



Flanders
State of the Art

ANNUAL REPORT 2022 DIPLOMATIC ACADEMY

**FLANDERS
CHANCELLERY &
FOREIGN OFFICE**

www.vlaanderen.be/departement-kanselarij-en-buitenlandse-zaken

The establishment of a Diplomatic Academy at the Flanders Chancellery and Foreign Office was a promise set out in the Flemish Coalition Agreement 2019-2024. It is part of Flanders' ambition to strengthen its diplomacy and was incorporated in the department's business plan for 2022.

The guiding principles for the operation of the Diplomatic Academy (DA) were defined by the department's management team (MT) on 16 November 2021.

On 1 February 2022, the MT approved the DA programme for the 2022-2023 period. At the end of March 2022, the department completed the selection of candidates to be prepared for a career in Flanders' diplomatic service. Their training programme at the Diplomatic Academy started on 1 April 2022.

FIGURES

IN 2022

28 **18**

LEARNING ACTIVITIES

SUBJECTS

The Diplomatic Academy offered **28 learning activities** on **18 different subjects**.

218 TEACHING HOURS spread over **48** WORKING DAYS

THE WHOLE CALENDAR FOR 2022 IS TO BE FOUND IN THE ANNEX

DIPLOMATIC REPRESENTATIONS

In the same period, **eight colleagues** completed **53 weeks** of practical training during internships in **eight of Flanders diplomatic representations**.

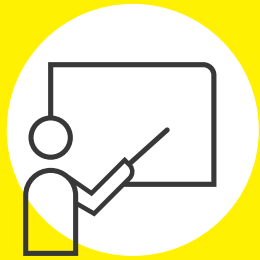


	# internships	# weeks
Berlin	1	8
EU (Brussels)	2	4
Geneva	1	3
Copenhagen	1	8
New York	1	8
Paris	1	5
Pretoria	1	8
Warsaw	1	9
TOTAL	9	53

TRAINING

In-house experts were used three times to provide training, but in most cases external experts and training providers were called in.

In 2022, the Diplomatic Academy engaged external trainers/lecturers from Meanders Consulting, KU Leuven, Vrije Universiteit Brussel, Van Kelst & Co, Tybeert, A-Lissome, Guiding Transition, Clingendael Institute - The Hague, RCA (via framework agreement), Xylos, Royal Conservatoire Antwerpen, Embassy of the Netherlands in Brussels, College of Europe in Bruges, Scriptorij, and ECT ("Ervaring in Computer Training").



Of all the learning activities, **64%** could be attended **online** versus **77% in class**. **On-site attendance** amounted to **57%**; **online attendance** to **43%**.

The courses generally took place in **Brussels**, but exceptionally also in **Ghent, Antwerp** and **Bruges**.

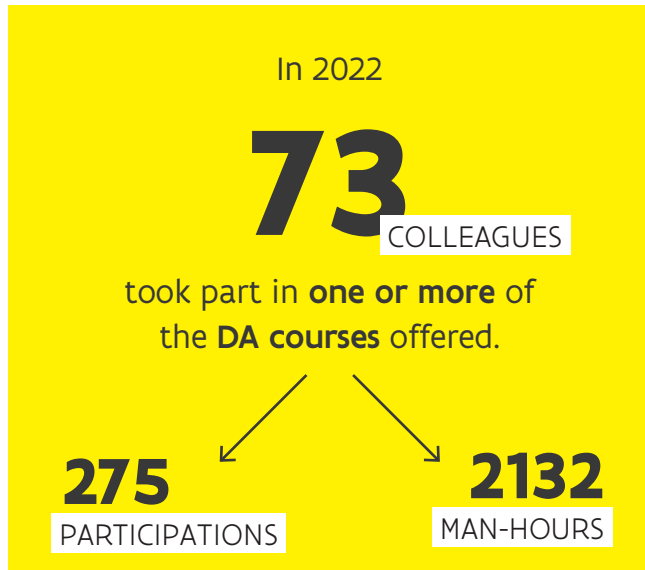
Over three quarters (**76%**) of lessons were taken in **Dutch**; a **small quarter** in **English**.

Trainers and lecturers came not only from **Flanders** but also from **the Netherlands, the United Kingdom** and **France**.

A **quarter** of the lecturers were **women**, **three quarters** were **men**.



PARTICIPANTS



The extent to which different groups of staff members participated is shown below. More than half of the registered participants were based at headquarters, representing a quarter of all registrations. The small group of selected prospective diplomats, however, accounted for two-thirds of all the class hours attended.

NINE PROSPECTIVE FLANDERS DIPLOMATS

During the first months of 2022, the department selected nine candidates to be prepared for Flanders' diplomatic service. Candidates were recruited both within and outside the department.

This new batch of prospective Flanders diplomats is following a mandatory DA training programme, which runs from April 2022 to June 2023 and also includes internships at diplomatic representations abroad. Upon successful completion of their training, the participants will join Flanders' diplomatic service in the summer of 2023.

Parts of this programme could be attended on a voluntary basis by other colleagues of the Flanders Chancellery and Foreign Office or the Flemish public administration.

