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Title **Regional Collaboration Centres as Platforms for Sharing the Best HRM Practices between the Regions of the Russian Federation**

Abstract After 4 years of National contest on the best human resource management practices among Russian governmental and municipal organizations, Civil Service office accumulated more than 200 best practices ready to implement. However, expert analysis of the results of the contest, done by the jury members, showed that the project stopped in its development. From year to year applications are submitted by more or less the same pool of organizations. Organizers of the contest almost failed to attract new participants and to wider geography. Visible parts of projects become more fragmented. One of the decisions that were proposed to overcome these negative trends was to stimulate processes of experience sharing between winners and other organizations concerned in form of internships. To reach this goal around 15 organizations were selected among winners on federal, regional, and local level to act as regional collaboration centers.

The regional collaboration centers are supposed to support national practice in developing HRM actions through sharing experience, capacity-building, technical assistance and strategic networking. They were chosen to spread the benefits of modern human resource management, which would spur investment of time, efforts and money in development of public and governmental organizations by rewarding projects that are state-of-art in HRM field.

The paper examines first year of experience in this area. Strengths and weaknesses of the idea to launch sharing of experience on the best HRM practices on the platform of regional collaboration centers are outlined.