

## Conference on

# Innovative HRM for Public Administration of the Future: Strategic Leadership, Workforce Planning, and Future Competencies for Sustainable Public Sector Development

2-3 October 2024, Ljubljana, Slovenia

Leadership plays a pivotal role in public administration, serving as the driving force behind meaningful change and fostering a value-driven culture essential for effective governance. Leaders act as agents of change, guiding their organizations through complex transformations while upholding principles of integrity, accountability, and service. The conference is organised jointly by ReSPA and the Ministry of Public Administration of Slovenia. It aims to address the dynamic and evolving nature of public service leadership and to explore the transformative role of human resource management in shaping the future of public administration. It will emphasize the necessity of strategic leadership in driving innovation and sustainability within the public sector. Key topics will include strategic personnel and succession planning to ensure a robust talent pipeline, career mobility and continuous development to foster professional growth, and the identification of essential competencies to navigate future challenges. By addressing these areas, the participants will be equipped with the knowledge and tools to create an agile, competent, and resilient workforce, capable of meeting evolving societal needs and promoting sustainable development.

During the first day, participants will delve into the critical aspects of navigating change in this sector. As the pace of societal, technological, and geopolitical change accelerates, the need for adaptable and forward-thinking leadership in the public service has never been greater. Furthermore, strategic personnel planning and succession planning, vital for identifying future leadership needs and creating robust talent pipelines, will be addressed. Approaches to mitigate talent gaps by grooming and transitioning employees for key roles will be highlighted, thus securing organizational continuity, effectiveness, and long-term success. Additionally, the conference will cover career mobility and development, through which public administrations can ensure employees' professional growth, leading to a more dynamic and adaptable workforce. The significance of continuous learning, skills enhancement, and interdepartmental movement will be discussed to support professional growth and organizational agility.

On the second day, the focus shifts to discussing the attractiveness of public administration as a career and challenges faced. Strategies to enhance its appeal, promote diversity, and implement effective communication to attract top talent will be examined. Workforce planning and forecasting of needed skills will also be addressed, with discussions on leveraging data analytics and predictive modelling to anticipate skill gaps and align training initiatives accordingly. Another critical area of focus will be identifying key competencies for the future workforce. This session will consider the essential skills required to meet future challenges, including fostering adaptability, digital literacy, and a culture of lifelong learning. Finally, the conference will cover onboarding and integrating new employees, emphasizing the importance of comprehensive orientation programs, supportive organizational culture, and effective mentorship to maximize employee engagement and productivity. Concluding remarks will summarize the insights and actionable strategies discussed, aiming to equip participants with the tools needed for future success.



## Day 1, 2 October: Leaders for the Future

Time	Activity
08.30 – 9.00	<b>Registration of participants</b>
09.00 - 09.20	<b>Introductory speeches</b> Minister of Public Administration of Slovenia Director of ReSPA Head of SIGMA (TBC) EC representative
09.20 - 09.40	<b>Keynote Address: Strategic Leadership and Building Public Administration of the Future,</b> <i>Gregor Virant, Head of SIGMA</i>
09.40 - 11.00	<b>High-level Panel: How Can Governments Build Public Administration of the Future?</b> <i>Moderated by Peter Pogacar, Director General of the Public Sector Directorate at the Ministry of Public Administration</i>
11.00 – 11.30	<b>Break (group photo)</b>
11.30 – 13.00	Lunch
13.00 – 13.45	<b>Plenary Session 1: Embracing Change in the Senior Public Service</b> As the pace of technological, societal, and geopolitical change accelerates, the need for adaptable and forward-thinking leadership in the public service has never been greater. Implementation of tools for fostering successful adaptation, empowering senior public servants to drive progress and foster resilience gives them the necessary capabilities to lead their organizations through these times of profound transition. Daniel Gerson, OECD (tbc) <i>Daniel Gerson, Head of Public Employment and Management Team, OECD (tbc)</i>
13:45 – 14.30	<b>Plenary Session 2: Strategic Personnel Planning and Succession Planning</b> Strategic personnel planning is an effective tool to identify future leadership needs and build robust talent pipelines within public administration. Leaders have to be equipped with essential tools to align workforce strategies with organizational goals. Succession planning can mitigate talent gaps by grooming and transitioning employees into key roles, ensuring organizational continuity, effectiveness, and long-term success. <i>Faustine BENTABERRY, Head of the Department of Cooperation, Partnerships and Foresight at DGAFP - General Directorate of Administration and Civil Service</i>

