PROVISIONAL AGENDA

Governing for Performance in the Public Sector

OECD-Germany High-Level Symposium, Berlin, 13-14 March 2002

The Symposium will take place at the
Ernst-Reuter-Haus / Haus des Deutschen Städtetags
Strasse des 17. Juni, 116
Berlin

For further information, please contact
Deok-Seob SHIM, Tel: +33-1 45 24 17 58, E-Mail: deok-seob.shim@oecd.org
Manfred SPAETH, Tel: +49 1888 681 2045, E-Mail: Manfred.Spaeth@bmi.bund.de
March 13, 2002, Wednesday

Theme 1 – Strengthening Individual Performance

Chair of Plenary Session: Ms. Odile Sallard, Director of the Public Management Service, OECD

09:00 – 09:30 Registration

09:30 – 10:00 Opening the Symposium

- Mr. Fritz Rudolf Körper, Parliamentary State Secretary of the Federal Ministry of the Interior, Germany
- Mr. Richard Hecklinger, Deputy Secretary-General of the Organisation for Economic Co-operation and Development

10:00 – 11:00 Key-Note Speeches

- Enhancing Performance of the Civil Service: Approaches and Instruments
  - Mr. Dan Blair, Deputy Director, Office of Personnel Management, USA
- Approaches and Experiences from the German Federal Government
  - Mr. Hans-Bernhard Beus, Director-General, Federal Ministry of the Interior, Germany

11:00 – 11:30 Coffee Break
11:30 – 15:30 Workshop 1
Theme: “How to manage individual performance?”
- Performance management
- Performance criteria / evaluation
- Staff development

Chair: Mr. Joachim Vollmuth, Head of Division, EU and International Affairs of the Public Service, Federal Ministry of the Interior, Germany

Presentations:
- Mr. Robert Behrens, Director, International Public Service Group, Centre for Management and Policy Studies, Cabinet Office, United Kingdom
- Mr. Guido Peruzzo, Deputy Director General, Federal Ministry for Economy and Technology, Germany

Rapporteur: Mr. Manfred Spaeth, Deputy Head of Division, EU and International Affairs of the Public Service, Federal Ministry of the Interior, Germany

Workshop 2
Theme: “What have we learned about formal incentive systems in improving performance?”
- PRP systems
- Impacts and challenges
- Other incentives

Chair: Mr. Alex Matheson, Head of Budgeting and Management Division, PUMA/OECD

Presentations:
- Mr. Tapani Erling, Director-General of the Finnish Customs, Finland
- Mr. Ulrich Siebenmorgen, Manager for Compensation and Benefits, T-Systems, Germany

Rapporteur: Mr. Deok-Seob Shim, Project Manager, PUMA/OECD

(12:30–14:00) Lunch Break

15:30 – 16:00 Coffee Break

16:00 – 17:30 Plenary Session – Report of the Workshop Discussions

General Discussions

* The German government plans to host a dinner for all the participants. The necessary details will be provided during the meeting.

~ ~ ~
March 14, 2002, Thursday

Theme 2 - Linking Organisational and Individual Performance

Chair of Plenary Session: Mr. Hans-Bernhard Beus, Director-General, Federal Ministry of the Interior, Germany

09:30 – 10:30 Address by Ms. Brigitte Zypries, State Secretary of the Federal Ministry of the Interior, Germany

Key-Note Speeches

• Linking Performance at Organisational and Individual Levels
  - Mr. Michel Pinauldt, Préfet, Délégué interministériel adjoint à la réforme de l’Etat, France

• Strengthening Performance Orientation of Public Servants by Integrating Concepts and Instruments of Human Resource Management and of Performance Management
  - Mr. Christoph Reichard, Professor of Public Management, University of Potsdam, Germany

10:30 – 11:00 Coffee Break

11:00 – 15:00 Workshop 3

Theme: “How to link employee performance with organisational performance?”

• Linkages
• Strategies / measures
• Solutions / best practice

(12:00 – 13:30) Lunch Break

Chair: Mr. Knut Rexed, Director-General of Statskontoret, the Swedish Agency for Public Management, Sweden

Workshop 4

Theme: “How to link ‘leadership’ with performance?”

• Relationships
• Practical experiences
• Challenges / solutions

Chair: Mr. Werner Jäckering, Head of Technical Training Unit, Federal Academy for Public Administration, Germany
### Workshop 3 (Cont’d…)

**Presentations:**
- Mr. Pan S Kim, Associate Dean of Social Sciences, Yonsei University and a Working Member of the Presidential Commission on Government Innovation, Korea
- Mr. Reinhold Zech, Head of Division, Senator for Finance, Bremen, Germany

**Rapporteur:** Mr. Jens Kristensen, Administrator, PUMA/OECD

### Workshop 4 (Cont’d…)

**Presentations:**
- Mr. Jean-Guy Fleury, Assistant Secretary to the Cabinet, Privy Council Office, Canada
- Mr. Günther Schrom, Executive Manager, lead GmbH, Germany

**Rapporteur:** Mr. Hans-Edmund Kunsmann, Senior Consultant, Human Resource Development, Federal Academy for Public Administration, Germany

---

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>15:00 – 15:30</td>
<td>Coffee Break</td>
</tr>
<tr>
<td>15:30 – 17:00</td>
<td>Plenary Session – Report of the Workshop Discussions</td>
</tr>
<tr>
<td></td>
<td>General Discussions</td>
</tr>
<tr>
<td>17:00 – 17:30</td>
<td>Concluding Remarks</td>
</tr>
</tbody>
</table>