



# Architecting a Paradigm Shift to Further Invest in Human Capital

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# Agenda

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- 1. Purpose: Why is this topic important?**
- 2. Background: DoD, Army, Special Operations**
- 3. Job Analysis & Standards Validation: SF & 75<sup>th</sup> Ranger Regt**
- 4. Implementation Plan**
- 5. Critical Mass**
- 6. Study Results: Standards, team effectiveness, cohesion, bias**
- 7. Conclusion**
- 8. Questions & Discussion**