

NEW MINDSET TO LEAD A SUCCESSFUL PUBLIC ADMINISTRATION REFORM



New Mindset™ is an executive training workshop for public sector leaders who are undertaking major reforms and transformation initiatives in their organizations. Created with the combined expertise of two international consultants with decades of practitioner experience as public administration executives and change management leaders, this training workshop utilizes effective and innovative methods such as design thinking, systems thinking, and foresight to empower participants with a new mindset for success. Get the best of the Canadian and European experiences to acquire new knowledge and skills, meet other leaders, and gain practical insights into developing a new mindset that will generate exceptional value for your organization and the success of its leading transformation.



Mobilizing ideas. Empowering people.



PUBLIC
ADMINISTRATION
COMPETENCE DEVELOPMENT

Overview

Far from being just another training workshop, this two-day, highly interactive, energizing, and dynamic session gets to the heart of public administration reform by providing a deeply transformational experience for its leaders.

Institutional transformation is a difficult undertaking. Change management studies estimate that no less than 50% to 75% of all change initiatives fail. The current context, which is increasingly complex and volatile, makes such undertakings further more challenging, and public administrations can face even more challenges, as the institution is often a synonym of tradition and safekeeping. A new mindset for leading change successfully is thus both a means to and a goal of the reform. Envisioning and embracing this new mindset should by far be the most important step in the capacity-building efforts for ensuring the reform's success. It would allow for better understanding the current context, charting the path ahead, and seizing opportunities for the future in the key areas of public administration reform.

"We cannot solve our problems with the same thinking we used when we created them."
– Albert Einstein

Objectives

Participants will develop a new mindset, and gain new knowledge and practical tools to address the most challenging and pressing issues of public administration reform. They will create a realistic action plan to transform their challenges into opportunities.

At the end of the session, participants will:

- ✓ Have clear and strategic appreciation of the public administration reform and its context
- ✓ Learn about systems thinking in the context of the reform and explore dynamic patterns
- ✓ Have a vision for the future of their organization and know the conditions for buy-in
- ✓ Created a new mindset and be empowered for strategic action
- ✓ Have acquired and practiced new skills in leadership, systems and design thinking, strategic communications, conflict management, emotional intelligence, mindfulness, and leading transformations for results
- ✓ Have engaged with their fellow peers and had opportunities to network
- ✓ Be ready to transfer knowledge and skills to their own organizations and innovate with the principles and key requirements of public administration.

Methods

Participants will learn through the innovative use of highly effective methods and tools, including:

-  Design thinking
-  Systems thinking
-  Foresight
-  Environmental scanning
-  Mindfulness for managing change
-  Organizational constellation

Activities

Participants will engage in a variety and wealth of theory-based and practical activities, including:

-  Presentations
-  Leadership-building exercises
-  Role-playing simulations
-  Mini case studies
-  Design and conceptual activities
-  Plenary and small group discussions

Facilitators/Enablers

The training taps into decades of broad and deep, specialized knowledge from two high-profile international consultants with extensive experience as former public service executives. Their consulting practices, *Knowledge in Power Consulting* (Canada) and *Public Administration Competence Development* (Latvia), join their forces to offer you the best of Canadian and European expertise in public administration transformation.

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Blagovesta Maneva-Sleyman, PhD, is the founding President of *Knowledge in Power Consulting* (<http://www.knowledgeinpowerconsulting.com>). Passionate about ethical and visionary leadership, and committed to supporting client organizations rediscover their purpose, transform their knowledge, and give it new strategic meaning and power, Blagovesta regularly participates in strategic reviews and capacity-building initiatives with major international organizations. Before founding *Knowledge in Power Consulting*, Blagovesta led many successful initiatives as a Canadian federal public service executive. She has assumed various responsibilities, including those of Director of Forecasting, Modelling and Business Intelligence at the Treasury Board Secretariat, and Director of Knowledge Development and Management at the Canadian Public Service Agency. Among many other vanguard projects, she has led the policy research for *Blueprint 2020*, a visionary initiative for the future of the Canadian Public Service.

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Edite Kalnina is the founding Expert of *Public Administration Competence Development* (http://www.pacd.eu/index_eng.html), and former Director of the Latvian School of Public Administration (2012-2017), where she led major projects at the national level for the professional development of human resources to support small and medium-sized enterprises, prevent corruption and shadow economy, and prepare staff for the Presidency of Latvia in the Council of the European Union. Edite has over 15 years of professional experience in training top and mid-level civil servants, as well as business executives, in strategic planning, communications, and management. As an international expert, she has contributed to public administration reform and training system development in Ukraine, Moldova, Georgia, Azerbaijan, Turkmenistan, Uzbekistan, Kazakhstan, Taiwan, South Africa and other countries, and she applies systemic work methods in personal & organizational development.

For more information & to book a New Mindset™ session with our energetic team:
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