



CONFERENCE ON HR IN PUBLIC MANAGEMENT “ODESA.RICHELIEU.FORUM”

organizers:

National Agency of Ukraine on Civil Service
Center for Adaptation of the Civil Service
to the Standards of the European Union

Odesa Regional Institute for Public Administration
of the National Academy for Public Administration
under the President of Ukraine

Odesa, 2019



What can civil service managers and HR leaders learn from each other, the EU&OECD Member States, Eastern Partnership countries and peers in the private sector?

“Odesa.Richelieu.Forum” as the civil service HR forum is your opportunity to engage with other civil servants, HR and professional practitioners listen to thought-provoking sessions and meet inspiring

people sharing their experiences, knowledge and expertise.

With a variety of sessions, the opportunity to connect with other civil servants and meet civil service managers, “Odesa.Richelieu.Forum” aims to educate, attract and inspire you.



The Concept

Ukrainian Civil Service HR Forum offers a perfect platform to connect and learn about challenges, trends and best practice in civil service HR. It is an opportunity to interact with peers in other countries, network, exchange ideas as well as explore the HR trends in private sector and seek their green shoots and upscaling opportunities in the civil service.

All content delivered at “Odesa.Richelieu.Forum” 2019 aims to:

- EDUCATE civil servants, HRM and HR training practice leaders by sharing information and new ideas that change thinking and allow civil servants to learn new skills;
- ENGAGE civil servants, HR practitioners by making them feel part of a brilliant civil service, demonstrating excellent cross departmental working and building networks of civil servants who can support each other to improve outcomes;
- INSPIRE civil service managers and HR leaders to adopt the vision and demonstrate leadership, gender mainstreaming, learn new skills and improve their office environment to provide better public services.



Participants

Overall, more than 150 participants will take part in the Forum. This includes:

- Civil service leaders and HR practice leaders;
- OECD SIGMA representatives;
- Guests from civil service HR in the EU&OECD Member States and Eastern Partnership – Estonia, Finland, France, Latvia, Lithuania, Poland, Georgia, Moldova and others;
- Representatives of development partners' projects from Ukraine;
- Private sector HR specialists;
- HR specialists and public administration reform experts from Ukraine;
- Representatives of educational establishments.



Organizers

The Forum is organized by the National Agency of Ukraine on Civil Service and the Center for Adaptation of the Civil Service to the Standards of the European Union with support of the EU project "Support to Comprehensive Reform of Public Administration in Ukraine" (EU4PAR) in Ukraine, Swiss-Ukrainian project "Decentralization Support in Ukraine" (DESPRO), Hanns Seidel Foundation, UN Women in Ukraine, the Government of Sweden, Council of Europe Programme "Decentralisation and local government reform in Ukraine", Gender responsive budgeting project and other projects of international technical assistance.



Agenda

September 26, 2019

09:00-09:40



Registration of participants / morning coffee

09:40-09:50



**Welcoming Speech/Keynote Report
of the Head of the NACS**

Kostiantyn VASHCHENKO, Head of the National
Agency of Ukraine on Civil Service

09:50-11:00



**Global HR Trends in Public Administration
and Private Sector**

What are the main trends in HR in the public
administrations and in the private sector? What shall
Ukraine learn from it? What is it now and what is it
coming?

Moderator: Ilona SHAROVA, Partner and Director of the
Hudson Representative Office in Ukraine

- **Lech MARCINKOWSKI**, Senior Adviser on Public
Service and Human Resource Management, and
External Audit of OECD / SIGMA
- **Olena BOICHENKO**, Director of Human Capital
Advisory Services of Deloitte in Ukraine
- **Anneli TEMMES**, Emerita Director General of
HAUS Finish Institute of Public Management
- **Aliona DOBRORODNEVA**, Director on
Organizational Development UFuture Investment
Group
- **Yernar ZHARKESHOV**, Eurasia Region Director,
Consulting Company Whiteshield Partners,
Member of the Advisory Board of the Astana Civil
Service Hub
- **Shruti UPADHYAY**, Programme Specialist, UN
Women in Ukraine

