

2016 Peace and Stability Operations Training and Education Workshop

Work Group 2

Preparing Senior Leaders to Succeed in UN Peace Operations



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Objective: Preparing Senior Leaders (SL) to Succeed in UN Peace Operations

Participants: IAPTC/FBA, PKSOI, UN DPKO, OSD, J5 GPP, CCMR, NDU, American Univ. IMI, MCCMOS, AWG, Independent Consultant (Gordon)

Discussion:

- Examined **SL key competencies** in the areas of:
 - **Knowledge:** Multi-dimensional Peace Operations, Components/Contributors, & more specific issues such as UN System, Legal Framework, PoC, SEA etc.
 - **Skills:** Communications, Team Building, Diplomacy, plus.....
 - **Attributes:** Adaptability, Partnering, & Collaboration, plus.....
- **Resources** available / required to develop & deliver SL training needs
 - UN Senior Mission Leaders Course; Other SML Courses; other UN Trng
 - National & Regional Peace Operations Trng
- **Optimal** SL education & training **delivery** methods
 - Integrated (CIV-MIL-POL) Exercises & Courses; Blended Learning (incl Distance); Mentoring
- **Community of practice** to advance UN SL development

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Recommendations/Way Ahead for Enhanced UN Senior Leadership Development

- Propose a **Senior Leadership Profile** (Attributes and Skills)
- Endorse **UN SML Course** as cornerstone of “comprehensive/systematic UN SL Trng...Strategy”
 - UN sets the standard for UN Senior Leader Training
 - UN oversight of content, participants, planning and implementation
 - Key Requirements
 - Systematic Funding
 - Qualified SMEs and facilitators
 - Contribute to updating SML Scenario (Carana)
- Promote Leadership Development **Continuum**
 - Progressive Knowledge of Peace Operations
 - Integrated Education and Training
 - Integrated Planning / Implementation / Evaluation
 - Assess SL Trng “outsourcing” options – GPOI (Mission Commanders Course - MidGrade)
- Contribute to resourcing **Mission Mentoring** Programme
- Support development of **Simulations** for UN SL Training for Peace Operations
- Support UN **Team Building Exercise** Initiative
- Consider UN SL Training as **Topic in IAPTC and its Regional Associations**