

Evolution of studies (test)

Participants
of districts, 50 city and towns
7 village administrators, 93
s, districts and cities (towns)
es, 29 treasurers (financial

2nd Edition

Participants - close to 400
munes, districts and cities
secretaries,
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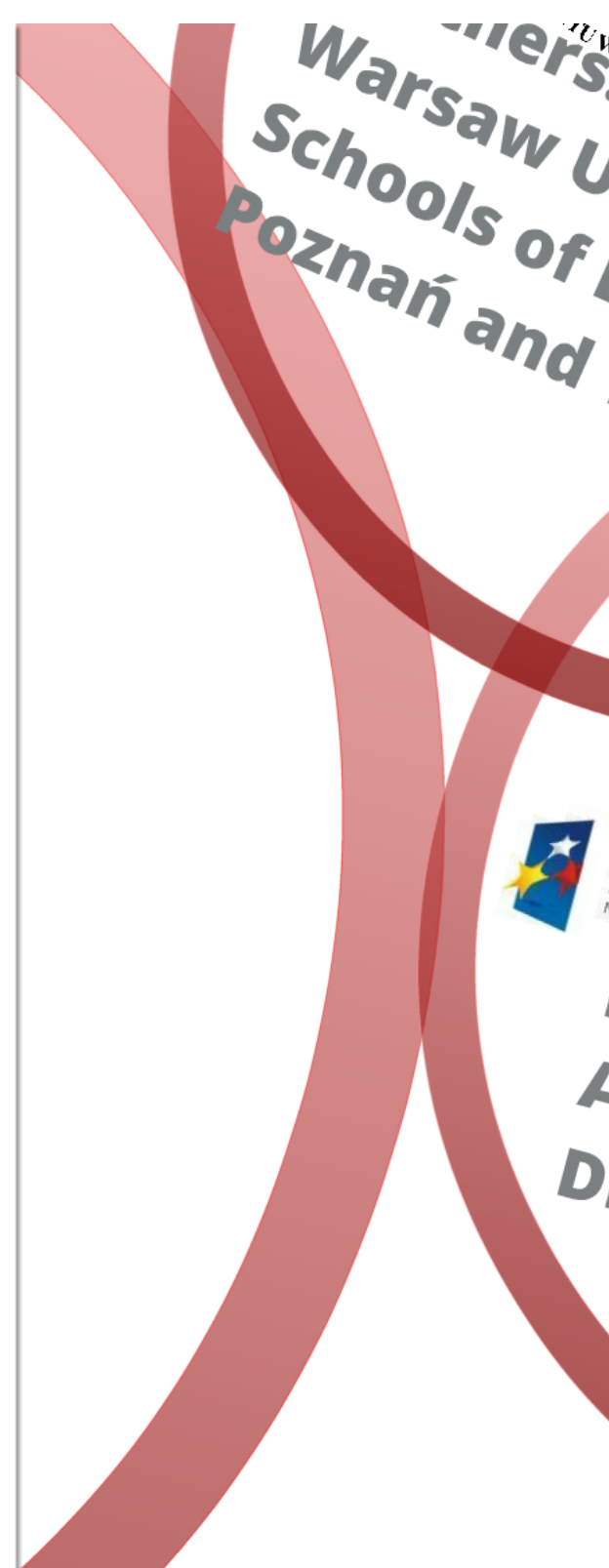
3rd Edition

Participants - close to 300 candidates,
munes, districts and cities (towns)
es,- 107 treasurers (financial
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nistration,
procurement law.
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administracja.mac.gov.pl
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AKADEMIA
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SAMORZĄDOWYCH

Local
Leaders
Academy



Warsaw U
Schools of
Poznań and



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PARTNERSHIP

The local government is the partner of government in Poland. Local government units carry out tasks for the local communities who are entrusted to them by Parliament by law.

In order to ensure better co-operation with the local government is required inter alia the ongoing upgrading of skills of top executives. Development opportunities are offered to TE to enhance their competencies and skills.

Leadership

Poland is divided into 16 provinces, 314 districts and 2 479 municipalities - together 2809 local government units.

The mayor, secretary (director general) and treasurer are the leaders of local government units.

To sum up in Poland is about 8500 local government leaders.

