

INSTITUTE FOR SECURITY GOVERNANCE

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IMPLEMENTING STRATEGIC PLANNING: DEVELOPING EFFECTIVE PERSONNEL MANAGEMENT POLICIES

RESIDENT: N/A
MOBILE: P309140

ELIGIBLE FUNDING: IMET, FMF/FMS
CERTIFICATION: PME, (E-IMET PENDING)

This course is designed to help partner nations identify, respond to, and develop reforms that address specific areas of personnel management weakness in their institutions and organizations. The course stresses the importance of transparent personnel management rules and procedures, including incentives and matching future requirements to contemporary personnel actions. It also guides participants to produce deliverables tailored to their specific conditions and unique requirements.

OBJECTIVES

As an outcome of this course, participants will be able to:

- ◆ Identify institution-wide policies and regulations for raising, training, and managing the force
- ◆ Summarize successful personnel-management policies and practices
- ◆ Integrate deliverables with existing processes and systems
- ◆ Compose implementation strategies
- ◆ Compose and adopt transparent personnel-management rules, procedures, and incentives
- ◆ Match future requirements to contemporary personnel actions

TOPICS

Throughout the course, participants will gain a nuanced appreciation for the importance of integrating deliverables with existing processes and systems. By way of expert-led lectures, case studies, and guided activities, this course provides practical instruction on how to draft personnel management policies, conduct a management policy review, and develop an action plan to implement policy reforms. Other topics that may be covered include:

- ◆ Determining and establishing short-, medium-, and long-term personnel requirements
- ◆ Tactics, techniques, and procedures (TTP) for transitioning from a conscripted force to a professional force
- ◆ Concepts and implementation of professional career continuity, progression, and merit-based promotion
- ◆ Planning considerations for creating a professional force and cadres of civilian defense experts
- ◆ Techniques for successful recruitment and cohort management
- ◆ Developing TTPs to guide negative and positive personnel vetting

PARTICIPANTS

This course is designed for mid- to senior-level military officers and national government civilians who have personnel management responsibilities in the specific areas of policy, planning, implementing, and overseeing human resource dimensions of the armed forces.

ISG PROGRAM AREAS

ISG programming has been developed over 25 years by providing military and civilian officials with unique education and professional development programs. Courses are designed to cultivate individual understanding of complex issues, foster peer-to-peer learning, and build connected networks of international peers through a professional learning environment.



FACULTY

ISG has a diverse faculty team grounded in professional experience from academic, military, government, and civil sectors. The core faculty are augmented by experts drawn from other parts of government, and American and international subject matter experts drawn from universities, industry, think tanks, international organizations, and non-governmental organizations.

ENROLLMENT

Courses are conducted with partner nations as part of the US Government security cooperation effort. Participation in ISG courses is managed through the Security Cooperation Office of the US Embassy in-country. Interested partner nation personnel should work through their government’s international cooperation section, or the relevant US Embassy’s security/military cooperation section for selection processes and enrollment. Where appropriate, ISG reserves limited space in courses for US citizens. Interested US citizens may contact ISG to discuss availability.

FUNDING

ISG can accept most types of US Government funding. Courses are typically funded by IMET, FMF, FMS, CTIWWP/RDFP, PKO, and other DoD-wide O&M funds (333, 332, MSI, etc.). Cost estimates can be obtained by contacting ISG or the applicable NETSAFA Country Program Manager.

ABOUT ISG



The Institute for Security Governance (ISG) is a Defense Security Cooperation Agency (DSCA) schoolhouse, and leading Institutional Capacity Building (ICB) implementer, focused on helping partners build effective and accountable security institutions. ISG’s tailored ICB approach supports partners in developing, resourcing, and sustaining the institutional capabilities and professionalization necessary to pursue common security cooperation objectives.