

***WORKING TOGETHER EFFECTIVELY:
LEADERSHIP AND MANAGEMENT OF
SERVICES- CROATIAN POINT OF VIEW***



***23rd Council of Europe Conference of Directors of Prison and
Probation Services***

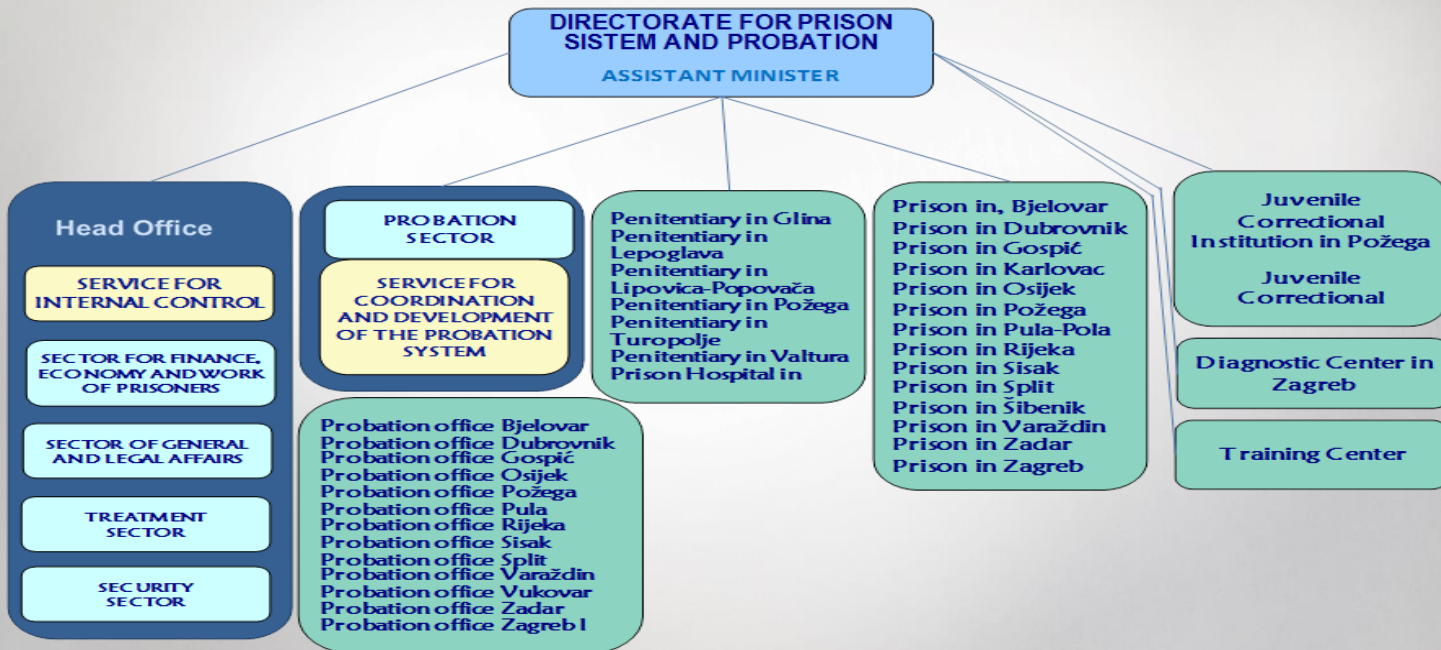
19-20 June 2018 Jõhvi, Estonia

Jana Špero, Assistant Minister

Directorate for Prison System and Probation

Ministry of Justice of the Republic of Croatia

MERGING PRISON & PROBATION



DIFFERENCE



LEADERSHIP AND MANAGEMENT OF PRISON & PROBATION SERVICES

- ❖ ASSISTANT MINISTER
- ❖ HEAD OFFICE - Probation
- ❖ 14 PROBATION OFFICES
- ❖ HEAD OFFICE - Prison
- ❖ 14 PRISONS
- ❖ 7 PENITENTIARIES (1 Prison Hospital)
- ❖ 2 JUVENILE CORRECTIONAL INSTITUTIONS
- ❖ 2 CENTERS (DIAGNOSTIC & TRAINING)



ADAPTIVE CHANGES

- ❖ CLEAR INPUT
- ❖ TRANSPARENCY
- ❖ INTRODUCTION
- ❖ AWARENESS
- ❖ CONVERSATION



TECHNICAL CHANGES

- ❖ EXPLANATION
- ❖ UNDERSTANDING
- ❖ TRANSITION
- ❖ ADJUSTMENT





EFFECTIVE LEADERS, MANAGERS AND LEADERSHIP TEAMS

**CLEAR
INPUT**

**SHARING
KNOWLEDGE**

EDUCATION

COMMUNICATION

DEVELOPING AS LEADERS

- EXCELLENT KNOWLEDGE
- AUTHORITY
- COMMUNICATION SKILLS
- INTEGRITY
- OPEN MIND
- YOUR EMPLOYEES MUST TRUST YOU



SUSTAINABILITY

STANDARDIZATION
of the work practice

CONTINUITY
of leaders,
management,
employees

TRUST
your
colleagues

LAWS, BYLAWS
AND
INSTRUCTIONS

CREATING EFFECTIVE TEAMS

- ❖ POSITIVE WORKING ENVIRONMENT
- ❖ COOPERATION & COMMUNICATION
- ❖ TRUST & SUPPORT
- ❖ TO BE ABLE TO COUNT ON
- ❖ DIVERSITY OF KNOWLEDGE
- ❖ INDIVIDUAL AND TEAM RESPONSIBILITY





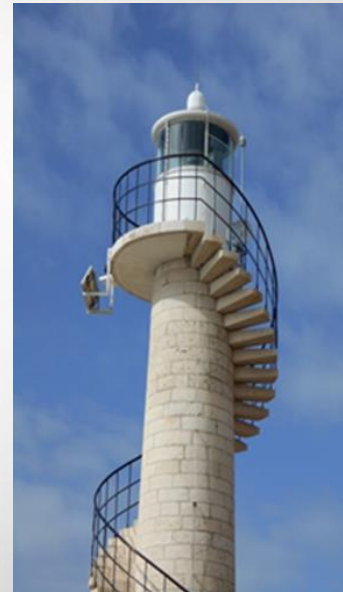
COACHING STAFF

HIERARCHY

TRAINING CENTER

...AGAINST PRESSURE

- ❖ PROFESSIONALISM
- ❖ SUPERVISION



INTERNATIONAL EXPERIENCE



GENDER EQUALITY



THANK YOU FOR YOUR ATTENTION



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