



# INSTITUTE FOR SECURITY GOVERNANCE

*Advancing Knowledge, Building Capacity, Strengthening Partners*



## HUMAN CAPITAL DECISION-MAKING FOR DEFENSE INSTITUTIONS

**RESIDENT: P179939**  
**MOBILE: N/A**

**ELIGIBLE FUNDING: IMET, FMF/FMS**  
**CERTIFICATION: PME**

This two week resident course focuses Human Resource Management (HRM) concepts/principles to build and strengthen partner nation institutional capacity, with a focus on Human Capital Decision-Making.

### OBJECTIVES

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

- ◆ Comprehend and apply HRM concepts and principles to specific partner nation needs
- ◆ Define and discuss the relationship between HRM, Logistics Management, and Resource Management in support of ICB
- ◆ Understand the importance of continuous assessment of HRM functions and institutions
- ◆ Discuss the principles of civilian control of the military and its impact on HRM
- ◆ Describe the impact of law/military judicial systems on the practice of institutional HRM for a PNs security forces

### TOPICS

Using a combination of case study presentations, lectures, small-group exercises/activities, and structured discussions, this course examines, among others, the following general and specific topics:

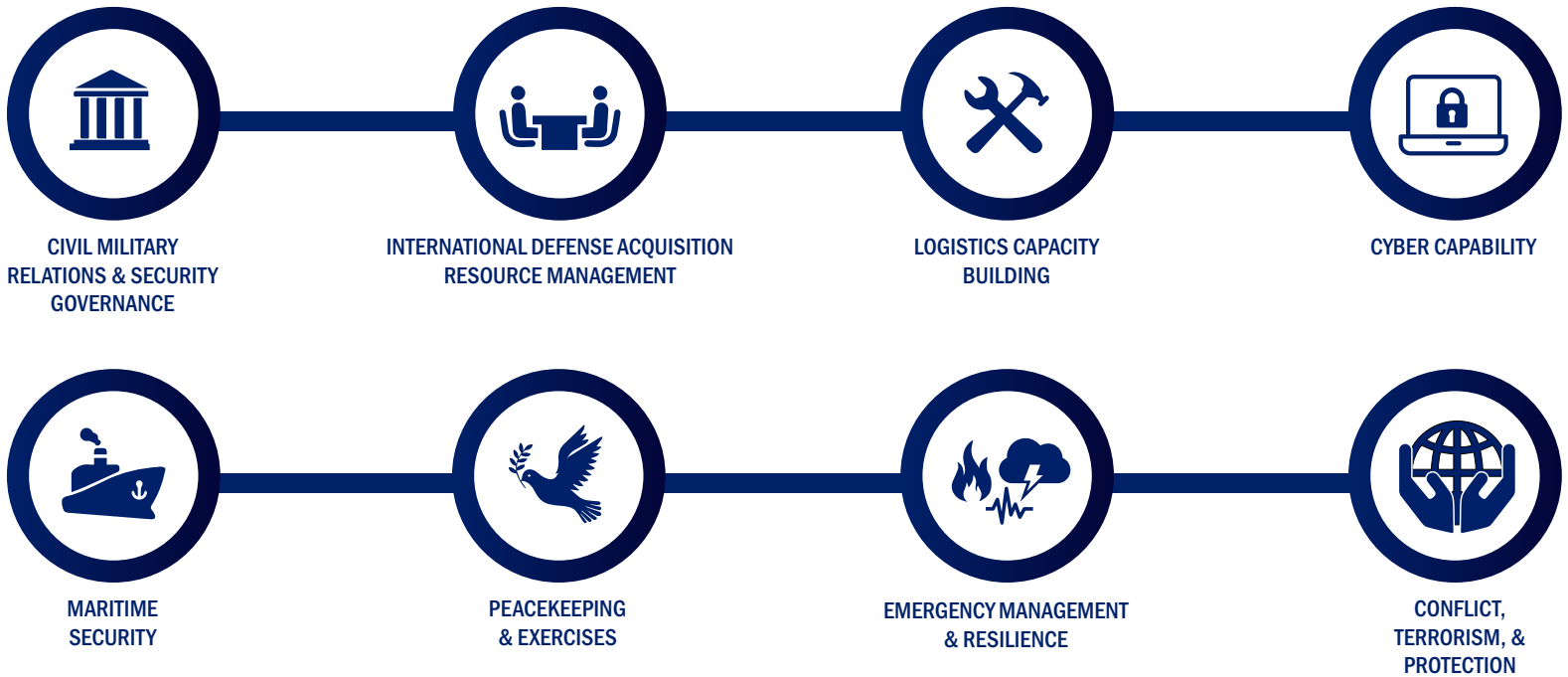
- ◆ Global security trends from an HRM Perspective
- ◆ Assessing partner nation HRM Capacity
- ◆ Resource management, logistics and special topics
- ◆ HRM ICB and security exercise

### PARTICIPANTS

For this course, participants will have responsibility in functions related to HRM at higher echelons of national security governance (security force executive-, ministerial-, or service-staffs). Ordinarily, participants hold ranks of Lieutenant Colonel/Commander (O-5) through Major General/Rear Admiral (O-8) or their civilian equivalents.

## ISG PROGRAM AREAS

ISG programming has been developed over 25 years by providing military and civilian officials with unique education and professional development programs. Courses are designed to cultivate individual understanding of complex issues, foster peer-to-peer learning, and build connected networks of international peers through a professional learning environment.



## FACULTY

ISG has a diverse faculty team grounded in professional experience from academic, military, government, and civil sectors. The core faculty are augmented by experts drawn from other parts of government, and American and international subject matter experts drawn from universities, industry, think tanks, international organizations, and non-governmental organizations.

## ENROLLMENT

Courses are conducted as part of the US Government security cooperation efforts. Interested partner nation personnel should contact their government's international cooperation section, or the relevant US Embassy's security/military cooperation section for selection processes and enrollment. Interested US citizens may contact ISG to discuss availability.

## FUNDING

Educational programs are primarily implemented through Title 22 authorized programs (International Military Education and Training, Foreign Military Sales, Peacekeeping Operations) and various Title 10 authorized programs such as the Maritime Security Initiative (MSI) and Regional Defense Combating Terrorism and Irregular Warfare Fellowship Program (RDFFP).

## ABOUT ISG



The Institute for Security Governance – situated within the Defense Security Cooperation University's (DSCU) International School of Education and Advising (ISEA) – is the Department of Defense's Center of Excellence for Institutional Capacity Building (ICB). As a component of the Defense Security Cooperation Agency (DSCA), and one of its primary international Security Cooperation schoolhouses, ISG is charged with building partner institutional capacity and capability through tailored advising, education, and professional development programs grounded in American values and approaches.