

PROdef.be
General Assembly
12 November 2016

We have a dream
We can do it for Defence

- Thank you for your presence !
- Thank you first to my Secretary General, he is the flame of PROdef.be !
- Thank you all my directors and our experts, they are the fuel of PROdef.be !
- Thank you all my delegates, they are the team of PROdef.be !
- Thank you all the members, they belong to the house of PROdef.be !
- Thanks you all the fans who support us on the social networks of PROdef.be !

Welcome and thanks

- PROdef.be is THE Professional Association dedicated to Defence, directed by military in the interest of military. We wanna be alternative and innovative.
- PROdef.be is alternative because it aims that the Defence of the military is adapted to the reality of today!
- PROdef.be is innovative because it aims to participate in the construction of the future of Defence by developing strategic proposals.

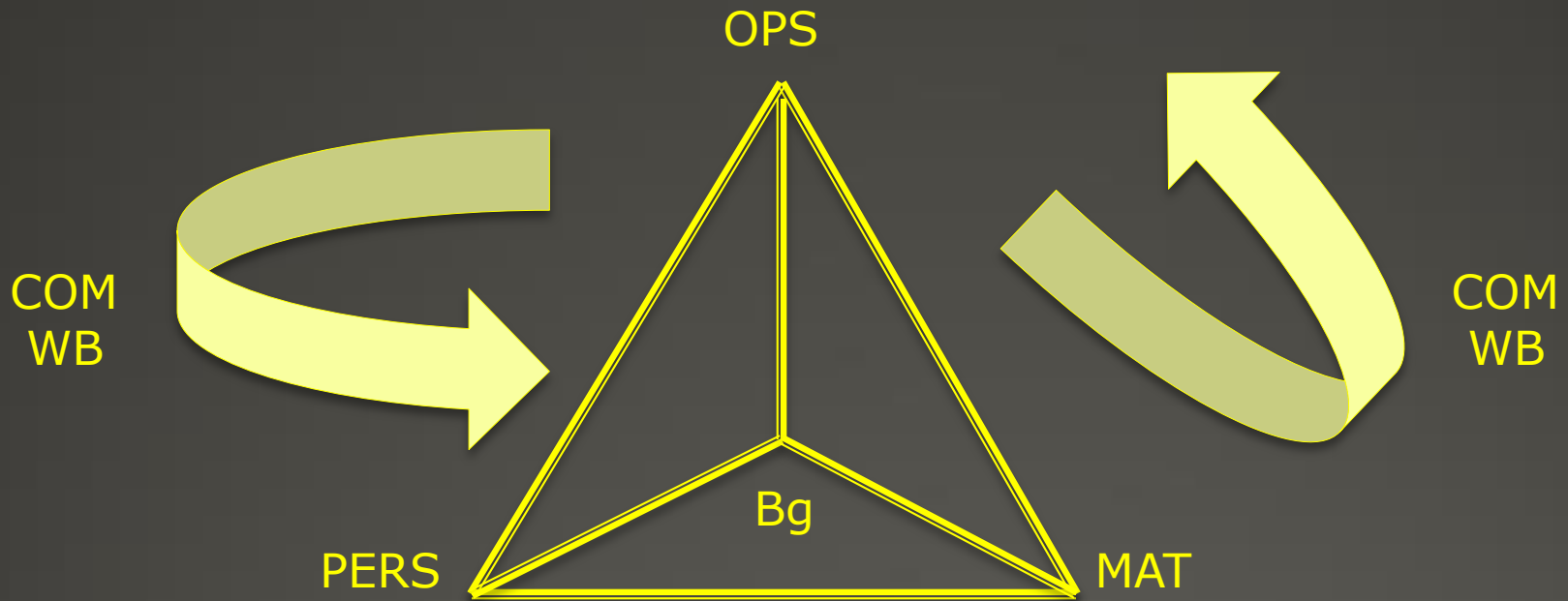
Welcome and Preface

- Our Way: respect and responsibility!
- Our Method : building & contributing to a future for Military and Defence.
- Our Mission: to propose specific and credible alternative ideas.
- Our Vocation: defend the RESPECT, LOYALTY and PROFESSIONALISM.

Policy of PROdef.be

- Our differences:
 1. Alert and inform our military.
 2. Participate in the debate before a decision is taken.
 3. Lobby with our military & political hierarchy to present them our ideas.
 4. Our members & delegates of PROdef.be make the difference, they are the stronghold of our early warning system!
 5. We take in consideration our Reserve & civil staff in our Defence system !

