

Human Resources Directors in Armament Network Stockholm, January 26 – 27, 2006

Welcome and Introduction

Mr Jan-Olof Lind, NAD held a short presentation about FMV and the Swedish armament acquisition system, see appendix 1.

Administrative remarks and recap around the HRDN

UK

This is a very important network and we must talk to each other to find out what we can do together when it comes to training and education. Things have changed since the start so we must go through the goals again and we must understand what has happened since the beginning and develop from here.

France

One important objective of the network is to find and identify the human resources individuals within countries and an aim with this meeting is to find out “who can we work with”. We are a network and we all must understand the aims and what we do within this group. It is important to know the situation and to talk together and present some goals for the future. France has an aim to design a top-level course and this is something that can be launched in our group.

Germany

Based on the LoI – HRDN paper “Skills and requirements for European acquisition manager” Germany and France volunteered to set up a pilot programme consisting of

- EDAMIC (European Defence Acquisition Management Intercultural Course)
- SERA (CHEAr responsibility) and
- STAMP (Seminar for Top Armament Manager)

) open to all LoI nations with the intention to transfer these courses into joint LoI-HRDN activities.

Sweden

It is important that we learn from each other. Since more and more material acquisition projects will be run jointly in an international environment it is very important that we can have well educated persons in the systems.

Historical background

Gertrud Humily held a presentation about *HRDN 2003-2006*, of what has happened since the start, what was agreed and where we are today, see appendix 2.

HRDN = **H**uman **R**esources **D**irectors in **A**rmament **N**etwork **F**orum.

The IDEA network was founded 18 years ago by the US because they were interested in what was going on in other countries outside US.

National presentation

France

René Picon-Dupré held a presentation about *DGA Human Resources*, see appendix 3.

Germany

Helmuth Heumann held a presentation on the *Federal Academy of Defence Administration and Technology (BAkWVT)*, see appendix 4.

In addition, a BAkWVT study was done and distributed on CD to compare the training strategies of the LoI nations.

In order to use the synergy of joint activities GE is open to substitute national courses by international equivalents.

UK

Steve Robinson held a presentation about *the UK Position*, see appendix 5. The HR organization has changed and been transformed since the last meeting. The staff has been reduced and has focused on strategic HR functions. The department has been divided into 8 different areas and each area is responsible to understand what skills that are needed for the business.

Jennifer Lewis held a presentation about *the Defence Academy*, see appendix 6. The Royal Academy is now part of the Defence Academy.

Spain

Fernando Nadal Pérez held a presentation about *MoD Spain*, see appendix 7. Spain focus on “management” within Educational Systems/Areas and is only provided to military personnel.

All the other countries agreed that they could help Spain getting started with acquisition training since they have already done it and have the experience. Spain are looking at the right training and products and know that they need something but don't know exactly how to get it. This group could talk about the possibilities to help Spain with this.

Sweden

Anneli Sjögren held a presentation about *FMV Personnel, tasks and training*, see appendix 8. Sweden needs engineers with international experience and business skills.

Lessons learned from the EDAMIC pilot training

Sweden

Comments from the Swedish observer are very positive. More information/discussions around different countries different legal systems would be good. It is a problem to send people to long courses so two times one week is a maximum.

UK

Comments from the two British observants was that it was very well done, well managed and organized but the course is too long and too detailed. It doesn't fit the purpose in it's current form, it needs to be shorter – get value for the money.

Spain

Comments from the Spanish observer, which only participated in part of the course in Paris, is that the course is too long and need to be shorter.

France

Comments from France is that it is important to send the right person to the right course.

UK

Understands that it has to be 2 weeks but it is difficult to find the time to be away from work for 2 weeks. UK can't agree to a 2 weeks course, it must be done more efficiently, it costs too much.

France

Frédéric Guir held a presentation about *the aim of EDAMIC*, see appendix 9.

A new course will be starting in September, one part in Paris on the 11th-15th of September and one part in Berlin on 25th-29th of September.

The course can be two times a year if there is a need. The next step this year is to get the other LOI countries to participate in the course.

LOI/EDA

Steve Robinson has sent a report to Nick Whitney, EDA At that time the EDA was not ready to discuss training/HR issues. Steve will contact Nick Whitney again in mid June. Everybody in this forum will give a PoC at EDA to Steve that he can contact before he contacts Nick Whitney.

Next step/Summary

The IDEA seminar will be held in Toledo, Spain between the 19th – 23rd of June. The seminar will be at the academy. The price to participate in the seminar is 250 Euro. The European representation is getting lower and lower every time and US are complaining about this. If we want to continue with these seminars we must try to get the industry to come, we need to invite them to the seminars. The person who makes the national presentation should not leave after one day, they should at least stay one night, too many people are going in and out.

The plan with the HRDN forum is to meet once a year but what benefits can we get from these meetings?

The working group needs to be activated and any changes of the working group shall be sent to Helmuth Heumann. There should be a focal point at the working group who can send out and process information.

The aims of the HRDN needs to be reviewed and this is something that can be done by the working group.

We would also need to put together a summary per country on how we work on HR/education issues. One report per country should be ready end of May.

Another objective is to exchange personal between us. What are the views on that, it is a very important thing. Germany has sent many people to Canada, France and UK and it is working very well, but as a forum we don't do anything about this. We need to inform and learn from experience and share within the group.

The next meeting will be held in February-March 2007 and Steve got the action to check if the meeting can be held in London, UK. To the next meeting we will try to get Italy to join. A new item on the agenda at the next meeting will be "Exchange of personnel".
When it comes to the SERA education, each nation nominate people to SERA, we as a forum do not nominate, this is working fine and we should not interfere with this.

Jennifer will send out the address to the website for the Defence Academy, UK. Jennifer also said that the Defense Academy are willing to accept students from other countries.