

The European Union's ENPI Programme for Ukraine

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Report on the A4U COMMUNITY BUILDING EVENT on 14 December 2018

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REPORT on the A4U COMMUNITY BUILDING EVENT

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A. ORGANISATION

The EU Delegation to Ukraine – after modifications – in November 2018 has approved the Concept, the Agenda and the budget of the A4U Community Building Event. An Organisational Committee was set up by the A4U TL, which has been functioning in the preparatory phase and has coordinated and arranged all the major organisational measures.

The Overall Objective of the Event was having a large community of supporters, promoters and friends established, developed and maintained around the Association Agreement between the EU and Ukraine and the aims of the European integration of the country. The A4U COMMUNITY was perceived to be a large and continuously increasing group of people, who declaredly support the European way of societal and economic developments in Ukraine. It was planned as open for participation for everybody who shares the related ideas and is able and ready to behave, work and influence others in these directions.

The event organisers also wished to share successful cases on AA implementation from other ‘horizontal’ projects (EU4PAR, BRDO).

The **Purpose** of the event was to serve as a stimulus to formulation of the A4U COMMUNITY in Ukraine. The event was built on the past and present activities of the A4U and other Assistance Projects. The founding members of the A4U COMMUNITY became A4U experts, staff and Fellows and Host Institutions’ leaders and staff involved in the A4U Project. The circle of participants is planned to broaden with every forthcoming event of the COMMUNITY, providing a growing and strong support to the AA and European Integration related ideas in Ukraine.

The event was strongly interactive, results oriented, promotional and motivational and friendly and relaxed. The agenda, the way of organisation and the promotional items distributed to the participants all served the mentioned aims well.

The event also provided possibilities to note the end of the 2018 year, greet the coming year and – with the provided services, trainings and motivational tools – to acknowledge and thank for the work of the A4U fellows and their supervisors, who were ready to work and remain with the A4U with no regard to the rather low remunerations.

All the planned **Results** of the event were produced as follows. The Event:

1. Provided a concise summary picture of the AA implementation and the A4U Project Results during the first 3 years of the Project in an interactive and promotive way through presentations and discussions;
2. Created joint views and approaches of the COMMUNITY participants through raising, discussing and distributing genuine cases and lessons learned of either critical or successful character on the implemented EU related actions as well as the tasks ahead of development of the Ukrainian public administration;
3. Strengthened collaboration and developed joint approaches among the members of the different participants in a relaxed and friendly atmosphere through networking and increasing acquaintance amongst participants of the COMMUNITY; and
4. Trained and distributed new approaches and experience on personal and professional

development and life skills which are making both work and life of the COMMUNITY participants more successful with special view to Junior Fellows and new civil servants.

The **Activities**, as summarized in the Agenda of the event were all implemented as follows:

08:10 - 08:30 Meeting at Government Building and transfer to the venue exactly at 8:30

09:30 – 10:00 Registration, coffee

10:00 – 10:30 Opening by A4U/GOCEEI and Welcoming Addresses

- Hugues Mingarelli, Ambassador, Head of the EU Delegation to Ukraine
- Olga Stefanishyna, Director General of the Government Office for Coordination of European and Euro-Atlantic Integration
- Dr Janos Zakonyi, Team Leader, A4U

10:30 – 13:45 MODULE 1: AA reforms: New Challenges Are New Opportunities

10:30 – 11:30 Key Association 4U Project Achievements (focus on AA-related developments with special regard to the necessary expertise (J. Zakonyi); extension of the A4U Project (J. Wellner); Fellowship Program (training - M. van den Muijzenberg; legal approximation and translation - C. Herma; communication – L. Kosar)

11:30 – 12:20 Success Stories and Case Studies: presentation of the Questionnaire Results by A4U and Fellows and contributions by Fellows and Supervisors and Colleagues at the host institutions.