11:00-11:45



**Shaping the Future of Ukrainian Civil Service
(or Ukrainian Civil Service Vision 2019 to 2024)**

Moderator: Kostiantyn VASHCHENKO, Head
of the National Agency of Ukraine on Civil Service

- **Artem YANCHUK**, State Secretary of the Ministry
of Health of Ukraine
- **Andrii HALUSHCHAK**, State Secretary of the
Ministry of Infrastructure of Ukraine

11:45-12:15

- **Serhii VERLANOV**, Head of the State Tax Service of Ukraine
- **Hanna BUIADZHY**, State Secretary of the Ministry of Justice of Ukraine
- **Yurii HUSIEV**, Head of Kherson Regional State Administration

Questions/ answers

12:15-13:15

Family photo/ Coffee break

HR in Public Administration and Private Sector

Using HR business technologies in public administration

Interactive Oxford Style Debate

Moderator: Iryna HNUTOVA, Head of HR Department (Service) of the Ministry for Regional Development, Building and Housing of Ukraine

FOR

Serhii SOROKA, Member of Senior Civil Service Commission

Ilona SHAROVA, Partner and Director of the Hudson Representative Office in Ukraine

Oleksandr STARODUBTSEV, Expert on Implementation of PoClick (HRMIS)

AGAINST

Volodymyr KUPRII, First Deputy Head of the National Agency of Ukraine on Civil Service

Maksym NEMCHYNOV, State Secretary of the Ministry of Energy and Coal Industry of Ukraine

Aliona STUDENETSKA, Head of the Civil Service and Decentralization Unit of the Main Department on Regional Policy and Decentralization of the Directorate on Regional Policy and Decentralization of the Office of the President of Ukraine

13:15-14:15

Lunch time

14:15-15:45

Master classes of HR Leaders / Master classes of Professional Development Training Leaders

- **Natalia HALUNKO**, HR Director of UKRSIBBANK BNP Paribas
- **Agita KALVINA**, Director of Latvian School of Public Administration

15:45-16:15

Coffee break

16:15-17:30



**Master classes of HR Leaders / Master classes
of Professional Development Training Leaders**

- **Mykhailo PRYTULA**, Co-founder of PeoplePartner.Ai
- **Maia KHOSITASHVILI**, Head of Social Trainings Department of the Training Centre of Justice of Georgia
- **Giorgi RAZMADZE**, Acting Director of Ministry of Finance Academy of Georgia

September 27, 2019

09:00-09:30

Registration of participants / morning coffee

09:30-10:50

Employer's Branding, Culture and Engagement in Civil Service

What are the strategies for civil service to engage the best and the brightest? How to create an inspiring and highly engaged workplace culture in civil service?

Keynote speeches followed by panel discussion

Moderator: Ugis SICS, Leader of the EU Project "Support to Integrated Public Administration Reform in Ukraine" (EU4PAR)

- **Catherine KARDAVA**, Director of Civil Service Bureau of Georgia
- **Alikhan BAIMENOV**, Chairman of the Steering Committee of the Astana Civil Service Hub
- **Marat DAUYESHOV**, Deputy Head of the Agency of the Republic of Kazakhstan for Civil Service Affairs
- **Edyta SHOSTAK**, Expert of International Organization for Migration
- **Hennadii KYZYMENKO**, Deputy Director of the Department of Work with Personnel and Organizational Development – Head of Personnel Department of the Ministry of Finance of Ukraine
- **Halyna MESHCHERIAKOVA**, Programme Coordinator, UN Women in Ukraine

10:50-11:30

Coffee break

11:30-13:00

Innovative Approaches to Learning and Development in Civil Service

How can civil service make learning and development more attractive for civil servants?

How can civil service strengthen its connections to universities and training providers?

What are the new tools and technologies in assessment, learning and development?

