

# Regional HRM Conference in Public Administration “Odesa Richelieu Forum”

What can civil service HR leaders from EU candidate countries and Europe’s Eastern Partnership learn from each other, the EU Member States and peers in the private sector?

25-27 September 2019, Odesa, Ukraine, Business-Hotel Bristol

## 1. The Concept

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

Themes of the Summit will include HR topics at the heart of all modern organizations be it public or private sector.

Recruitment	Management	Workplace culture & transformation	Learning & development	Top management & leadership
<ul style="list-style-type: none"> <li>- Employer brand</li> <li>- Competencies &amp; other tools</li> <li>- Recruitment &amp; selection</li> <li>- Onboarding</li> <li>- Retention</li> </ul>	<ul style="list-style-type: none"> <li>- Performance management</li> <li>- Compensation</li> <li>- Rewards and benefits</li> <li>- Promotion &amp; career path</li> <li>- Mobility</li> </ul>	<ul style="list-style-type: none"> <li>- Employee centric organization</li> <li>- Culture</li> <li>- Transformation</li> <li>- Digital tools &amp; artificial intelligence</li> </ul>	<ul style="list-style-type: none"> <li>- Knowledge</li> <li>- Upskilling &amp; reskilling</li> <li>- Learning</li> <li>- Development</li> <li>- Training</li> <li>- Technology</li> </ul>	<ul style="list-style-type: none"> <li>- Attraction, search &amp; hiring</li> <li>- Competence vs confidence</li> <li>- Leadership</li> <li>- Senior civil service</li> </ul>

## 2. Participants

Overall, up to 200 participants will take part in the Summit including:

- State Secretaries;
- HR leaders of the countries of the EU initiative “Eastern Partnership”, the EU Member States and countries of the Western Balkans;
- representatives of international organizations and projects (OECD/SIGMA, EU4PAR, U-LEAD, DESPRO...);
- representatives of educational institutions;
- representatives of Centers for Retraining and Advanced Training for Representatives of Government Authorities, Local Self-Government Authorities, State Enterprises, Institutions and Organizations.

## 3. Themes

Over the course of two full days of brainstorming participants of the Summit will explore a range of topics at the heart of civil service HR learning from each other and private sector peers as well as opening up to global HR trends.

### What are the challenges and where are we going?

- Principles of Public Administration and beyond in civil service HRM
- Challenges posed by the new age of political discourse
- Comparative state of civil service HRM in EU MS and countries on the doorstep
- Private sector HR trends globally and echoe in public sector

### What takes for civil service to become an employee centered organization?

- Features of a modern employee centered organization and public sector challenges to it
- Civil service culture and transformation in the context of electoral cycles
- Can-do mentality
- Role of leadership and tools available

### **How to manage performance and compensation in rigidity of public sector?**

- Performance management tools – from fashion to being practical
- Compensation – civil service salary system and its link to performance and development
- Other ways to motivate o- utilizing other than monetary rewards and benefits
- Promotion & career path

### **How can civil service recruit and retain the best and the brightest?**

- Relevance of the concept of employer brand relevant to civil service
- Use of competencies & other tools in recruitment, selection and performance management
- Recruitment & selection procedures and tools
- Onboarding programs
- Retention and mobility schemes

### **What learning & development tools are available, what works and what does not?**

- Defining knowledge, skills and learning
- Upskilling & reskilling programmes, approaches, institutional mechanisms
- New technologies to help in the process

### **What kind of leadership civil service needs and what is realistic given political context?**

- Aspirations and limitations of a leader in civil service
- Traits of a leader
- Balancing leadership and technical competence vs political neutrality and confidence

## **3. Modus operandi**

Participants of the Summit will be able to listen to and interact with leaders and HR practitioners from both public and private sectors as well as interact with each other through multiple ways including.

#### **Listening to lightening key-note talks**

- Listen to practitioners and experts about challenges, present and future of HR in public and private sector. Take in different perspectives, compare insights followed by open debates to provoke your thinking, challenge your perceptions and spark new ideas.

#### **Watch interactive peer-to-peer interviews**

- Watch professionals to engage with each other in fascinating discussions where HR practitioners - private and public sector peers - interview each other on trends and future of HR and what civil service can and should adapt from the private sector.

#### **Take part in Oxford style debate**

- Follow a debate on an HR motion or theme by different schools, ask questions and express support to ideas presented.

#### **Take part Interactive**

- Participate in every panel and get a driving seat in the discussion through our interactive app. Brave to ask the presenters your own questions directly from your smartphone and vote those motions that are most relevant to you.

#### **Case studies**

- Explore how your peers in civil services of other countries are adapting modern HR approaches. Learn from their successes and pitfalls and take away tips that you can apply in your own country.

#### **Participate in deep-dive masterclasses or speed learning events**

- Get ready to be provoked, inspired and wowed by private sector HR leaders. Fascinating talks in interactive-lecture style that will inspire civil service HR specialists to dive into private sector experience and thinking in HR.

## **5. Organizers**

The Summit is organized by the National Agency of Ukraine Civil Service.

## **6. Partners**

The Summit is supported by the European Union and its EU4PAR technical assistance project in Ukraine; OECD / SIGMA; Regional School of Public Administration of Western Balkans (ReSPA), DESPRO, U-LEAD, Hanns Seidel Foundation.