12:20 – 12:30 Break

12:30 – 13:20 Continuation: Success stories, other Case studies and follow up discussion

13:20 – 13:45 Partner projects / Guests: BRDO (EU4Biz), EU4PAR, NACS. Successful cases on AA implementation from other 'horizontal' projects. Main messages: coordination/creating synergies/staying in touch and mutually supportive.

Moderators: EUD/ GOCEEI

13:45 – 14:45 Coffee break – Networking

14.45 - 15.50 MODULE 2: Community Building Workshops: Defining Values and Standards – What, Why, When and How?

- Joint presentation on European Values - V. Yershova and V. Antonenko (A4U);
- Facilitated Workshops in Working Groups to define COMMUNITY values and standards/rules by the participants inspiring to establish and build the A4U COMMUNITY

16:00 – 17:30 MODULE 3: Workshops on Personal Professional Skills Development in four Groups

17:30 – 18:00 Honorary Guests Conclusions and Closing speeches

- Ivanna Klympush-Tsintsadze, Vice-Prime-Minister for European and Euro-Atlantic Integration of Ukraine (tbc)
- Stefan Schleuning, Head of Cooperation, EU Delegation to Ukraine
- Ministries -Coordinators and Deputy Ministers for the EU Integration

18:00 – 20:30 Community Building Reception

- Conclusions / Summaries of Module 2 by Rapporteurs;
- Special remarks by Governmental, Project and EUD Leaders

20:30 Buses return to the city center

B. MODULE 1: AA REFORMS – A4U PROJECT: NEW CHALLENGES ARE NEW OPPORTUNITIES.

The first module of the event was dedicated to the AA-related outputs of the project, in particular the Fellowship Program. They were presented by the Project Team Leader and Key Experts.

The Team Leader Dr. Janos Zakonyi indicated the importance of the A4U efforts to increase the institutional capability (in terms of organizational and personal capacities) of the main beneficiaries in the Government in charge of European integration process of Ukraine. He also pointed out that it is crucial to save the achieved results in a new form of connection between the people teamed up by the project – the A4U Community. This Community would gather and unite professionals with joint values and views about the European future of Ukraine and would go beyond technical tasks of the project and create a soft power which accumulates progressive euro integrative forces of the Ukrainian society. The Team Leader has also presented the project management cycle and the main results and achievements of the A4U Project development and implementation – together with the major lessons learned and to be considered in the future.

The Key Expert on human resources development Marc van den Muijzenberg presented general achievements of the Fellowship Program and the outputs of the training component, emphasizing the role of human capacity building for successful European integration of Ukraine. He added that some A4U Fellows have already been able to find jobs in the Governmental sector, NGO's, other international projects, private companies and some of them have continued their education abroad. He also presented the so called Massive Open Online Courses (MOOCs) for public servants developed by joint efforts of fellows and experts of the project. The A4U developed MOOCs will by the end of the Project include 5 learning lines: AA/DCFTA, Evidence Based Policy Making, Public Administration Management, Professional Skills Development, Communication Planning and Content Development for Government Institutions.

Cezar Herma, the Key Expert for legal approximation and EU acquis translation, introduced the outputs of the Fellows' work backed by numbers. Thus, more than 1100 (draft) legal acts were analysed or (co-)drafted by A4U Fellows. The project organized 6 international conferences on EU law and legal approximation in leading Ukrainian law universities with strong contribution of A4U Fellows. Legal component teamed up with A4U fellows and experts prepared numerous horizontal tools and recommendations for the Ukrainian Government on legal issues of the AA implementation. EU law translation system and governmental procedure was created from scratch and A4U Translations Fellows translated more than 23 000 pages of documents so far. More than 100 translations of EU legal acts into Ukrainian have been approved by GOCEEI as final. Also, the Translation Fellows' team established the EN/UA glossary of EU law with more than 1000 terms.