Keynote speeches followed by panel discussion

Moderator: Volodymyr KUPRII, First Deputy Head of the National Agency of Ukraine on Civil Service

- **Agita KALVINA**, Director of Latvian School of Public Administration
- **Oksana HARNETS**, Senior Project Coordinator of DESPRO Project
- **Aurelia TEPORDEI**, Director of Professional Development Department of the Academy of Public Administration of Moldova
- **Krzysztof GLUC**, Director of the Malopolska School of Public Administration
- **Oksana KISSELYOVA**, Team Leader of Gender Budgeting in Ukraine Project, National Expert

13:00-14:00



Lunch

14:00-14:20



Take-aways and conclusions

SPEAKERS

Kostiantyn Vashchenko

Head of the National Agency of Ukraine on Civil Service since 2014, Doctor of Political Sciences, Professor, Corresponding Member of the National Academy of Pedagogical Sciences of Ukraine, Honored Economist of Ukraine. He has more than 20 years of work experience in executive authorities.

From 2003 to 2014 has served as the First Deputy Head of the State Committee for Family and Youth, Head of the State Committee for Regulatory Policy and Entrepreneurship, Adviser to the Prime Minister of Ukraine, Deputy Minister of Labor and Social Policy, First Vice-President of the National Academy for Public Administration under the President of Ukraine.

Author of more than 150 scientific papers in the area of political science and public administration.

Awarded with the Order of Danylo Halytskyi.

Volodymyr Kuprii

First Deputy Head of the National Agency of Ukraine on Civil Service since 2017, Member of the Senior Civil Service Commission (2016 - 2017), PhD in Public Administration.

Has extensive experience in the sector of civil society organizations (1999 - 2017). During 2007 - 2017 was the Executive Director of the Charitable Foundation "CCC Creative Center".

Worked as an expert and a consultant of USAID projects, Canadian Bureau for International Education, UNDP, Council of Europe, OSCE Project Co-ordinator in Ukraine and others.

Member of the American Evaluation Association (AEA) and European Evaluation Society (EES).

**Ilona Sharova**

Partner and Director of the Hudson Representative Office in Ukraine. Member of the Senior Civil Service Commission since 2019.

Has extensive experience in the HR sphere in the private sector, in particular in FMCG company "Reemtsma" (Imperial Tobacco) and venture capital firm "Western NIS Enterprise Fund" (now Horizon Capital).

For the last three years has been actively involved in public administration reform. As a key expert, led the project of technical assistance of the European Union Delegation to Ukraine "Support the implementation of the Concept of Reform Staff Positions".

Lech Marcinkowski

Senior Policy Advisor at SIGMA (OECD) and a coordinator of Civil Service professional team. Country co-ordinator for Morocco, but manages horizontal projects as well as activities in Ukraine, Algeria, Albania and other countries.

Was an external auditor of the Council of Europe in Strasbourg.

Since 2001 has worked in state executive authorities of Poland, in particular the Supreme Audit Office of Poland, the Office of the Prime Minister of Poland and the Office of the President of Poland.





Olena Boichenko

Director of Human Capital Advisory Services of the Deloitte in Ukraine. Has more than 15 years of experience in the field of HR consultancy and coordination of HR projects.

Certified by the ICF (International Coach Federation) and is a Certified Corporate Cultural Transformation Instrument Specialist at Barrett Values Center.

Anneli Temmes

Emerita Director General of the HAUS Finnish Institute of Public Management, Licenciata in Public Administration with qualification in adult education.

Has 30 years' experience in senior positions at the HAUS Finnish Institute of Public Administration, including 9 years served as Director General of the HAUS.

Among her specialities are public sector reform, change management, modern leadership, civil service training and HR.

Author of a number of publications and articles dealing with public sector and civil service development. Has been awarded with 3 national and one Lithuanian Orders of Honour.



Olena Dobrorodnieva

Director of Organizational Development of the UFuture Investment Group.

Has more than 10 years of experience as a business coach. Actively collaborates with new businesses and projects of the UFuture Group, is an involved lecturer at the International Management Institute (MIM), the UFuture School of Small and Medium Enterprises, UNDP and DESPRO International Projects and Programs.

Yernar Zharkeshov

Principal at Whiteshield Partners, Master in Public Policy (Singapore), BSc. Public Policy, Government & Management (United Kingdom).

Has about 10 years' experience in public policy analysis and implementation of reforms in the civil service, governance and city management, anti-corruption, public sector human resources management and public-private partnerships.



Shruti Upadhyay

Programme Specialist for UN Women Ukraine Country Office since 2018, Master's degree in international studies (Australia) and Master of Social Work (India).

