



SIG1: Leadership & Management Training

EPTA Annual Conference 2020

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www.epta.info

SIG1: Leadership & Management Training

SIG members (from left to right):

- Ann-Kristin Staaf, Sweden
- Nadja Künzle, Switzerland
- John Flavin, Ireland
- Nadya Radkovska, Bulgaria
- Smiljka Barancek, Croatia



Defining the Target Audience

Who are prison leaders

*“The cohort of **senior prison managers** who are responsible for the strategic administration and operation of the prison.*

*In particular, the project is aimed at **prison governors/directors and their deputies in the senior management team.***

*However it is also hoped that this training could be delivered to staff who have been identified as **potential future leaders** of their organisation.”*

Outputs and current status

Output 1 Comparison and good practices on leadership & management training

- Drafted and approval is expected by the SC

Output 2 Minimum standards in EU on leadership & management training

- Drafted and approval is expected by the SC

Output 3 Handbook for development of leadership & management training

- Work in progress

European Comparison & Good Practices

Methodology

1. Study of documents
2. Presentation of our leadership trainings
3. Output of the EPTA Conference 2017 in Switzerland about Leadership and management training (insights of the existing trainings in Europe as basis for this project)
4. Request for updating the data sent to all EPTA members
5. Discussions,
6. Division of work for the writing of the minimum standards and the handbook

European Comparison & Good Practices

Comparison of Leadership & Management training in 9 European countries:

- Croatia
- Finland
- France
- Ireland
- The Netherlands
- Norway
- Slovakia
- Sweden
- Switzerland

European Comparison & Good Practices

Structure employed for the presentation of the available data:

- Target group
- Contents
- Methodology
- Duration
- Frequency
- Accreditation
- Innovation

European Comparison & Good Practices

Findings and learnings from Comparison and Good practices

- Design and implementation of training system
- Accredited training and collaboration with Academy
- Selection of target group
- Integrated programs including both management and leadership training
- Selection of methodology and content
- Implementation by a pilot program
- Potential program

Minimum standards

Organizational



- Core induction
- Needs analyses
- Structure and planning
- Competency based training
- Quality of trainers
- Training evaluation
- Interagency training

Minimum standards

Training content

- Understanding Leadership
- Human Rights focus
- Understanding the (political) context and role of the public servant
- Professional Ethics and Values
- Strategic Staffing
- Staff Development
- Equality & Diversity (Staff & Prisoners)



Minimum standards

There is no Gold standard

Handbook

Work in progress...

- Managing the project
- Accreditation and structure
- Conducting a Needs Analysis
- Programme content
- Considering methodologies
- Program design
- Quality assurance and evaluation





THANK YOU!

Questions?

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