

Strengthening Successful Collaborative Governance Network in age of hyper-connectivity: insights from the CCVP model: a case study of few ministers' experiences



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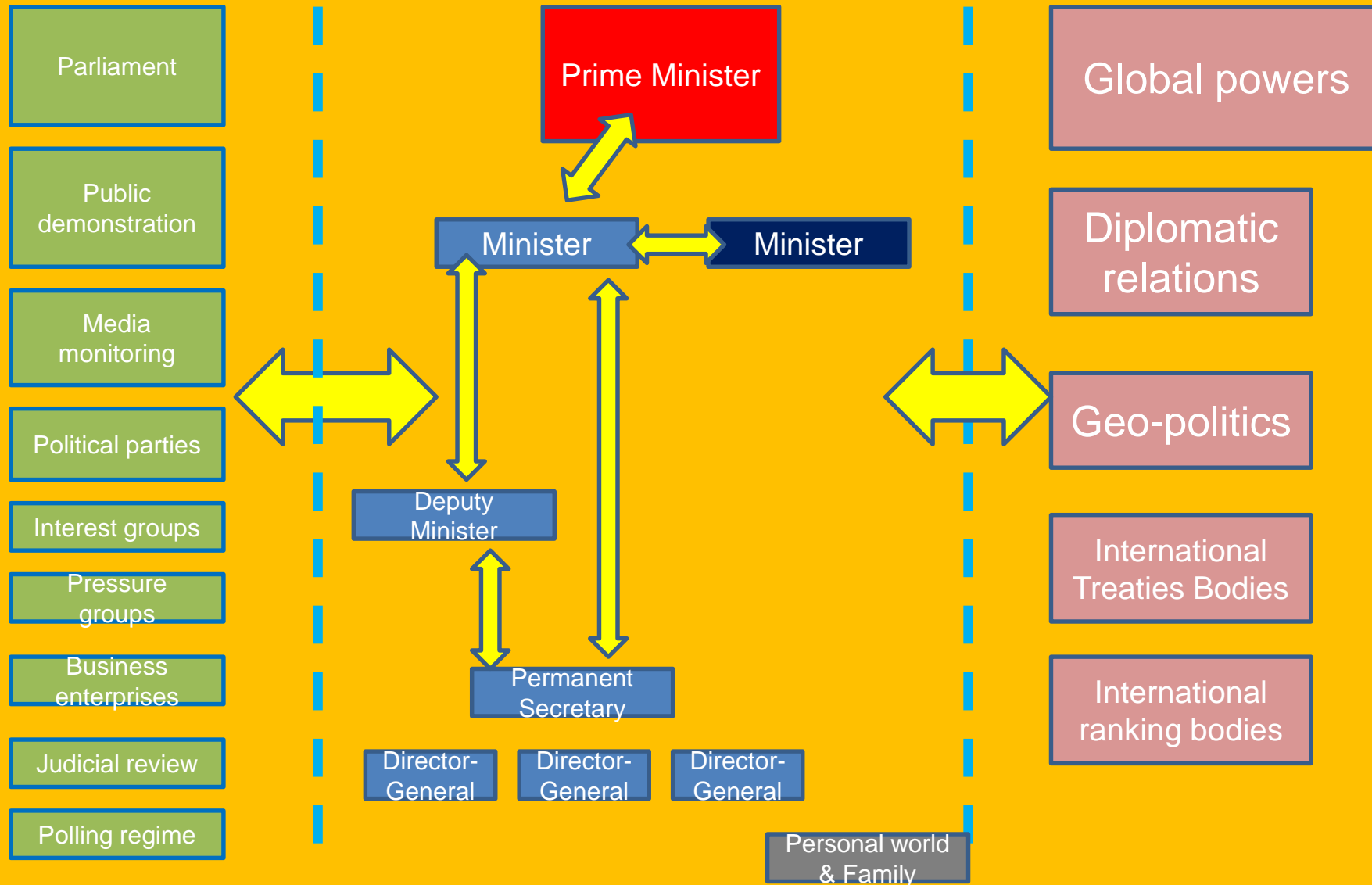
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Part 1:

