Training Programme for starting/Young Diplomats, NL MFA

Translating international trends to innovative education

Clingendael Academy

EDP – Athens May 2014 – Ron Ton
Project overview

- Full time training/13 weeks
- 22-26 participants (± 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
Selected Educational Characteristics

- 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
From trends to training

• Hybrid diplomacy ➔ traditional intergovernmental 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 departemental 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?