



BUNDESMINISTERIUM DES INNERN

FEDERAL MINISTRY OF THE INTERIOR - MINISTÈRE FEDERAL DE L'INTERIEUR

Programme for OECD/Germany High-level Symposium

"Governing for Performance in the Public Sector "

The OECD and German Government is organising a joint Symposium on “Governing for Performance” on 13-14 March 2002, in Berlin. Should you have any questions on this event, please contact Mr. Deok-Seob Shim at the OECD Secretariat (phone: +33 1 45 24 17 58, e-mail: deok-seob.shim@oecd.org)

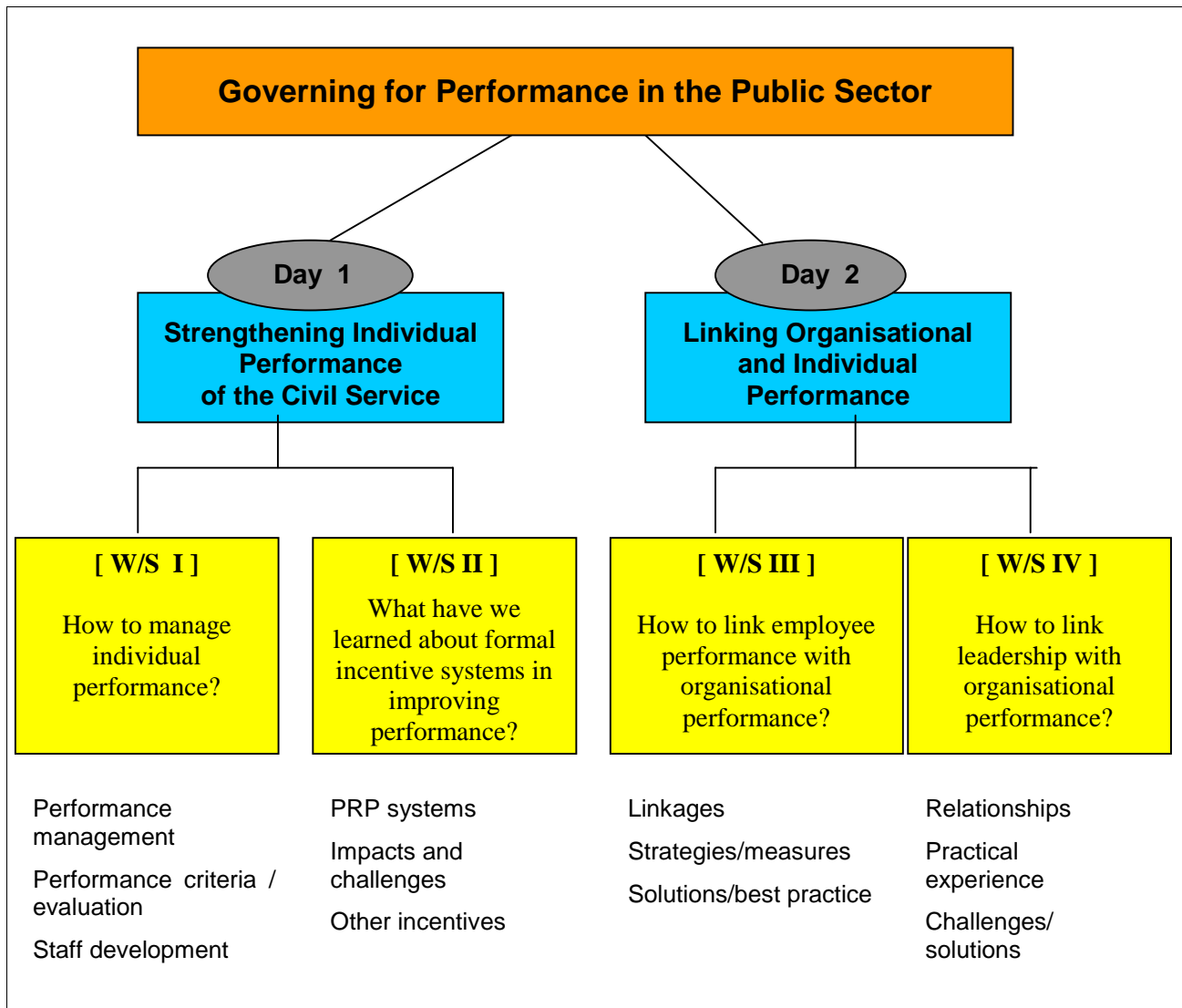
1. Aims of the Symposium

Performance in the public sector has been an important issue in OECD Member countries over the past two decades. OECD member countries have initiated a variety of performance-related policies. There are three different levels on which to examine the performance issue; the “whole-of-government” level, organisational level, and individual level.

Despite various schemes and approaches, few countries have so far reported success in achieving high performance. Some critics blame it on the nature of the public service, while others criticise governments for their lack of effort. Whatever the reason for the failure of performance schemes, however, performance is one of the most important goals for public sector management, not only to enhance public sector efficiency and effectiveness, but also to secure coherency among different national policies. In addition, performance management is perhaps the only process that links individual capacity with organisational (or whole-of-government) objectives.