Key Expert on Public Communication & Outreach Liudmyla Kosar devoted her presentation to the communication as the basis for any community building. She emphasized that the creation of the A4U Community had already started through the work of A4U. Also, she presented the main outputs of the Communication Team of the Project which developed and shared with

line ministries Communication Guidelines with common principles (transparency, credibility, reliability, trust, common values & integrity) and made a significant contribution to the creation of information helpdesks. Moreover, the A4U project reviewed communication capacities of government institutions, developed and supported information campaigns of A4U beneficiaries, promoted European integration agenda in social media and carried out various trainings, workshops, group and individual consultations on communication for state servants and journalists in Kyiv and other regions.

Also, under this module, the new Project Coordinator **Jürgen Wellner** was introduced, who presented briefly some ideas for the extension period of the Project.

C. MODULE 2: COMMUNITY BUILDING WORKSHOPS: DEFINING VALUES AND STANDARDS – WHAT, WHY, WHEN AND HOW?

The main focus of this workshop was to provide overview of and develop the European values which are shared by the Fellows. This exercise served as a background for the A4U Community values. Mostly it was discussed on the importance of spreading the European values between the A4U Community and engaging new members into it.

The main topics discussed were: 1) What are the most important European values? 2) What are the most important European values for the A4U Community? 3) What is the aim of the A4U Community? What steps should be taken to promote the A4U Community (organization, functioning, promotion, leadership etc.)?

Workshop facilitators were: Victoria Yershova, Fellowship Program Coordinator, Victoria Antonenko, Junior Communication Fellow.

The introduction to the workshop was made by the facilitators, indicating general information about European values and examples.

Participants were divided into six different groups. The task for each group was made before the event and Christmas decorations were prepared for each group, they were distributed to the participants together with the task for the group by the facilitators.

The participants were located in one big room. The facilitators were moving amongst the six tables. The participants have had 30 minutes to discuss the task about European values and prepare their opinion about A4U Community for the evening session.

The Fellows, civil servants and representatives of the EUD, other EU projects were networking between themselves and exchanged experiences.

After the discussion, the representatives of each group came out to the floor before the audience with their summarised on Christmas balls/stars European values. They placed the decoration onto the A4U Christmas tree in front of the audience and explained the meaning of each selected European value.

The results of the group work were presented during the A4U Community Building Reception

The main values as summarised by the participants were as follows:

- * respect of the European values and equal opportunities,
- * one of the most important issues is a mutual tolerance,
- * strong network including regions,

- * supporting Fellows to become civil servants,
- * use knowledge obtained during A4U Fellowship Program to coach others in the future,
- * A4U Community leaders can motivate people and develop communication,
- * Share our A4U Community values through social media,
- * Promote A4U Community to engage new members.

D. MODULE 3: WORKSHOPS ON PERSONAL PROFESSIONAL SKILLS DEVELOPMENT IN FOUR GROUPS

The programme core was formed by four interconnected workshops. The workshops were provided by the A4U STEs. Participants were clustered in four different groups. Every guest had an opportunity to choose a workshop to participate. There were four different premises for each of workshops.

The topics were:

1. Influencing change (practicing personal mastery): Workshop facilitator - Frank Little (A4U STE)

The aim of the workshop was to introduce participants with main challenges which are raised when we meet changes, and with different methods how to solve them. The workshop started with a question what participants feel when they meet changes. Then F. Little gave to participants an individual exercise in observation (no conferring). He introduced into four feelings which block our ability to achieve the results we desire: we believe we have truth; the truth is obvious; our beliefs are based on real data; the data we select are the real data. Thus, the trainer showed that everybody perceives information in her/his own way. It may create misunderstanding, conflicts which influence negotiation. He showed different methods how to reduce or remove misunderstanding, to find out common option. He used methods: Inquiry not advocacy, "InterVision" (Peer support). At the end of the workshop F. Little shared list of references for further reading.

