



Human Resources Management Workshop (C-09-W / HRM6)

RACVIAC- Centre for Security Cooperation, Rakitje, Stari hrast 53, 10437 Bestovje, CROATIA
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Dates	22 nd to 28 th November 2009 (Please note that 22 nd and 28 th November are designated as arrival and departure days)										
Venue(s)	RACVIAC, Military Barracks "Vitez Damir Martić", Rakitje, Stari Hrast 53, 10437 Bestovje, Croatia										
Background	The Netherlands Defence College and RACVIAC recognized the importance of the transformation of the human resources management system as one of the crucial elements and the key prerequisites for the successful reform of the armed forces from predominately compulsory military service toward the all-volunteer military service. This is especially important for the countries in the region, trying to complete modernization of their military organizations, and initiated European security integration processes. Thus, the Netherlands Defence College and RACVIAC have joined the resources and brought together the Human Resources Management Workshop closer to the regional PFP countries.										
Purpose & Objectives	<p>"The primary goal of the HRM workshop is to give the representatives of the invited countries an insight into the personnel and organizational aspects of the transition from a conscript-oriented Armed Forces to expeditionary, professional Armed Forces. The exchange of information and opinions between the participants is a very valuable aspect in this matter, which will facilitate the creation of a professional, international network in the future."</p> <p>Main topics are as follows:</p> <ul style="list-style-type: none">• HRM within the Netherlands Armed Forces• Current HRM situation in the participating countries• Problems and solutions during the transition from conscript to professional Armed Forces, with the Netherlands as an example• Recruitment of new, professional personnel• Selection of new, professional personnel• HRM during reconstruction / downsizing• Change in management <p><i>(Taken from HRM-6 "Course Description" by Netherlands Defence College)</i></p>										
Participants	<p><u>Number of participants (estimated):</u> 20</p> <p><u>Participation Criteria:</u> The Workshop is open to officers and their civilian counterparts who work on a middle - or higher management position at a Human Resources Management department of the Armed Forces, and have the rank of captain, major or lieutenant colonel, or the civilian equivalent. Participants must be able to implement the acquired knowledge and skills in future positions.</p> <p><u>Required English Language Proficiency:</u> Must have a thorough command of the English language, which compares to NATO STANAG (6000.1) level 3. <i>Please note that no interpreters will be available or allowed!</i></p> <p><i>(Taken from the HRM-5 "Course Description" by Netherlands Defence College)</i></p>										
Methodology	The workshop is composed of interactive lectures, countries' presentations, syndicate work and presentations, and a re-organization workshop. <i>(Taken from the HRM-5 "Course Description" by Netherlands Defence College)</i>										
POC	<table><tr><td>Ms. N.L.L.Willems BA Course Director</td><td>Lieutenant Colonel Davor KIRALJ RACVIAC SME and Activity Coordinator</td></tr><tr><td>Phone: 0031 15 2844 402</td><td>Tel. 00385 1 333 0 853</td></tr><tr><td>Fax: 0031 15 2845 019</td><td>Fax: 00385 1 333 0 834;</td></tr><tr><td>E-mail: nll.willems.01@nlda.nl</td><td>E-mail Address: dkiralj@racviac.org</td></tr><tr><td></td><td>Web: www.racviac.org</td></tr></table>	Ms. N.L.L.Willems BA Course Director	Lieutenant Colonel Davor KIRALJ RACVIAC SME and Activity Coordinator	Phone: 0031 15 2844 402	Tel. 00385 1 333 0 853	Fax: 0031 15 2845 019	Fax: 00385 1 333 0 834;	E-mail: nll.willems.01@nlda.nl	E-mail Address: dkiralj@racviac.org		Web: www.racviac.org
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