Agility &

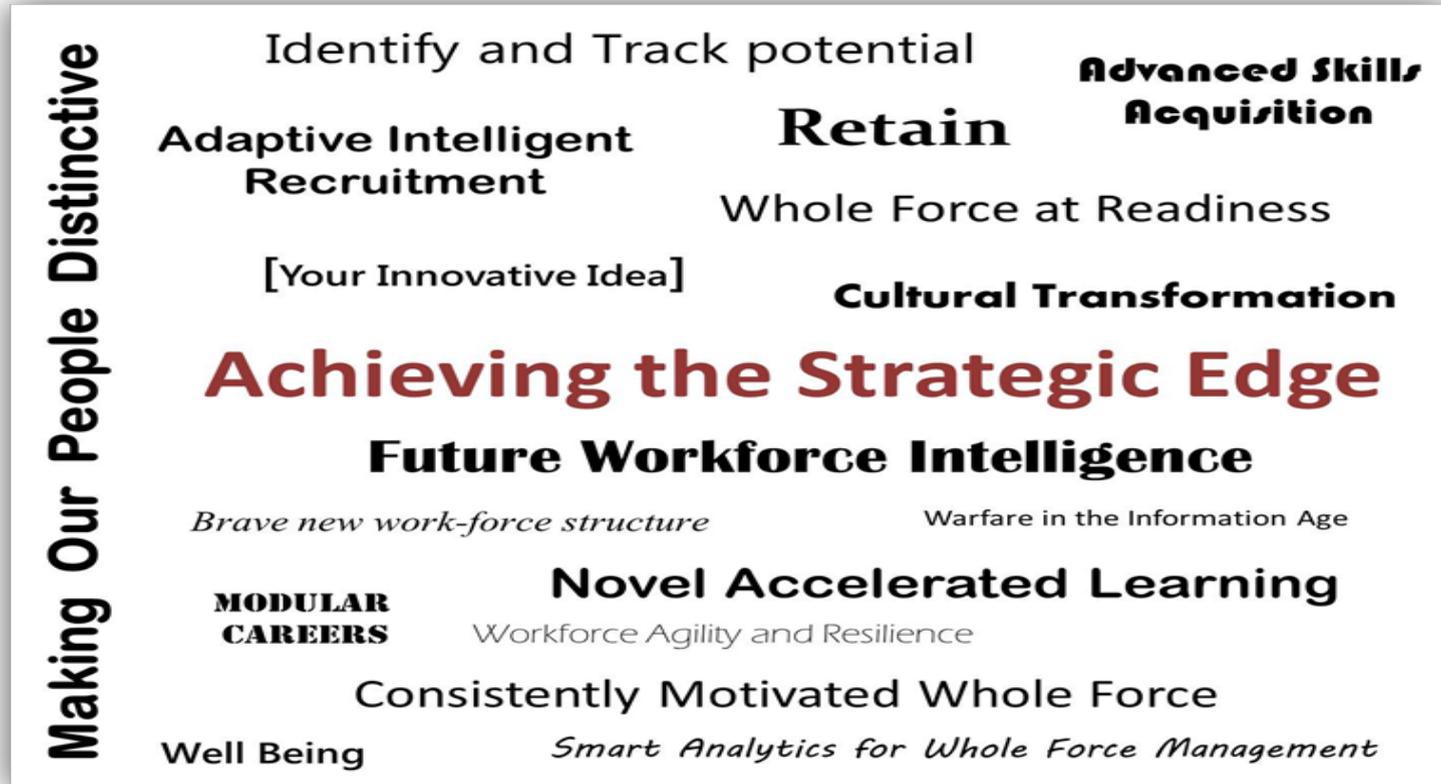# Strategic Edge Through People 2040

Carol Cooper Chapman

Senior Principal Psychologist

Outline

- Strategic Edge Through People 2040

- Current Research Programmes

- Agile Command & Control

- Building the Evidence Base

Strategic Edge Through People 2040: Intention

Making Our People Distinctive

Identify and Track potential

Adaptive Intelligent Recruitment

Retain

Advanced Skills Acquisition

Whole Force at Readiness

[Your Innovative Idea]

