



COMPETENCE MODEL AT MANAGEMENT LEVEL: THE ITALIAN EXPERIENCE
LA DIRIGENZA PUBBLICA: RECLUTAMENTO, FORMAZIONE E VALUTAZIONE

Incontro con la delegazione cinese
Roma, 24 maggio 2006

Sessione mattutina: Ministero dell'Economia e delle Finanze- Via Pastrengo 1
Dipartimento del Tesoro - Sala Azzurra

<u>8.30 - 9.00</u>	<i>Apertura lavori</i> <ul style="list-style-type: none">• Saluti di benvenuto• Presentazione del MEF, con particolare riferimento al Dipartimento del Tesoro
Silvana Ceravolo	
<u>9.00 – 9.45</u>	<i>La dirigenza pubblica in Italia</i> <ul style="list-style-type: none">• Evoluzione del rapporto di lavoro: contrattualizzazione e privatizzazione• Un quadro della dirigenza nella Pubblica Amministrazione italiana con particolare riferimento al MEF• Trattamento giuridico ed economico dei dirigenti• Q&A
Silvana Ceravolo, Ivana Guerrera	
<u>9.45 – 10.30</u>	<i>Il reclutamento e lo sviluppo di carriera</i> <ul style="list-style-type: none">• Modalità di accesso• Percorsi di carriera• Q&A
Ivana Guerrera	
<u>10.30 – 11.00</u>	Break
<u>11.00 – 11.45</u>	<i>La formazione e lo sviluppo delle competenze</i> <ul style="list-style-type: none">• Il modello delle competenze• L'analisi dei fabbisogni• La formazione• Q&A
Marina Sabatini	
<u>11.45 – 12.30</u>	<i>La valutazione</i> <ul style="list-style-type: none">• Il modello di valutazione dei dirigenti• Q&A
Maria Chiara Riondino	
<u>12.30-13.00</u>	<i>Chiusura lavori sessione mattutina e roundtable discussion</i>



<u>13.30-14.45</u>	<i>Lunch presso la Scuola superiore dell'economia e delle finanze – P.za Mastai, 11</i>
--------------------	-----------------------------------------------------------------------------------------

Sessione pomeridiana: Scuola superiore dell'economia e delle finanze – P.za Mastai, 11

<u>15.00 - 16.30</u> Gaetano Caputi Eugenio Nunziata	<i>La Scuola superiore dell'economia e delle finanze (SSEF)</i> <ul style="list-style-type: none">• La formazione manageriale presso l'Amministrazione economico finanziaria• Il ruolo della SSEF• Q&A
<u>16.30 – 17.00</u>	<i>Chiusura lavori sessione pomeridiana e roundtable discussion</i>

CTC Fact-Finding Mission to Germany and Italy

“Competence Model at Management Level: the European Experience”

11.-26. May 2006

Participant List

1. Mr. LIU Wei Director, Personnel Dept., Xinhua News Agency
Head of the Delegation
2. Mr. SONG Yuanchao Deputy Director, CTC
Deputy Head of the Delegation
3. Mr. HUANG Chuan Division Chief, Organizational Bureau, Organizational Dept.
of CPC
4. Mrs. YU Guirong Division Chief, Personnel Dept., Organizational Dept. of CPC
5. Mr. WANG Weizhong Deputy Director, Personnel Dept., Central Compilation and
Translation Bureau
6. Mrs. DAI Zhongjin Procurator & Division Chief, Supreme People’s Procuratorate
of the PRC
7. Mr. LI Ping Deputy Director, Personnel Dept., Ministry of Science and
Technology
8. Mr. LÜ Wanjin Deputy Director, Personnel Dept., Ministry of Railways
9. Mr. WANG Xiaodong Deputy Director, Personnel Dept., General Administration
of Customs of the PRC
10. Mr. GAO Hongdian Deputy Director, Personnel Dept., National Bureau of Forestry
11. Mr. LUO Yanping Deputy Director, Personnel Dept., National Bureau of Statistics
12. Mrs. DENG Jin Deputy Director, Personnel Dept., Hong Kong and Macao
Affairs Office of the State Council
13. Mr. WANG Shuangjing Deputy Director, Personnel Dept., Legislative Affairs Office
of the State Council
14. Ms. WANG Tao Division I, CTC