2. Information management in internet age: Workshop facilitator - Balazs Jarabik (A4U STE)

The focus of this workshop was to provide a short overall frame on what is information and knowledge management. During this workshop it was discussed that Information management is the management of organizational processes and systems that acquire, create, organize, distribute, and use information. Knowledge management deals with what's in your head (people, tacit) while information management deals with what's in documents (explicit). Topics were discussed: 1.) What is at stake?; 2.) Introduction to Information Age; 3.) What is information and knowledge management?; 4) Digital footprint: your image, social networks, search engines; 5) Potential and risks; 6) Fake news and Strategic Communication. Also, during Workshop case study "Information Management and Strategic Communication" was delivered. The workshop was provided without presentation, but interactively, using smartphones by participants.

3. Inner and outer Communications. Workshop facilitator - Yiannis Kaminis (A4U STE).

This workshop addressed the key communication questions that should be taken into account

when establishing a community. It is important that active participants can clearly understand the role they will play in the process and the value they can contribute. Another important aim was to become closer to each other in the group. In order to reach these goals, the STE used a group meditation technic in three steps. At first step participants were asked to imagine themselves as a better version of them, describe it in one word and share the experience with the group. Another meditative session was dedicated to finding the special and unique thing that everyone can contribute to the community that also followed by writing it down on a stick and sharing experience. In the end a “tree of life” was created, where all of the participants put a colorful stick with their words on it, so people could discover what does the community really care about.

4. Scenario planning in volatile time. Workshop facilitator – Teresa Cardoso Ribeiro (A4U STE).

The methodology of the workshop programs included: group work, brainstorming, work on problem-solving cases and discussions. The workshop gave an overall overview of the new approach for the determination of the main developments in Ukraine. During the workshop participants had a chance to define 4 main possible developments, identify successful and unsuccessful steps which were made by Ukrainian government on the way of AA/DCFTA implementation and set up 4 possible scenarios for those developments in the framework of Ukrainian reality. Participants were divided on 4 groups and each group presented their own scenario case and after there was a discussion about the pros and cons of above mentioned methodology. After that those 4 main developments from 4 different groups were reorganized and placed on the scale with help of a trainer who was actively engaged in the working process during the entire workshop process. At the end of the workshop there was established a priority scale which measured impact and uncertainty of the identified developments.

E. HONORARY GUESTS’ CONCLUSIONS, CLOSING SPEECHES AND COMMUNITY BUILDING RECEPTION

The Event was continued by contributions of Honorary Guests, namely, **Mrs Ivanna Klympush-Tsintsadze**, Vice-Prime-Minister for European and Euro-Atlantic Integration of Ukraine and **Mr Stefan Schleuning**, Head of Cooperation of the EU Delegation to Ukraine. Both gave a motivational picture of implementation of tasks in their responsibilities, assessed the work of the A4U Project and the present event and frame worked some desired future developments.

The official part of the Event was continued with **Conclusions and Summaries** of Module 2 by Rapporteurs. The European values identified during the Module 2 and wishes of the participants regarding the A4U Community’s future development were emphasized.

The official part of the Event was concluded by the A4U Team Leader, Dr Janos Zakonyi, who stated and **confirmed that – with the todays Event – the A4U Ukrainian Community has been established**. It is the participants’ and their leaders’ responsibility **to build on this implemented initiative and utilize it in the future the best way possible** for the benefit of the participants, the EU and Ukraine.

“To stamp the memberships of participants in the A4U Community” Dr Zakonyi handed over an emblem of the A4U Community - as his personal present - to each participant present.

A Community Building Reception closed the event.