Cultural Transformation

Achieving the Strategic Edge

Future Workforce Intelligence

Brave new work-force structure

Warfare in the Information Age

MODULAR CAREERS

Novel Accelerated Learning

Workforce Agility and Resilience

Consistently Motivated Whole Force

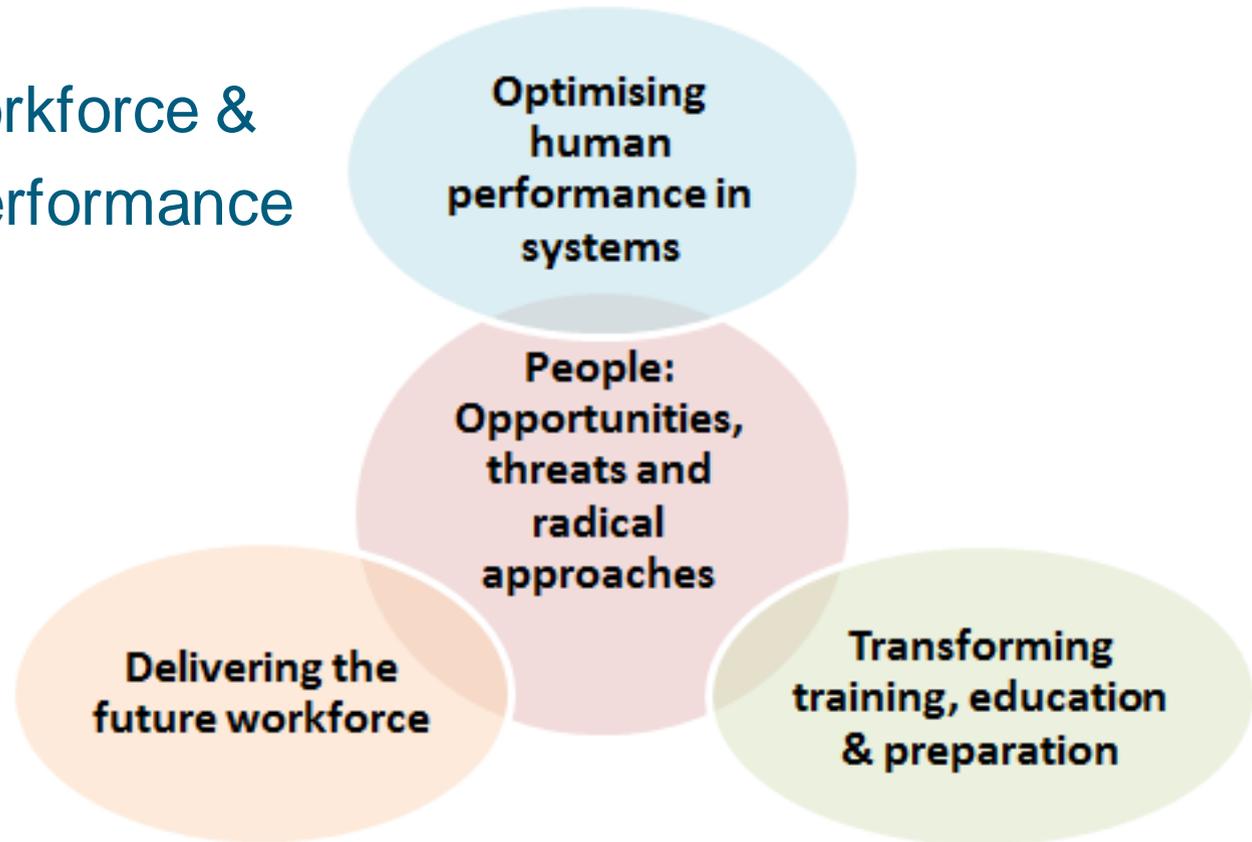Well Being

Smart Analytics for Whole Force Management

Strategic Edge Through People 2040: Research Projects

- Adaptive Intelligent Recruitment
- Dynamic Workforce Management Systems
- Brave New Workforce Management Structures
- Consistently Motivated Workforce
- Novel Accelerated Learning
- Applications of Neuroscience and Brain Computer Interfaces

