



YROW (Young Reserve Officers Workshop) is a professional development program conducted simultaneously during the annual CIOR Summer Congress.

This week long workshop is designed to become a junior reserve officer's first exposure to a multi-national environment and to colleagues from other NATO countries and PfP nations. It constitutes a unique annual professional development opportunity for approximately sixty junior reserve officers.

Junior reserve officers up to the rank of Captain (Army/Air Force) or Lieutenant (Navy) or below these ranks work together for a week in an intense international background. There, they gain a unique opportunity to learn and to discuss about current relevant issues to NATO and to reserve forces.

YROW will offer the following activities:

- Introduction to NATO, CIOR & CIOMR;
- Presentations by guest speakers from NATO and related international organizations;
- NATO simulation exercises;
- Leadership seminars: cross-cultural leadership;
- Participant-delivered country briefs;
- LOAC working session and LOAC test;
- Local visits and cultural activities;
- Awards from YROW and LOAC certificates.

The principal benefits, both for participating junior officers and for CIOR member nations, are:

- Enhancing joint and combined interoperability and professional development, strengthening ties among Alliance countries through personal exchanges between junior reserve officers.
- Preparing junior reserve officers for positions of higher responsibility within their national reserve forces.
- Learning compromise and diplomacy.
- Gaining an understanding of the spectrum of global geopolitical tensions, interactions, national perceptions and relationships in an international environment.
- Exploring the relevance of reserve employment, terms of service and employment in operations, as well as the various roles, missions and doctrines of reserve forces throughout the Alliance.
- Allowing junior reserve officers to work and to debate in a structured environment as to understand better and to appreciate the diversity of their colleagues' civilian and military processes, traditions and values.
- Providing an opportunity for junior reserve officers of NATO and NATO partner nations to gain a unique experience and individual perspective of multi-national and interallied reserve forces in a structured environment.

Participants also attend CIOR Symposium at the 2016 Summer Congress.