

# **Training Programme for starting/Young Diplomats, NL MFA**

Translating international trends  
to innovative education

Clingendael Academy

EDP – Athens May 2014 – Ron Ton

- Full time training/13 weeks
- 22-26 participants ( $\pm$  6 inter ministerial)
- Start of the career for young diplomats (already employed)
- P&O department of the MFA formulates request to integrate 8 policy themes, 16 work processes and 14 selected competences into an integrated curriculum
- Design and execution of the programme done by the Clingendael Academy
- 10 modules: 8 policy oriented (8 wk, start up module (3 wk) and practical lab at the end (2 wk)
- Focus on skills/work processes

- Start-up module: essential skills/work processes, removing knowledges caps and broad MFA concepts
- 8 modules = 8 cases = framework
  - ✓ Case trains skills/competences/work processes and knowledge
  - ✓ Discussion on joint learning objectives by participants
- Final assignment/practical lab
  - ✓ Linked to first posting; realistic assignments
  - ✓ Meet the new department and colleagues
  - ✓ Experience policy priorities
  - ✓ Engage network partners

- Hybrid diplomacy → traditional inter governmental diplomacy and network diplomacy
- Flexible MFA → equip young diplomats with the skills to move and adapt quickly
- Virtual space → single virtual space/use of online networks/social media in diplomacy
- Policy example: Development Cooperation & Trade → synergy and dilemmas



“The 21st. century is a terrible time to be a control freak”

Alec Ross, senior advisor for innovation to Hillary Clinton as USA Minister of Foreign Affairs

- Participant as partner, not student
  - ✓ Learning agreements
  - ✓ Joint learning objectives
  - ✓ Knowledge seminars
  - ✓ Inter departmental participants
  - ✓ Moodle digital platform
  - ✓ Feedback on assignments from tutors and from participants



- Personal development
  - ✓ 4 meetings with the coordinator learning and personal development
  - ✓ Intake process
  - ✓ Setting personalized learning targets
  - ✓ Personal reflection sessions
  - ✓ Monitoring of both fixed and personal competences
  - ✓ Learning partners
  - ✓ Portfolio assignment
  - ✓ Individual reports post-course





# Questions/Food for thought?