Pareto principle

The Pareto principle (also known as the 80–20 rule, the law of the vital few, and the principle of factor sparsity) states that, for many events, roughly 80% of the effects come from 20% of the causes

Leadership as Key Success Factor For Change

Showing the Way

Leaders define and establish principles about the way people should be treated and the way goals should be pursued

Challenging the Way Things Are

Leaders are challenging and seek out opportunities to challenge and change the status quo. They seek innovation and improvement in the organisation, are prepared to experiment, to take risks and to accept the inevitable failures as part of the learning experience.

Empowering and Encouraging People to Act

Leaders are enablers and empower people by involving them and believing in them. They engender mutual respect and trust and in so doing motivate their people to extraordinary effort and achievement. (Stephen Warrilow, How to manage change)



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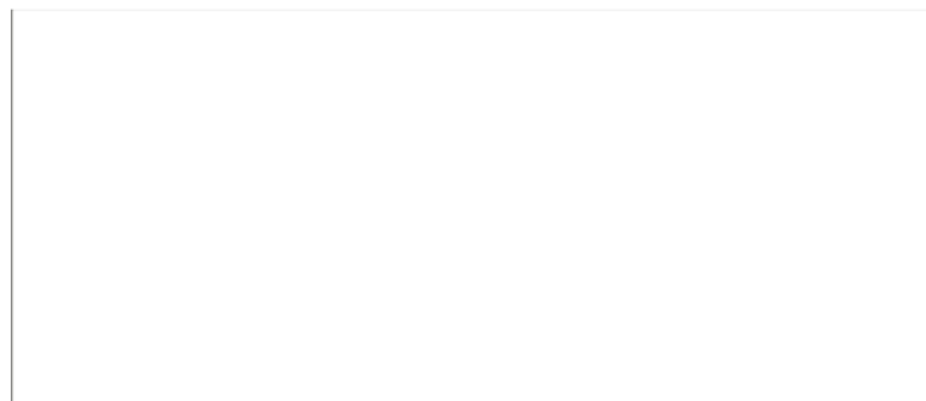
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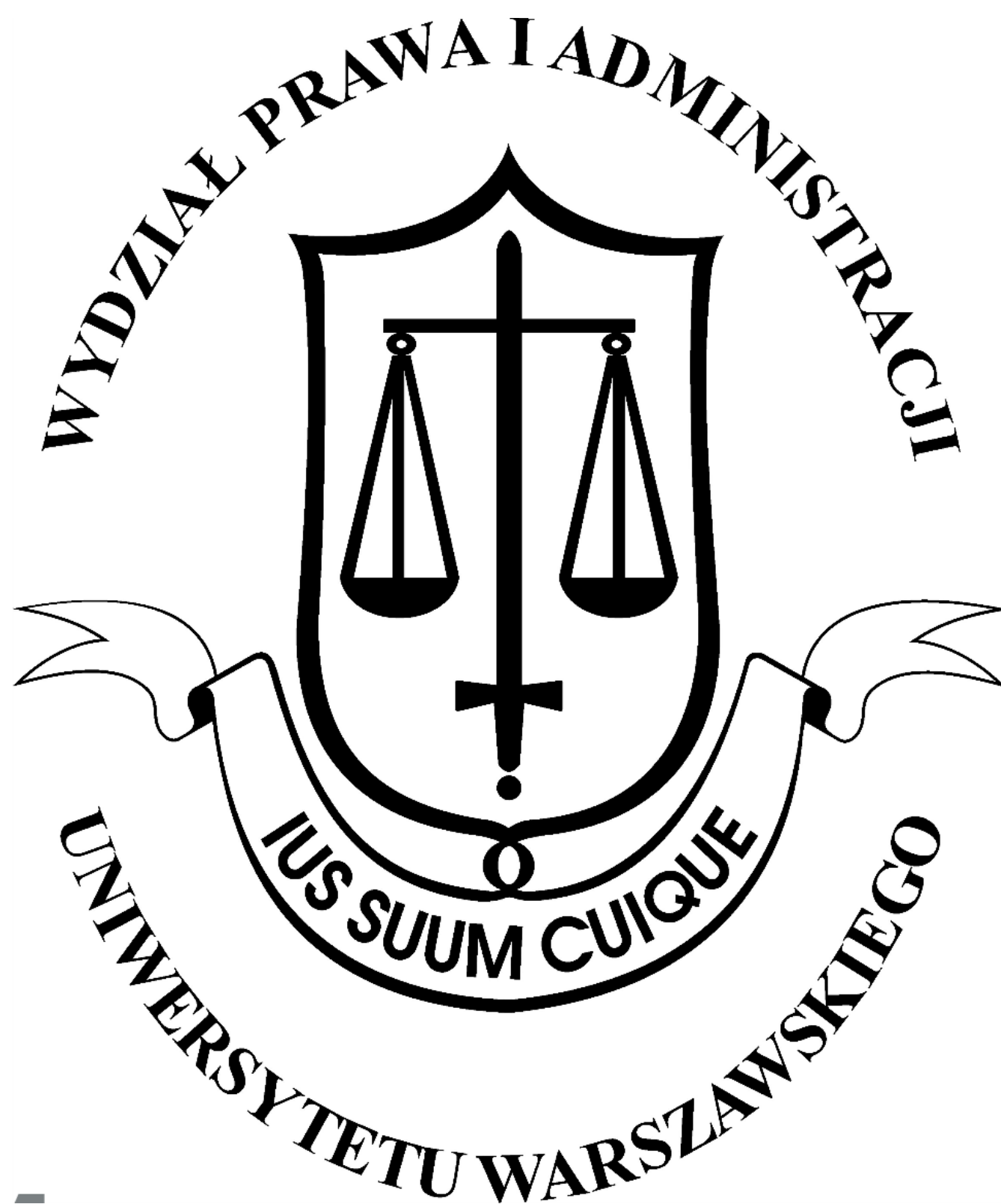
**Warsaw University,
Schools of Banking in
Poznań and Toruń**

