



European Judicial Training Network



EJTN Conference
WG Judicial Training Methods

June 30th and July 1st 2015
The National school of Judges - Thessaloniki (Greece)

Conference on “Leadership”

Introduction

Training to leadership in the judiciary is a difficult task for European judicial and prosecutorial training agencies: leadership is to be balanced with some values that are inherent in the judiciary, such as independence; also, competences concerning court leaders belong to the self-governing bodies of the judiciary, where existing, and/or the executive power; last but not least, organizational aspects are involved, which include the management of public monies, resting with the financial departments of governments at the national or local level.

Yet innovation in the judiciary is mainly entrusted to court and prosecution office leaders: chief judges and chief prosecutors are to be the main targets of training to leadership. But also chamber or department presidents, judges entrusted with IT or communication tasks, local trainers themselves are to be considered leaders in their specific action environment; finally, those among judges and prosecutors who are not leaders yet, but are about to apply for leadership positions also deserve training attention, and training agencies could also provide selectors with relevant information as to their abilities and width of interests.

Training in this area should address both individual and collective uneasiness toward leadership in a profession which is based on an equal participation of all members to choices, as well as uneasiness toward change. Judicial training should take in account human behaviour on institutional change, in order also to favour a more efficient impact of training. Training should reassure that leadership brings no prejudice to judicial independence, and motivation should be created.

DRAFT Agenda

Day 1: Tuesday 30th June 2015

Subtitle:

Learning about leadership in courts and prosecution offices:

8h30 *Departure of the shuttle bus from the Hotel Electra Palace to the National School of Judges*

9h00 Arrival and registration of the participants

9h15 – 9h45 Welcome by the hosting institution and by EJTN:
Mr. Michael Pikramenos, General Director of the Hellenic School of Judges, Counsellor of State and Mr. Wojciech Postulski, EJTN Secretary General
Keynote speech by *Mr. Panagiotis Pikrammenos, President of Honor of the Council of State, Former Prime Minister*

9h45 - 10h15 Leadership and organizations of professionals: what is it?
Ms. Rosa Jansen, SSR, the Netherlands

10h15 – 10h45 Access to leadership in courts and prosecution offices in Europe
Short presentations on country experiences by a selected number of representatives of different models
Ms. Edith Van Den Broeck, IGO, Belgique
Dr. Kay Evans, Judicial College, U.K.

10h45 – 11h00 Coffee break

11h00 – 12h30 *Workshops (approximately 20 participants per each group) – Exploring the crucial crossroads between the need of leadership and the peculiarities of justice.*
The participants will have 2 different workshops session: one in the morning, one in the afternoon.

Workshop A – Leadership and independence: relationships between leaders and judges and prosecutors of each court/prosecution office; management of court staff

Mr. Jan Moors, SSR, The Netherlands

Workshop B – Leadership and IT

Mr. Villem Lapimaa, Administrative judge, Estonia

Workshop C – Governance and Independency: Leadership and relationships with ministries and/or self-governing bodies: How do they interact with ministries and/or self-governing bodies after appointment? How do they negotiate? What is the role of administrative personnel in courts vis-à-vis the court leader?

Mr. Raffaele Sabato, SSM, Italy

12h30 – 13.30 Lunch break

13h30 – 15h00 Workshops (approximately 20 participants per each group) – Exploring the crucial crossroads between the need of leadership and the peculiarities of justice

Workshop A – Leadership and independence: relationships between leaders and judges and prosecutors of each court/prosecution office; management of court staff

Mr. Jan Moors, SSR, The Netherlands

Workshop B – Leadership and IT

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Workshop C – Governance and Independency: Leadership and relationships with ministries and/or self-governing bodies: How do they interact with ministries and/or self-governing bodies after appointment? How do they negotiate? What is the role of administrative personnel in courts vis-à-vis the court leader?

Mr. Raffaele Sabato, SSM, Italy

15h00- 15h15 Coffee break

15h15 – 16h00 Get inspired by Aristoteles

16h00 End of day 1 activities

Return to the hotel by shuttle bus.

At 18h15, departure of the shuttle bus from the Hotel to reach the Royal Theatre

19h00 Cocktail Reception at the Royal Theatre: Celebrations of the XXth Anniversary of the Greek National School of Judges. Return to the Hotel Electra Palace by shuttle bus (at around 22h30).

Day 2: Wednesday 1st July 2015

Subtitle:

Training to leadership in courts and prosecution offices

8h30 *Departure of the shuttle bus from the Hotel Electra Palace to the National School of Judges*

- 9h15 – 9h20 Opening by the convener
Ms. Rosa Jansen, SSR, the Netherlands
- 9h20 – 9h45 Illustration of the outcomes of the survey on “Training to Leadership”
Mr. Raffaele Sabato, SSM, Italy and Ms. Benedetta Vermiglio, EJTN
- 9h45 – 10h15 Training to Leadership in courts and prosecution offices: what are the challenges, especially for trust and mutual understanding in the European context?
Dr. Kay Evans, Professor, UK
- 10h15 – 10h45 Coffee Break
- 10h45 -12h15 *Workshops (approximately 15 participants in each group) – Exploring the challenges for training of court and prosecution office leaders*
- The participants will have 2 different workshops session: one in the morning, one in the afternoon.*
- Workshop A – Personal Leadership**
Mr. Jan Moors, SSR, The Netherlands
- Workshop B – Training to management of funds, structures, and other financially relevant resources and staff**
Mr. Raffaele Sabato, SSM, Italy
- Workshop C – Training of applicant/future court of prosecution office leaders and intermediate leaders**
Mr. Erick Martinville, ENM, France
- Workshop D – Training to management of relationships with media –**
Ms. Nathalie Malet, ENM, France
- 12h15 – 13h30 Lunch break
- 13h30 – 15h00 *Workshops (approximately 15 participants in each group) – Exploring the challenges for training of court and prosecution office leaders*

Workshop A – Personal Leadership
Mr. Jan Moors, SSR, The Netherlands

Workshop B – Training to management of funds, structures, and other financially relevant resources and staff
Mr. Raffaele Sabato, SSM, Italy

Workshop C – Training of applicant/future court of prosecution office leaders and intermediate leaders
Mr. Erick Martinville, ENM, France

Workshop D – Training to management of relationships with media –
Ms. Nathalie Malet, ENM, France

15h30 – 16h00	Coffee break
16h00 – 16h30	Get inspired by Aristoteles
16h30 – 17h00	Conclusion & Evaluation <i>Ms. Rosa Jansen, SSR, The Netherlands</i>
17h00	Closing of the Conference by the convener and the representative of the hosting institution.



With the support of the European Union