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Implementing changes @ NATO

Lessons learned

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

ORGANISATION



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- A political and military Organization
- Created in 1949
- 28 NATO members
- Sharing common values
- The principle of collective defense
- Maintaining the Transatlantic link



- NATO Reform
- Catching up on decades: change “on steroids”
- Oversight by the Nations
- Multi-tiered Organization



- 2003: NATO +
- 2006: HR Workforce Strategy
- 2009: HR Review
- 2013: HR Strategy
- 2015: Shared Services?



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

ENGAGE!



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INTEGRATE!



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START SMALL...



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SHARE!



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CELEBRATE!



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