

# PROVA

## Projects with Values

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Generalitat de Catalunya  
**Centre d'Estudis Jurídics  
i Formació Especialitzada**

# The training at the CEJFE

Responses to the strategical needs of the  
Units of the Justice Department

Model of professional competences

Responses to the needs of the staff

Training linked to projects of the institution



# What does PROVA want to improve?

The thought that training itself will produce the process of change that any project introduces

The proliferation of projects without an efficient and shared shape

Careless Processes, labeled by the urgency of achieving results

Outcomes few integrated that creates rejection among staff



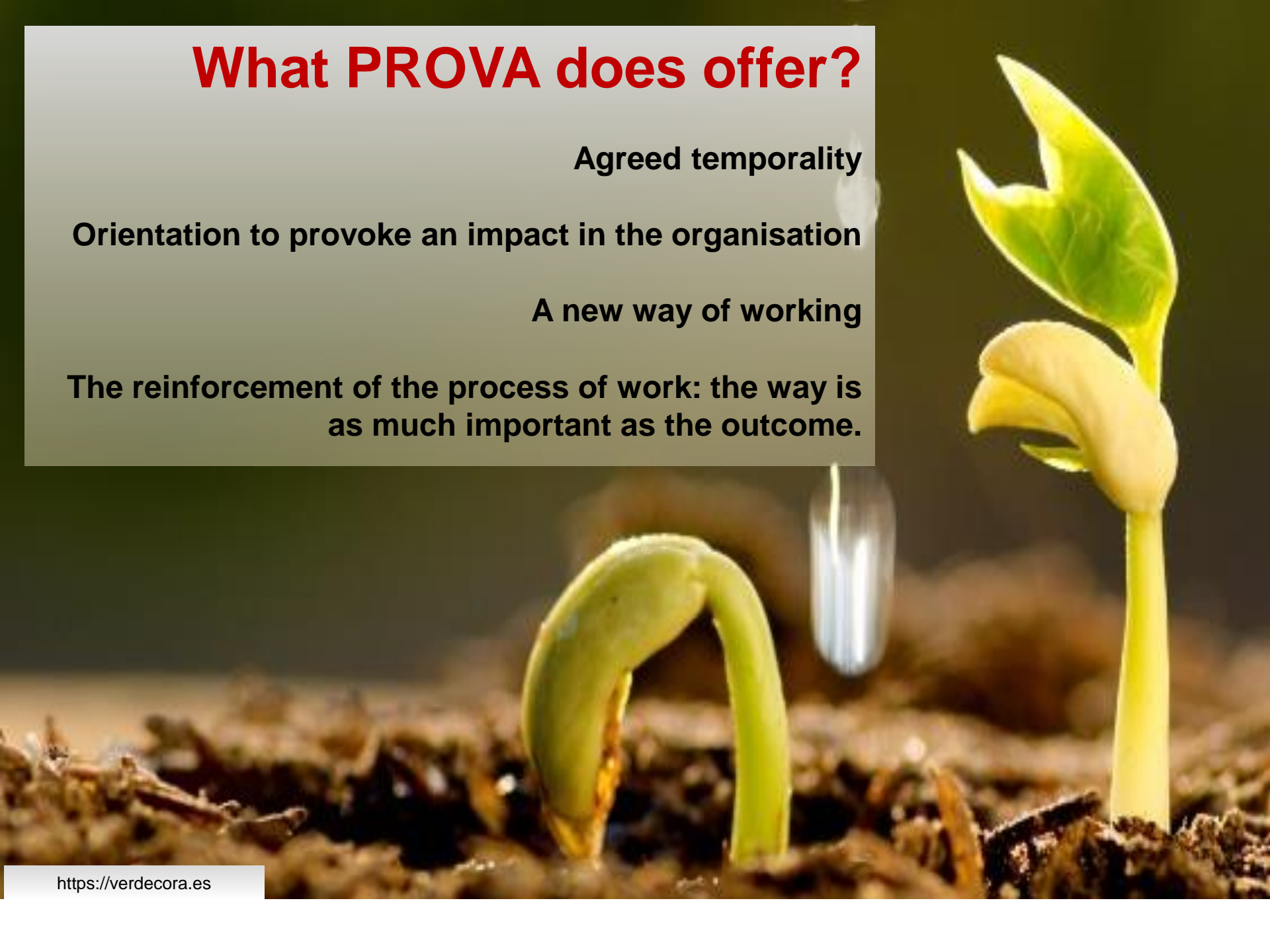
# What PROVA does offer?

Agreed temporality

Orientation to provoke an impact in the organisation

A new way of working

The reinforcement of the process of work: the way is as much important as the outcome.



# The values of PROVA?

Effectiveness in terms of impact

Promotion of the collaborative culture

Commitment to people's talent





# Practical example: PAS Project

Project about the intervention with Abusive Sexual Behaviors

1) Detection of Needs

2) Training

3) Guidelines

4) Assessment



# Practical example: PAS Project

Project about the Intervention with Abusive Sexual Behaviors

## METHODOLOGY

Study group – Control group

Comparing data from before and after the training and the guidelines

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# Practical example: PAS Project

Project about the intervention with Abusive Sexual Behaviors

## OUTCOMES

- ✓ Reports
- ✓ Staff
- ✓ Applying of the Guidelines
- ✓ Acceptance of the change



# **Main ideas**

**It creates a shared methodology inside the institution**

**It reinforces the shared values of the institution and the staff**

**The way is as much important as the outcomes**

**It is a methodology oriented to generate impact in the final services.**

# Thank you!

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