



Mission to Serbia

ORGANIZATION FOR SECURITY
AND CO-OPERATION IN EUROPE

“Strategic Planning in MoI: Challenges to Organisational Reform and Human Resources Development”

Confirmed date: 22 - 23 November 2007
Venue: HOTEL ‘M’ Best Western, Belgrade

21st November - Hyatt Hotel, Belgrade

Reception at 19:30

- Hosted by **Ambassador Hans Ola Urstad**, Head of the OSCE Mission to Serbia

DAY ONE

22nd November - HOTEL ‘M’ Best Western, Belgrade

➤ **09:00 – 09:30 OPENING REMARKS**

- Serbian Minister of Interior or State Secretary (TBC)
- Ambassador Hans Ola Urstad, Head of the OSCE Mission to Serbia

➤ **09:30 – 11:00 SESSION 1**

STRATEGIC PLANNING IN THE CURRENT CONTEXT

- **Strategic Planning in the Public Sector: Experience from Norway (20 min)**
Tor Tanke Holm – Assistant National Police Commissioner, National Police Directorate, Norway
- **Strategic Planning as a Management Tool**
Dr Miodrag Ivanovic, Thames Valley University, UK (TBC)
- **The EU Context: Building Administrative Capacity as a condition for EU Integration**
Representative of the Serbian Ministry of Interior (MoI), Bureau for International Cooperation & EU Integration (TBC)

➤ **11:00 – 11:30 COFFEE BREAK**

➤ **11:30 – 13:00 SESSION 2**

ORGANISATIONAL REFORM

- **Challenges to Organisational Reform in Developing Countries**
Expert from the Centre for Security Sector Management, Cranfield University, UK Defence Academy, Shrivenham (TBC)
- **Strategic Planning: Experience from Croatia**
Drazen Majka, Deputy Police Director for Development, MoI Croatia (TBC)

➤ **13:00 – 14:30 LUNCH BREAK**

➤ **14:30 SESSION 3**

HUMAN RESOURCES MANAGEMENT

- **Development of Human Resources in the Public Sector**
Dr Gert D. Ahrer, International Business (HR) Consultant, Austria (TBC)
- **HR Policy Development: Experience from the UK Home Office**
Mr. Graham Howard, Deputy Director of HR Directorate, Home Office, UK (TBC)

DAY TWO

Friday 23rd November

➤ **09:00 – 09:30 OPENING REMARKS**

- Bureau for Strategic Planning, MoI, Serbia
- Department for Human Resources, MoI, Serbia

➤ **10:00 – 13:00 WORKING GROUPS**

- **Group One – Organisational Reform**
Chair: Ms Sonja Stojanovic, Director, Centre for Civil-Military Relations, Belgrade
- **Group Two – HR Management**
Chair: Dr Gert D. Ahrer, International Business (HR) Consultant, Austria

➤ **14:00 – 15:00 OUTCOMES from Working Groups**

Ms Sonja Stojanovic, Director, Centre for Civil-Military Relations, Belgrade, will provide a report from this event within 30 days.

➤ **15:00 – 15:30 CLOSING REMARKS**

Participant Portfolio

Ms Hilary Pearce studied law at Newcastle-upon Tyne University before undertaking the Bar Vocational Course at the Inns of Court School of Law in London. She is a member of Middle Temple and was admitted to the Bar in 2000. She has since worked in London and Amsterdam specialising in international arbitration and litigation. Keen to further develop the application of her legal skills to post-conflict and development contexts, Hilary has completed an MSc in Global Security at Cranfield University.

Mr Ad Hordijk, studied Change Management in Netherlands (1978) and has worked globally on these issues ever since. Ad is currently the Director of MATRIX Consultants in Development and Change Management in the Netherlands. Previously he was the Director of Consultants for Management of Development Programmes, having worked as Principal at the Kiambu Institute of Sciences in Kenya.

Ms Sonja Stojanovic is currently the Director of the Centre for Civil-Military Relations (CCMR), a leading Serbian think-tank specialised in security studies. She also works as a Deputy Dean of Belgrade School of Security Studies, the first civilian research centre on security matters in Serbia. She holds a MA in *Politics, Security and Integration* with distinction from the School of Slavonic and Eastern European Studies, University College London, where her thesis focused on 'Police Reform in Liberal and Post-illiberal Regimes'. Prior to taking up her current appointment, Sonja worked with the Strategic Development Unit of the Law Enforcement Department of the OSCE Mission to Serbia and Montenegro as a coordinator of the strategic management programme for the Serbian and Montenegrin police services.

Dr Gert D. Ahrer is a versatile and dynamic Human Resources Director, MBA Director and Management Consultant with a MBA and a PhD in Organisational Development. An unusually broad-ranging career encompassing HR management and development for a top 10 global conglomerate, international public sector organisation, leadership of open and tailored executive development programmes, business consultancy and own private psychotherapy practice. Over 25 years of international experience – in both East and West - increasing performance through Human Resources Management, Organisational Transformation (including transition from public sector to private industry) and Strategic Alignment.

Professor Miodrag Ivanovic is Associate Professor and Member of the Academic Board for DMS, University of Hertfordshire since 2001. In addition, Professor Ivanovic is also a visiting lecturer at the Faculty for Professional Studies at Thames Valley University in London teaching on Strategic Management and Business Policy Analysis. Professor Ivanovic has extensive practical consulting experience in Serbia, Bosnia and Macedonia, working mainly through the UN's ECPD on subjects such as Change Management, Privatisation and Reconstruction.

Tor Tanke Holm – Assistant National Police Commissioner, National Police Directorate, Norway and former Head of the Law Enforcement Department, OSCE Mission to FRY.

Mr. Graham Howard, Deputy Director of HR Services in the Home Office, UK

Other Participants (TBC):

Drazen Majka, Deputy Police Director for Development, MoI Croatia

German Government Representative – Strategic Planning Experts