



## **Working Group 1 Workshop on Transition of Military Personnel**

Co-organised with the Ministry of Defence of Bosnia and Herzegovina

**11-13 November 2009  
Sarajevo, Bosnia and Herzegovina**

### **DRAFT AGENDA**

Three years ago RACVIAC DCC WG1 introduced a specific new principle into the existing standard modality of operations: the in-country approach with the ultimate agenda to support the build-up of regional ownership. As a direct result, WG1 already managed to organize five major events outside of its Croatian Headquarters. This Workshop continues to support this policy, enhancing the regional diplomatic dimension of RACVIAC and enabling direct exchange of experience - delivered on-site and primarily through the experiences of the host country. In this particular case, the host country has a long-term experience of non-institutional support to career transition of separated military personnel. Starting this year, Bosnia and Herzegovina is for the first time establishing corresponding institutional structure and this event should provide perfect platform for its promotion and direct support by RACVIAC and all WG1 partner countries.

The purpose of the Working Group 1 (WG1) workshops is to enable faster, more transparent and more efficient reform of the armed forces in the region. Objectives supporting this purpose are as follows:

- To enable efficient "real time" exchange of expertise and lessons learned, primarily among the permanent members of the WG1 and the international partners in the field of military personnel career transition;
- To support development of new separated military personnel transition programmes/systems and/or continuous improvement and modernization of the existing programmes/systems in the region, by providing relevant expertise and technical assistance;
- To establish a specific clearinghouse and avoid duplication of efforts, hence enabling a more integrated donors' approach for contributing partners;
- To encourage additional bilateral and multilateral cooperation among WG1 members and observers;
- To support internal processes of social integration for the national armed forces;
- To indirectly support social and economical stability of every regional country being the member of the WG1;
- To support modernization of the existing military personnel management systems through permanent promotion of the introduced paradigm of separated military personnel transition as the standard element of the personnel management life cycle.

Time	Event	Location
<b>Wednesday, 11 November 2009</b>		
	<i>Arrivals and Accommodation</i>	<i>Hotel Europe, Sarajevo</i>
17:00	<i>Final Activity Coordination Meeting</i>	<i>Hotel Europe, Sarajevo</i>
19:00-21:00	<b>Welcome Reception and Dinner</b> Hosted by <b>Ms. Marina PENDEŠ</b> , Deputy Minister of Defence of Bosnia and Herzegovina	Army Club Restaurant, Sarajevo

<b>Thursday, 12 November 2009</b>		
<b>09:00-10:00</b>	<b>WORKSHOP OPENING</b>	
<b>09:00-09:20</b>	<b><u>Welcome Addresses</u></b>	Army Club Conference Hall
09:00-09:10	Welcome Address by <b>Mr. Sead MURATOVIĆ</b> , Head of the Personnel Management Department, MoD of Bosnia and Herzegovina	
09:10-09:20	Welcome Remarks by <b>H.E Ambassador Nikola TODORČEVSKI</b> , Director, RACVIAC-Centre for Security Cooperation	
<b>09:20-09:55</b>	<b>Keynote Speech</b> <i>Speaker:</i> <b>Col Kenan DAUTOVIĆ</b> , Advisor to Minister of Defence of Bosnia and Herzegovina (TBC)	Army Club Conference Hall
<b>09:55-10:00</b>	<b>Administrative Information and Workshop Agenda</b> Ms Afrdita Volina, WG1 Chairperson	Army Club Conference Hall
<b>10:00-10:30</b>	<b>Coffee Break Including Group Photo</b>	<i>Conference Hall Lobby</i>
<b>10:30-11:30</b>	<b>INDIVIDUAL NATIONAL PROGRAMME UPDATES</b> (Chaired by WG1 Chairperson, Ms Afrdita VOLINA)  <i>Each core member country participating in the event is expected to provide corresponding 10-minute programme update</i> <i>Speakers:</i> <b>WG1 member countries' representatives</b>	Army Club Conference Hall
<b>11:30-15:00</b>	<b>SUBJECT MATTER EXPERTS' PRESENTATIONS</b> (Chaired by WG1 Chairperson, Ms Afrdita VOLINA)	
<b>11:30-12:00</b>	<b>"Institutional Integration of Career Transition Support Function Within the Personnel Management System - Croatian Case Study"</b> <i>Speakers:</i> <b>LtC Ulrich KNÜPEL</b> , Personnel Management SME, German Army	Army Club Conference Hall

