands to enhance the quality and effectiveness of their training programs. Strengthening the capacity of training managers in the region is essential for fostering better public administration and improving governance outcomes. The Regional School of Public Administration (ReSPA) is dedicated to supporting these efforts by ensuring that public sector employees and training managers have the skills, knowledge, and tools they need to meet current and future challenges in the field.

The Effective Learning & Development for Training Managers program aligns with the principles of OECD SIGMA (Support for Improvement in Governance and Management), which emphasizes the importance of professional, efficient, and transparent public administration. By empowering training managers with up-to-date methodologies and tools, this training program will contribute to strengthening public sector governance and enhance the effectiveness of public administration in the Western Balkans.

This interactive, two-day training program will be delivered in collaboration with the Belgian BOSA (Federal Public Service for Public Administration), bringing expertise from leading professionals in training and development. The training will be led by two experienced trainers, Peter Vandenbruaene and Mélanie Recour, who bring a wealth of knowledge and practical experience to the sessions.

Peter Vandenbruaene is a seasoned expert in training design and learning development. He currently holds a senior position at BOSA, where he is responsible for developing and overseeing training programs aimed at enhancing public sector efficiency. With years of experience in the public sector, Peter specializes in designing innovative, learner-centered training that aligns with strategic organizational goals.

Mélanie Recour, also from BOSA, brings a strong background in adult learning and training evaluation. Mélanie's expertise lies in applying cutting-edge training methodologies to both traditional and digital learning environments. She has been instrumental in designing training programs that incorporate new technologies, such as AI tools, to engage learners and improve overall training outcomes. Mélanie has a particular focus on evaluating the effectiveness of training programs and using that data to ensure continuous improvement.

Throughout this training program, Peter and Mélanie will guide participants through the key aspects of modern learning and development, from understanding adult learning principles to utilizing digital tools for creating engaging training content. They will share best practices for curriculum design, training needs analysis, and the application of innovative pedagogical principles.

Training Objectives and Expected Outcomes

The primary objective of this training program is to build participants' capacity to design and implement effective training programs within the public sector. It will focus on understanding adult learning principles and how to apply them to enhance learning for adult learners. Participants will also gain practical skills in conducting comprehensive Training Needs Analyses (TNA) at various levels, ensuring alignment with both learner and organizational needs. The training emphasizes the importance of defining clear, measurable SMART learning objectives and integrating digital tools, including Learning Management Systems (LMS) and Learning Experience Platforms (LXP), into training design. Additionally, participants will explore modern methodologies such as flipped learning and interactive tools to enhance training delivery. Finally, participants will learn to evaluate training effectiveness and ensure continuous improvement in training programs. By the end of the training, participants will be able to design tailored, evidence-based training programs that are both engaging and impactful, ensuring continuous quality improvement in public sector training initiatives.

Target Group

This training targets **training managers and trainers** who work in **public sector training schools and institutions**. Participants will come from various sectors within the public administration.

Wednesday, April 15, 2026

08.00 – 08.15	Registration and welcome coffee
08.15 – 08.30	Opening remarks <ul style="list-style-type: none">• Maja Handjiska Trendafilova, Director of ReSPA• Bernard Brunet, Head of Cooperation Section, Delegation of the European Union to Montenegro
08.30 – 10.00	Introductory exercise on training effectiveness <ul style="list-style-type: none">• Peter Vandenbruaene, Manager Key Skills Development, Federal Public Service Policy & Support, Belgium• Mélanie Recour, Project Leader Learning Solutions, Federal Public Service Policy & Support, Belgium
10.00 – 10.30	Curriculum Design: Training Needs Assessment
10.30 – 10.45	<i>Coffee break</i>
10.45 – 12.00	Global Curriculum Design: multi-dimensional input to create a global training offer
12.00 – 13.00	<i>Lunch</i>
13.00 – 15.00	Course-related Curriculum Design: from Training Needs Analysis to defining objectives, using taxonomies and the choice of didactic tools.
15.00 – 15.15	<i>Coffee break</i>
15.15 – 16.30	Creating training plans and course programmes, including flipped learning

Thursday, April 16, 2026

08.00 – 08.20	Registration of participants
08.20 – 08.30	Introduction to Day 2
08.30 – 10.15	Digital & AI tools for effective training courses
10.15 – 10.30	<i>Coffee break</i>
10.30 – 11.30	Digital & AI tools for effective training courses
11.30 – 12.00	Consulting Skills
12.00 – 13.00	<i>Lunch</i>
13.00 – 15.00	Training evaluation: concepts and practical implementation
15.00 – 15.15	<i>Coffee break</i>
15.15 – 16.15	Integration exercise
16.15 – 16.30	Conclusion