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# CIOR SYMPOSIUM 2019

## “Millennial Reserve Officers: New Challenges - New Skills – New Roles”

Tallinn – 7th August, 2019





Photo: Québec 2018

## **“Millennial Reserve Officers: New Challenges - New Skills – New Roles”**

Wednesday, 7th August, 2019 ( 08:45 – 16:00)

Venue: Swissôtel Tallinn, Estonia

Address: Tornimäe 3

10145 Tallinn, Estonia

+372 624 0000



# FOOD FOR THOUGHT

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Young Reserve Officers (YRO) are called to a relevant military role due to their civilian capacities as many conflicts have to adapt to “the new level of the fight”

In a Multipolar World, with significant threats and changes:

- Disruptive Technologies (AI, Cognitive Computation, Blockchain, IoT, Big Data Analysis, Robots, Cyber, Space activities etc.)
- Climate change and migration
- Populism
- Weapons of Mass Destruction





# MORNING SESSION

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## Welcoming Remarks and Strategic Context

### **CIOR President Welcome:**

Colonel Chris Argent

### **Opening address:**

General Sir James Everard– UK

Deputy Supreme Allied Commander Europe



# MORNING SESSION

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## SESSION 1: How much do Millennial Officers need to differ to previous generations of Officers?

**“Role of the reservist as twice the citizen: can reservists bring additional value to the NATO Enhanced Forward Presence”**

*Boosting NATO’s presence in the Eastern Parts of Alliance territory, ensuring protection to populations against threats, wherever they arise.*

Speaker: Major General Steve Potter (UK)

**“The Millennial Generation and National Defence: Attitudes of Future Military and Civilian Leaders”**

*Portraying a generation influenced by how 9/11 has narrowed the civilian-military divide and entered a new era of civil-military relations.*

*Do people in service look at the world differently than people who do not volunteer to serve in the military?*

Speaker: Professor Morten G. Ender (USA)

Professor of Sociology in Behavioural Sciences  
U.S. Military Academy, West Point



# MORNING SESSION

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## **SESSION 2 “Millennials and new challenges”**

### **“Cyber Threats and Crisis Escalation Case Studies”**

*Cyberspace has transformed human interaction and the functioning of our society as public services depend on it. Cyberspace has become a political and military battleground. Violations in the cyberspace are increasing. Cyber attacks are launched by individuals and groups whose activity is too often supported and directed by states. Closer case studies include the 2007 cyber attack campaign in Estonia”*

Speaker: Merle Maigre – Estonia

Former Director of the NATO Cooperative Cyber Defence Centre of Excellence.

### **“Young Reserve Officers’ cultural awareness in the context of military deployments”**

*“Combining civil education and career with military work: shaping an operation in a modern warfare concept.”*

1st LT RONNY B. VOSSEN – Denmark

Reserve staff officer within NATO Multinational Division North (HQ Riga) working primarily with Public Affairs and Information Operations

2<sup>nd</sup> LT MARIO BERNUS – Spain

Reserve Staff Officer CIFAS (Spanish Intelligence)

# AFTERNOON SESSION

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## SESSION 3 “The Hybrid war and the reality of today's conflicts”

### “The Hybrid Warfield after 2014”

*The Russian annexation of Crimea and following operations in Eastern Ukraine have already become a classical example of hybrid warfare. During the following years Russia has avoided bigger direct confrontations with Western powers, but its official doctrinal documents witness continuing revanchist attitudes. It is obvious that Russia is taking very seriously shaping operations to clear the road for their political aspirations.*

Speaker: Mr. Raul Rebane – Estonia  
Journalist Communication Consultant and Strategic Adviser

### “The reality of today's armed conflict”

*The difference between the past Cold War and now is in the automatization and autonomation of war. If the fast and powerful missiles are coming back, then it means that countermeasures include more robots who are faster and smarter than human soldiers. What skills are required from future reserve leaders that we need to consider today?*

Speaker: General Riho Terras - Estonia  
Former Commander of the Estonian Defence Forces.