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Current Research Programmes

Future Workforce &
Human Performance

Optimising human performance in systems

People: Opportunities, threats and radical approaches

Delivering the future workforce

Transforming training, education & preparation

+ Information Systems: Agile Command and Control

Agile Command & Control

- 'How can we deliver agile command and control, to offer decisive advantage in response to operational complexity?'
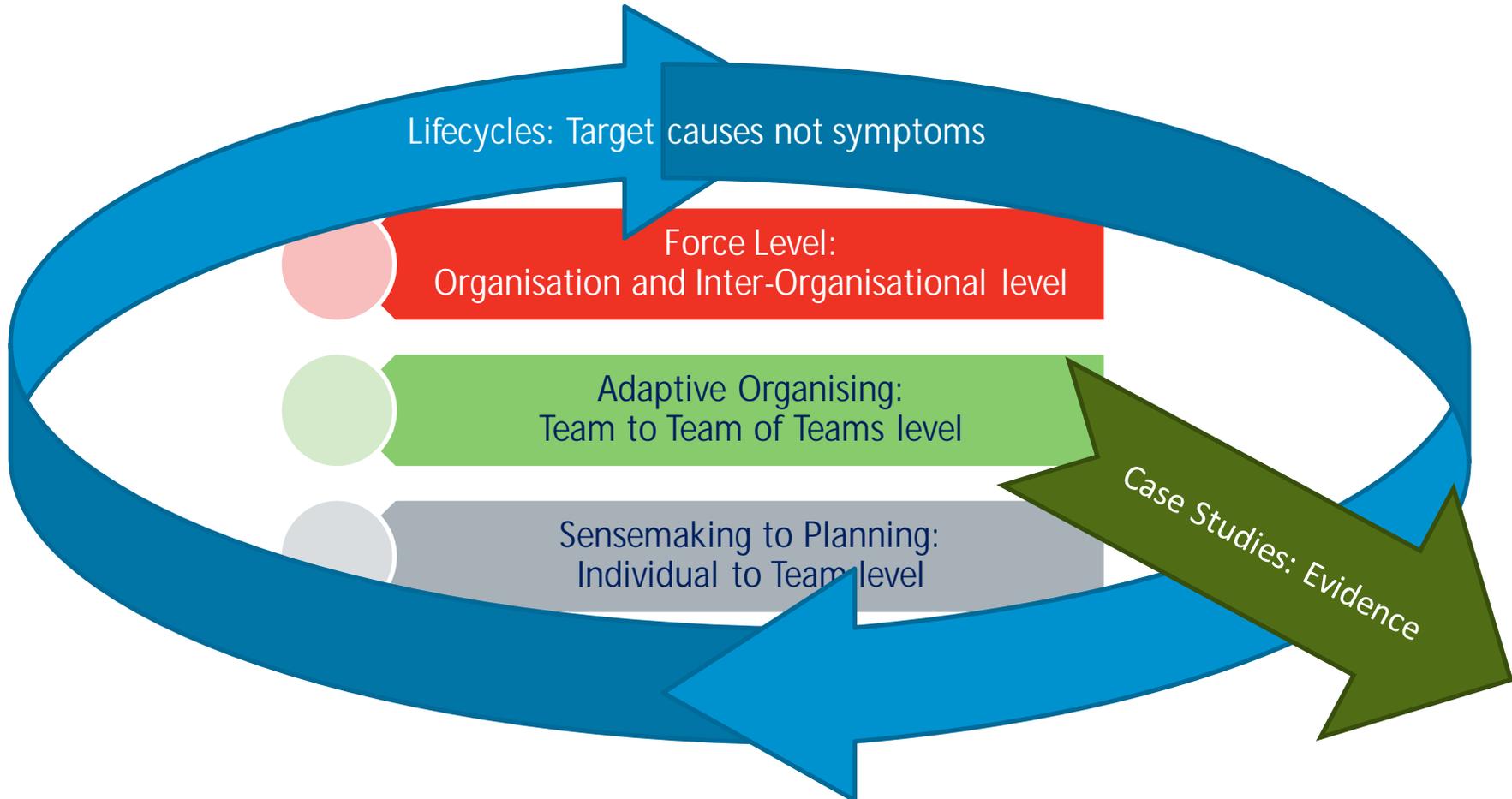
https://www.gov.uk/government/collections/joint-concept-note-jcn