15. Ms. LI Jing Interpreter, German Department, Beijing University of Foreign Studies
16. Mrs. TANG Bing Programme Manager, Sino-German Economic and Structural Reform Programme, GTZ (China)

CTC = China Training Center for Senior Personnel Management Officials

CPC = Communist Party of China

PRC = People's Republic of China

Economic and Structural Reform Programme: Cooperation with the China Training Center for Senior Personnel Management Officials (CTC)

Partner:	<i>China Training Center for Senior Personnel Management Officials</i>
Location:	<i>Beijing</i>
Contribution:	<i>€ 1.5 million</i>
Duration:	<i>10/2005 – 09/2008</i>

Background

China has entered a new period of deepening economic and administrative reform after its accession to the World Trade Organization (WTO) in December 2001 and the implementation of the decisions of the 16th Party Congress. Those “people centred” reforms focusing on human development rather than purely targeting economic growth also deal with the social implications of the transformation process. Within the framework of the “New Scientific Development Concept”, reforms are focused on improving means of selecting, assessing, and training government and party officials. The China Training Center for Senior Personnel Management Officials (CTC) is part of the Organisation Department of the Communist Party of China, which is responsible for the appointment of political and administrative personnel for party organisations, government systems, and SOEs. CTC is one of the main institutions for training senior personnel executives in the public sector and party system and an important channel for international cooperation in the area of management training.



Objective/Target Group

The cooperation with CTC aims at improving the competencies of policy makers who are responsible for the national human resources department and the development of executives.

The target group of the project is the whole population of the PR China with a special focus on multipliers such as decision makers in Party and government on central and provincial level who are responsible for the administration and development of management personnel. Further multipliers include management officials of the Organisation Department of the Party as well as trainers and professionals of CTC and other training institutions of public administration. Key activities will be implemented in Western provinces.

Implementation

The cooperation with CTC mainly focuses on leadership topics including leadership enhancement, recruitment, assessment as well as training of leadership personnel. Therefore, a pool of human resource experts both from the public and private sector will be established to offer programmes tailored to the needs of the partner institution. Furthermore, regulations, standards, instruments, methods, and procedures of a modern, international human resource management should be implemented in the Chinese personnel administration system. In this context GTZ intends to help establish a policy dialogue between CTC and German/European personnel experts and Chinese institutions for human resources and staff development. This dialogue shall also deal with current topics concerning China's economic, social, and administrative reform. Another important element of the project will be the elaboration and implementation of a competency scheme for the development of personnel. The project will therefore contribute to the enhancements of a modern, efficient, high-performance, and transparent administration considering good governance principles. In comparison to projects of other donors, the particular significance of this project results from it being the only one implementing an innovative instrument of personnel policies in public administration in China and transferring it to the Western provinces.

Starting from the preparatory phase of the project in winter 2004, several activities focusing on international human resource development in the private and public sector have been carried out respectively. Therefore several trainings and studies on leadership enhancement, selection and assessment of high potentials have been conducted.

The cooperation between GTZ and CTC is part of the "Sino-German Economic and Structural Reform Programme" operated by the "Economic Reform and Development of the Market System" division of GTZ China. The Programme equally includes the cooperation with the China Institute for Reform and Development (CIRD) and the National Development and Reform Commission (NDRC). Furthermore, it integrates the cooperation with the Research Office of the State Council (SRO). The Programme also cooperates with the OECD, the EU Commission in Brussels, the UN Economic Commission for Latin American and the Caribbean (CEPAL), research institutes in the Mekong+ Region, and universities in Germany. The overall objectives are the enhancement of Chinese economic reforms, the establishment of China's "Socialist Market Economy" in the context of economic globalization, as well as the development of an "Increasingly Modest Well-off Society". The multi-project approach creates synergies inter alia through the joint development of focal topics and initiatives, multi-angle analyses and recommendations for policy makers, joint planning and project assessment, and cross-project participation in important activities.

**Sino-German Economic and Structural Reform Programme
Cooperation with the China Training Center for Senior Personnel Management Officials
(CTC)**

Dr. Jürgen Steiger

Sunflower Tower Suite 1100, Maizidian Street 37, Beijing 100026, PR China

Tel: +86 10 8527 6427 Fax: +86 10 8527 5272

Email: wiram-china@gtz.de