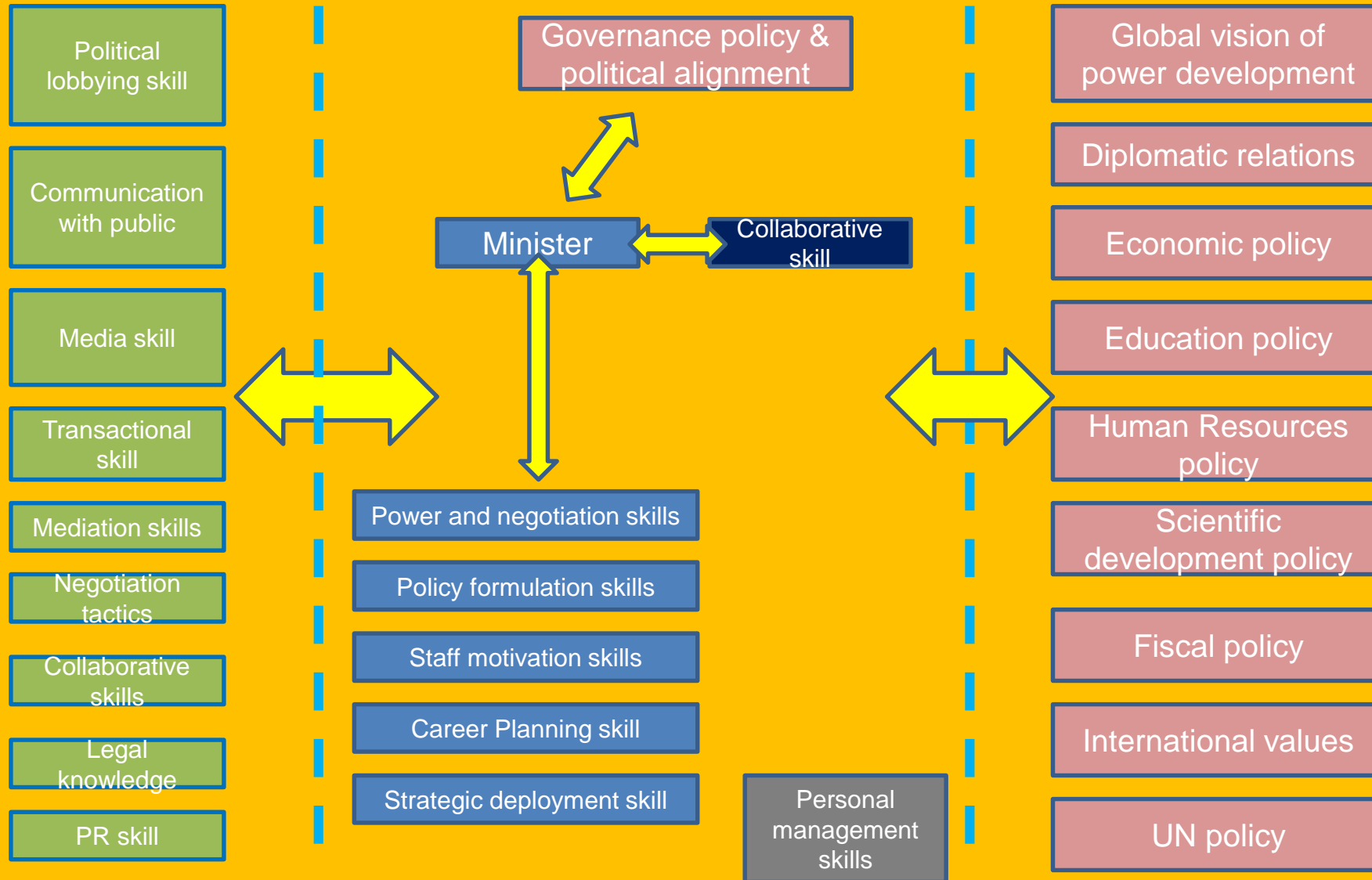
Why some traditional Civil Service HR trainings “dis-connect” from political reality and governing needs of public officials?



The potential disconnection of Civil Service HR Training from political reality



Training Needed for a Minister



Part 2:

How CCVP model transforms public officials' mentality from "dis-connectivity" to "connectivity" in Collaborative Governance: re-engineering towards Mediating Communication (C), Sustainable Collaboration (C), Transforming Values (V) and Connecting Platforms (P)

RECONNECT:

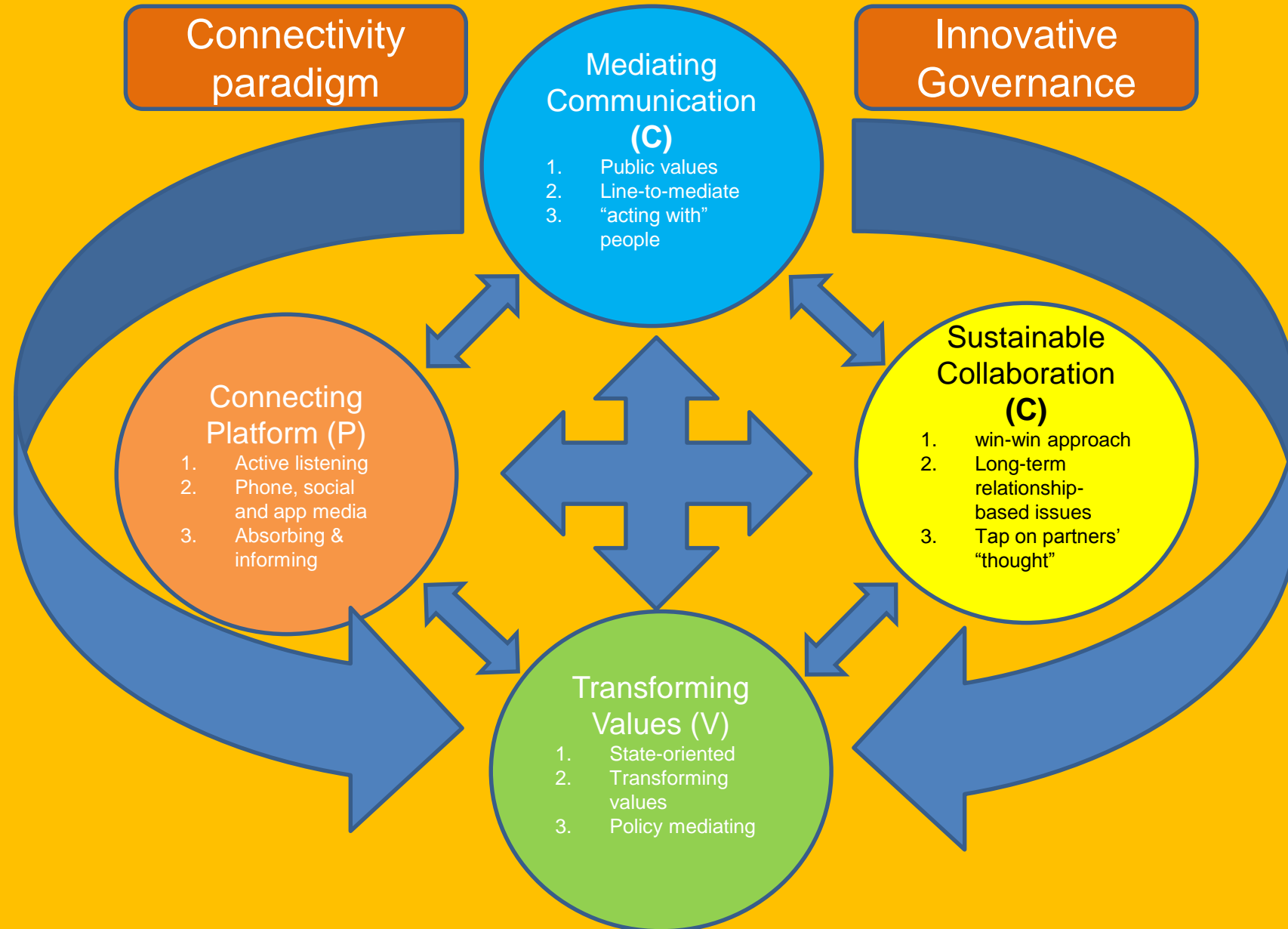


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CCVP Model: Communication (C), Sustainable Collaboration (C), Transforming Values (V) and Connecting Platforms (P)



From Dis-connectivity to Connectivity: Communication, Collaboration, Value & Platform (CCVP Model)

	Traditional public admin HR curriculum	Cutting-edge public admin HR curriculum
Paradigm	Dis-connectivity	Connectivity
Governance Mentality	Consistency	Innovative
1. Mediating Communication (C)	<ol style="list-style-type: none"> 1. Propaganda 2. Line-to-take 3. “acting on” people 	<ol style="list-style-type: none"> 1. Public values 2. Line-to-mediate 3. “acting with” people
2. Sustainable Collaboration (C)	<ol style="list-style-type: none"> 1. made-use of partners 2. Short-term policy-based issues 3. Tap on partners’ “months” 	<ol style="list-style-type: none"> 1. win-win approach 2. Long-term relationship-based issues 3. Tap on partners’ “thought”
3. Transforming Values (V)	<ol style="list-style-type: none"> 1. Ministry-oriented 2. Upholding values 3. Policy positioning 	<ol style="list-style-type: none"> 1. State-oriented 2. Transforming values 3. Policy mediating
4. Connecting Platform (P)	<ol style="list-style-type: none"> 1. Distant dialogue 2. Traditional media 3. Promoting-oriented 	<ol style="list-style-type: none"> 1. Active listening 2. Phone, social and app media 3. Absorbing & informing

Part 3: What curriculum can HR Development Institute enrich in the HR Training Programs and International Cooperation?



