

NEWSLETTER

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MASTER LECTURE FOR PUBLIC DEFENSE

As part of components 4.1 Increased training of ALEGRA center personnel and 4.2 Adequate dissemination channels for the services offered by the ALEGRA centers, the Improvement Program of the Justice Administration Services - Eje No Penal held a master conference entitled Management of Change in Public Administration: Challenges. The event was aimed at professionals of the General Directorate of Public Defense who provide their services in the ALEGRA and Mega ALEGRA Free Legal Advice Centers nationwide. So far in 2022, the Eje No Penal Program has provided more than 60 trainings and workshops

for public defenders with more than 800 beneficiaries in total. The activity held last Saturday, December 10, is framed within the need to generate human capital in order to have highly qualified personnel.

The Eje No Penal Program has also been working hard on the adaptation of the infrastructure of the ALEGRA centers and the acquisition of equipment and furniture. The Free Legal Advice Centers are service-producing units and, as such, must provide the best possible assistance to the country's most vulnerable population.

Participant institutions:

Cooperating Source:



Officials of the General Directorate of Public Defense working in the ALEGRA centers were trained in the integration of change.

FOR A GOOD CHANGE MANAGEMENT

The most effective organizations are those with a greater capacity to adapt to change and, in turn, to new contexts. This requires modifying strategies and developing competencies. It is important that during the change process, the actors involved are convinced of its necessity and legitimacy, this is the only way the change will be accepted by the organization.

Any reform within a public institution will be subject to scrutiny and success in this environment will depend on the perception of key stakeholders regarding the need for change. It is therefore necessary to get everyone's support, identify the leaders with authority who will drive the transformation and, above all, make the change compatible with the nature of the institution.

In light of this, the staff of the General Directo-

rate of Public Defense working in the ALEGRA and Mega ALEGRA centers were trained in the integration of change, the drivers of change and the key levers for a successful process. As those in charge of providing care to socially and/or economically vulnerable users, they must be prepared to adapt to any new reality.

Organizations are made up of people and an organizational change can affect human groups, work tools, internal culture, results, productivity, hierarchies, etc. For approximately 2 hours, instructor Fernando Elías Bastarrachea emphasized the human factor and power, change and the actors involved, as well as the operating environment. Mainly in a context as dynamic as the current one, in which different technological innovations appear every day and it is necessary to adapt.

Participant institutions:

Cooperating Source:



The Public Defense officials promoted teamwork and the participation of all members and successfully completed the challenges posed.

INTEGRATION AND ETHICS

With the objective of uniting the public defenders through group participation in recreational activities, it was possible to enhance the development of their soft skills, which are very necessary for teamwork, assertive communication, the deployment of creativity and adaptation to change.

These activities were carried out in an open-air space under the direction of two presenters and three monitors. In addition, recycled materials were used for group dynamics that preserved the physical and emotional health of all participants. During 2 hours, the officers enhanced teamwork by having the participation of all members and successfully completing the challenges posed. Participants' creativity, sense of identity and belonging were exercised by assigning a name, creating a proclamation with their respective choreography, as well as creating a character to represent their team.

The company Talent Up used the technique: sequential group competition dynamics. Participants shared their hobbies, guessed songs, created characters and through these activities were able to get to know each other. A comfortable environment was created, conducive to the creation of a good organizational climate, and the objectives set were achieved:

- The objective of integration and participation of all attendees was achieved in an environment that fostered fellowship, respect and relaxation.
- Reflections were made on the soft skills of teamwork, effective communication, creativity and coordination.
- An environment of trust was generated among team members to achieve the challenges set.


Participant institutions:

Cooperating Source:

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