

WG Judicial Training Methods

SEMINAR

TRAINING TO LEADERSHIP LEADERS' TRAINING NEEDS

**High Council for the Judiciary
Conference room
Piazza dell'Indipendenza, 6, Rome, Italy**

15th May 2017 9h15-16h30; 16th May 2017 9h30-13h00

Training to leadership in the judiciary is a difficult task, because leadership and court management are to be balanced with values that are inherent in the judiciary, such as judicial independence. However, leaders in the judiciary, and especially presidents of courts and chief prosecutors, should be supported by training in developing specific skills and capacities -such as "personal development", leadership and communication skills development, change management capacity development- that are necessary for the efficient and effective management of judicial organisations.

Competences concerning court leaders' appointment and evaluation often belong, in EU Member States, to Judicial Councils. Depending on the national legal framework, Judicial Councils, when they exist, allocate resources -human and or financial-, sometimes decide on mobility of judges and prosecutors, sometimes establish the qualities that leaders must have in order to be appointed, sometimes determine the targets of the courts or of the individual performance, sometimes establish or verify the implementation of ethical rules by leaders. The Judicial Councils' roles and competences are strictly intertwined with judicial leaders' roles.

This day-and-a-half training is aimed at following up the cooperation between EJTN and ENCJ in the field of training to leadership. It is specifically aimed at identifying leaders' training needs.

DRAFT AGENDA

Day 1: Monday 15th May 2017

9h15 – 9h30	Arrival and registration of the participants.
9h30 – 9h40	Welcome by the hosting institution, High Council for the Judiciary of Italy
9h40 – 9h50	Welcome by an EJTN representative
9h50 – 10h00	Opening by Mr. Luca Perilli , Convenor of the WG JTM

FIRST SESSION

MORAL LEADERSHIP

(presentation followed by work in groups)

10h00 - 10h40	<i>Moral leadership: issues, cases, problems, solutions</i> Ms. Rosa Jansen , President of the Board SSR, the Netherlands and Mr. Jan Moors , judge, The Netherlands
10h40 - 11h20	<i>Moral leadership: groups discussions</i> (The participants are split in three groups, coordinated by Ms. Rosa Jansen and Mr. Nicola Piacente , to share and debate the issues raised during the frontal presentation)
11h20 – 11h40	Coffee break

SECOND SESSION

LEADERSHIP TO PERFORMANCE

(presentation followed by work in groups)

Chair

[Mr. Fabio Napoleone](#) Member of the Italian High Council for the Judiciary – Italy

11h40 - 12h20	<i>Leadership to performance (how to balance quality and quantity): issues, cases, problems, solutions</i> Mr. Nicola Piacente , Chief Prosecutor at the Como Prosecutor's office, Italy
12h20 - 13h00	<i>Leadership to performance: groups discussions</i>

(The participants are split in three groups, coordinated by [Ms. Rosa Jansen](#) and [Mr. Nicola Piacente](#), to share and debate the issues raised during the frontal presentation)

13h00 - 14h00 *Lunch break*

THIRD SESSION

LEADERSHIP OF A TEAM

(presentation followed by work in groups)

Chair

[Mr. Paul-André Breton](#), President of the court of Appeal in Rouen – France

14h00 - 14h40 ***Leadership of a team: issues, cases, problems, solutions***
[Mr. Pierre Yves Couilleau](#), Prosecutor in Toulouse, France

14h40 - 15h20 ***Leadership of a team: groups discussions***
 (The participants are split in three groups, coordinated by [Ms. Rosa Jansen](#), [Mr. Paul-André Breton](#) and [Mr. Nicola Piacente](#) to share and debate the issues raised during the frontal presentation)

15h20 – 15h50 Reports from the groups by [Ms. Rosa Jansen](#), [Mr. Nicola Piacente](#) and [Mr. Paul-André Breton](#).

15h50- 16.30 Final debate coordinated by [Ms. Rosa Jansen](#), [Mr. Nicola Piacente](#) and [Mr. Pierre Yves Couilleau](#).

16.30 End of the first day activities

Day 2: Tuesday 16th May 2017

FOURTH SESSION

(presentations followed by work in groups)

TRAINING TO LEADERSHIP

Chair

[Mr. Luca Perilli](#), Italian School for the Judiciary – Italy

- 09.15 – 10h45 *Training to leadership. How to train heads of courts and prosecution office to deal with moral leadership, leadership to performance, leadership of a team.*
[Mr. Hugh Howard](#), judge, Judicial College, UK
[Mr. Luca Verzelloni](#), researcher, University of Coimbra, Portugal
- 10h45 – 11h15 Debate
- 11h15 – 11h45 Coffee break

FIFTH SESSION
(presentation)
THE ENCJ DISTILLATION PRINCIPLES

Chair

[Mr. Alessandro D'Andrea](#), judge at the Italian Court of Cassation and ENCJ representative

- 11.45 – 12.15 *The ENCJ distillation principles. Their relevance for establishing training needs of presidents of courts and heads of prosecution offices*
[Mr. Alessandro D'Andrea](#), ENCJ expert
- 12h15 – 13h00 Debate and closing of the seminar



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