



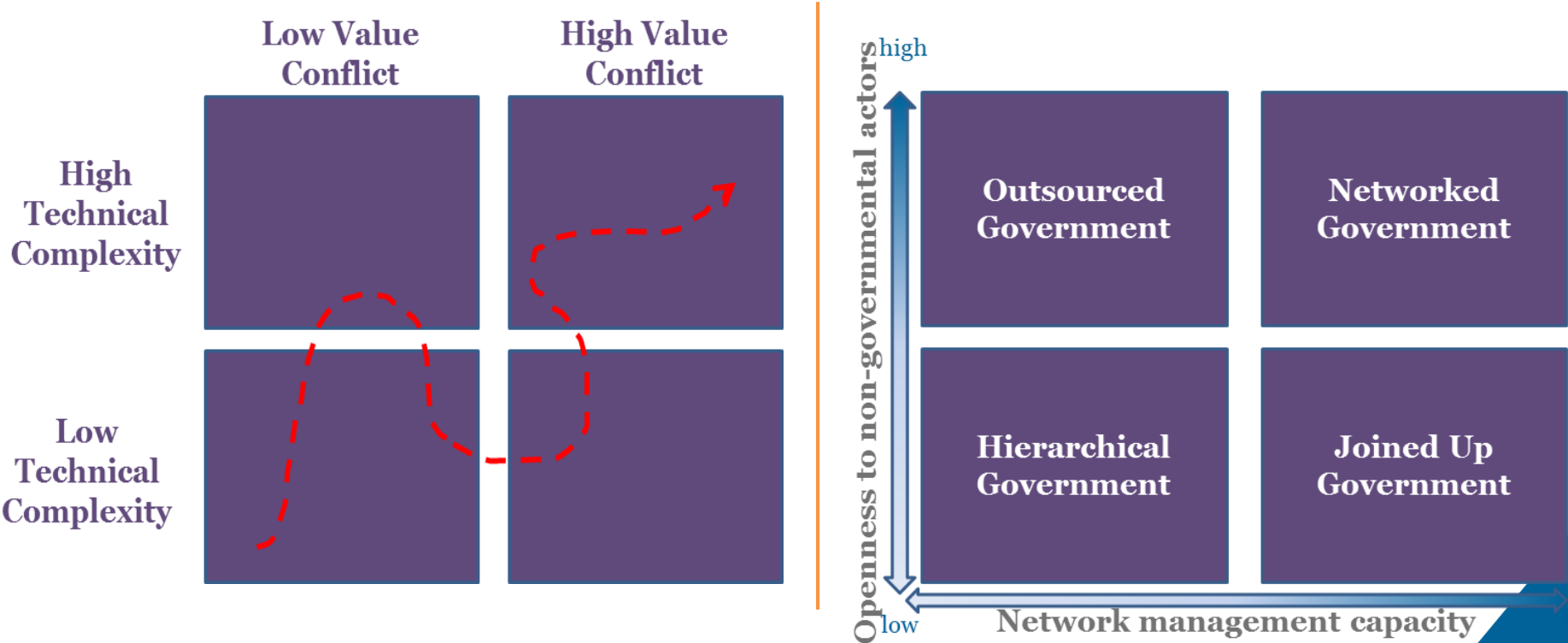
# SKILLS FOR A HIGH PERFORMING CIVIL SERVICE

Good Governance for Cohesion Policy  
May 24, 2018  
Brussels, Belgium

Zsuzsanna Lonti  
Head of Government at a Glance,  
Public Governance Directorate



