

MANAGEMENT AND LEADERSHIP TRAINING AT THE JUDICIAL ACADEMY OF THE CZECH REPUBLIC

FOR THE EJTN CONFERENCE
THE FUTURE OF LEADERSHIP TRAINING
9 – 10 DECEMBER 2021





MANAGEMENT AND LEADERSHIP TRAINING AT JACZ

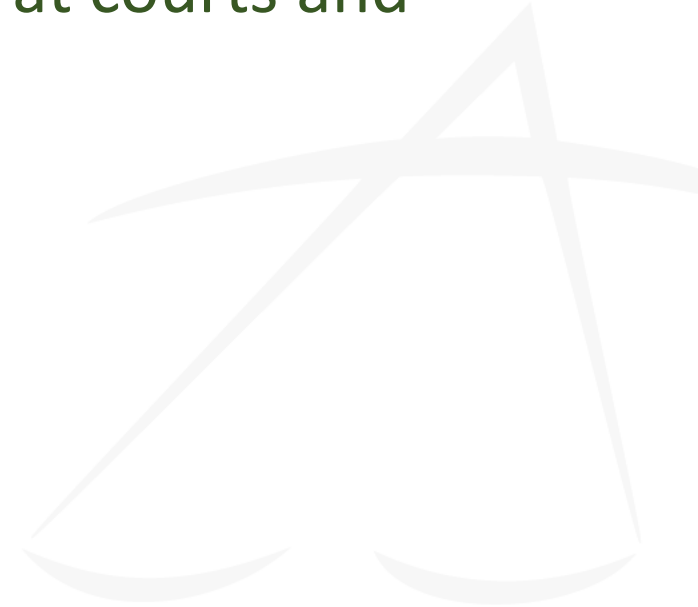
HISTORY

- 2012: Training needs analysis of professional staff at courts and prosecutors' offices → detailed description of jobs (Job Catalogue)
- 2014: International conference *The possibilities and limits of effective judiciary* → focus on procedural management
- 2018 until November 2022: EU Project *Development of managerial skills in judiciary*



EU Project *Development of managerial skills in judiciary*

- Timeline: January 2018 – November 2020. Due to the pandemic extended until November 2022
- Target groups: senior, middle and lower management at courts and prosecutor's offices
- Total number of activities: 173
- Expected number of participants: 1.100





EU Project *Development of managerial skills in judiciary*

KEY ACTIVITIES

- Course of three seminars (14 hrs; 15 participants)
 1. **Organizational management, leadership and motivation**
 - Effective model of organization, strategic ideas / visions and goals, stability and dynamics of the organization, organizational culture, interpersonal relationship, tasks and competencies, motivation of people
 2. **Personal Leadership**
 - Personality and the role of the manager, managerial ethics, leadership styles, emotional intelligence, time management, self-motivation, dealing with stress
 3. **Dealing with conflicts, communication**
 - How to hold an effective meeting, dealing with conflicts, dealing with emotions, how to regulate competition and cooperation



New concept of the managerial training

- Amendment to the Judicial System Act comes to force from January 2022
- It stipulates that it will be **obligatory** for all newly appointed presidents and vice-presidents of Courts to undergo a managerial training organized by the Judicial Academy **within first two years** of their appointment





TARGET GROUP

- Newly appointed presidents and vice-presidents of
 - District Courts (Courts of 1st Instance) / 86
 - Regional Courts (Courts of 2nd Instance) / 8
 - High Courts (Courts of 3rd Instance) / 2
- Tenure of office: 7 years

