

# REPORT

Konrad-Adenauer-Stiftung e.V.

RULE OF LAW PROGRAM  
SOUTH EAST EUROPE

August 2010

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## „Leaders for Justice“

4<sup>th</sup>, 5<sup>th</sup> and 6<sup>th</sup> training sessions

BUCHAREST, ROMANIA – AUGUST 2010

**One of the priorities of the Rule of Law Program South East Europe is the promotion of outstanding qualified young lawyers. In this context, through the “Leaders for Justice” project, 18 young professionals, including lawyers, judges, prosecutors and law students, benefit from a series of training sessions, in which they acquire communication, management and organizational skills. In addition to that they have the opportunity to meet high level legal professionals, such as former ministers of justice, and discuss both theoretical issues and current problems of the justice system. Through the participation in the program, these young leaders will become part of the critical mass that will have a decisive role in promoting rule of law principles and the reform of the Romanian justice system.**

**This report outlines the developments in the second half of the project, covering the period May – July 2010.**

In the first half of the program, the young leaders focused on theoretical concepts related to project management. With a stronger emphasis on the more practical side, the second half of the program was more focused on applying the knowledge and skills acquired during the training sessions. The participants started developing their own project that will be implemented in addition to their participation in the training sessions.

The last three training sessions took place in the period May-July 2010:

1. “Supervision. Action. Mentorship”, 27-30 May 2010, in Sinaia
2. “I dream! I inspire! I trust!”, 3-6 June 2010, in Brasov
3. “Learning from past experiences to build the future. A final review”, 8-11 July 2010, in Sibiu.

### Training sessions



Each of the three training sessions continued the effort started in the first three sessions.

### 4. “Supervision. Action. Mentorship”

Mentorship is an essential task for any real leader and it goes hand in hand with project management skills. In this respect, the 4<sup>th</sup> training session covered this topic in an ample manner. **Mihai Drăgoi** (*Managing Partner, HR Dimensions*) and **Ion Georgescu** (*President, Romanian Institute of Training*) focused the content of their training on the elements of project management: planning, design, implementation, monitoring and controlling. The young leaders have also learned about the importance

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of supervision skills and the concept of mentorship.

**Răzvan-Horațiu Radu**, *Governmental Agent for ECHR*, had an interactive workshop with the participants, focusing on the current state of the Romanian Justice System. The discussion also covered aspects of mentorship and the importance of role-models for any young professional.

**5. "I dream! I inspire! I trust!"**

As teamwork is an essential part of any project team, **Marian Stas**, *President of the Codecs Foundation for Leadership*, led the young leaders through the process of team building, revealing them the secret of teamwork: inspiration and motivation. The focus was set on practical activities, with a great component of experiential learning.



Another key factor during the training session was the LSI (Life Style Inventory) evaluation for each participant. Using the LSI instrument, the participants were provided with invaluable and otherwise unavailable information about their personality traits that can motivate, guide and track the progress of self-development initiatives. Also, these information help individuals to strengthen thinking and behavioral styles and promote their effectiveness and moderate styles that prevent them from realizing their potential.

**Codru Vrabie**, *trainer at the Romanian Institute of Training*, provided the participants with essential writing skills and information on how to adjust written communication to different types of contexts. The main objective of the training was the acquisition of good writing habits for managers and leaders. This step is an important part of the projects they will have to implement in the

future, but also of their professional career. The practical work consisted of text analysis, with feedback on each of the partici-



pants' writing sample, as well as individual and group exercises. Practical tips and tricks (how to write press releases, to structure a blog, to design an official letter etc.), as well as understanding persuasive communication techniques were very much appreciated by the participants.

**Mihai Selegean**, *Member of the Steering Board of National Institute of Magistracy (NIM) and former director thereof*, was invited to introduce participants to the experience of managing an important institution of the Romanian justice system. As former director of NIM, he shared his expertise in the field of teaching and training future magistrates, as well as objective evaluation of the magistrates. However, the debate was not limited to this subject. The public perception on the justice system, the judicial reform, the budget of the judicial system, or being a good manager in the judicial system are but a few of the topics covered.

**6. "Learning from past experiences to build the future. A final review"**

**Mihai Drăgoi** (*Managing Partner, HR Dimensions*) and **Ion Georgescu** (*President, Romanian Institute of Training*) were once again in charge of the learning process. This time, the focus was on the learning experience throughout the program – both on the past training sessions, as well as past experiences of the participants. Reviewing and applying the knowledge and skills was one of the main activities during this training session. Also, the young leaders had the chance to analyze the situations they have been through, both during the Leaders for Justice Program, and during their day-to-

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day activity, through the "Situational Leadership Model". As always, personal experience is a good source for learning, and the trainers achieved exactly this goal: they facilitated the learning process, building on past experiences, in order to transmit new inter-personal skills.

**Dan Stoica**, Co-initiator of the *Leaders for Justice Program* and **Codru Vrabie**, Romanian Institute of Training also contributed to the training session. The participants had the opportunity to receive feedback on their project proposal from all the four trainers, as well as from the KAS representatives. Moreover, feedback on their individual performance during the program constituted an important part of the non-training activities.

**Evaluation**



This being the final training session in our program, the last part was dedicated to the evaluation. Feedback received from the participants is very valuable, both for assessing the project, and for organizing the future editions of Leaders for Justice.

The first positive aspect was the fact that the participants have a strong desire to remain involved in the program, in the next editions. They will be active during the process of dissemination of information, selection of participants and actual implementation of the next edition of the program.

The "Leaders for Justice" Project continued to gain more and more visibility. The participants in this year's edition already started acting as multipliers, not only by informing their peers about the activities and content of the project, but also by ap-

plying their new skills in their day to day activity.

**Conclusion and follow-up**

While the formal training sessions are officially over, there are still a range of activities that keep the participants involved. First of all, they are permanently in contact working on their common project dealing with the development and teaching of a judicial education curriculum in high schools.

Secondly, some more meetings with key-actors in the justice system are scheduled for September and October 2010. Moreover, in October the participants will experience the work of several German judicial institutions and organizations in Berlin, during a one week study visit. On this occasion, they will have the opportunity to understand the functioning of the German justice system, but also to promote their own vision regarding justice reform in Romania.



Having all this in mind, the first edition of the *Leaders for Justice* program has attained its purpose: to train and motivate a group of young legal professionals who will hopefully become agents of change in the justice system. Once the first results of the judicial education project that the participants are developing on their own become visible, we will also have a clearer confirmation of whether the efforts of organizers, lecturers and trainers have been completely successful. However, there is no doubt that the entire content and structure of the program have offered the participants a valuable training that will benefit both the individuals, and the organizations or institutions

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they are part of. We also believe we have managed to inspire them to pay due attention to the ethical aspects of their work and cultivate integrity as an essential value for the justice system and not only.

The network of alumni will be enlarged with the new lot that will be selected in November-December 2010 for the second edition of the program. This will ensure not only the multiplying effect, the broader realization of their projects, but also a contribution to the formation of a critical mass that will promote justice reform in Romania.



**Impressum**

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