



NEWS

European Network of Training Organization

2018 ENTO General Assembly: election procedures

In 2018 elections of the Bureau and of the President are being held during the general assembly (GA).

The Bureau will be made up of a minimum of 5 and a maximum of 9 ordinary members elected by the GA.

The precise number of Bureau members and the number and type of specific offices (e.g. Vice-Presidents) for a given election term will be decided by the GA.

Members must have been active members for a minimum of a year before they can stand for election to the Bureau.

According to ENTO rules of procedures, Members must declare their candidacy for an office/offices to the ENTO Secretariat a minimum of **20 days before the date of the General Assembly** by completing:

- a declaration form
- a CV pro forma

All forms are available at:

www.ento.org

"Cities in transition: physical and cultural renovation"

1^o ENTO StudyLab in Slavutych (Ukraine) on 23-26 October 2018

The SummerLab in Charleroi consisted in a series of workshops aimed at defining the new concept of ENTO Study Tours, taking as a reference the first edition that will be held in Slavutych (Ukraine) from 23 to 26 October 2018.

Participants to the SummerLab worked intensively to the definition of the agenda and of the conditions for participating. A special thanks goes to the members of the Organization Committee.

So, we are very pleased to present the results of the work.

In attach to the present Newsletter you can find the Guidelines to ENTO members, which offer detailed information on logistical and administrative issues.

A couple of words should be deserved to the topic chosen for the StudyLab.

As the visit to Charleroi clearly underlined, **many times in**



City in transitions: the experience of Charleroi

A visitor who arrives at Charleroi has immediately the impression of a City in transition. Newly regenerated squares and streets, new residential buildings and malls, an attentive refurbishing of urban furniture, like benches and garbage cans. It is a city that wants to leaf beneath its shoulder the long economic crisis connected with the fall down of the traditional mining and steel industry. But of course transition is never easy to lead. Big parts of the city centre, occupied during the crisis by drug sellers and prostitutes are repaved and enlighten in a fashionable way. But still empty of people. Charleroi transition is not just a spontaneous one. It is the result of the Municipality strategy. For this transition, a specific team of architects, urbanists and designers has been created within the local administration. The team is under the lead of Mr. Georgios Maillis, Bouwmeester de Charleroi. The name of the positions comes from Flemish language, one of the three official languages in Belgium, and means "Master of construction". It is a name historically rooted that underline



their lives cities, towns and more generally communities find themselves in a transition phase.

It could derive from an economic crisis, a shift in the main industrial vocation of the area, as it was the case of Charleroi. It could even come from an extraordinary event, as it was the Chernobyl disaster for Slavutych.

In such a transition phase, **local governments are generally in the front line and are called to lead the community towards a safety and prosperous future.**

Generally, **exiting the crisis requires a rethinking of the community intimate identity.** Such a change is not easy to lead. It implies a shift in the local culture, so as to say in the set of assumptions, values and shared norms that inspire citizens' way of life.

Such a shift can be observed in the prevailing behaviors within the community.

Such a shift also involves the city physical appearance: its buildings, its public and private spaces.

There is a **strong interconnection between the external look and the inner spirit of the community.** On one way, the look is

the mirror of the inner spirit. On the other, changes in the physical appearance influence the citizens' attitude.

From this point of view, all local authorities share the same mission of the Bouwmeester Team in Charleroi: to

rebuild the city in its physical appearance but also in its mentality.

How can a local government exercise an effective leadership in the transition phase? Which kind of actions have been

the responsibility of re-building the city. As Ms. Pauline Cabrit, a French landscape architect member of the team and working in Belgium since 2013, clearly stated, the aim of the Bouwmeester Office is to rebuild Charleroi, both physically and mentally. It is an effective way to say that the job cannot be considered finished when the construction site is completed. A cultural construction site needs to be managed, too. It involves people perceptions, expectations and behaviors. How to effectively manage such a work is a good question to be deepened in next StudyLab in Slavutych (Ukraine).

More information: <http://www.charleroi-bouwmeester.be/>

In Houyet the railway station becomes a meeting point for citizens and tourists

Houyet is famous for the castle occupied by the Belgian Royal Family as country residence. A second and maybe most important reason for being so famous consists in being the birthplace of our friend Pierre



Petit. And it is not by chance that the Mayor of Houyet' surname is also "Petit". Mr. Yvan Petit is the

proving to be effective in the practice? Which are the implication for policy-making and public management?

We would like to take the opportunity of the visit to Slavutych to reflect on these issues together.

Summer Lab in Charleroi (Belgium): a great learning and working experience

The first ENTO SummerLab, held in Charleroi (Belgium) on 6-8 June 2018, was a great success. I offered also the chance to learn something interesting about the local authorities sector in Belgium.

Three moments were particularly meaningful in this regard:

1. The visit to the Municipality of Charleroi and the meeting with Ms. Pauline Carit, member of the team which is relaunching Charleroi both physically and culturally
2. The launching conference of the on-line platform "Bureau RH", a special ICT architecture which permits the integration of different App for Human Resources Management, from Job descriptions to performance evaluation.
3. The meeting with the mayor of Houyet, Mr. Yvan Petit, who illustrated the refurbishing of the local railway station into an information and training centre for citizens and tourists

As in the premises, the stay in Charleroi gave the possibility to participants to work on the new concept of ENTO Study Tours (renamed in the workshop as "StudyLab"). In the

following articles more details about the first test of this new initiative, the StudyLab in Slavutyc next October, will be offered.

Bureau RH: the cloud room 2.0 for a coherent HR management within Walloon local authorities.

The Conseil Regional de la Formation of Wallon Government (Belgium), ENTO member, launched on 8 June

mayor of the village for many years and he is also the big brother of Pierre.

So it was a sort of family visit the one we had in Houyet and it gave us the chance to learn about the steps a small village in Belgium is undertaking in order to remain attractive for residents who mainly commute to other cities and to tourists who still bring on the traditional vocation of the area.

Today ca. 4'000 people live in the 10 settlements that merged together as a result of Wallonian territorial reform. The municipal surface is incredibly big compared to the number of inhabitants: more than 122 square kilometer.

Of most interest is the Railway Station, which was transformed in a public space for citizens who need information about municipal services but also take part to ICT courses to improve their knowledge of computers and internet. It is also a welcome point for tourists who come there for visiting such a gorgeous countryside, for wandering and cycling or for canoeing along the Leese River.

Thank you Pierre and thank you, Yvan for your great hosting!

More information (in French) on: <http://www.houyet.be/>

2018 a new webtool for local authorities. Participants to the ENTO SummerLab had the chance to take part to the launching event and to discover a practical solution to improve HR management in local authorities.

Bureau RH it is first of all a platform where different apps connected with local authorities management and specifically human resource management can be found all together. It becomes a sort of desktop where everything needed for everyday management can be found and accessed in one click.



So, if a local public manager needs to recruit a new workers, he/she will find in the portal a specific application for building up the job descriptions, some videos and manuals for planning and conducting the recruiting process, all modules needed to fulfil the regulatory commitments stated in the rules.

All the information needed to fully understand the potentialities of such a tool were presented by Pierre Petit, CRF Director, and his staff during the meeting which was held in Namur (Belgium).

More information (in French) available at: <http://crf.wallonie.be/bureau-rh.html>