


DISPA meeting

The contribution of behavioural sciences and psychology to the training and selection of civil servants

19th and 20th of May 2022 • Paris

Institut national du service public (INSP)

 Location : 2, avenue de l'Observatoire, 75006 Paris

18th
May

- **18:30 – 20:30**
Welcoming cocktail at INSP

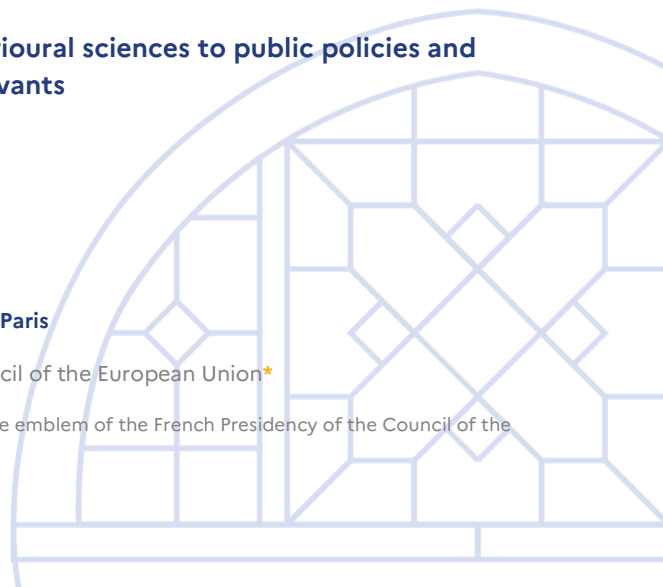
19th
May


- **9:00 – 9:30**
Registration of the participants and welcoming breakfast
- **9:30 – 10:30**
Opening speech by Mrs. Maryvonne Le Brignonen, Director of INSP
Presentation of the INSP transformation process
- **10:30 – 10:45**
Coffee break
- **10:45 – 12:00**
Panel discussion: The contribution of behavioural sciences to public policies and their introduction in the training of civil servants
Moderator: Mrs. Françoise Waitrop

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This event is organised on the occasion of the French Presidency of the Council of the European Union*

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The change in our behaviour, well beyond the scope of regulations, is gradually reinforced by new incentive tools. The introduction of behavioural sciences into policy making opens up new prospects for transforming people's actions and represents a challenge for the training of civil servants.

- Behavioural sciences in action: from public policy design to implementation. Spotlight on the French Interministerial Directorate for Public Transformation's projects | ***Mrs. Mariam Chammat***
- Back to school : What training in behavioural science to offer senior public officials and future senior public officials? | ***Mr. Nicolas Fieulaine***
- Behavioural sciences featured in the European Institute of Public Administration's training programme | ***Mrs. Isane Aparicio***

→ **12:00 – 12:30**

Guided tour of the INSP premises

→ **12:30 – 12:45**

Group photo

→ **12:45 – 14:15**

Lunch Buffet at INSP

→ **14:15 – 15:30**

Group workshops

Overview of the use of behavioural science in European countries.

What role can schools play in light of these emerging concepts: what training to provide?

→ **15:30 – 16:00**

Coffee break

→ **16:00 – 17:15**

Panel discussion: What role should psychology, and more specifically psychological assessment, play in the selection of civil servants?

Moderator: Mrs. Françoise Waitrop

How can we transform our recruitment processes once the knowledge-based selection alone is not sufficient to build the leadership that public administrations need?

- A closer look on bias studies in the recruitment of civil servants | ***Mrs. Mariam Chammat***
- Psychometrics, science-based methodology at the core of Police Commissioners selection process in France | ***Mr. Jérémy Coutre***

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- Fostering a career-long integration of the social skills' personal dimensions | **Mr. Nicolas Fieulaine**
- Insight into the Top Civil Service Excellence Centre's psychological assessment practices in Estonia | **Mrs. Külli Toomet-Björck**

→ **17:15 – 18:30**

Plenary discussion

Personality assessment use in recruitment processes in Europe.
Psychology or emotional intelligence in the training offer

→ **18 :40**

Group departure from INSP to the dinner location. Participants will head to the dinner venue in one group.

→ **19:00 – 22:00**

Dinner at the French Senate (Upper Chamber of the French Parliament)

20th
May

→ **8:30 – 9:00**

Coffee breakfast at the INSP

→ **9:30 – 10:30**

Wrap-up plenary session

Moderator: Mrs. Françoise Waintrop

- Closing remarks by the speakers
- Recap of the discussions and main takings from the workshops and the plenary discussion by the rapporteurs
- Keynote speech on Ethics and Behavioural Sciences | **Mrs. Chiara Varazzani**

→ **10:30 – 10:45**

Coffee break

→ **10:45 – 11:15**

Public administration schools: joining forces for international cooperation

- New selection mechanisms and empowering the role of high-ranking civil servants in Greece | **Mrs. Evi Dramalioti**
- Establishing a dedicated training offer for top-level officials. | **Mrs. Valentina Miličić**

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→ **11:15 – 11:30**
Feedback on the work of the European Public Administration Network as part of the French Presidency | *Mrs. Pauline Martin, Mrs. Zoé Malletroit*

→ **11:30 – 12:00**
Next steps: upcoming EU Presidency with the Czech Republic and the European School of Public Administration

- Updates from EUSA | *Mrs. Christiane Keutgens*
- Presentation of the next DISPA Meeting by the Czech EU Presidency | *Mrs. Anna Doležalová*

→ **12:00 – 12:30**
Closing remarks by Mrs. Maryvonne Le Brignonen, Director of INSP

→ **13:45 – 16:30**
Field visit to the French Ministry of Environmental Transition on innovative initiatives

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DISPA meeting – Paris 2022

Speakers

Mrs. Françoise Waitrop: Consultant in public innovation

Mrs. Mariam Chammat: Executive Advisor at the French Behavioral Insights Unit at the French Interministerial Directorate for Public Transformation (DITP)

Mr. Nicolas Fieulaine: Associate Professor of Social Psychology

Mr. Stephan Giraud: Head of the behavioural sciences programme at the Interministerial Directorate for Public Transformation (DITP)

Mrs. Isane Aparicio: Business Director at European Institute of Public Administration (EIPA)

Mr. Jérémy Coutre: Psychologist at the Psychometrics Unit of the Central Directorate for Recruitment and Training of the French National Police (DCRFPN / SDRDP)

Mrs. Külli Toomet-Björck: Advisor to the Estonian Government's Centre of Excellence for Public Service (TCSEC)

Mrs. Chiara Varazzani: Lead Behavioural Scientist at the Organisation for Economic Co-operation and Development (OECD)

Mrs. Evi Dramaloti: President of the Greek National Centre of Public Administration and Local Government (EKDDA)

Mrs. Valentina Miličić: Assistant Director at the Croatian National School of Public Administration (DSJU)

Mrs. Pauline Martin: Deputy to the Head of the European and International Foresight and Expertise Office of the French Directorate General for Administration and the Civil Service (DGAFP)

Mrs. Zoé Malletroit: *French Presidency of the EU* Project officer at the French Directorate General for Administration and the Civil Service (DGAFP)

Mrs. Christiane Keutgens: Acting - Deputy Head of the European School of Administration (EUSA)

Mrs. Anna Doležalová: Director of the Institute for Public Administration Prague

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