

## CONCEPT HRM-6 WORKSHOP AT RACVIAC: 23 - 27 NOVEMBER 2009

Time	Activity	Briefer / remarks	Venue
<b>Sunday 22 November 2009</b>			
<i>Arrival Day</i>			
21.00-23.00	Informal meeting / drinks in bar RACVIAC		RACVIAC Barbara Bar
<b>Monday 23 November 2009</b>			
08.00-09.00	Breakfast		RACVIAC restaurant
09.00-10.00	Official Welcome <i>Followed by introduction of participants and staff Netherlands Defence College</i>	Ambassador N. Todorcevski Director RACVIAC	Main Seminar Room
10.00-12.00	Briefing 'HRM'	Mrs M. de Waal MA MBA	Main Seminar Room
12.00-13.00	Lunch		RACVIAC restaurant
13.00-16.00	Country introductions 'Current problems & challenges in HRM of our Armed Forces' & discussion	Participating countries HRM-5	Main Seminar Room
18.00-19.00	Dinner		RACVIAC restaurant
<b>Tuesday 24 November 2009</b>			
08.00-09.00	Breakfast		RACVIAC restaurant
09.00-12.00	The challenges of HRM in recruitment, selection and training for professional armed forces	Major (RNLA) L. van Berkel & Mr J.J.M.A.M. Snackers MSc & Mrs M. de Waal MA MBA	Main Seminar Room
12.00-13.00	Lunch		RACVIAC restaurant
13.00-14.00	Bus departure to Zagreb		
14.00-16.30	Teambuilding excursion	Guide / bus RACVIAC	Zagreb
16.30-17.30	Bus returns to RACVIAC		
18.00-19.00	Dinner		RACVIAC restaurant
19.15-22.15	Syndicamework and discussion	Mrs M. de Waal MA MBA	Main Seminar Room
<b>Wednesday 25 November 2009</b>			
08.00-09.00	Breakfast		RACVIAC restaurant
09.00-12.00	The challenges of HRM in downsizing to the necessary quantity and upgrading to the necessary quality of the military workforce needed in professional armed forces and how to maintain these levels.	LTC J.P. Sijm, MA & Mr J.J.M.A.M. Snackers MSc & Mrs M. de Waal MA MBA	Main Seminar Room
12.00-13.00	Lunch		RACVIAC restaurant
13.00-16.00	Syndicamework and discussion	Mrs M. de Waal MA MBA	Main Seminar Room
18.00-19.00	Dinner		RACVIAC restaurant
<b>Thursday 26 November 2009</b>			
08.00-09.00	Breakfast		RACVIAC restaurant
09.00-12.00	The challenges of HRM in outflow of military personnel in professional armed forces	LTC J.P. Sijm, MA & Mr J.J.M.A.M. Snackers MSc & Mrs M. de Waal MA MBA	Main Seminar Room
12.00-13.00	Lunch		RACVIAC restaurant
13.00-16.00	Syndicamework and discussion	Mrs M.F. de Waal MA MBA	Main Seminar Room
18.00-19.00	Departure by bus to Zagreb		
19.00-19.30	Visit Wine Cellar / Gastronomy Museum		Zagreb
19.30-22.30	Official Closing Dinner	Stari Puntijar Restaurant	
22.30-23.15	Bus returns to RACVIAC		
<b>Friday 27 November 2009</b>			
08.00-09.00	Breakfast		RACVIAC restaurant
09.00-12.00	Change management and the professionalizing of the HRM-personnel	LTC J.P. Sijm, MA & Mr J.J.M.A.M. Snackers MSc & Mrs M. de Waal MA MBA	Main Seminar Room
12.00-13.00	Lunch		RACVIAC restaurant
13.00-15.00	Personal action plan, lessons learned and questions	Mrs M. de Waal MA MBA	Main Seminar Room
15.00-16.00	Group evaluation & hand-out certificates	Mr J.J.M.A.M. Snackers MSc	Main Seminar Room
<b>Saturday 28 November 2009</b>			
<i>Departure Day</i>			

**Dress Code: Office Uniform/Suit in class; casual civilian on 22 & 24 (afternoon) Nov, formal civilian for closing dinner on 26 Nov!**