

## Leaders for Justice

Leadership Program for Romanian Junior Lawyers\*

2011

The Rule of Law Program South East Europe of the Konrad-Adenauer-Stiftung announces the beginning of the second edition of the Leadership Program for Romanian Junior Lawyers – “Leaders for Justice” („Lideri pentru Justiție”).

**Application process:** September 20<sup>th</sup> – October 31<sup>st</sup> 2010

The application is open to Romanian law students (in their last year of university studies), postgraduate and PhD students, as well as young legal professionals, in the first three years of their career.

You should send your application in **English** to [leadership@kas.ro](mailto:leadership@kas.ro) by **October 31<sup>st</sup>, 2010**. We will select **20** young and future lawyers with **leadership potential**.

- The Application pack shall include:
  - your **curriculum vitae**
  - a one page **letter of motivation**
  - a 2-page essay: **“My first 90 days as the Romanian Minister of Justice”**. Your essay should answer the following questions: *What do I intend to do? Who will be part of my team? How will I achieve my objectives?*

Only documentation sent in **English** will be considered.

**Selection of participants:** November 2010

- ⇒ will consist of:
- **pre-selection** based on your **written applications**
  - **interview** with the selection committee
  - **assessment center**.

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\* By **lawyers** we mean persons who have studied law, irrespective of their chosen legal career.

**Successful applicants will be informed by the end of December 2010.**

- ⇒ Experts and foreign guests, all inspiring characters, will guide your footsteps on the path of **leadership**. You will learn from the knowledge and experience of your tutors and your colleagues alike, share best practices and expand your professional horizon.
- ⇒ As participant in this program, you will have access to all conferences and seminars organized by the RLP SEE in Romania.
- ⇒ In order to successfully end the program, you have to prove your leadership skills by developing a group project together with your fellow participants.
- ⇒ As **commitment** and **integrity** are the key-words, participation in all of the sessions is compulsory.

The primary **goal** of the leadership program is the creation of a pool of young individuals who understand the importance of values and integrity, and who are ready to take the lead in promoting rule of law principles and enforce them through their work.

The project's **objectives** are to train talented junior lawyers to become leaders in their field, to equip them with essential leadership skills, project management abilities, as well as substantive knowledge about democracy, rule of law, justice and especially professional ethics. They will also be involved in individual and group projects in order for them to have a practical understanding of what being a leader means.

The **target group** of this program is made of law students in their last year of university studies, master or doctoral law students, and recent law graduates in the first 3 years of their professional career, who prove leadership potential. The participants, coming from all over Romania, need to be genuinely interested and committed to play a pro-active role in the evolutions of the legal and socio-political system of Romania.

The **activities** envisaged by the project will comprise three main components: learning, seeing and doing. Each of these components focuses on the development of key abilities foreseen for the participants in the program. The program consists of six training sessions throughout 2011, meetings with experts, seminars, and developing a project.

**Training sessions:** February – June 2011

**I. Vision and Creativity. Let the Thinking Begin!**

- Humanity as the fundamental value of justice
- How to design the right vision
- Creativity and critical skills
- A vision for change in the justice system

**II. Team Leading and Team-work. The Tale of *I Do vs. We Do***

- Building trust while you lead
- The secret of teamwork: inspiration and motivation
- Basic communication skills for managers

**III. Decision Making and Change Management. The Art of Sound Choices**

- The modern concept of justice
- Decision toolkit for legal professionals
- Planning for change
- My personal plan of action

**IV. Project Management. The “How to” that Will Make the Difference**

- Mentorship values
- Supervision skills for legal professionals
- Transforming vision into action: resources management

**V. Communication Skills. Say It Better, Write It Better**

- Is Morality the permanent challenge of Law?
- Communication and presentation skills
- The persuasion toolkit of the leader

**VI. Evaluation and Feedback. What Else You Need to Know to Make a Good Leader**

Workshop/Review Session

- What did I learn from the *Leaders for Justice* program?



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- Why do I want to be a good leader?
- Where can I find the necessary resources?
- When shall I start to practice leadership?

The main **result** of the leadership program will be the sustained training and support of 20 young lawyers. We envisage an attitudinal and behavioral change of the participants, whom we expect to develop leadership skills, capabilities and modes of action, and thus become agents of change. The participants shall serve as multipliers and pass on their experience to a wider spectrum of young legal professionals. Through this, they are expected to create a national network of young legal professionals, and to contribute to the strengthening of civil society organizations in the field.

**Send your application now!**