

# *National Schools of Public Administration in the International Environment: Best Practices*

## *Skills Development for a More Innovative and Better Serving Public Administration*

**Abel Carreira**

**Director, Organizational Models Development & Innovation Promotion**

16 July 2021

# Portuguese National Institute of Administration

## **Mission** (our purpose)

Creation, transmission and dissemination of knowledge in the field of Public Administration, contributing, through training, teaching, scientific research and technical advice, to the innovation and modernisation of the Public Administration and to the qualification, training and valorisation of its human resources.

# Portuguese National Institute of Administration

## Areas of activity (what we do)

### Training and Qualification



### Organisational Development and Innovation Promotion



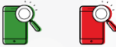



### Cooperation, Knowledge and Communication



# The Portuguese Public Administration Challenges

## Strategy for Innovation and Modernisation of the State and Public Administration 2020-2023 (our focus)

AXE 1		invest in people	Investment in Human Capital
AXE 2		develop management	Sharing innovation, simplification, participation and transparency
AXE 3		explore technology	Digital transformation
AXE 4		reinforce proximity	Multilevel governance and decentralization

# Development Programmes

## Running Programmes (a sample)



**Mentoring**



**Co-creation**



**Innovation Culture**

# Programmes Results

## Running Programmes



**Mentoring**

- Mentoring for Innovation and Leadership
- 2 Editions
- Call for 3rd Edition
- Mentee – Public Servants
- Mentors – Public, Private and Social Sectors and Universities
- Challenge: Scale up of the Programme

# Programmes Results

## Running Programmes



Co-creation

- Nationwide programme in partnership with the Ministry of Health
- Co-creation of regionally-adapted action plans to prevent violence against health professionals, by:
  1. Building the capacity for facilitation of co-creation processes
  2. Developing teams' skills for project design and implementation
- Challenge: to adapt the national programme to the local contexts and diversity by running multiple pilot-projects simultaneously

# Programmes Results

## Running Programmes



**Innovation Culture**

- To promote open innovation and an innovation culture (from strategic to operational level, and including evaluation)
  1. Capacity building (Open Innovation Day)
  2. Experimentation (Experimental Innovation Projects)
  3. Recognition (Innovation Incentives and Prizes)
- Challenge: a dynamic and widespread innovation ecosystem, connecting Public Administration, Universities, Businesses and Communities



# Looking Ahead: International Cooperation

## EU Leadership Exchange Programme



- A project-pilot is being drawn-up collaboratively
- Aim: To allow middle managers from EU central/federal government administrations and from EU institutions to get in touch with international public service best practices and to implement value proposals
- Participants: Middle managers from Portugal, Slovenia, France, Belgium and Spain
- Challenge: project-pilot implementation and evaluation in 1<sup>st</sup> semester 2022

# Future Paths



Thank you  
[abel.carreira@ina.pt](mailto:abel.carreira@ina.pt)