The Symposium will enable senior managers to discuss practical experience and exchange lessons in governing for performance, by addressing issues such as managing individual performance, incentive systems for performance, linkages between employees and organisational performance, and leadership for higher performance. To avoid making the scope of the Symposium too wide, however, the whole-of-government level performance will not be examined. The Symposium will focus on individual and organisational level performance, taking also into account recent experience in local government and the private sector.

2. Thematic Framework of the Symposium



3. General Information

- **Dates:** 13-14 March 2002
- **Venue:** Ernst-Reuter-Haus, Haus des Deutschen Städtetages, Strasse des 17. Juni 116, 10623 Berlin, Germany
- **Simultaneous interpretation service** will be provided between English, French and German.
- **Target Group:** Senior managers and experts responsible for performance policies (individual and organisational levels). Taking into account the two workshops to be held at the same time, two or more individuals are welcome.
- **Costs:** Participation in the Symposium is free. Participants (or their government) should bear costs for their travel and accommodation.
- **Accommodation:** Information concerning hotels in the vicinity will be made available.
- **Registration:** Please fill in the registration form before the 31st of January. As soon as your registration form is received, you will be contacted with further information.
- **Contact:** For additional information please contact :
 - Deok-Seob Shim at the OECD Secretariat by e-mail (deok-seob.shim@oecd.org) or by telephone(+33 1 45 24 17 58) or
 - Manfred Spaeth at the Federal Ministry of the Interior by e-mail (Manfred.Spaeth@bmi.bund.de) or by telephone (+49 1 888 681 2045).
- **Those who wish to present country reports in the four workshops are kindly requested to contact Deok-Seob Shim at the OECD Secretariat.**

4. Preliminary Agenda for the Symposium

March 13, 2002, Wednesday

Theme 1 – Strengthening Individual Performance

*** Chair of Plenary Session :** Mrs Odile Sallard, Director of the Public Management Service, OECD

09:30 – 10:00 Opening the Symposium

- Parliamentary State Secretary of the Federal Ministry of the Interior, Germany
- Deputy Secretary General of the Organisation for Economic Co-operation and Development

10:00 – 11:00 Key-Note Speeches on Strengthening Individual Performance

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

11:00 – 11:30 Coffee Break

11:30 – 12:30	Workshop 1 – Presentations	Workshop 2 – Presentations
	<p>Theme: “How to manage individual performance?”</p> <ul style="list-style-type: none"> • Performance management • Performance criteria / evaluation • Staff development 	<p>Theme: “What have we learned about formal incentive systems in improving performance?”</p> <ul style="list-style-type: none"> • PRP systems • Impacts and challenges • Other incentives
	<p>Chair: Mr. Joachim Vollmuth, Head of Division, EU and International Affairs of the Public Service, Federal Ministry of the Interior, Germany</p>	<p>Chair: Mr. Alex Matheson, Head of Budgeting and Management Division, PUMA/OECD</p>
	<p>Presentations by</p> <ul style="list-style-type: none"> - Mr. Robert Behrens, Director, International Public Service Group, Centre for Management and Policy Studies, United Kingdom - Mr. Guido Peruzzo, Deputy Director General, Federal Ministry for Economy and Technology, Germany 	<p>Presentations by</p> <ul style="list-style-type: none"> - Mr. Tapani Erling, Director-General of the Finnish Customs, Finland - Representative, Personal Management, Debis (Private Company), Germany
12:30 – 14:00	Lunch Break	
14:00 – 16:00	Workshop 1 – discussions	Workshop 2 – discussions
16:00 – 17:30	Plenary Session – Report of the Workshop Discussions	
	General Discussions	

March 14, 2002, Thursday

Theme 2 - Linking Organisational and Individual Performance

09:30 – 10:30 Key-Note Speeches on Linking Organisational and Individual Performance

- Linking Performance at Organisational and Individual Levels
 - By Mr. Michel Pinault, Préfet, Délégué interministériel adjoint à la réforme de l'Etat, France
- Experience and Lessons
 - By Prof. Christoph Reichard, Potsdam University, Germany

10:30 – 11:00 Coffee Break

11:00 – 12:00 Workshop 3 – Presentations

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

- Linkages
- Strategies / measures
- Solutions / best practice

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

Presentations by

- Dr. Pan Suk Kim, Professor at Yonsei University, and a member of Administrative Reform Committee, Korea
- Mr. R. Zech, Head of Division, Senator for Finance, Bremen, Germany

Workshop 4 – Presentations

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

- Relationships
- Practical experiences
- Challenges / solutions

Chair: Mr. Werner Jäckering, Germany

Presentations by

- Mr. Jean-Guy Fleury, Assistant Secretary to the Cabinet, Privy Council Office, Canada
- Representative, Personal Management, Telekom, Germany

12:00 – 13:30	Lunch Break	
13:30 – 15:30	Workshop 3 – Discussions	Workshop 4 – Discussions
15:30 – 17:00	Plenary Session – Report of the Workshop Discussions General Discussions	
17:00 – 17:30	Concluding Remarks	