

### Progress made on the ReSPA Programme in the period August - December 2009

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

- The second module on **Management Concepts and Skills for Senior Civil Servants** was organized from 30 September - 2 October 2009 in Podgorica. This training was delivered by the two trainers, Mr Johan de Bruycker from Belgium and Ms Astrid Karg from Germany. Out of the 18 participants who were present at the first module, only 11 participants were able to attend the second module. The other participants had to decline due to all kind of obligations. Nevertheless, the second module was well received and in view of the mobilisation of more local trainers some potential management trainers were identified amongst the participants.

The evaluation is summarised in the table below:

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

- From 28 September - 2 October 2009, the training on **Planning and implementing Communication and Lobbying Campaign** was organized in Tirana. From the 22 registered participants finally 18 took part. The training was organised by EIPA Maastricht and delivered by 2 EIPA faculty members (Mr Tony Bass, Mr Alan Hardacre) and an external Belgian trainer, Mr Frank de Graeve, Journalist at Quadrant Communications. According to the reactions of the participants this kind of practical and relevant training is something that is needed in the region.

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

	Excellent	Good	Average	Fair	Poor
<b>Content</b>	10	4			
<b>Methodology</b>	8	6			
<b>General evaluation</b>	9	5			
<b>Organization</b>	9	5			
<b>relevance</b>	8	6			

- The 5-day seminar on **EU law and methods for Translators and Interpreters** was organized in Podgorica from 5 - 9 October 2009. The training was organized by EIPA Luxembourg. Apart from their trainers (Mr William Bull, Ms Sofia Papoutsis, Ms Nadja Long and Mr Peter Goldschmidt), also two external trainers (Ms Réka Somssich (HU) and Mr Kent Johansson (NO)) were contributed. We received in total 28 registrations, however, eventually only 24 persons took part.

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The evaluation is shown in the table:

	Excellent	Good	Average	Fair	Poor
<b>Content</b>	14	4	2	1	
<b>Methodology</b>	12	9			
<b>General evaluation</b>	13	6	1		
<b>Organization</b>	14	6	19		
<b>relevance</b>	9	4	7		1

- From 13 - 15 October 2009, the second **Seminar on strategic management** took place in Skopje.

From the 24 registrations, 23 participants attended.

As previous time, the training was organized in cooperation with EIPA Warsaw and the National Institute of Administration, Poland. The same Polish trainers (Mr Arthur Novak and Mr Thomas Szuba) delivered the training. Both training programmes were highly appreciated and it seems a programme with a high relevance for the region.

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

	Excellent	Good	Average	Fair	Poor
<b>Content</b>	9	9			
<b>Methodology</b>	9	9			
<b>General evaluation</b>	17	1			
<b>Organization</b>	15	3			
<b>relevance</b>	11	6	1		

- In cooperation with the German IRZ (*Deutsche Stiftung für rechtliche internationale Zusammenarbeit*), a seminar on **Administrative Law** was organised from 3 - 5 November 2009. The seminar took place in Zagreb and was delivered by two German trainers; Ms Nicoline Schmitz-Justen and Mr Christian Reitemeier.

From the 21 registrations received 20 participants attended this seminar.

A summary of the evaluation is shown in the table:

	Excellent	Good	Average	Fair	Poor
<b>Content</b>	9	10			
<b>Methodology</b>	9	10			
<b>General evaluation</b>	16	4			
<b>Organization</b>	17	3			
<b>relevance</b>	14	6			

- A second training on **Theory and Practice of the Policy Cycle: From Drafting to Evaluating Policies** was organised in Pristina from 23 - 27 November 2009. The programme was organized by EIPA Maastricht. Apart from EIPA faculty (Messrs. Tore Malterud, Peter Ehn and Peter Goldschmidt), an Estonian trainer from NISPAcee (Ms Leno Saarniit) contributed to this seminar. In total 18 registrations were received. Only 15 registered participants attended.

Summary of the evaluation scores:

	Excellent	Good	Average	Fair	Poor
<b>Content</b>	12	2	1		
<b>Methodology</b>	13	2			
<b>General evaluation</b>	13	2			
<b>Organization</b>	12	3			
<b>Relevance</b>	12	3			

- From 1 - 3 December 2009 the seminar **Making Public Private Partnership Work For You** took place in Zagreb. Out of the 18 registered persons, 15 attended.  
The seminar was organized by EIPA Maastricht (Mr Michael Burnett), in collaboration with three external trainers; Mr Martin Oder (AT), Mr Marc Schimpfel (AT) and Mr Martin Darcy (UK).

The evaluation can be summarised as:

	Excellent	Good	Average	Fair	Poor
<b>Content</b>	10		5		
<b>Methodology</b>	10		5		
<b>General evaluation</b>	14		1		
<b>Organization</b>	14		2		
<b>Relevance</b>	8	5	2		

- From 8 – 10 December 2009, the second training programme entitled **Participative Training Techniques** took place at the premises of HRMA in Podgorica. This training was again delivered by three trainers from the National School of Government (UK); Mr Quentin Oliver, Ms Ruth Barnes and Ms Dorothy Appleton.  
In total 21 registrations were received and 19 people attended.  
Some of the participants of the first programme appear to have already delivered this programme to colleagues. So it seems to have a cascade effect.

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

	Excellent	Good	Average	Fair	Poor
<b>Content</b>	17	1			
<b>Methodology</b>	17	1			
<b>General evaluation</b>	18				
<b>Organization</b>	16	2	1		
<b>Relevance</b>	16	2			

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

ReSPA co-organised the conference **Learning Europe - Challenges of training and communicating in the European context** which took place at the Plitvice Lakes (Croatia) from 26 - 27 October 2009.

At the 11<sup>th</sup> SC Meeting it was decided that the costs of a minimum of one member per ReSPA Member would be covered. In total the 2-day conference was attended by 72 participants, incl. 7 ReSPA participants.

#### **Newsletter**

An edition of the Newsletter has been prepared and will be circulated in the first half of January 2010.

### Organisation and delivery of other corporate events

- The 4th Annual ReSPA Conference took place in Sarajevo on 6 - 7 October 2009. The topic of this conference was “**Challenges on Human Management**” Including speakers, all together 54 persons took part.
- The 12<sup>th</sup> Session of the Steering Committee Meeting took place in Sarajevo on 8 October 2009. The draft List of Decisions and adopted documents related to the meeting have been distributed.

### Communities of practice

In co-operation with UNDP and the Albanian Department of Public Administration, a Community of Practice was organized. The 4<sup>th</sup> Annual Conference of the Western Balkans HRM Community of Practice in the Civil Service entitled “**Managing Performance in the Work of Civil Servants**” took place in Tirana on 28 and 29 November 2009.

The event was attended by 60 participants.

According to the results and reactions from different sides there was high support for a continuation of these meetings.

### Other activities

- A meeting with the designated ReSPA Liaison Officers was organised at the premises of EIPA Maastricht on 23 September 2009. During this meeting their tasks and responsibilities were discussed and the draft contracts were handed out.
- A post evaluation was carried out amongst the participants who took part in the courses during the first half 2009.
- The draft Programme of Work 2010 has been developed.