## SUMMARY

### MORNING

#### CIOR President Welcome & Opening Address

General Sir James Everard (UK)  
DSACEUR

#### SESSION 1

#### How much do millennial Officers need to differ to previous generations of Officers?

Major General Steve Potter (UK)  
Professor Morten G. Ender (USA)

#### SESSION 2

#### Millennials and new challenges Miss MERLE MAIGRE (Estonia)

1st Lt Ronny B. Vossen (Denmark)  
2nd Lt Mario Bernus (Spain)

### AFTERNOON

#### SESSION 3

#### The Hybrid war and the reality of today's conflicts

Mr. Raul Rebane (Estonia)  
General Riho Terras (Estonia)

*Moderator: Capt. Ilmar Raag (Estonian Media Executive)*





## PARTICIPANTS

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**Merle Maigre**  
Executive VP  
CybErxter technologies



**Capt Ilmar Raag**  
Estonian Media Executive



**2Lt Mario Bernus**  
Google Senior Solutions  
Consultant



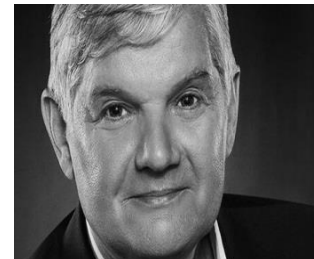
**General Sir James Everard**  
DSACEUR



**1Lt Ronny B Vossen**  
Senior Consultant MoD  
Denmark



**Major General Steve  
Potter**  
QVRM TD



**Raul Rebane**  
Journalist Communication  
Consultant



**Prof. Morten G Ender**  
Military Academy West  
Point



**General Riho Terras**  
Former Commander  
Estonian Forces

## MODERATOR

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**Capt Ilmar Raag (Estonia)**  
Estonian Media Executive

**Ilmar Raag** (born 21 May 1968) is an Estonian media executive, actor, screenwriter and film director, best known for his socio-critical films. He has served as CEO of Estonian Television from 2002 to 2005. He is a well known columnist in many prestigious Estonian newspapers ([\*Postimees\*](#), [\*Eesti Päevaleht\*](#)). In recent years he has written many scripts and directed critically acclaimed films, notably *August 1991* and *The Class*.

## SPEAKER

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**General Sir James Everard (UK)**  
DSACEUR

General Sir James Everard was born on 23 September 1962 in Leicestershire. He commissioned into the 17th/21st Lancers in 1983 and spent his formative years in the British Army on the Rhine (BAOR), on the Chieftain & Challenger Main Battle Tank (MBT), and the Combat Vehicle Reconnaissance Tracked (CVR(T)) Scorpion. He served as a Captain at the US National Training Centre (NTC) and Ministry of Defence (MOD). He deployed to Kosovo as part of Kosovo Force (KFOR) for the implementation of Operation JOINT GUARDIAN. From 2000-2002 he commanded the Queen's Royal Lancers in Germany. After two-years at the UK Permanent Joint Headquarters as Deputy Assistant Chief of Staff J5, responsible for Iraq and Afghanistan. This was followed in 2005 by a six-month deployment to the Pentagon as the UK Chief of Defence Staff Liaison Officer to the Chairman of the Joint Chief of Staff. He then commanded the 20th Armoured Brigade in Paderborn, Germany, taking the Brigade to Iraq in 2006. After a period as the Assistant Chief of Staff (Commitments) at Headquarters Land Forces he moved to command the UK 3rd Division between 2009-2011 responsible for the preparation of UK brigades deploying to Afghanistan. He then served between 2011 – 2013 as the Assistant Chief of the General Staff in the Ministry of Defence. In 2014 he left the MOD to become Commander Field Army. He moved to the post of Deputy Supreme Allied Commander Europe in March 2017.