International gender equality and human rights advocate with 20 years' experience spanning to countries across South Asia, South-east Asia, Middle East and Australia.

Rotary International Peace Fellow and conferred as Global Change Leader Fellow by Coady International Institute.

Artem Yanchuk

State Secretary of the Ministry of Health of Ukraine since 2017, Doctor of Laws, Honored Lawyer of Ukraine.

From 2009 to 2016 worked in various positions in state authorities.

Author of more than 100 scientific publications in the field of jurisprudence.



Andrii Halushchak

State Secretary of the Ministry of Infrastructure of Ukraine since 2017. Has more than 20 years of experience in state executive and local government authorities.

Held senior positions in NJSC Naftogaz of Ukraine, CJSC "UKRGAS-ENERGO" and PJSC "Ukrzaliznytsya".

Awarded the Order of Merit of the 3rd degree



Serhii Verlanov

Head of the State Tax Service of Ukraine since 2019, PhD in Law.

From 2008 to 2015 worked at PricewaterhouseCoopers Ukraine, one of the "Big Four" companies.

In 2015 - 2017 – Co-chair of the Legal Policy Committee of the American Chamber of Commerce in Ukraine. At the same time, from 2015 to 2018, was a partner in the "Sayenko Kharenko" law firm.

During 2018 - 2019 has served as Deputy Minister of Finance of Ukraine.

From 2019 – Member of the National Council for Anti-Corruption Policy.



Hanna Buiadzh

State Secretary of the Ministry of Justice of Ukraine since 2016, Ukrainian politician and statesman, Doctor of Law, Honored Lawyer of Ukraine.

Has 10 years' experience in law practice in the private sector, in particular at LLC Law Firm "A-Leks", JSC CB Privatbank, CJSC Capital Law Group, LLC Law Firm MLGroup and PJSC Ukrnafta.

During 2014 - 2016 served in various senior positions of state executive authorities, in particular the Deputy Minister of Justice of Ukraine – the Head of the Apparatus, the Head of the State Registration Service of Ukraine and the Minister of the Cabinet of Ministers of Ukraine.



Yurii Husiev



Head of Kherson Regional State Administration since 2019, PhD in Economics, Associate Professor, Visiting Professor at the Nueva Granada Military University (Republic of Colombia), Doctor of Theological Sciences.

Has extensive experience in senior positions in state executive authorities, in particular was Deputy Minister of Defense of Ukraine and Chairman of the Council of Reforms of the Ministry of Defense of Ukraine.

During 2017 - 2019 – Director and Advisor for Public Relations of Corporate Business at the Head Office of the Public Joint Stock Company Commercial Bank “Privatbank” (Kyiv).

Iryna Hnutova



Head of the Personnel Management Department (Service) of the Ministry of Regional Development, Construction and Housing and Communal Services of Ukraine, MBA in HRM.

Has extensive experience in the HR sphere in the private sector, in particular in “ALLO” Group of Companies and HaRizMa.

During 2014 - 2015 worked at the Administration of President of Ukraine and the Ministry of Agrarian Policy and Food of Ukraine.

Lecturer at the School of Public Administration (National University of “Kyiv-Mohyla Academy”). Author and teacher of HR Reserve Program.

Serhii Soroka



Member of the Senior Civil Service Commission since 2018.

Has more than 30 years of experience in various positions in state, municipal and private enterprises and companies, in particular in PE “Nasha Apteka”, Ukrainian state-owned postal service enterprise “Ukrposhta” and Teploenergo LLC.

From 2016 till now – a private entrepreneur.

Oleksandr Starodubtsev



Consultant on Implementation PoClick system (HRMIS).

Has extensive experience in stock market sphere, in particular in the international financial corporation “Brokerskyi dom “Otkrytiie” LLC.

Co-founder of the Open University of Maidan and the Civic Platform “Nova Kraina”.

In 2015 - 2017 headed the Department of Public Procurement Regulation of the Ministry of Economic Development and Trade of Ukraine, developed and implemented the reform concept and the “Prozorro” system.

Maksym Nemchynov



State Secretary of the Ministry of Energy and Coal Industry of Ukraine since 2018.