Time	Activity
14.30 – 14.50	Coffee break
14.50 – 15.35	<p><b>Plenary session 3. Career Mobility and Development</b></p> <p>By promoting career mobility and development, public administrations can ensure employees' professional growth, leading to a more dynamic and adaptable workforce. This approach enhances organizational agility and effectiveness, allowing for better service delivery and improved public sector performance.</p> <p><i>Marilette van AS, International Coordinator, Public Governance Committee (PGC), Ministry of the Interior and Kingdom Relations of the Netherlands (tbc)</i></p> <p><i>Francesco Leone (Italy)</i></p>
15.35 – 15.50	Concluding remarks

## Day 2, 3 October: Challenges and Future Perspectives in HRM

Time	Activity
09.00 - 09.15	Introduction to the Second Day
09.15 – 10.15	<p><b>Session 4: Attractiveness of Public Administration (panel discussion)</b></p> <p>This session will focus on challenges faced in making public administration attractive and strategies to enhance the appeal of public sector employment, including reinforcing the image of the state as an employer of choice, promoting diversity and inclusion in recruitment practices, and implementing communication strategies to attract top talent.</p> <p><i>Moderated by Faustine BENTABERRY, Head of the Department of Cooperation, Partnerships and Foresight at DGAFP - General Directorate of Administration and Civil Service</i></p>
10.15 – 11.00	<p><b>Session 5: Workforce Planning and Forecasting of Needed Skills</b></p> <p>This session will focus on analysing current and future skill requirements, leveraging data analytics and predictive modelling to anticipate skill gaps, and aligning training and development initiatives accordingly. Institutions can proactively address talent shortages by forecasting needed skills and ensuring they have the right capabilities to meet strategic objectives.</p> <p><i>Presentation on the topic, Q&amp;A</i></p> <p><i>Danish expert</i></p> <p><i>Greek expert (tbc)</i></p>



<b>11.00 – 11.20</b>	<p><b>Session 6: Identifying Key Competencies for the Future Workforce</b></p> <p>This session will focus on identifying the essential skills and competencies required for the future workforce, including anticipating technological advancements, fostering adaptability and digital literacy, and promoting a culture of lifelong learning to ensure employees remain relevant and effective in evolving job roles and environments.</p> <p><i>Presentation on the topic, Q&amp;A</i></p> <p><i>Edite Kalnina, ReSPA expert</i></p>
<b>11.20 – 11.40</b>	<p><b>Session 7: Onboarding and Integration of New Employees</b></p> <p>This session will focus on the requirements for welcoming and integrating new employees into the organization, including providing comprehensive orientation programs, fostering a supportive organizational culture from day one, and implementing effective mentorship and peer support programmes to facilitate the transition and maximize employee engagement and productivity. This session will consider the effective onboarding of new hires to make them feel valued and equipped to contribute effectively to the success of institutions.</p> <p><i>Presentation on the topic, Q&amp;A</i></p> <p><i>ReSPA expert (tbc)</i></p>
<b>11.40 – 12.40</b>	<p><b>Group work - Identifying challenges, bottlenecks and recommendations for their overcoming (World Café)</b></p> <ol style="list-style-type: none"> <li>1. Workforce planning and forecasting of needed skills</li> <li>2. Identifying key competencies for the future workforce</li> <li>3. Onboarding and Integration of New Employees</li> </ol>
<b>12.40 – 13.15</b>	<b>Presentation from the World Café moderators</b>
<b>13.15 – 13.30</b>	<b>Summary and closure of the conference</b>
<b>13.30 – 14.30</b>	<b>Lunch</b>