Policy of PROdef.be



Policy of PROdef.be

Military Authorities

Commission of
Defence

International



PROdef.be

Economic world

Press

Policy of PROdef.be

- No discussion about the legitimacy of a mission.
- No discussion about the methods used in a mission.
- No discussion about the unit deployed.
- PROdef.be is there for the material, the well-being and the respect of the military.

OPS

- PERS: the military must be well prepared and trained.
- MAT: the military must be well equipped.
- BG: the military must be well paid.
- WB: the military must feel well & safe.
- PROdef.be is there to watch over it or to remind the hierarchy.

PERS – MAT – BG – WB

- Today's military want respect for his family, his job and himself!

Conclusion

- Correct transitional measures and reduction of pension age through the concept of "heavy profession" are the minimum acceptable threshold.
- Salary scales should be adapted to longer careers.
- Mobility to another department under acceptable financial conditions and equivalent status.
- The retired military can not be the homeless of tomorrow

Proposals in HR: pension

- It is preferable for Defence to develop its own HR approach with long-term & short-term objectives.
- It is preferable for Defence to communicate openly with all social partners.

Proposals in HR: process

- The geographical spreading of units instead of the centralization in Bourg Léopold and MEF
- Reduction of the attrition.
- Recruiters must be well formed and given ALL aspects of the job ((constraints, financial aspects, career opportunities, values of the Defense, ...))
- During the selection, it is necessary to consider more the willingness of the candidate to become an effective military

Proposals in HR: recrutement

- Improve geographical accessibility.
- Improve mobility and accessibility at the working place.
- Flexible regulation of working hours.
- The authority must present a modern system of discipline taking into account 'rewarding'!
- Defense must give priority to internal recruitment.
- Create a new tool for estimating potential needs to be developed to ensure flow within Defence and external organizations

Proposals in HR

- Create a single software system capable of putting relationships among career paths, training, the value of the military in financial terms.
- Improve the HR-intern communication. All military personnel are entitled to the same information at the same time.
- Actively engage the Reserve in Defence structures
- The authority must continue to broaden the benefits, continue to ensure quality medical care during operations.
- Involve professional associations early in the decision-making process

Proposals in HR

- It is necessary to give confidence to firm's and to conclude definitive contracts.
- Must change mindset and accept outsourcing, BUT not in strategic, security, economic and operational domains.
- For logistics equal to both Defence and civilian environment, Defence should purchase an existing product on the market !

Proposals in MR

- Outsourcing: companies must provide both quality & service based on current military standards.
- The military infrastructure must undergo a study of costs: maintenance, compliance, sale, The military has the right to a modern infrastructure.

Proposals in MR

- Environmental aspects must become a matter of consultation.
- This integration should lead to a simplification of procedures and improvement in quality of reports (clearer & more consistent).
- Integration of Well-Being into all departments from the start of the decision-making process (especially for ACOS O&T, DGMR and DGHR)

Proposals in WB

- Introducing economic and statistical concepts to support Well-Being (absenteeism, turnover, accident costs, etc.).
- Analysis of the analyzes of psychosocial risks carried out (a priori & a posteriori)
- All formations given must comply with the strict provisions (including AR, AM, ...) so formations are recognized and certificate's issued are accepted by public and civil bodies.

Proposals in WB

- The first questions to ask yourself and to answer must be:
 - what message?
 - Who is my target?
 - Where and how to disseminate my information?
 - How to manage broadcast time?
 - Who are my readers, social networks and websites?
 - What reactions are expected?
 - What dissemination tools?

Proposals in Com

- Analysis of communication:
 - impact in the media
 - impact on social networks
 - impact on the military environment
 - impact on the political environment
 - impact on members
 - deduct and measure:
 - the weakness of the strategy followed;
 - the effectiveness of your strategy;
 - the feeling of your strategy followed.

Proposals in Com

- PROdef.be has a website, a Facebook page, a Twitter account and a Forum for its members.
- PROdef.be allows all its members to read permanently the news of the moment !

Proposals in Com

- Have long-term contracts so Reservists can be useful for a longer period !
- Assist Defence in selecting candidate Reservists.
- Give correct information
- Provide a legal environment (insurances,..)

Proposals for the Reserve

After the vote Yes (green card) or No (red card) may we invite you to have a drink with us & the directors who will answer gladly your questions while making acquaintance.

PROdef.be thanks you for your trust and your support !