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WYŻSZA SZKOŁA BANKOWA w Poznaniu





WYŻSZA SZKOŁA
W TORUNIU

STRACJI



SKIEGO



WYŻSZA SZKOŁA BANKOWA W TORUNIU

Forum og in

Leader of the project:



KAPITAŁ LUDZKI
NARODOWA STRATEGIA SPÓJNOŚCI



Ministerstwo
Administracji
i Cyfryzacji

UNIA EUROPEJSKA
EUROPEJSKI
FUNDUSZ SPOŁECZNY

Ministry of the Administration and Digitalization

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Idea of the project:

Directly linked to MPA (Master's of Public Administration) idea - targeted at higher level clerks in local government,

To raise competences of management personnel in local government via **dedicated post graduated studies** in fields of: management of human resources, administrative and local law, economy, European Funds, client - oriented approach in local administration,

Project free of charge - participants cover their expenses connected with accomodation and transport.

Aim and results of the project

- Delivery of special training program for local leaders,**
- Creation of professional personnel (leaders) in local government (at all levels),**
- Enhancing abilities of local government towards raising quality of services provided to citizens,**
- Through training and therefore completing post graduate studies - enhancing potential of leaders in local government,**
- Good practices exchange between local leaders - able through participation in training.**

1st Edition of studies (test)

240 participants

18 heads of districts, 50 city and towns mayors, 37 village administrators, 93 communes, districts and cities (towns) secretaries, 29 treasurers (financial matters).

**2nd Edition
up to 400**

2nd Edition

160 participants - close to 400 candidates

- 112 communes, districts and cities (towns) secretaries,**
- 48 treasurers (financial matters).**
- course content changes (new subjects),**
- exchange of good practices,**



Edition raport

Evaluation and assesment of each of the editions.

Publication of best practicies in form of students dissertations.

3rd Edition

**160 participants - close to 300 candidates,
- 53 communes, districts and cities (towns)
secretaries,- 107 treasurers (financial
matters)**

New subjects:

- e-administration,**
- public procurement law.**
- dedicated website:**

www.administracja.mac.gov.pl

- exchange of good practices.**



3rd edition and it's students

- village and small comunes: 72%**
- all types of local government units,**
- 106 woman,**
- 54 men,**
- close to 40% of students works within local government units more than 7 years.**

detailed program:

- common semester:

law, PR and promotion of local government, anti-corruption and ethics, change management, team building.

- 2nd semester - (two possible choices):

- human resources management, employees recruitment, motivation, good practices, promotion and information.**
- quality management, law making, financial management, local law, supervision and audit, strategy making, financial planning.**

EXAMS.

THANK YOU for your attention!

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Cooperation
Ministry of Administration and
Digitalization
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