Harvard University:

Public Admin

Human Resources Development (HRD) Curriculum



Harvard University:



Public Admin Human Resources Development (HRD) Curriculum

International Politics and Policy	Ministerial Human Management	Leadership skill-set	Communication & Collaboration	Organizational Leadership
<ol style="list-style-type: none"> 1. Business and government policy 2. Economic policy 3. Foreign policy 4. Health policy 5. Social policy 6. Urban policy 7. Political policy 8. Building and maintaining political support <i>(soliciting public support for law-making)</i> 9. Political thought and institution positioning <i>(lobbying for law-making process)</i> 	<ol style="list-style-type: none"> 1. Strategic Plan and control 2. Strategic adaptive management 3. Strategic facilitated emergence 4. Strategic structural transformation 5. Strategic governance 6. Strategic management in public sector 	<ol style="list-style-type: none"> 1. Moral leadership 2. Management & leadership 3. Adaptive leadership 4. Managing risk 5. Crisis management 6. Principled negotiations 7. Multi-party negotiations 8. Executive decision making 9. Navigating private finance and capital markets 10. Cybersecurity 	<ol style="list-style-type: none"> 1. International and global affairs 2. Public-private partnership 3. Democracy, politics and institutions 4. Women and power 5. Pressure groups 6. Legislative, press and citizenship relationship 	<ol style="list-style-type: none"> 1. Organizational architecture and design 2. Public sector innovation 3. Understanding user needs 4. Designing programs for public benefits 5. Users' satisfaction & improvement 6. Behavioral insights 7. Protecting consumer interest 8. Protecting privacy 9. Protecting integrity

Cambridge University:

Public Admin

Human Resources Development (HRD) Curriculum





Human Resources Development (HRD) Curriculum

International Politics and Policy	Ministerial Human Management	Leadership skill-set	Communication & Collaboration	Organizational Leadership
<ol style="list-style-type: none">1. Sustainability Concepts, Trends and Pressures2. Government Policy & Regulations	<ol style="list-style-type: none">1. International Governance2. Business Models, Strategy & Corporate Governance3. The Business Case for Action	<ol style="list-style-type: none">1. Leadership for Sustainability2. Corporate Philanthropy3. Employment & Operational Practices	<ol style="list-style-type: none">1. Communication, Advocacy & Education2. Cooperation, Collaboration & Partnership	<ol style="list-style-type: none">1. Research Skills2. Sustainable Design & Technology3. Sustainable Finance & Investment4. Sustainable Production & Consumption

Tsinghua University:

Public Admin

Human Resources Development (HRD) Curriculum



Tsinghua University:



Public Admin Human Resources Development (HRD) Curriculum

International Politics and Policy	Ministerial Human Management	Leadership skill-set	Communication & Collaboration	Organizational Leadership
1. Public Policy Analysis	1. Development Strategy and Planning	1. Social Research Methods	1. Public Speaking	1. Innovations in Social
2. Policy Design and Evaluation	2. Public Management	2. Leadership	2. Media and communication	2. Strategic Decision-making
3. Chinese Foreign Strategy and Policy	3. Western Public Management Thinking	3. Public Law	3. Management Communications	3. Organizational Change and Human Resources
4. Regional development and policy	4. Management of Non-profit organizations	4. Public Affairs Ethics	4. Official Etiquette	4. Knowledge Management
5. Sociology and Social Policy	5. Government Performance Management	5. Public Document Writing	5. Public Relations	5. Political Science
6. Social Security Policy	6. Modern Urban Governance	6. Paper Writing	6. Emotional Balance Management	6. Public Economics
7. International Organizations and Global Governance		7. Financial Management	7. E-government	7. Chinese Educational Reform & Development
8. Traditional Chinese Thinking on Governance		8. Project Management	8. Conflict Resolution	8. Chinese Public Health Reform & Development
		9. Negotiation skills	9. Government & Market	9. Economic Reform and Development in China: Theory and Practice
		10. Budget Tools	10. Operations of the Chinese Government	
		11. Public Crisis Management		

Possible HRD Model: International collaboration

Direction	Details
1	<p><u>Re-visiting of HRD framework</u></p> <ul style="list-style-type: none">• Understanding how international counterparts offer in HRD• Streamlining the needs of various HRD for civil servants via user-feedback loop/ trace-study/ closed-door dialogues• Enriching HRD via “problem-induced curriculum approach”
2	<p><u>Re-visiting of HRD curriculum</u></p> <ul style="list-style-type: none">• Measure the effectiveness of the existing curriculum• Capturing new ideas for cutting-edge development• New design of tailor-made HRD program
3	<p><u>Enrichment of new HRD curriculum perspectives</u></p> <ul style="list-style-type: none">• Public administration training leadership• Neurosciences• Personal management leadership

Concluding remarks: HRD for What?

