



INSTITUTE FOR SECURITY GOVERNANCE

Advancing Knowledge, Building Capacity, Strengthening Partners



IMPLEMENTING STRATEGIC PLANNING: DEVELOPING EFFECTIVE PERSONNEL MANAGEMENT POLICIES

RESIDENT: N/A
MOBILE: P309140

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

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:

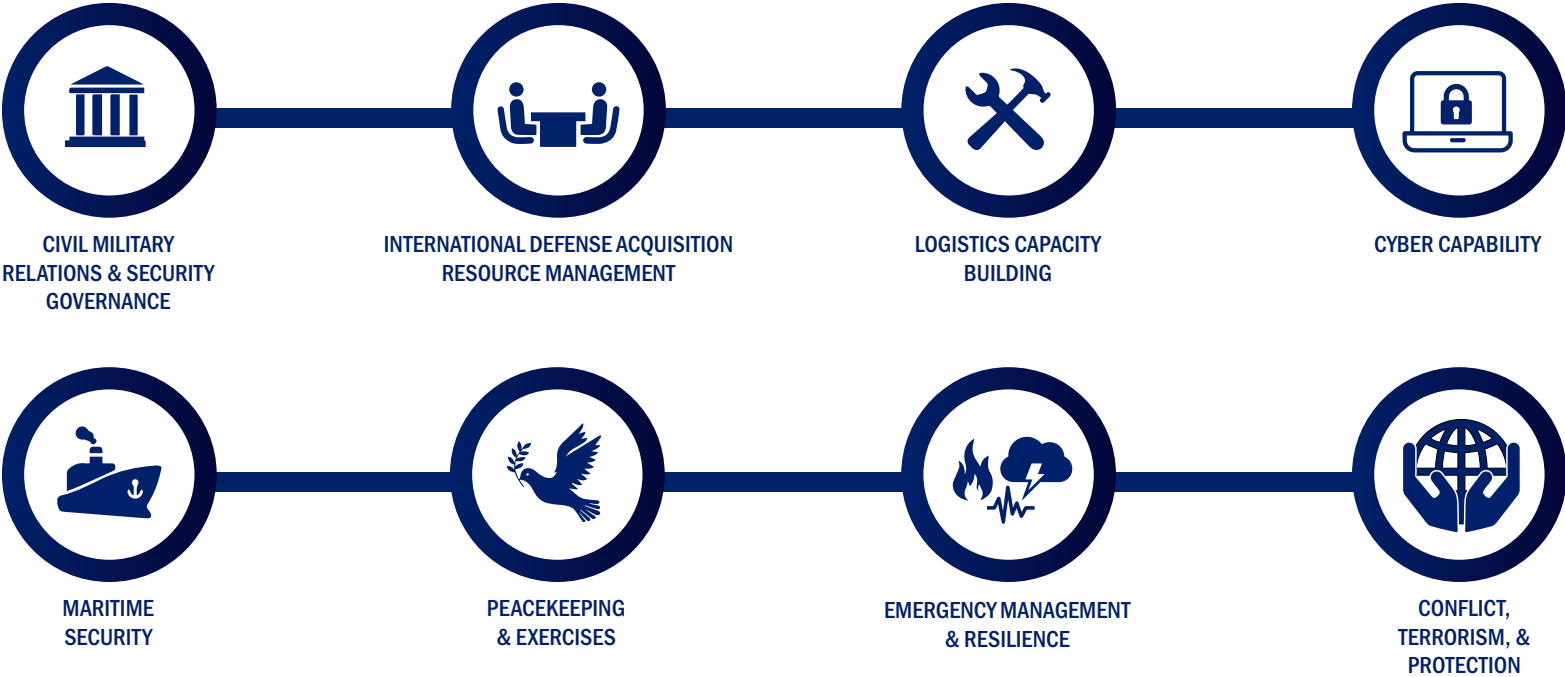
- ◆ Determining and establishing short-, medium-, and long-term personnel requirements
- ◆ Tactics, techniques, and procedures (TTP) for transitioning from a conscripted force to a professional force
- ◆ Concepts and implementation of professional career continuity, progression, and merit-based promotion
- ◆ Planning considerations for creating a professional force and cadres of civilian defense experts
- ◆ Techniques for successful recruitment and cohort management
- ◆ Developing TTP 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 as part of the US Government security cooperation efforts. Interested partner nation personnel should contact their government’s international cooperation section, or the relevant US Embassy’s security/military cooperation section for selection processes and enrollment. Interested US citizens may contact ISG to discuss availability.

FUNDING

Educational programs are primarily implemented through Title 22 authorized programs (International Military Education and Training, Foreign Military Sales, Peacekeeping Operations) and various Title 10 authorized programs such as the Maritime Security Initiative (MSI) and Regional Defense Combating Terrorism and Irregular Warfare Fellowship Program (RDFFP).

ABOUT ISG



The Institute for Security Governance – situated within the Defense Security Cooperation University’s (DSCU) International School of Education and Advising (ISEA) – is the Department of Defense’s Center of Excellence for Institutional Capacity Building (ICB). As a component of the Defense Security Cooperation Agency (DSCA), and one of its primary international Security Cooperation schoolhouses, ISG is charged with building partner institutional capacity and capability through tailored advising, education, and professional development programs grounded in American values and approaches.