Social Media Links

<http://association4u.com.ua/index.php/en/2-uncategorised/271-a4u-community-building-event-14-2018>

114 unique views

<http://prntscr.com/lwzw73>

<https://www.facebook.com/association4u.ua/photos/p.797422520595179/797422520595179>

<http://prntscr.com/lwzydm>

<http://prntscr.com/lx012e>

<https://www.facebook.com/association4u.ua/photos/a.273944419609661/795010727503025>

<https://www.facebook.com/events/1996776133773029/>

<http://prntscr.com/lx04oj>

<https://www.facebook.com/goeei.ua/photos/a.1236702216458296/1897841890344322>

<https://www.facebook.com/photo.php?fbid=2236685259689323&set=a.478671968824003>

<https://www.facebook.com/UA.EU.NATO/posts/2030237040424239>

https://www.facebook.com/permalink.php?story_fbid=1175103655976165&id=100004296256618

<https://www.facebook.com/kseniya.smyrnova/posts/10156114825622712>

<https://www.facebook.com/olga.kravets.796/posts/2235354913155691>

<https://www.facebook.com/goeei.ua/posts/1894929550635556>

<https://www.facebook.com/liudmyla.kosar/posts/2784973901516429>

<https://www.facebook.com/tetiana.anakina/posts/2303885816514032>

<https://www.facebook.com/photo.php?fbid=2170480673225589&set=a.1538698706403792&type=3>

<https://www.facebook.com/liudmyla.kosar/posts/2779569772056842>

<https://www.facebook.com/olga.kravets.796/posts/2231228703568312>

<https://www.kmu.gov.ua/ua/news/ivanna-klimpush-cincadze-ukrayina-ta-yes-viznachat-prioriteti-podalshoyi-spivpraci-na-pyatomu-zasidanni-radi-asociaciyi>

<https://www.segodnya.ua/politics/na-pyatom-zasedanii-soveta-associacii-ukraina-i-es-opredelyat-prioritety-dalneyshego-sotrudnichestva--1198405.html>

<https://ua.interfax.com.ua/news/political/553698.html>

<http://www.golos.com.ua/news/87965>

<https://rus.uatv.ua/ryad-finansovyh-sdelok-podpishut-ukraina-i-es-na-sleduyushhej-nedele-ivanna-klimpush-tsintsadze/>

<https://telegraf.com.ua/ukraina/politika/4781657-ukraina-i-es-opredelyat-prioritetyi-dlya-dalneyshey-integratsii.html>

https://galinfo.com.ua/news/ukraina_ta_yes_vyznachat_prioritety_podalshoi_spivpratsi_303349.html

<http://podrobnosti.mk.ua/2018/12/16/zavtra-ukraina-i-es-postavyat-prioritety-v-ih-dal-neyshem-partnerstve.html>

<http://ukrreal.info/ua/politika/176085-ukraina-i-es-opredelyat-prioritety-dalneyshego-sotrudnichestva-uzhe-17-dekabrya-klimpush-tsintsadze>

<http://www.fin.org.ua/news/1314325>

<https://rus.postimees.ee/6478548/ukraina-i-es-opredelyat-prioritety-dalneyshego-sotrudnichestva-na-zasedanii-soveta-associacii>

<http://10minut.info/2018/12/ukraina-i-es-opredelyat-prioritety-dalnejshego-sotrudnichestva-uzhe-17-dekabrya-klimpush-cincadze/>

LINKS TO THE PHOTOS AND VIDEO OF THE EVENT:

photos by Tasos F.

<https://onedrive.live.com/?authkey=%21AHzpt-yLjEQJZjs&id=3FE181472AA64C7F%219573&cid=3FE181472AA64C7F>

Video by Tasos F.

<https://onedrive.live.com/?authkey=%21ANPsDAS5eR8JluU&cid=3FE181472AA64C7F&id=3FE181472AA64C7F%2110089&parId=3FE181472AA64C7F%219514&o=OneUp>

ALL PRESENTATIONS:

<https://www.dropbox.com/s/3bzc33ecvdz9p5y/A4U%20Guidelines%2C%20Position%20Papers%2C%20Reviews-29-12-2018.zip?dl=0>

THE A4U COMMUNITY EMBLEM:



(HNY – 2019!- JZ)