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RareBooksClub. Paperback. Book Condition: New. This item is printed on demand. Paperback. 118 pages. Original publisher: Carlisle Barracks, PA: Strategic Studies Institute, U. S. Army War College, 2008 LC Number: UB413 . M32 2008 OCLC Number: (OCoLC)212181890 Subject: Leadership -- United States. Excerpt: . . . This monograph will first consider existing efforts in the Office of the Secretary of Defense (OSD), State Department, and Central Intelligence Agency (CIA) and then make appropriate recommendations for each. It will further consider what changes must be made to existing personnel management systems and development programs to encourage the creation of an effec-tive cadre of civilian national security professionals for the policy process. Such recommendations may be applicable to other executive agencies as well. These three departments were selected since they are in many ways those with a clear traditional role in the development of foreign and defense policy. Clearly, there are additional considerations with respect to current and growing requirements for those with technical expertise, human resource management, finance comptroller skills, etc. The development of personnel with such talents for these three agencies will not be the subject of this monograph. Some critics might observe from the outset that the nation is at war and can ill-afford reorganizations or changes at this critical moment. The sad tragedy that has been the Iraq War would suggest otherwise. It became clear almost immediately following the invasion in 2003 that fundamental errors had been made in intelligence and policy analysis. From the very beginning the United States not only required additional troops for the occupation of Iraq but also enhanced civilian leadership and capacity to reconstruct Iraqi society. Without both these components, efforts to forestall the ensuing chaos as well as the resultant insurgency were 4 doomed to failure. Poor civilian...

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