



# Best Practices in training of judges and prosecutors

Category of practice: **Innovative Training Methodology**

Type of practice: **Best Practice**

Country: **Estonia**

**April, 2014**

Title of practice	Self-reflection in Communication Skills
<i>Key features:</i>	<p>This training methodology is used in <b>Estonia</b> for training on communication and hearing management skills.</p> <p>The training format consists of three stages: an introductory seminar, a one-on-one feedback session and a follow-up seminar.</p> <p>The number of participants is quite low, usually five. The trainer group consists of a communications' specialist and a specialist in procedural law.</p> <p>At the introductory seminar, participants discuss effective communication and what hearing management strategies they use.</p> <p>Then each participant is visited by the trainers, who observe and videotape a court hearing conducted by the participant and then give immediate feedback on his/her performance.</p> <p>Before the follow-up seminar, video recordings are made available to the rest of the training group to give them an opportunity to learn from their fellow judges' best practices.</p> <p>At the follow-up seminar, participants view and discuss the most significant practices and formulate conclusions and recommendations for their own further development.</p>
<i>Institution contact details</i>	<p>Supreme Court of Estonia            17 Lossi St, 50093            Tartu            Estonia            Phone: + 372 7 309 002            Fax: + 372 7 309 003            Email: <a href="mailto:info@riigikohus.ee">info@riigikohus.ee</a>            Website: <a href="http://www.nc.ee">http://www.nc.ee</a></p>

### *Other comments*

This individualised training approach consists of a **BEST PRACTICE** which is easily transferable in itself, although the scheme may collide with national legal rules in relation to the filming of live court hearings and the rights of the participants in the process.

This methodology was adopted to respond to the need for individualised training on effective hearing management and professional communications skills, as one may expect judges and prosecutors to be very interested in how their style of conducting official business comes across to others in the courtroom. The gathering of other forms of feedback on such matters would certainly be highly inappropriate.

Such training is relevant to the needs of each participating judge, enabling a close interaction between trainers and magistrates. In addition, this training methodology offers an indispensable relative discreetness that is much appreciated. It does not only allow for individual differences to be taken into account and individual problems to be addressed, but it also provides a great deal of good information for a training needs assessment process.

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)