



IMPLEMENTING STRATEGIC PLANNING: DEVELOPING EFFECTIVE DEFENSE PERSONNEL MANAGEMENT POLICIES

RESIDENT: N/A
MOBILE: P309140

ELIGIBLE FUNDING: IMET, FMF/FMS
CERTIFICATION: PME

This course is designed for international civilian officials, military officers in the ranks of lieutenant to major general, and representatives from other relevant government institutions who have personnel management responsibilities in the specific areas of policy, planning, implementing, and overseeing the human resource dimensions of the armed forces.

OBJECTIVES

Upon completion of this course, participants will be able to:

- ◆ Predict and estimate short-, mid- and long-term personnel requirements
- ◆ Know what to consider when transitioning from a conscript to professional force
- ◆ Understand and utilize the concept of career progression and cohort management
- ◆ Understand the need for promotion based upon performance and potential
- ◆ Appreciate various techniques for successful recruitment
- ◆ Understand the need for, and management of, security screening
- ◆ Understand how to manage effectively civilian personnel

TOPICS

The course curriculum is richly developed from professional experience in the field and a deep study of the literature. As such, it is highly adaptable to customizing for countries, thereby addressing specific topics that are a priority to partner nations' senior leadership. Instruction is highly interactive and uses simulations and exercises to delve into country-specific issues which enables the course to discuss and determine practical solutions. If agreed, the results can be formatted as a briefing for senior leadership. Possible modules include:

- ◆ Determining personnel requirements: short-, medium-, and long-term
- ◆ Planning considerations in creating a professional force: 3 case studies
- ◆ Professional career continuity: concepts and their implementation
- ◆ Developing TTPs to guide assessment of performance and potential: 2 case studies
- ◆ Case study: From failure to success in recruitment
- ◆ Developing TTPs to guide negative and positive personnel 'vetting'
- ◆ Creating a cadre of civilian defense experts: The case of the UK

PARTICIPANTS

This course is designed for civilian officials, military officers in the ranks of lieutenant to major general, and representatives from other relevant government institutions who have responsibilities in the specific areas of policy, planning, implementing, and overseeing the human resource management.



FACULTY

ISG employs a diverse faculty with strong professional, academic, military, and government backgrounds. This faculty core is augmented by other government experts (both civilian and military) and subject matter experts (SMEs) drawn from universities, think tanks, international organizations, and industry.

ENROLLMENT

Courses are conducted for partner countries as part of the United States government's security assistance and security cooperation efforts. As such, participation in ISG courses is managed through the security cooperation office of the US Embassies in partner countries. Interested, non-US persons should contact the international cooperation section of their own government or the relevant US Embassy for selection processes and enrollment. ISG reserves limited space in courses for US citizens. Interested US citizens may contact ISG to discuss availability.

FUNDING

ISG can accept most types of US government funding. Courses are typically funded by IMET, FMF, FMS, CTIWFP, PKO, and other DoD-wide O&M funds (333, MSI, etc) on a case-by case basis. Cost estimates can be obtained by contacting ISG.

ABOUT ISG

The Institute for Security Governance (ISG) is a global security cooperation organization established to build partner capability and grow the field and practice of institutional capacity building (ICB). Located in Monterey, California, ISG serves as the Defense Security Cooperation Agency (DSCA)'s primary resource for ICB integration and implementation, project scoping and design, and education and advising expertise.

This course is a key component of ISG's 25-year-long effort to provide military and civilian officials with unique education and professional development programs. Designed to cultivate individual understanding of complex issues and foster peer-to-peer learning, this custom-tailored course offering brings theoretical and applied learning practices into a exciting and rich classroom environment.