



# **SIG1: Leadership & Management Training**

---

**Special Interest Group 1  
Leadership and Management Webinar  
23<sup>rd</sup> April 2021  
John Flavin, Irish Prison Service College**

[www.epta.info](http://www.epta.info)

# Project Context

---

- Funded by the European Union's Justice Programme
- EPTA and NHC
- To create active sectorial network
- To identify gaps and strengths in cross-border cooperation
- To encourage participation and exchange between professionals

# 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.”*



# Agreed Outputs

---

## **Output 1**

**Comparison and Good Practices on Leadership & Management training**

## **Output 2**

**Minimum Standards for Leadership & Management training**

## **Output 3**

**Handbook for development of Leadership & Management training**

# 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

---

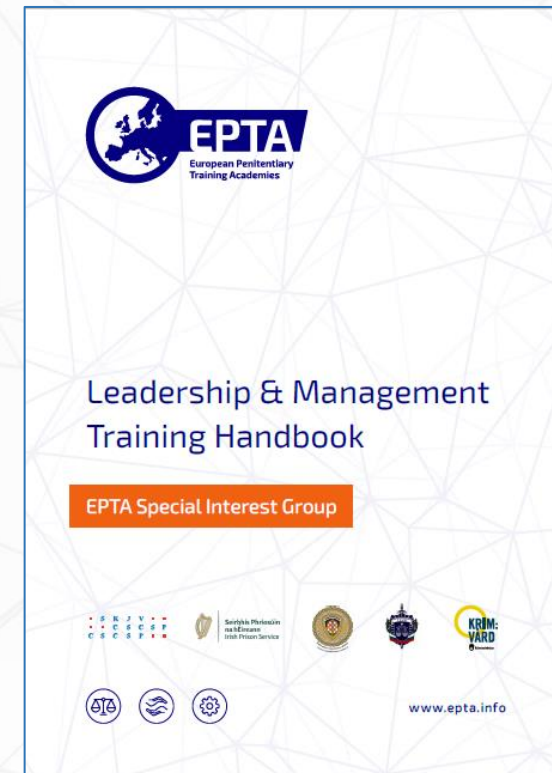
**There is no one Gold standard**



# Handbook

## Handbook Outline

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





# THANK YOU!

---

Questions?

[www.epta.info](http://www.epta.info)