



**EGPA 2009 Annual Conference**  
**The Public Service: Service Delivery in the Information Age**

**St Julian, Malta, September 1-4, 2009**

**Programme Study Group 3**

**Wednesday, September 2, 16:30-18:30**

**Chair:** Sylvia Horton

**Leadership and senior civil service**

Name	Country	Title
Karolien van Dorpe et al.	B	Assessing the Belgian mandate system from an international comparative perspective: the Belgian case
Trui Steen	NL	Leading for the future, leaders of the future: Analyzing opportunities and challenges for the Dutch Senior civil service
Diana-Camelia Iancu & Mihai Ungureanu	RO	A public choice approach to the selection of bureaucrats in Romania

**Thursday, September 3, 11:00-12:30**

**Chair:** Peter Leisink

**Diversity and HRM**

Name	Country	Title
Sandra Groeneveld	NL	Does diversity management make the difference?
Geoff White & David Farnham	UK	Rewarding leaders in the UK public services: copying the private sector or compounding their mistakes?



**Thursday, September 3, 14:00-16:00**

**Chair:** Annie Hondeghem

**Leadership, public service motivation and public identity**

Name	Country	Title
Ditte Hovelso Jensen	DK	Towards an expansion of the theoretical model of the relationship between transformational leadership and Public Service Motivation.
Wouter Vandenaabeele	B	Crowding out or crowding in: the relationship between leadership behaviour and public service motivation in the European Commission
Yves Emery & Carola Wyser	CH	Identities of public sector employees as a source of inspiration for differentiating HRM practices: the Swiss case

**Thursday, September 3, 16:30-18:30**

**Chair:** David Farnham

**Leadership and professional performance**

Name	Country	Title
Turo Virtanen	FI	Transformational leadership and commitment to concepts in knowledge creation
Lotte Bogh Andersen & Christian Botcher Jensen	DK	Regulation researchers: crowding in or crowding out?
Eva Knies & Peter Leisink	NL	People management activities of police and healthcare middle managers
Bram Steijn & Joris van der Voet	NL	Supervisors in the Dutch public sector and their impact on employees



**Friday, September 4, 08:30-10:00**

**Chair:** Annie Hondeghem

**Management and leadership development**

Name	Country	Title
Eva Limback	EST	Leadership selection and development in Estonia.
Patrick McGurk	UK	Contingent outcomes of management and leadership development in public service organizations
Bruno Broucker	B	Taking the 'transfer of knowledge' debate a step forward. Prioritising transfer stimulating conditions.

**Friday, September 4, 10:30-12:30**

**Chair:** Peter Leisink

**Leadership autonomy, HRM and performance in municipalities**

Name	Country	Title
Morten Balle Hansen	DK	Success in Organizational Change Processes. Structure versus Leadership
Nele Peters, Ria Janvier & Wouter Van Dooren	B	Autonomy in local personnel policy
Brenda Vermeeren, Ben Kuipers & Bram Steijn	NL	Human Resource Management and performance of public organizations: a study of HRM, Employee Attitude and Behavior and Quality of Dutch municipalities