Atlas of competences for civil servants

important particularly for managers important particularly for politicians equally important

professional expertises, knowledge

ecological governance regarding for accountability tools awareness for quality organizational knowledge & understanding of managing process

managing objectives, getting commitments competence to explain and convince, leadership

promoting ICT processes implement strategy for developing the territorial policy

personal competences

open mind ethical approach

encourage a citizen orientated culture managing groups for innovation and improvement to understand transparency in relation to the work building networks competence for feedback

to understand effective methods for citizen participation to manage and communicate with social networks to manage and promote the public /private relationship giving support to development managing the process of change

systematic/holistic view dealing effectively with performance problems integrated policies managing diversity

social-communicative competences

methodological competences, abilities