

**Report from Nordic Networks – Competence and Governance
2022/2023**

Networking and knowledge sharing in the past year

Topics covered and discussed in network meetings	Working method	How the information and new knowledge was shared with colleagues in one's own organization?
Modern way of working in post-covid era	Network had quarterly online meeting combined with one annual physical meeting. For each online meeting one topic was chosen one country being responsible for the keynote presentation as a starting point for shared reflection. In an annual physical meeting, different topics from online meetings were summarized. In addition, network chose 3 topics for face-to-face discussion. Two countries were responsible for introduction and shared reflection followed.	Usually, each network member is an expert of the selected topic/ issue. Information sharing is done through normal management line-work or through participation in NMCA's development projects. Network underlines that each network participant is responsible for knowledge sharing in competence and governance area in his/her organization.
Developing sustainability		
Strategy work		
Recruitment of specialists		
Changing working environments		

Benefits and deliverables of the network activity

Benefits	Main deliverables
Knowledge and best practice sharing	- Common reflection

New development ideas in the field of governance and competence management	<ul style="list-style-type: none"> - Meeting notes and presentation slides - Other documentation e.g. training plan or staff exchange policy - Annual report for Stora Chefsmöte
Providing a discussion forum for competence and governance, of which excellence is critical for each NMCA	
Common reflection and reciprocal support among Nordic colleagues	

Topics for the next year

Topics suggested to be covered and discussed in coming network meetings	Working method	Other information
Ways to monitor and ensure the implementation of strategy	The network will have two online meetings, one in November 2022 and one in February 2023. For each online meeting one topic will be chosen and one country will take the responsibility for a keynote presentation as a starting point for shared reflection.	Ingvild Hopland from Kartverket Norway has started as a new chair of the network.
Measures for strengthening the sense of community		
Upskill and reskill of employees	One physical meeting will be organized in June 2023 in Sweden. Network will choose 2-4 topics for face-to-face discussion.	
Tools and practices for internal communication of HR guidelines		
Examination of characteristics of organizational culture	Network will conclude its more detailed working plan in autumn 2022.	

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