During 2011 - 2016 has held the senior positions in the Ministry of Energy and Coal Industry of Ukraine.

In 2016 - 2018 has held the position of Commercial Director of Private Enterprise of Production and Commercial Firm “Almaks” (Kyiv).

Aliona Studenetska

Head of the Division on Civil Service and Decentralization of the Directorate on Regional Policy and Decentralization of the Office of the President of Ukraine, has education in the specialties: law, psychology, social development management.

From 2010 till now he works in the Office of the President of Ukraine.



Natalia Halunko

Head of Personnel Management Department of the UKRSIBBANK BNP Paribas, MBA Executive of the International Institute of Business.

Began career in personnel management in 2001. Has held leading positions in such commercial entities as BEARS Food Ingridient, SPORTMASTER, Watsons Ukraine.

Certified member of Sociate of Human Resource Management (SHRM). Author of articles in professional publications, guest speaker of the MBA Executive Programs at the International Institute of Business and Global HR Pro.



Agita Kalvina

Director of the Latvian School of Public Administration since 2017.

Since 2001 has been working in an international environment in the sphere of organization development, strategic management, change management projects, as well as in the sphere of strategic human resource management. Acts as a consultant and expert in following fields: strategic management, change management, rationalization of business processes, performance management (planning and evaluation), salary management and competency management systems in public and private sector organizations.



Mykhailo Prytula

HR Expert, No. 1 Thought Leader at HR in 2019, Co-founder of PeoplePartner.Ai. During 15 years worked in HR sphere in Wargaming, Preply, iDeals, Alfa-Bank. Ranked in the Top 10 Best CIS HR.

Since 2012 has been engaged in online training, is a representative of HRCI in CIS. Author of HR Competency Model. Author of the most complete HR audit checklist. HR Person of the Year in Ukraine and Belarus.

More than 100 published articles and presentations, more than 1.5 million article views.

The author of a column on the site Lifehacker.ru, the author of the book "Summary for a million".



Maia Khositashvili

Head of Social Trainings Department of the Training Centre of Justice of Georgia.

Since 2010 employed in the Training Center of Justice of Georgia.

Assistant researcher at Dimitri Uznadze Institute of Psychology, authorization Expert for Higher Education Institutions, visiting lecturer, certified trainer and Consultant.





Giorgi Razmadze

Deputy Head of The Academy of The Ministry of Finance since 2013. Has more than 15 years' experience in management education. Head of The London School of English from 2004 to 2013. Jas Cambridge Celta and TKT Degree. Trainer of trainers. Consultant and a coach in the field of Management and Leadership.

Ugis Sics

Team Leader of the EU Project "Support to Comprehensive Public Administration Reform in Ukraine" (EU4PAR) and the Senior Partner in the CPM International in Tallinn (Republic of Estonia).

For more than 20 years' experience in modernization of public administration and European integration has worked as Reform Adviser with more than 10 governments of Western Balkans and countries of European Neighbourhood. Before joining international development was involved at senior civil service level to the public administration reform in Latvia during period of country's accession to the EU.



Catherine Kardava

Director of the Civil Service Bureau of Georgia since 2013, Doctor of Law (Georgia) and Doctor of Law (Germany).

Began professional career as a Senior Lecturer at the Georgia Police Academy, and later became an Assistant Professor in the Department of Administrative Law at the Caucasus University.

From 2009 to 2013 headed the Legal Support Division of the Legal Department of the Ministry of Culture and Protection of Monuments of Georgia.

Has extensive teaching experience, including at the Georgia Police Academy, Caucasus University, University of Georgia and the University of Eastern European Studies, as well as Ivane Javakishvili Tbilisi State University.

Alikhan Baimenov

Chairman of the Steering Committee of the Regional Civil Service Hub in Nur-Sultan since 2014, a distinguished public figure, who held leading public posts in the Government, PhD in Technical Sciences.

Has more than 20 years' experience in senior positions in state executive and municipal authorities, in particular Head of the Office of the Prime Minister of the Republic of Kazakhstan, Head of the Administration of the President of the Republic of Kazakhstan, Head of the Commission on Citizenship under the President of the Republic of Kazakhstan, Minister of Labor and Social Protection of Population of the Republic of Kazakhstan and the Head of the Agency of the Republic of Kazakhstan for Civil Service Affairs.