# Complexity of public (cohesion) policy, requires increasingly networked governments, and...



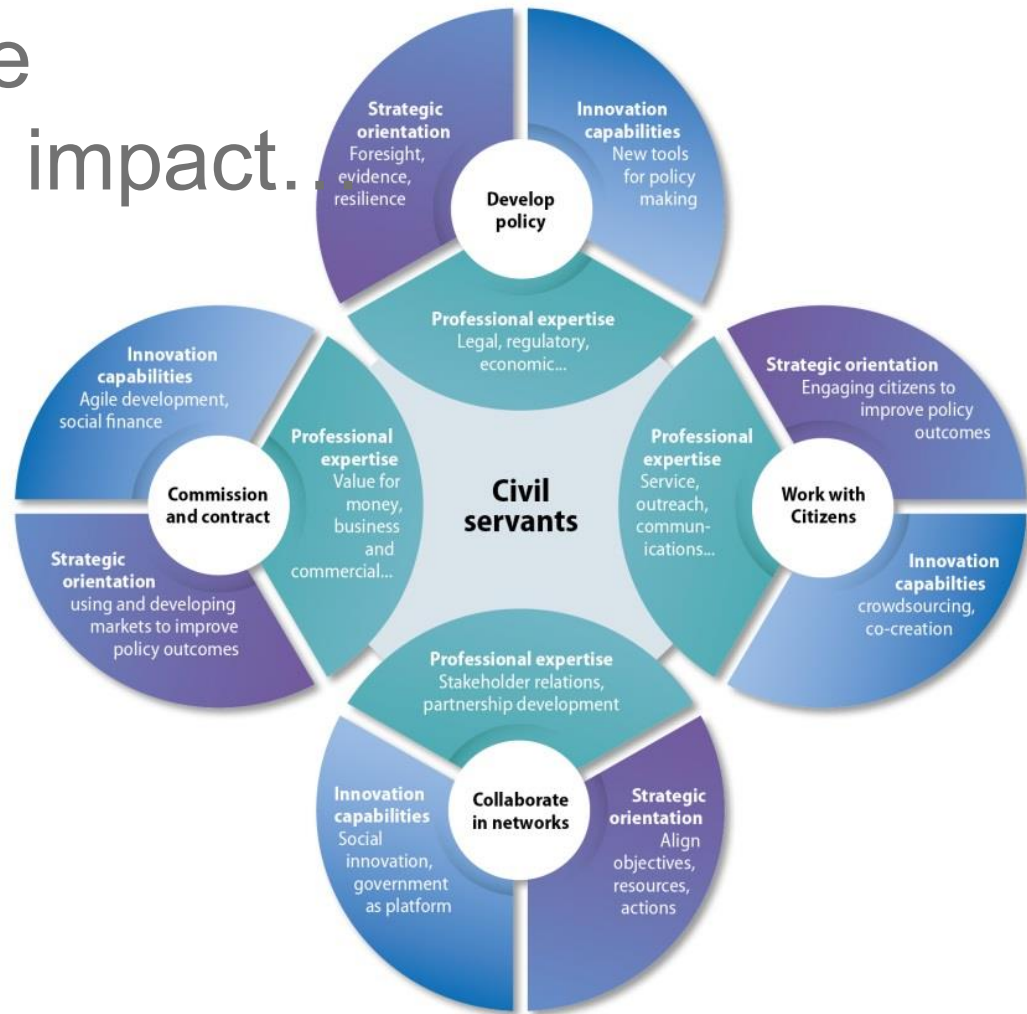


# ... skills to ensure performance and impact.

OECD Public Governance Reviews

## Skills for a High Performing Civil Service

OECD





# ... in a fit-for-purpose public organisation and civil service.

## 1. Determine

- What are the needed skill sets and where are the gaps? How can they be identified?

## 2. Attract and Select

- How can the right people with sought-after skill sets be attracted to jobs in the public sector?

## 3. Develop and nurture

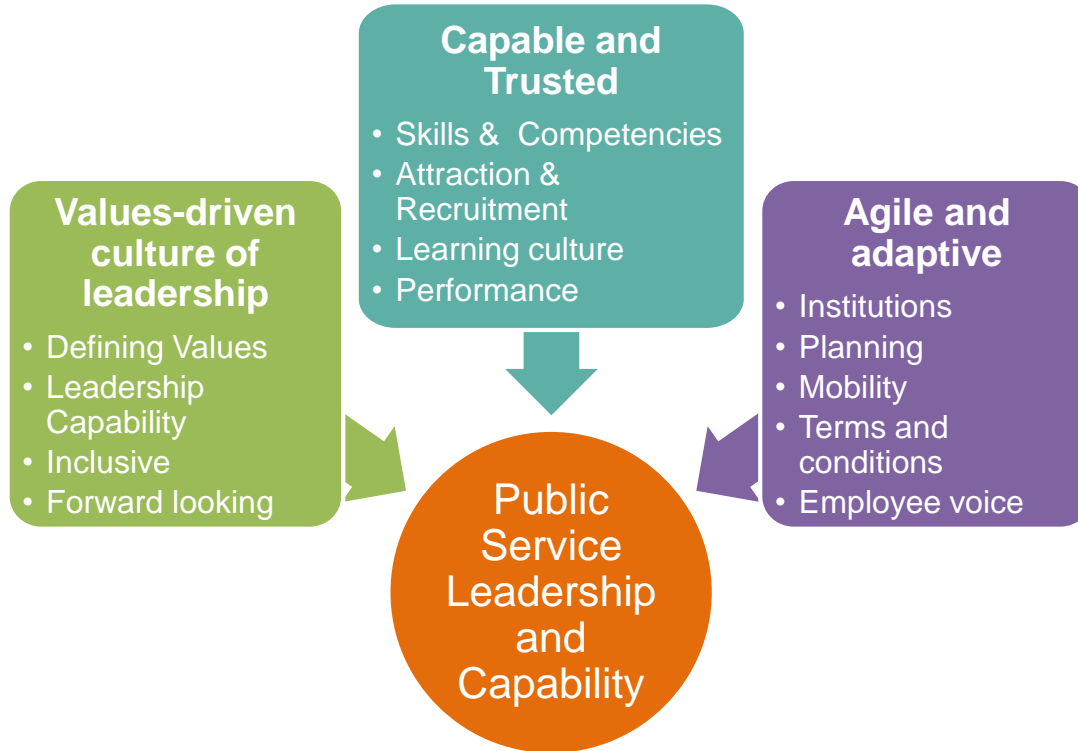
- How can public organisations create a culture of learning for a dynamic and fast-changing world?

## 4. Use

- What kind of organisation and leadership to *motivate* employees and provide *opportunities* to put skills to use?



# Towards an OECD Recommendation on Public Service Leadership and Capability





# THANK YOU

[Zsuzsanna.lonti@oecd.org](mailto:Zsuzsanna.lonti@oecd.org)