## SPEAKER

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### **Major General General Steve Potter (UK)**

Major General Stephen Potter commissioned into Cardiff University Officers Training Corps before joining the Territorial Army. His early career was served with 31 Signal Regiment, including command of an independent Radio Relay Troop in Cobham as part of 83 Signal Squadron. He commanded 47 (Middlesex Yeomanry) Signal Squadron, and was subsequently selected to Command 35 Signal Regiment; the first TA CO of a Ptarmigan equipped Royal Signals Regiment.

Major General Potter served as the Deputy Commander of 11 Signal Brigade before being appointed as the first Commander of 12 Signal Group (V) in 2004. In 2006, he was appointed as Deputy Commander 143 (WM) Brigade. In 2012, he attended the Royal College of Defence Studies and was concurrently posted to the Royal Military Academy Sandhurst as Colonel TA Training. After only ten months in the role, he was promoted to Brigadier as Assistant Commander Support Command in Aldershot. Following the Army Command Review, he became the first Assistant Commander Home Command. He assumed his current role as Director Reserves in the Army HQ in October 2018.

In civilian life, Major General Potter is a Chartered Surveyor and has worked in a variety of senior management and consultancy roles across both the Financial Services and BPO Sectors. He was Group Services Director (Main Board) at Paragon Finance plc (a FTSE 350 business) and Property Director at the West Bromwich Building Society (Main Board). He lives in a rural area on the Devon/Somerset border in an 800-year-old farmhouse with his wife and 15-year-old daughter (his 27-year-old actor son has fled the coop). He tries to spend his time cycling, walking, and sailing but is invariably hampered by his wife's horses, an irascible Terrier, and the inevitable DIY.

## SPEAKER

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**Prof. Morten G Ender (USA)**  
U.S. Military Academy West Point

**Morten Ender** is an American sociologist and full professor in the Department of Behavioral Sciences and Leadership at the United States Military Academy at West Point, New York, U.S.A. where he specializes in the study of military sociology, social psychology, and teaching sociology. He has served as chair of the Peace, War, and Social Conflict Section of the American Sociological Association and on the editorial board of the journal Teaching Sociology. He is considered a subject matter expert resource on the human dimensions of military service members and their families contributing to articles in the New York Times; Los Angeles Times; USA Today; CNN.com; National Public Radio; Army Times; Washington Post; and the Grand Forks Herald, among other media outlets.

He attended the University of Maryland European Division, Munich, Germany Campus, where he received an AA in General Education. Soon after he received a BA in Sociology with Distinction and a post-undergraduate Certification in the Administration of Non-Profit Organization, both from Sonoma State University, Rohnert Park, California. He completed an MA and PhD in sociology from the University of Maryland, College Park, USA.

## SPEAKER

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### **Merle Maigre (Estonia)**

Executive VP

CybErxter technologies

Merle Maigre was the Director of the NATO Cooperative Cyber Defence Centre of Excellence from September 2017 to August 2018. She is currently Executive Vice President for Government Relations at CybExer Technologies.

CybExer Technologies is a leading Estonian exporter of cyber security solutions that has thus far provided a wide range of solutions to almost 20 foreign governments and international organisations. One of the most sought-after products in CybExer's portfolio is the world's only cyber training environment for large-scale and sophisticated cyber security exercises. Merle Maigre has worked as a national security adviser to President Kersti Kaljulaid, having previously held the same position in the office of former president Toomas Hendrik Ilves for four years. Prior to that Maigre worked at the NATO Secretary General's policy planning unit in Brussels, at the International Center for Defense and Security and as deputy head of the mission of NATO in Ukraine. She has also previously worked at the Estonian Ministry of Defense, where she supported the country's NATO accession.

## SPEAKER

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### **2Lt Mario Bernus (Spain)**

Google Senior Solutions  
Consultant

Mario Bernus holds a Bachelor's degree in Political Science and Public Administration from the Autonomous University of Barcelona (UAB), with a minor in International Relations; International Terrorism, Human Rights and Middle Eastern Politics between Barcelona and San Diego USA. He also has a Master's degree in Management from the Instituto Empresa School (Madrid), with a Minor in International Business.

