

CALL FOR PAPERS

IIAS-SEAPP

DOHA CONFERENCE

2023



6-9 February

**on Developmental States and Professionalization
of Public Administration and Public Policy**



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Skilling, Reskilling & Upskilling for Professional Development of Public Servants & Policymakers

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The recent pandemic of COVI-19 together with the uncertainty that affects and influences the organizational environment of public administration causes various crises in domains like public health systems, governance, economy and education. This multi-layered crisis has tested the resilience and endurance of skills in public policies, communities, economy and individuals.

The human factor in the above-mentioned domains is decisive for any organizational change. Traditional notions of leader supremacy over employees are being replaced by leader-employee partnerships in which leaders are more like coaches. The Heads of units (junior or senior managers) have a new double role: to do their job effectively and efficiently and to support the team of their employees promoting collaboration, concern over employee needs and objectives, and provision of help and assistance.

The Civil Service should work with a shared mission to look after the interests of the citizens and make their lives better. This challenge highlights the need to:

- Recognize how professional development planning can help in the career of civil servants; and
- Understand the principles of professional development plan and the skills needed to achieve it.

To deliver Government’s priorities, public servants must be technically competent and imaginative with special knowledge, skills, and networks. Training, skills, abilities, and networks satisfy capabilities and ambitions of civil servants. Nevertheless, there are still gaps both in administrative abilities, technical expertise and transversal skills that need to be developed in order to achieve professional excellence.

Helping civil servants master the full spectrum of skills relevant for their role, they will become more confident and capable public administrators, head of units and leader-coaches. This is necessary for developing a universal aptitude and a broad knowledge of how government

works and how to work within the government. Lifelong training will build up a benefiting environment resulting from heavy investment in continuous staff training and self-improvement.

The research questions to address the key issue of “Skilling, Reskilling & Upskilling for Professional Development for Public Servants & Policymakers”, with the submission of papers, presentations or posters will focus on the tripartite "thinking - feeling - behavior" attitude, considering the following issues:

- Organizational culture based on empowerment, purpose, trust and accountability;
- New needs in skills and abilities of Public Administration;
- Propriety and ethics along with ethical responsibilities;
- Devolution & intergovernmental working;
- Communication, resilience, agility and time management;
- Consultancy skills & negotiation techniques;
- Metagnostic skills and learning how to learn;
- Transformational leadership, Coaching and mentoring skills;
- Training paths & methods for civil servants;
- Evaluation and assessing processes in relation to skills and abilities of public servants.

Practicalities

- Submissions should be made in English or Arabic.
- The call-for-papers and panels will remain open until November 30th.
- Notifications of acceptance will be sent by December 15.
- Full papers will be expected by January 8th.

The conference will take place on February 6-9, 2023, in the School of Economics, Administration and Public Policy (SEAPP) of the Doha Institute for Graduate Studies, in Qatar. The PhD symposium will take place on February 6; all plenary and parallel sessions on the themes, proposals and panels will be scheduled on February 7-9.

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Furthermore, one or several edited manuscripts through the [Palgrave IIAS Book series](#) as well as submission to [IRAS \(International Review of Administrative Sciences\)](#) are possible.

All information on the conference can be obtained at:

- info@iias-doha-institute-conference2023.org
- <http://www.iias-seapp-dohaconference2023.org/>