DA - 2022	# participants	%	# courses	%	# hours	%
Diplomatic representatives	13	17.8	28	10.2	121.75	5.7
Prospective diplomats	10	13.7	157	57.1	1400	65.6
Other staff abroad	9	12.3	18	3.5	141.5	6.6
Subtotal of staff abroad	32	43.8	203	73.7	1663.25	77.9
Headquarters-based staff	39	53.4	70	25.5	446.3	21
Other ministries or agencies	2	2.7	2	0.7	23	1
TOTAL	73	99.9	275	100	2132.55	99.9



Participants of the International Negotiation training course, with trainer Ron Ton, Director of the Dutch Clingendael Institute. Brussels, HT Building, 27-29 June 2022.

ORGANISATION

In 2022, the Diplomatic Academy could count on the highly valued cooperation of colleagues from the Agency for Government Personnel (AgO) and the Agency for Facility Operations (HFB) for practical and administrative support. This cooperation was crucial during the initial stage of the programme.

It was decided from the outset to programme and manage all DA learning activities via Vlimpers-Leren, the learning management system of the Agency for Government Personnel.

The practical organisation of the many internships abroad was taken up by the department's Foreign Offices Support team.

BUDGET

The Diplomatic Academy's 2022 program was organised at a cost about €150k. Roughly one third of that amount was to cover the cost of internships abroad.

INTERNATIONAL COOPERATION

During its first year of operation, the Diplomatic Academy established initial contacts with Diplomatic Academies of other European countries. The intention is to expand this cooperation over the next few years with a view to strengthening and internationalizing its own programme.



From left to right: Rafał Siemianowski, Ambassador of Poland to Belgium; Arkady Rzegocki, Head of the Polish Ministry of Foreign Affairs and the Polish Diplomatic Academy; Koen Jongbloet, Director of the Diplomatic Academy of Flanders; Lukas Van Damme, Head of the Geo-desks Team at the Flanders Chancellery and Foreign Office (Brussels, 26 October 2022)

ANNEX

Date	Learning activity	On-site	Online	# Participants	Hours
29.01.2022	Government of Flanders foreign policy 1982-2022	0	4	4	1.5
08.04.2022	Institutions of Flanders	0	15	15	2
15.04.2022	Government of Flanders foreign policy 1982-2022	5	10	15	1.5
20.04.2022	Coaching skills (day 1)	6	2	8	7
22.04.2022	Language & territoriality in Flanders	8	4	12	1.75
27.04.2022	Coaching skills (day 2)	7	1	8	7
29.04.2022	Flanders in figures	5	11	16	2
02.05.2022	Coaching skills (day 3)	6	2	8	7
06.05.2022	Jonathan Holslag, From Wall to Wall (2021)	9	3	12	1.5
12.05.2022	Time management (part 1)	0	10	10	3.5
13.05.2022	History of Flanders (parts 1 and 2)	11	19	30	2
19.05.2022	Time management (part 2)	0	8	8	3.5
24.05.2022	Time management (extra session)	0	2	2	2
25.05.2022	History of Flanders (parts 2 and 3)	11	17	28	2
01.06.2022	Networking (part 1)	0	9	9	3
03.06.2022	History of Flanders (part 4)	9	15	24	1
07.06.2022	Networking (extra session)	0	2	2	2.5
08.06.2022	Networking (part 2)	0	11	11	3
10.06.2022	History of Flanders (parts 5 and 6)	10	13	23	2
14.06.2022	Time management (part 3)	0	9	9	3.5
17.06.2022	History of Flanders (parts 7 and 8)	9	9	18	2
20.06.2022	Coaching skills	13	0	13	3
27.06.2022	Communication and camera techniques	4	0	4	8
27.06.2022	International negotiation (day 1)	15	0	15	6
28.06.2022	International negotiation (day 2)	15	0	15	6
29.06.2022	International negotiation (day 3)	14	0	14	6
30.06.2022	Communication techniques	11	0	11	4
30.06.2022	Camera training	3	0	3	4
04.07.2022	Camera training	6	0	6	4
11-15.07.'22	EU Energy Policy & Green Deal	9	0	9	40
Summer break					

Date	Learning activity	On-site	Online	# Participants	Hours
18.08.2022	Camera training (extra session)	2	0	2	3
30.08.2022	Communicating visually with PowerPoint	0	10	10	3.5
01.09.2022	Government of Flanders foreign policy 1982-2022 (extra session)	4	0	4	1.5
05.09.2022	Addressing an audience	9	0	9	4
06.09.2022	Communicating visually with PowerPoint (2)	10	0	10	3.5
06.09.2022	Reception by the Ambassador of the Netherlands	9	0	9	2
12.09.2022	Cable writing	15	0	15	7
13.09.2022	Writing speeches	9	2	11	7
19.09.2022	Development cooperation (part 1)	5	8	13	3.5
20.09.2022	Development cooperation (part 2)	4	8	12	3.5
21.09.2022	Development cooperation (part 3)	4	7	11	3.5
22.09.2022	Development cooperation (part 4)	6	4	10	3.5
28.10.2022	Communicating visually with PowerPoint (extra session)	0	1	1	3
02.12.2022	Addressing an audience (extra session)	7	0	7	6.5
13.12.2022	Coaching skills (day 1) (extra session)	5	3	8	7
19.12.2022	Coaching skills (day 2) (extra session)	5	3	8	7
22.12.2022	Coaching skills (day 3) (extra session)	4	3	7	7
TOTAAL		284	225	509	218.25

COLOPHON

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