



THE MINISTRY OF DEFENCE OF THE REPUBLIC OF MACEDONIA  
Orce Nikolov bb  
1000 Skopje, MK



RACVIAC - CENTRE FOR SECURITY COOPERATION  
Rakitje, Stari hrast 53  
10437 Bestovje, HR

**DRAFT**

Annex C

## AGENDA

- Provided by the Ministry of Defence of the Republic of Macedonia-  
**WG1 Workshop on Transition of Military Personnel**  
**Ohrid, 15 - 17/18 June 2009**  
**Chairman: Gjorgji Mitrinovski, LtCol**

### Monday, 15th June 2009

Time	Activity	Place
	Individual arrivals and accommodation of the participants at the Metropol Hotel Ohrid. /www.metropol-ohrid.com/	Metropol Hotel
17:00-18:00	<b>Pre-meeting</b> – only for Chairman, Macedonian MoD & RACVIAC Staff	Administrative office
20:00-22:00	<b>Welcome Dinner</b> <i>Hosted by the Deputy Minister of Defence</i>	Buffet Hall, Metropol Hotel

### Tuesday, 16th June 2008

Time	Activity	Place
09:00-09:30	<b>Welcome Address</b> <u>Speakers:</u> <b>Mr. Ajradin Rishiti</b> , the Ministry of Defence of the Republic of Macedonia, Human Resource Management Department <b>Amb Nedžad Hadžimusić</b> , Director of RACVIAC - Centre for Security Cooperation  <b>WG1 Workshop Opening</b> <u>Speaker:</u> LtCol Gjorgji Mitrinovski, WG1 Chairman <b>Workshop Agenda, Methodology, and Administrative Information</b> <u>Speaker:</u> LtCol Davor KIRALJ, RACVIAC DCC WG1 Director <b>Introduction of the participants</b> <u>Speakers:</u> Workshop Participants	Conference room
09:30-10:00	<b>Coffee Break &amp; Group Photo</b>	Foyer

10:00-11:20	<b>Individual Program Updates by WG1 Member Countries</b> <i>Speakers:</i> <b>WG1 member countries' representatives</b> <i>As the standard element of WG1 Workshop, this joint briefing provides WG1 members with up to date information on individual national programs activities since the last Workshop, which was held in Zagreb (for the period from December 2008 to June 2009). Each country, update should not last more than ten minutes.</i>	Conference room
11:20-11:30	<b>Break</b>	Foyer
11:30-12:00	<b>Transition Experience from Other Regions – Briefing for Columbia</b> <i>Speaker:</i> <b>Ms. Lejla Mulic, NATO HQ Sarajevo (TBC)</b>	Conference room
12:00-13:00	<b>Psychological Preparedness of the Transition Candidates</b> <i>Speaker:</i> <b>Ms. Tatjana Atanasovska, Psychologist and Transition Advisor</b> <i>Main topics: Dealing with changes, elements with impact on second career selection, identification of capabilities, skills and qualities, helping tools in second career selection</i>	Conference room
13:00-14:00	<b>Lunch</b>	Metropol Hotel Restaurant
14:30-15:00	<i>Move to Ohrid</i>	
15:30-17:30	<b>Sightseeing – Guided Tour in Ohrid</b>	
17:30-19:30	<b>Free time - Tour Around the City Centre</b>	
19:30-22:00	<b>Dinner</b> <i>Hosted by Amb Nedžad Hadžimusić, Director of RACVIAC</i>	Belvedere Restaurant
22:00-22.30	<i>Move to Metropol Hotel</i>	

