

Training to Leadership in the Judiciary (from The Netherlands) Prague, 8 November 2017



Content

Part 2:

1. Short reminder
2. Stakeholders
3. Infographic (current and new-under construction)
4. Portfolio

1. Short reminder - Visions and educational insights

To keep in mind

New scientific research shows us:

- Three different worlds – Professional, Manager/Leader and Board member
- Different ways of learning (informative like teaching, and transformative like reflection learning at work and fellowship)
- Learning a new profession takes 8-10 years. A new profession also takes a transformation process
- People shouldn't be judged by competences alone

A better learning culture requires:

- Partnership
- Leadership and
- Fellowship

2. Stakeholders

- The members of the two Councils
- Board members
- In the Judiciary:
 - Board members responsible for Management Development
- In the Public Prosecution Service
 - The steering committee
- Board members of the SSR Training Institute
- Managers/Leaders
- Potential Managers/Leaders or Board members

This is us: team Leadership

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Anna Huigen

Bram Manck

Carlo Zoppi

Floor Boekhorst

Inge van Calker

Judith Groenendijk



Marije van Duijne Strobosch

Erna Moone

Pascale Linders

1 Lecturer

5 Course Managers

2 Team Assistents

1 Teamleader

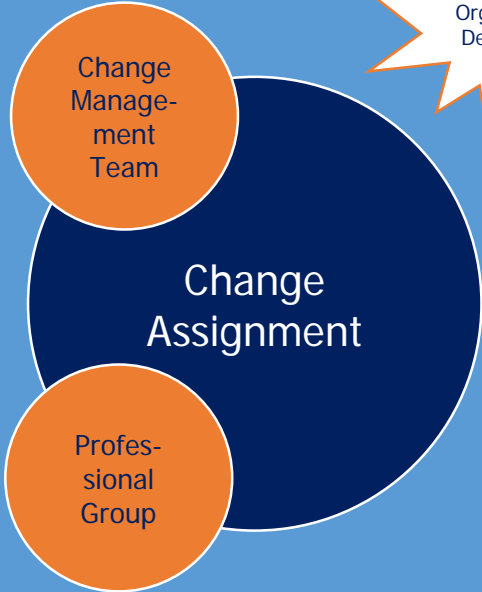
Leadership academy – Under construction

Change

Focus on Organisational Development

Basis & deepening

Focus on Individual Development



Postmasters

Master classes:

- Business
- Change Management
- Leadership Ability
- Leadership Communication
- Media Training
- Personal Leadership
- Program Management

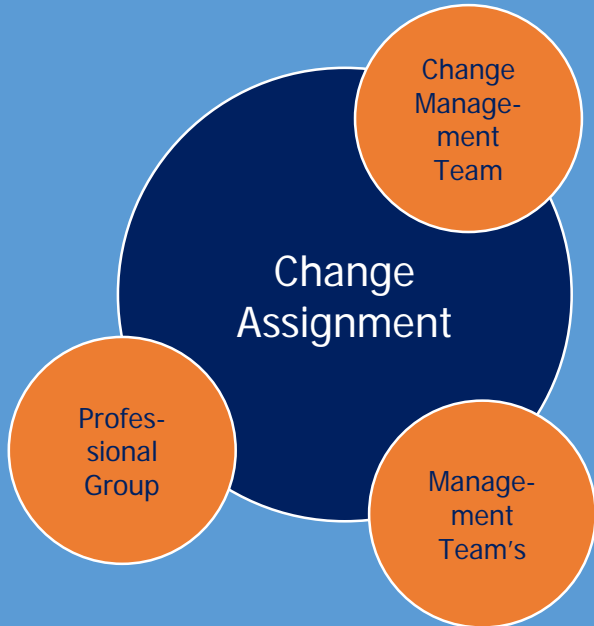
Self learning:

- Books
- (TED-Youtube)film
- Seminars

Sociaal learning:

- Executive coaching
- Intervision
- Internship
- Secondment
- Reflection

Learning Programme Beginning Board members



Orientation on Board activities

In-depth modules:

- Business
- Change Management
- Leadership communication
- Team Development and Dynamics
- Talent Development
- Personal Leadership
- Project Management

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Learning Programme Operational Managers/Leaders

Orientation on Managing/Leading activities

Functions

- Board members

Board members

- Potential Board members
- Department Members
- Team Leaders

Managers

- Operational Managers/Leaders
- Potential Managers/Leaders

Leadership Academy – Under Construction

Change

Focus on Organisational Development

Change Management Team

Change Assignment

Professional Group



Basis & Deepening

Focus on Individual Development

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Postmasters: ...

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Learning Programme Operational Managers/Leaders

Orientation on Managing/Leading activities

Functies

- Board members

MD-Advisory Board

- Potential Board members
- Department Members
- Team Leaders

- Operational Managers/Leaders

- Potential Managers/Leaders

Board members

Managers/Leaders

Development portfolio

- Shows one's reflective abilities
- Documents and presents personal progress and development
- Core competences (and virtues?)

In closing....

Because the Leadership Academy is still a work in progress, we welcome your ideas and suggestions. What kinds of methodology would fit?

We want to improve and develop the Leadership Academies.