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Joint Concept Note 2/17

Future of Command and Control

Development, Concepts and Doctrine Centre
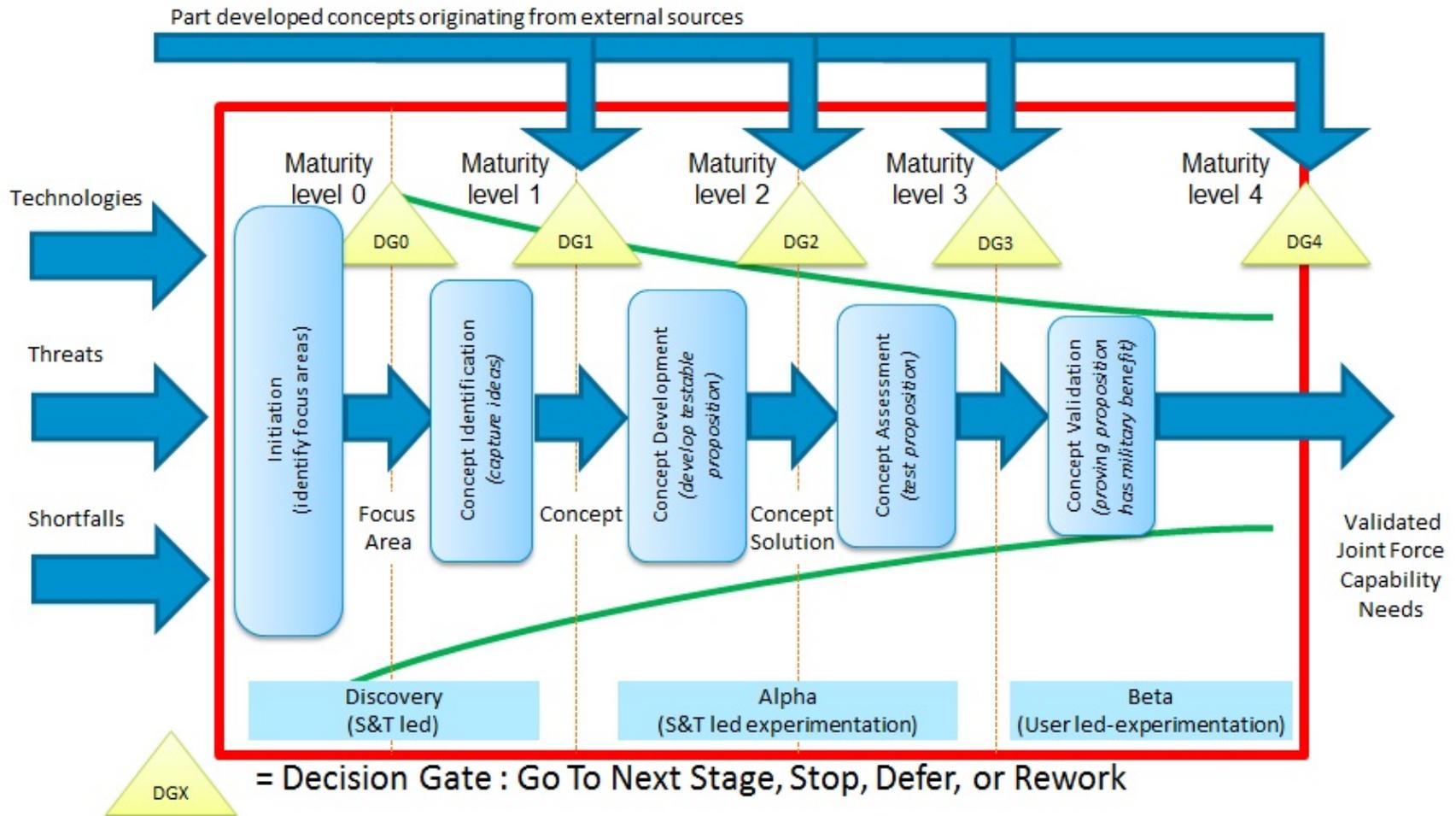
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Vision for Agile Command & Control Research

*The Agile C2 project is conducting research to **empower** command & control stakeholders to be able to **proactively cultivate** their **capability** to meet the changing challenges of complex operations within the context of a collective approach centred on partnership*

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Project Design

Lifecycles: Target causes not symptoms

Force Level:
Organisation and Inter-Organisational level

Adaptive Organising:
Team to Team of Teams level

Sensemaking to Planning:
Individual to Team level

Case Studies: Evidence

Building the Evidence Base

Questions?

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