The Court as a Self-Learning Organization

Purpose

Supporting the court's activities in the field of creating horizontal networks for the coordination of activities and supporting changes aimed at creating interdisciplinary project teams within the existing human resources.

Assumptions

The basic assumption of the practice is the thesis that in the area of justice in Poland, it is necessary to systematically and coherently act to promote the project-based model of organization management, support the creation of horizontal networks and take action for the development of innovation and employee initiatives.

Create a tool

The tools for implementing the practice will be:

1. Diagnosis of the current standard in the field of project management solutions used in court. Diagnosis of the current standard in the area of horizontal coordination networks of activities and interdisciplinary project teams (expert method – text document).

2. Development of guidelines for the target logic and rules for designing solutions in the area of horizontal coordination networks and interdisciplinary project teams.

3. Development of an analytical tool supporting the recruitment and selection of employees for project teams – test (expert method – text document).

4. Conducting a moderated session aimed at disseminating knowledge in the field of establishing project structures, setting tasks, setting goals and scheduling work among the court board, branch managers, heads of secretariats and heads of departments and selected employees (report).

5. Consulting service regarding the modification of existing (in formalized or informal form) documents/rules/standards in the field of establishing project structures, setting tasks, setting goals and scheduling work (conducting discussions among the management, in the form of moderated workshops - report).

Description of the functioning of the practice

The essence of good practice consists in:

1. diagnosis of the current standard in the field of horizontal coordination networks of activities in court and the functioning of interdisciplinary project teams within the existing human resources,

2. strengthening the effects of self-learning of the organization by creating networks and stimulating horizontal communication within the organization,

3. dissemination of knowledge in the field of proven solutions in the area of horizontal coordination networks and interdisciplinary project teams among the court board, branch managers, heads of secretariats, heads of departments and heads of departments and employees,

4. discussion among the management (in the form of moderated workshops) on possible modifications of the current state of affairs in the area of horizontal coordination networks and the organizational structure of interdisciplinary project teams (note: only if solutions in this area already exist in court),

5. defining guidelines for the implementation of the target logic in the area of horizontal coordination networks of activities and organization of interdisciplinary project teams, taking into account their structure, number, task profile, optimal staff, methods of recruiting team members and the management model.

Benefits

1. To raise knowledge and awareness of the optimal court policy in terms of horizontal coordination networks and to support changes oriented towards the creation of interdisciplinary project teams within the existing human resources.

2. Possibility to define guidelines for the implementation of the target logic in the area of horizontal coordination networks of activities and organization of interdisciplinary project teams, taking into account their structure, size, task profile, optimal staff, methods of recruiting team members and management model.

Cost of implementation

The cost of implementing the good practice depends on the selected level of project advancement.

Other necessary expenditures/activities

The basic assumptions of this good practice imply the need to develop appropriate guidelines and principles of the policy for managing the court as an organization.