### Wednesday, 17<sup>th</sup> June 2009

Time	Activity	Place
09:00-09:30	<b>Job Fairs - Introduction Lecture</b> <i>Speaker:</i> <b>Mr. Radmil Polenakovic, PhD, professor, Director of Business Start Up Centre, Academic of European academy of science</b> <i>Main topics: Planning and organizing of Job fairs, choosing place to run the fair, Inviting adequate speakers, choosing topics to discuss, involving transition candidates in speeches, how to present an ex military personnel's skills and qualities, Ability to make a link between an ex military personnel and well known employers, finding ways of cooperation between them, how to strengthen the cooperation.</i>	Conference room
09:30-09:45	<b>Coffee Break</b>	Foyer
09:45-10:15	<b>Job Fairs - Group Work</b> <i>Moderator:</i> <b>Mr. Radmil Polenakovic, PhD, professor, Director of Business Start Up Centre, Academic of European academy of science</b>	Conference room

10:15-10:45	<b>Job Fairs - Presentation of the Group Work Results</b> <i>Presenters:</i> Group leaders	Conference room
10:45-11:15	<b>Job Fair Execution Experiences</b> <i>Speaker:</i> <b>Mr. Radmil Polenakovic</b> , PhD, professor, Director of Business Start Up Centre, Academic of European academy of science	Conference room
11:15-11:45	<b>Job Fairs - PRISMA Programme Experiences</b> <i>Speaker:</i> TBD	Conference room
11:45-12:00	<b>Break</b>	Foyer
12:00-13:00	<b>"From Officer to Entrepreneur or Manager –The Transformation Process of the Ex Military Personnel in to a Businessmen and Managers."</b> <i>Speaker:</i> <b>Mr. Radmil Polenakovic</b> , PhD, professor, Director of Business Start Up Centre, Academic of European Academy of Science <i>Main topics:</i> The characteristics of a entrepreneur and a modern manager; Process of training of an ex military personnel to start up a business. Elements that impact in making decision to start up a business or get employed by another employer. Modules in Management and entrepreneurship training in Business Start up Centre, Differences between young students and an ex military personnel in the training to start up an own business. , Challenges to start up an own business. The role of the Government encouraging small businesses. The impact of small businesses in the state development.	Conference room
13:00-14:00	<b>Lunch</b>	Metropol Hotel Restaurant
14:00-14.45	<b>"The Cooperation Between the Donor Countries and the Users of the Donation."</b> <i>Speaker:</i> <b>Mr. Jakob Heradstveit</b> <i>Main topics:</i> The ways of establishing support by donor countries (regional and bilateral) – positive and negative sides, engagement of agencies for the practical realization of the donation (pro et contra arguments), cooperation with the authorities in MoD, formalization of the cooperation. The activities of the in charges of the transition systems in the donation acceptance process.	Conference room
14:45-15:00	<b>Coffee Break</b>	Foyer
15:00-15:30	<b>The Future Activities of the WG 1 – Expanding the Field of Interests of the Working Group 1 toward other Human Resource Management Areas.</b> <i>Speakers:</i> <b>LtCol Gjorgji Mitrinovski</b> , WG1 Chairman <b>LtCol Davor Kiralj</b> , WG1 Director <i>Main topics:</i> Contents of Human Resource Management, WG1 transformation toward human resources area, establishing new approach to Human Resource Management by new NATO members and NATO membership candidates, possible ways of cooperation between the states in the region in Human Resource Management area.	Conference room

15:30-16.00	<b>Discussion on Future Activity Modalities for the WG1</b> <i>Speakers:</i> <i>Each member country representative and participating experts should provide feasible vision on future activities for the Working Group 1</i>	Conference room
16.00-16.30	<b>Agenda for the next WG1 meeting &amp; Final Conclusions</b>	Conference room
17.00-19.30	<b>Free time</b> <i>Visit to St. Naum Ohridski Monastery (optional choice)</i>	
19.30-20.30	<i>Dinner</i>	<i>Metropol Hotel Restaurant</i>

**Thursday, 18th June 2009**

<b>Time</b>	<b>Activity</b>	<b>Place</b>
08.00-09.00	<i>Breakfast and checking out from the hotel</i>	<i>Metropol Hotel</i>
09.00-	<i>Departure of participants*</i>	

\* The bus for Skopje departs at 09.00 o'clock. Persons with their own transport leave by their decision.