

## **The EAS celebrates its 5th birthday**

**The European Administrative School was five years old earlier this year and on 25 June organised a celebration to mark this birthday. The event offered a good occasion for the 150 participants from all the Institutions, many of them dealing with HR and staff development, to get an overview of the School's offerings and challenges for the future.**

The highlight of the event was an inspiring address by Alain Hubert, the founder and president of the International Polar Foundation at the South Pole. Among his many messages about leadership was how important it is to "deconstruct the impossible" in order to find a solution when the alternative is utter failure – a positive way of countering those who seek refuge behind the saying "nul n'est tenu à l'impossible"!

Two members of the School amused and informed the audience with a short extract from the School's one-day seminar "The history and stories behind the construction of Europe". People were asked to identify four pictures marking important stages in Europe's development. Not everyone got them all right!

Vice-President Maroš Šefčovič closed proceedings with a wide-ranging speech about the challenges facing the European Civil Service and the vital contribution the School makes to staff learning and development across all the institutions. He also underlined the increasingly important role it has to play in contributing to joint training efforts with national administrations.

Participants received an attractive folder containing an easy-to-read information sheet for each of the School's training programmes. There are now 24 of these, including a complete range of management courses for staff as they move through different stages of their career from team leader right up to senior management.

It is worth reminding readers that an important change took place earlier this year when the Commission and the School agreed a number of rationalising measures in the field of management training. As a result, staff wishing to apply for a Head of Unit post in the Commission must now follow the School's "Essential management skills" course, as "First steps in management" no longer exists. The School offers another course for AST staff who run teams called "Lead your team". A similar course offered by the Commission has been phased out. This has enabled the Learning & Development Unit in DG HR to redirect some of its resources to Commission-specific learning activities.

These changes make matters simpler for staff and allow them all to reap the benefits of taking part in an inter-institutional training programme. This is especially important in the field of management training as one of the School's goals is to promote cooperation among staff of the different institutions and contribute to the development of a European Civil Service management ethos that reflects our common values and heritage.

Please remember to look from time to time at the [EAS website](#) to keep up-to-date with all the training programmes on offer.

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