Author of a number of publications, books focused on public governance, civil service, management, social protection, politics and party-building.

Awarded the Jubilee medal "20 years of independence of the Republic of Kazakhstan" and the Order of Parasat.



Marat Dauyeshov



Deputy Head of the Agency of the Republic of Kazakhstan for Civil Service Affairs since 2019, PhD in Economy.

Has more than 20 years' experience in state authorities. During 2011 - 2012 held the positions of the Head of the Apparatus of the Agency of the Republic of Kazakhstan for Civil Service Affairs and Head of the Department of Civil Service and Personnel Policy of the Administration of the President of the Republic of Kazakhstan.

Awarded the Order of Honor, the Medal for Labor Honor, the anniversary medals "10 years of independence of the Republic of Kazakhstan", "10 years of the Parliament of the Republic of Kazakhstan", "10 years of Astana", as well as the badge "For impeccable service".

Edyta Szostak

Expert of the International Organization for Migration in Ukraine (IOM), Leader at European Structural and Investment Funds Academy (ESI Academy).

During 20 years worked in senior positions in state institutions in Poland. Held the position of the General Director of the Ministry of the Interior and Administration (later Ministry of the Interior), the Ministry of Digitization and Administration.

Performed as key expert in numerous international projects.



Hennadii Kyzymenko



Deputy Director of the Department of Work with Personnel and Organizational Development – Head of Personnel Department of the Ministry of Finance of Ukraine since 2016. Master of Civil Service. Has more than 15 years' experience in HR departments.

Actively involved as a member of the working groups in the processes of development of the modern civil service, development and implementation of the integrated human resources management information system / HRMIS (PoClick system).

Awarded the Diploma of the Cabinet of Ministers of Ukraine.

Halyna Meshcheriakova

Programme Coordinator of the UN Women Ukraine, Gender Equality in the Centre of Reforms, Peace and Security Project, has Masters' Degree in International Law.

Has more than 15-years' experience in UN System starting with UNDP and ILO on promoting gender equality in the world of work, economic empowerment of women and combating human trafficking.

Joined UN Women in 2014.



Oksana Harnets



Head of the Swiss-Ukrainian project “Decentralisation Support in Ukraine” (DESPRO) since 2008, PhD in Psychology.

Has experience in local self-government authorities and more than 25 years’ experience in international projects with organizations such as UNESCO, UNDP, Swiss Agency for Development and Cooperation.

Author of more than 50 scientific publications on social psychology, social processes of community development, participation of citizens in decision-making processes, modern forms of training for representatives of local self-government officials.

Aurelia Tepordei

Director of Professional Development Department of the Academy of Public Administration of Moldova, Doctoral degree student, Senior Lecturer.

Has 20 years’ experience in public administration and civil service, including work in the personnel policy department of the State Chancellery of the Republic of Moldova. Involved as a trainer, expert, consultant and member of working groups of international projects and programs of the UNDP, TACIS, SIPU International, USAID, Soros – Moldova Foundation, World Bank, GIZ.

Author and coauthor of more than 30 scientific publications in the field of public administration, human resource management and professional development of public servants.



Krzysztof Gluc



Director and associate professor at the Department of Public Administration of the Malopolska School of Public Administration at the University of Economics in Krakow, Doctor of Educational Sciences.

For many years he has worked in various positions of Associate Professor, Deputy Director of the Graduate School of Business, as well as the Dean of the School of Political Science of the Louisiana National University in Nowy Sacz.

In 2008 - 2017 Vice-President for strategy and development at Nowy Sacz Waterworks.

Expert and consultant in the area of city development, public strategic management, city public services, and circular economy.

Oksana Kyseliova

Head of the “Gender Budgeting in Ukraine” Project, National Expert, PhD in Philosophy.

Has experience in academic sector, international organizations and the non-governmental sector. Has been a gender advocate at national and international levels for more than 20 years. Provides expert support to state authorities in formation of gender policy. Has more than 10 years of theoretical and practical experience in implementing gender-oriented budgeting in Ukraine.

