

Written by ACT Staff Writer

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With over 6,500 NATO International Civilians (NICs) dispersed across more than 50 locations and 22 NATO bodies one can be forgiven for thinking that NICs are a cohesive group with shared training and management experiences. However, although NICs are collectively governed by the provisions of the Civilian Personnel Regulations and have standard terms and conditions of service, the very different locations, nationality mixes, organisational structures and functions of the various bodies make it difficult to define a common "corporate" culture.

In 2009, the NATO Assistant Secretary General for Executive Management started a program to help define a corporate culture. Called the NATO-Wide Executive Development Program and outsourced to a prestigious business management school, the course runs from September to May and allows only 24 students per year. The subjects covered are diverse and meant to ensure that the NIC has the skills and understanding needed to have a fruitful career while contributing to NATO's goals.

The period 19-23 November, sees the students at their second one-week residential module of five. The second module is hosted at the NATO Defense College (NDC) in Rome, Italy with the other four being in London, United Kingdom - the provider's site; the NATO School in Oberammergau, Germany; Headquarters Supreme Allied Command Transformation (HQ SACT) in Norfolk, United States; and NATO Headquarters in Brussels, Belgium. The residential portions are interspersed with distance learning modules.

Ms Will De Wissel of HQ SACT thinks that the global security challenges being discussed at NDC are one of the highlights of the program. "I am particularly intrigued to be given the opportunity, together with my fellow NEDP students, to analyse the specific security challenges and NATO's possible role in mitigation strategies," she said during a break in a lecture. "Being able to recognise global security challenges and have possible solutions influence my everyday work is my goal," stated Wayne Buck, also a member of HQ SACT.

The NDC Commandant, Lieutenant General Arne Bård Dalhaug, welcomed the group, which

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was led by the NEDP Program Director, Mr Marc Wulfrath. The module at NDC enabled the group to conduct team presentations on relevant NATO topics and to leverage the Senior Course curriculum by attending several informative lectures during the week.