<b>12:00-13:30</b>	<b>Lunch Break</b>	<i>Army Club Restaurant</i>
<b>11:30-15:00</b>	<b>SUBJECT MATTER EXPERTS' PRESENTATIONS (Continued)</b> (Chaired by WG1 Chairperson, Ms Afrdita VOLINA)	
<b>13:30-14:00</b>	<b>"Experience from Other Regions "</b> <i>Speaker:</i> <b>Ms Lejla MULIĆ</b> , NATO HQ Sarajevo	Army Club Conference Hall
<b>14:00-14:15</b>	<b>Coffee Break</b>	<i>Conference Hall Lobby</i>
<b>14:15-14:45</b>	<b>"Comparative Analysis of Selected Western Career Transition Systems"</b> <i>Speaker:</i> <b>Mr. Christopher STAUDT</b> , NATO Programme Manager, Ukraine (TBD)	Army Club Conference Hall
<b>14:45-15:30</b>	<i>Return to the Hotel and individual preparation for the Sightseeing Tour</i>	
<b>15:30-19:00</b>  15:30	<b>Sightseeing Tour and Free Time</b> (Special Programme provided by MoD of Bosnia and Herzegovina) <i>Bus will depart in front of the Hotel Europe</i>	
<b>19:00-21:00</b>	<b>Dinner hosted by RACVIAC</b>	<i>Restaurant Imidž, Sarajevo</i>

<b>Friday, 13 November 2009</b>		
<b>09:00-12:00</b>	<b>SUBJECT MATTER EXPERTS' PRESENTATIONS</b> (Chaired by WG1 Chairperson, Ms Afrdita VOLINA)  <i>Each presentation time includes Questions and Answers</i>	
<b>09:00-09:30</b>	<b>Non-Institutional Career Transition Programme Support - IOM Mission to Bosnia and Herzegovina</b> (Title TBD) <i>Speaker:</i> <b>Ms. Regina BOCAULT</b> , Head of the Mission	Army Club Conference Hall
<b>09:30-10:00</b>	<b>"Job Market Development - Role of Retraining and Employment Centres"</b> <i>Speaker:</i> <b>Mr. Slaviša CERANIĆ</b> Sarajevo Economic Region Development Agency, Sarajevo, Bosnia and Herzegovina	Army Club Conference Hall
<b>10:00-10:30</b>	<b>Coffee Break</b>	<i>Conference Hall Lobby</i>
<b>10:30-11:00</b>	<b>Title to be Determined</b> <i>Speaker:</i> <b>Mr. Slobodan MARKOVIĆ</b> Director of Republic Agency for the Development of Small and Medium Enterprises, Republika Srpska, Bosnia and Herzegovina	Army Club Conference Hall
<b>11:00-11:30</b>	<b>Self-Employment Education</b> (Title TBD) <i>Speaker:</i> <b>Ms Emina PAŠIĆ-KURTAGIĆ</b> , EU TAC	Army Club Conference Hall

<b>11:30-12:00</b>	<b>Non-institutional Transition Programme Support - IOM Mission to Serbia</b> (Title TBD) <i>Speaker:</i> <b>To be determined</b> , IOM Serbia	Army Club Conference Hall
<b>12:00-13:00</b>	<b>Lunch Break</b>	<i>Army Club Restaurant</i>
<b>13:00-13:30</b>	<i>Trip to Regional Centre Rajlovac</i>	
<b>13:30-14:00</b>	<b>PRESENTATION OF "PERSPEKTIVA" PROGRAMME</b>	
<b>13:00-13:40</b>	<b>"Introduction with the Programme"</b>	Regional Centre Rajlovac
13:00-13:30	Presentation by the <b>representative of MoD of Bosnia and Herzegovina</b>	
13:30-13:40	Discussion (Q&A)	
<b>13:40-14:00</b>	<b>Tour Around the Centre</b>	Regional Centre Rajlovac
<b>14:00-14:15</b>	<b>Coffee Break</b>	Regional Centre Rajlovac
<b>14:15-14:45</b>	<b>CONCLUSIONS AND RECOMMENDATIONS</b> (Chaired by <i>WG1 Chairperson, Ms Afrdita VOLINA</i> )  <i>Participants should actively contribute to final conclusions and recommendations for future WG1 Activities</i>	Regional Centre Rajlovac
<b>14:45-15:15</b>	<i>Return to Hotel Europe</i>	
	<i>Departures</i>	
<b>18:00</b>	<b>Dinner</b>	<i>Army Club Restaurant</i>