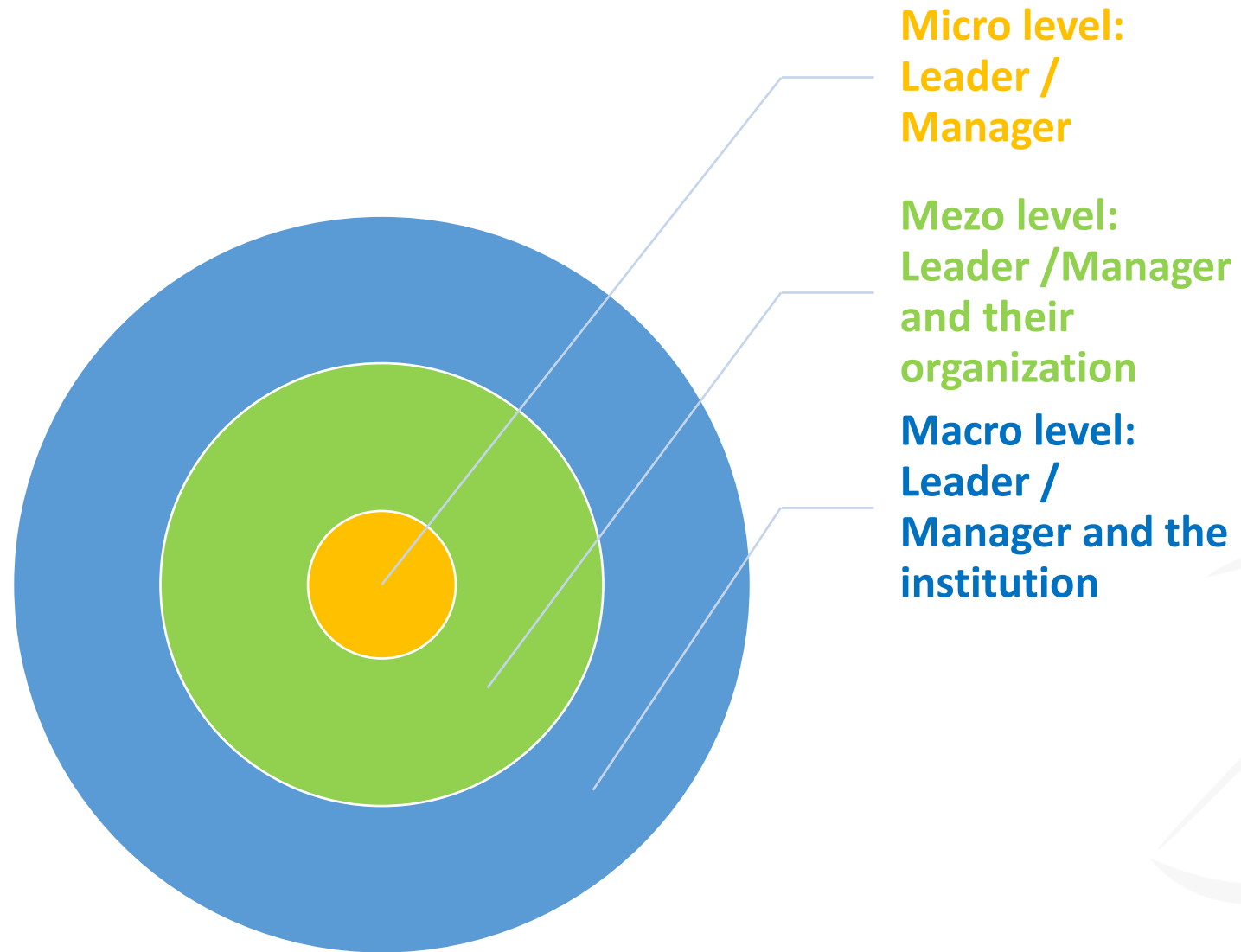




New concept of the managerial training

INSPIRATION

- JACZ / EU Project Development of managerial skills in the judiciary
- EJTN Guidelines for Leadership Training
 - EJTN / JTM Conference in Tallinn (May 2018)
 - Presentation of Judge Yigal Mersel / The Centre for Judicial Education and Training in Israel
 - EJTN / JTM Conference in Nicosia (November 2018)
- EJTN Conference on Presentation of the leadership guidelines (Dec 2020)
 - Presentation by Yvonne Stedham / NJC US and Carlo Zoppi / SSR Netherlands





I. Macro level: Modern Judiciary and Economic Management

- Institutional framework of courts
- President of a court = representative of the State Administration
- Control, Safety, Media
- Disciplinary Authority, Judicial Ethics
- Economic management; workplace relations
- Time range: 14 hrs
- Instructors: Experienced judicial leader, Director of the Court, Representative of the Ministry of Justice





II. Micro level – Judge as a Manager and Leader

- Development of individual managerial skills
- Manager vs Leader
- Attributes of a successful manager
- Leadership styles and techniques
- Emotional Intelligence
- Time management
- Effective communication
- Time range: 14 hrs
- Two instructors: Psychologist and an Expert Trainer





III. Mezo level – People management and leadership

- Development of skills necessary for managing an organization, with focus on the judicial environment
- Organizational culture, analysis of an organization
- Procedural approach to the organization management
- Effective use of human resources
- Dealing with conflicts
- Learning organization
- Time range: 14 hrs
- Instructors: Experience Judicial manager, Expert Trainer



Complementary continuous training

- Additional training in psychology, communication, economy and management
- International training events and conferences
- Exchanges and study visits
- Self study; eLearning
- Taylor-made training events





TEACHING METHODS

- Pre-works for participants
- Case studies
- Intersession
- Group work
- Sharing experience
- Expert lectures
- E-learning
- Tips for self study







THANK YOU FOR YOUR ATTENTION

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