



# ICC strategy

## Competence model and training

- ◆ Development and implementation of a multi-level competency model for interoperability that is based on international standards and systematically promotes individual, technical and cultural-mental skills (graded model from "non-interoperable" to "fully integrated").
- ◆ Integration of interoperability objectives into structured education and training programmes, including language, cultural and leadership training, as well as active participation in international exercises and certification procedures.

## Cooperation and networking

- ◆ Expansion and deepening of cooperation with multilateral and bilateral partners in training, exercises, research, cyber and information security, and other cross-service domains.
- ◆ Utilisation and co-design of existing partnership instruments (e.g. Partnership for Peace, Individually Tailored Partnership Programme, Operational Capability Concept Evaluation and Feedback Programme, etc.) in order to implement cooperation objectives in a flexible manner and in line with requirements.

## Standardisation and innovation

- ◆ Active participation in the development and application of international norms, standards and best practices, particularly in the area of management processes and modern management systems.
- ◆ Promotion of lessons learned processes and information management based on international models to ensure continuous improvement, transparency and knowledge exchange.

## Communication and positioning

- ◆ Sustainably strengthening the INCOA (International Non-Commissioned Officer Academy) as a European centre for the development, training and promotion of the non-commissioned officer corps in a multilateral context.
- ◆ Use INCOA as a platform for international cooperation, exchange of experience and sharing of best practices in the field of NCO development in order to optimally meet the needs of NATO and partner countries.
- ◆ Establishing a network of experts, multipliers and interfaces with international centres of excellence and think tanks.
- ◆ Proactive information and awareness-raising among all stakeholders, as well as targeted change management measures to promote acceptance and implementation of interoperable solutions.