



# Best Practices in training of judges and prosecutors

Category of practice: **Innovative Curricula or Training Plan in any Given Area**

Type of practice: **Promising Practice**

Country: **Finland**

April, 2014

Title of practice	Leadership and Management Training
<i>Key features:</i>	<p>Finland has adopted a system of management and leadership training, providing continuous management training every year to all levels of leadership in their organisations. The main target of the management training has been to adapt the leaders to the 'management by results' system operating in the state administration, and to strengthen their competences in leadership, personnel management, creating a good work climate etc.</p> <p>In addition, senior judges have also been given training in the competences necessary to lead the application of law by setting the goals for each court with their resident judges, including such matters as case allocation, balancing the workload of judges, the need for uniformity in the handling times of cases and the application of law, and dealing with independence issues.</p>
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<i>Other comments</i>	This programme is a <b>PROMISING PRACTICE</b> in a state of responsive development. We are likely to see exponential growth in such activities in the coming years.

Source: Pilot Project - European Judicial Training: "*Lot 1 – Study on best practices in training judges and prosecutors*", carried out by the European Judicial Training Network (EJTN)