Human Resources Management Workshop

RACVIAC- Centre for Security Cooperation, Rakitje, Stari hrast 53, 10437 Bestovje, CROATIA
Tel.: 00385 1 333 0 803, Fax: 00385 1 333 0 809, www.racviac.org

Dates  22nd to 26th November 2010
(Please note that 21st and 27th November are designated as arrival and departure days)

Venue(s)  RACVIAC, Military Barracks “Vitez Damir Martic”, Rakitje, Stari Hrast 53, 10437 Bestovje, Croatia

Background  The Netherlands Defence College and RACVIAC have recognized the importance of the transformation of human resources management system as one of the crucial elements and the key prerequisites of a successful reform of armed forces from a predominately compulsory military service toward the all-volunteer military service. This is especially important for the countries in the region, trying to complete the process of modernization of their military organizations, and for the initiated European security integration processes. Thus, the Netherlands Defence College and RACVIAC have joined their resources and brought together the Human Resources Management (HRM) workshop closer to the regional PfP countries.

Purpose & Objectives  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 conscript-oriented Armed Forces to expeditionary, professional Armed Forces. The exchange of information and opinions among the participants is a very valuable aspect in this matter, which will facilitate the creation of a professional, international network in the future.

Main topics are as follows:
- 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

Participants  Number of participants (estimated): 20
Participation Criteria: The workshop is open to officers and their civilian counterparts who work on a middle - or higher management position at a HRM 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.
Required English Language Proficiency: Must have a thorough command of the English language, which compares to NATO STANAG (6000.1) level 3. Please note that no interpreters will be available or allowed!

Methodology  The workshop comprises interactive lectures, countries' presentations, syndicate work and presentations. All academic materials presented or produced during the workshop will be distributed in the form of a CD.

POC  Mrs N.L.L.Willems BA  Course Director
Phone: 0031 15 2844 402
Fax: 0031 15 2845 019
E-mail: nll.willems.01@nlda.nl

Lieutenant Colonel Sergiu RAILEAN  RACVIAC SME and Activity Coordinator
Tel. 00385 1 333 0 870
Fax: 00385 1 333 0 834;
E-mail Address: srailean@racviac.org
Web: www.racviac.org

<table>
<thead>
<tr>
<th>Originator</th>
<th>LTC Sergiu Railean</th>
<th>Language Specialist</th>
<th>PMSSR</th>
<th>Deputy Director</th>
<th>Director</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date and Signature</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>