In terms of professional experience, he has worked in UNRWA, in Amman (Jordan), as Evaluation Assistant officer for the Department of Internal Oversight Services (DIOS). After finishing business school he switched into the Technology sector working first, with Apple, and currently, at Google as a Senior Solutions Consultant and Incident Commander for Crisis Response.

As Spanish Reservist, he belongs to CIFAS (Spanish Military Intelligence).



## SPEAKER

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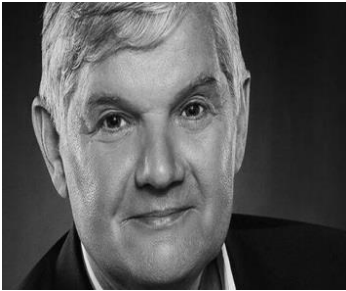


**1Lt Ronny B. Vossen (Denmark)**  
Senior Consultant MoD Denmark

1Lt Ronny B. Vossen is a senior consultant within the Danish Ministry of Defence, where he is responsible for developing recruitment strategies, along with coordinating PR activities, marketing, communications and HR within the Danish Defence. Ronny has spent eight years working with communications, mostly within the Danish Defence, both as project lead and communications advisor in the Danish Defence Command. He has been deployed as a military Public Affairs Officer to both Helmand, Afghanistan (ISAF) and Iraq. Currently, he also holds a military contract as a reservist within the Public Affairs Office of Multinational Division North, where he manages press in peace and wartime and conducts media training of military personnel. Ronny enjoys outdoor activities, such as kayaking, hiking and snowboarding, and enjoys sailing with his wife and two-year-old son.

## SPEAKER

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**Raul Rebane (Estonia)**  
Journalist Communication  
Consultant

**Raul Rebane** (born 6 October 1953 in [Pärnu](#)) is an Estonian journalist and communication consultant. Raul Rebane graduated from the University of Tartu in 1977 with a degree in journalism. 1977–1997 worked in ETV (Estonian Television) as a sports commentator, editor and program manager. Has he worked 12 times at the Olympic Games as a commentator, team manager and member of the EBU's (European Broadcasting Union) Information Group. Since 1999 has been working as a consultant, teacher and strategy adviser.

## SPEAKER

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### **General Riho Terras (Estonia)**

Former Commander, Estonian Defence Force

**Riho Terras** (born 17 April 1967) is an Estonian Army General and former Commander of the Estonian Defence Forces. His military education includes studies in the Royal College of Defence Studies in the United Kingdom, the Joint Command and General Staff Course in the Baltic Defence College, the European Security. Terras's civilian education includes history studies in the University of Tartu, and a master's degree in Political Science and Sociology from the University of Bundeswehr. After graduating from the Basic Officer's Course in Estonia, Terras served as a Company Commander and as a Battalion Second in Command of the Kalev Single Infantry Battalion from 1992 to 1993. In 2007, Terras served in the NATO Training Mission - Iraq as Deputy Chief of Staff. Riho Terras was confirmed on December 2008 as Permanent Secretary of the Estonian Ministry of Defence. Before taking up the position of the Permanent Secretary, he was Deputy Chief of Staff for Operations in the Estonian Defence Forces. Terras served as the Deputy Chief of Staff for Operations of the Estonian Defence forces from January 2011 to March 2011 and then continued his service as the Chief of Staff of the Estonian Defence Forces. Terras was appointed the Chief of Defence from December 5, 2011.

# CIOR SYMPOSIUM Group



2<sup>nd</sup> Lt. (R) Ramon Alentorn (Spain) – Chairman  
1<sup>st</sup> Lt. (R) Julia Llano (Spain)  
Lt Cdr (R) Jacques Mombaerts (Belgium)  
Academic Advisor Dr. Guillaume Lasconjarias (France)