



Best Practices in training of judges and prosecutors

Category of practice: **Innovative Curricula or Training Plan in any Given Area**

Type of practice: **Promising Practice**

Country: **The Netherlands**

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Title of practice	Leadership and Management Training
<p><i>Key features:</i></p>	<p>The Training and Study Center for the Judiciary (SSR) in the Netherlands has developed a comprehensive curriculum of leadership and management development programmes, both for the Dutch courts and the public prosecution service. This was done upon the request of, and in close consultation and co-operation with, the Council for the Judiciary and the Board of Procurators General.</p> <p>Previously, management and leadership training programmes took place within the Dutch judiciary and prosecution service on an ad hoc basis and without any involvement of SSR. Nowadays, there is a complete set of training programmes in place, for different target groups at different levels within the Dutch judiciary. An important added value of the involvement of SSR is that SSR – being the national and only training institution of the judiciary in the Netherlands – can bring in their expert knowledge of judicial organisation in the Netherlands and their knowledge on how to set up training curricula for this specific target group. External trainers are involved for certain specific topics, but the overall design of the programmes lies with SSR.</p> <p>The programmes are aimed at board members and high-level managers from courts and central supporting organisations of the Dutch court system; heads of court departments (“chambers”); heads of teams (both in courts and in prosecutors’ offices); heads of operational affairs (within the prosecution service); future or potential presidents of court and board members; and future heads of departments.</p> <p>The training programmes not only focus on ‘hard’ management and leadership skills (such as financial management). skills in personal leadership – and thus personal development – also form an important part of the curriculum. Personal leadership is already firmly embedded in the new initial training programme for judges. This includes, for instance, peer</p>

	<p>group consultation and personal coaching (both by colleague judges and external coaches).</p> <p>An important notion behind the leadership and management training programmes is the idea of 'collectivity' and co-operative identity. In addition to the importance of the training programme for the individual members, the programmes aim to strengthen judicial organisation and to develop a common and shared ambition, vision and set of principles. 'Collectivity' also means that the training methods used underline the importance of sharing knowledge and the power of learning from colleagues.</p>
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<p><i>Other comments</i></p>	<p>This programme is a PROMISING PRACTICE that is currently being evaluated.</p>

Source: Pilot Project - European Judicial Training: "Lot 1 – Study on best practices in training judges and prosecutors", carried out by the European Judicial Training Network (EJTN)