

Implementing changes @ NATO Lessons learned

Celine Shakouri-Dias Head, Recruitment

OUTLINE



- The Organization
- The Context
- Corporate Change Initiatives
- Recruitment and Selection Initiatives
- Lessons learned

ORGANISATION





- Created in 1949
- 28 NATO members
- Sharing common values
- The principle of collective defense
- Maintaining the Transatlantic link

CONTEXT



NATO Reform

Catching up on decades: change "on steroids"

Oversight by the Nations

Multi-tiered Organization

CORPORATE CHANGE INITIATIVES



• 2003: NATO +

2006: HR Workforce Strategy

• 2009: HR Review

2013: HR Strategy

2015: Shared Services?

RECRUITMENT CHANGES



- Competency framework
- Post description model
- Selection Improvement Plan
- Contract Policy
- Automation
- Shared Services
- Senior Recruitments
- Dialogue with Nations

ENGAGE!





INTEGRATE!





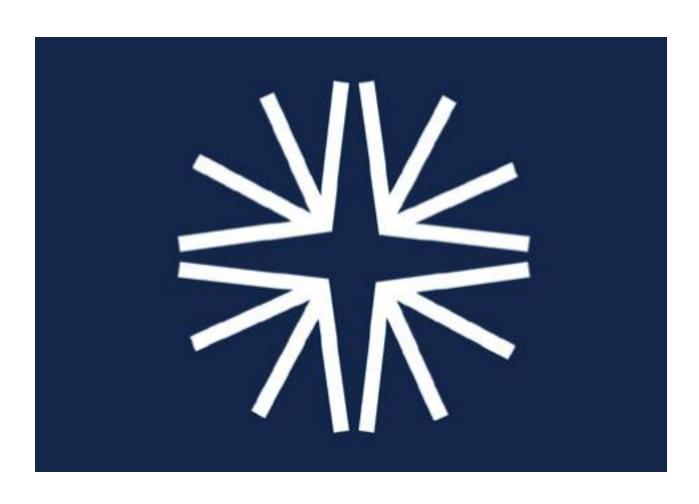
START SMALL...





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CELEBRATE!







Celine Shakouri-Dias Head, Recruitment shakouri.celine@hq.nato.int

+32 (0)2 707 4135