



Office for the Senior Civil Service
*Ministry of the Interior and
Kingdom Relations*

The Dutch Senior Civil Service

Top executives Development



Short resume

The Dutch Senior Civil Service comprises of:

- All executives / managers with final responsibility of personell and budget
- Secretaries General, Directors General, Inspectors General and directors

The office for the Senior civil service is responsible for:

- Merit based appointments in the top of the Dutch civil service
- Development and training of the Senior Civil Service



Goals & objectives

High quality topmanagement essential for high quality Civil Service

Leaders: High performers today

Ready for tomorrow

Development: Enhance Performance at the present level

Prepare for the next level



Some thoughts on development

Individuals: Development is no priority
 Development is for the incapable

Collectively: Development is luxury in times of crises

But also: Development is a necessity!!



ABD development & education products

- Candidatesprogramme
- Life long learning for higher public management (APP)
- Programme Leadership External Inflow (PLEX)
- DG abele
- Introductionprogramme Directors and Director-General
- Intervisio groups (ICC)
- Global Engagement Network (GEN)
- Networkmeetings
- Seminars
- Mentoring
- Coaching(advice)
- Training advice



The candidatesprogramme

- Admittance criteria
- directors position in 4 years
- Each year 20 entries, cross departments
- 2 years

Themes

- Know yourself
- Know your trade
- Know the world



ABD APP (need to know top 400)

No admittance criteria

5 themes:

1. Democracy & Legal state
2. IT
3. International
4. Finance & Economics
5. Change: organization & policy

For every theme:

Group sessions

One-on-one

Digital learning material



Global Engagement Network

Admittance criteria: Potential DG

In cooperation with Canadian Government

3 months: one week in the Netherlands, one week in Canada

Impact of global trends on government, working field & leadership



Training advice

Train MD consultant to explore needs

Know top 5 suppliers on different issues

Taylor made advice

Follow up