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## Senior Officer Talent Management: Fostering Institutional Adaptability

By Michael J. Colarusso, David S. Lyle, Strategic Studies Institute

Lulu.com, United States, 2014. Paperback. Book Condition: New. 229 x 152 mm. Language: English . Brand New Book \*\*\*\*\* Print on Demand \*\*\*\*\*.Since 1983, the mission of the U.S. Army Office of Economic and Manpower Analysis (OEMA) has been to provide a sound basis for policy and planning for the Army of the future. Founded by General Maxwell Thurman, this Headquarters Department of the Army (HQDA) asset is nested within the U.S. Military Academy's Department of Social Sciences. The intellectual freedom and community-of-practice provided by this academic setting promotes out-of-the-box thinking, allowing OEMA analysts to devise solutions to strategic challenges facing not just the Army and the Department of Defense (DoD), but other government agencies as well. In the last 4 years, OEMA has devoted a significant amount of its research to officer talent management, systematic planning for the right number and type of officers to meet the Army's needs at all levels and at all times so that the majority of them are employed optimally. Despite a commissioned officer focus, many of OEMA's talent management principles generalize to any labor force.



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