

# Millennial View on NATO

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JOHN G.L.J. JACOBS, DIRECTOR ATLANTIC FORUM

# About me

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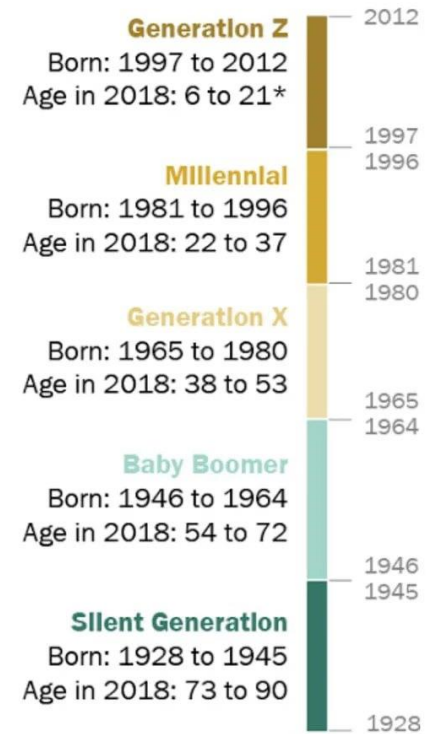
- A Millennial (born August 1990)
- Since 2015 actively involved with NATO Youth Engagement
- Between 2016 and 2018 president of the Youth Atlantic Treaty Association, and until June 2019 president of the Dutch branch (Jonge Atlantici)
- In January 2019 founded Atlantic Forum (launched during NATO Engages in Washington D.C., the Alliance at 70)
- Joined the Dutch Military in 2012, currently a military planner working on NATO dossiers; previously deployed to the 2<sup>nd</sup> rotation of the enhanced Forward Presence



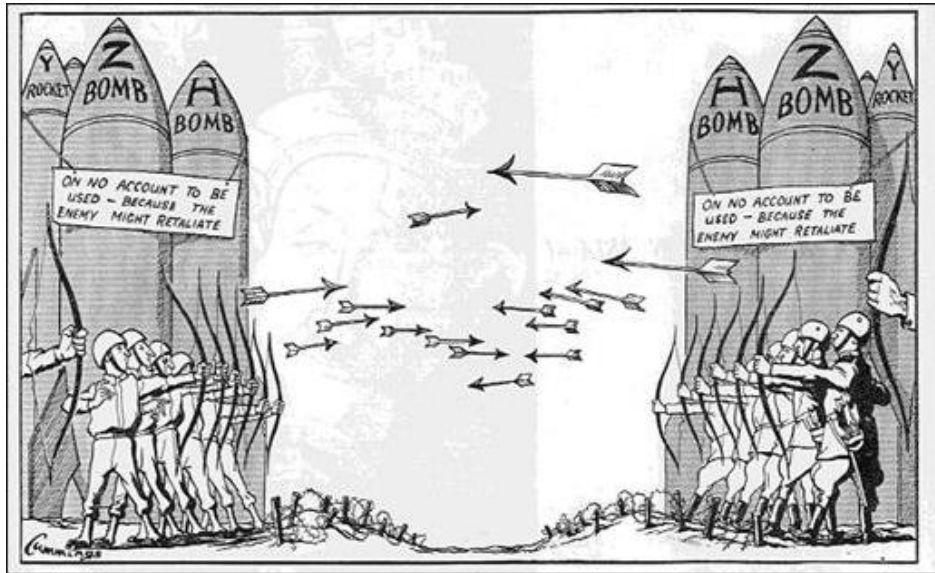
# Millennials

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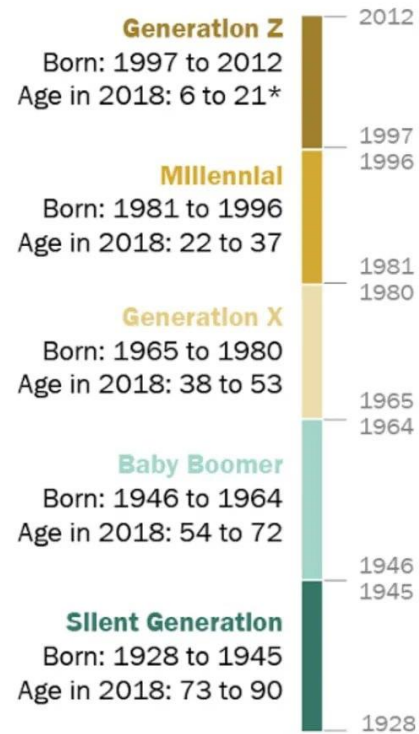
## The generations defined



# Millennials



## The generations defined

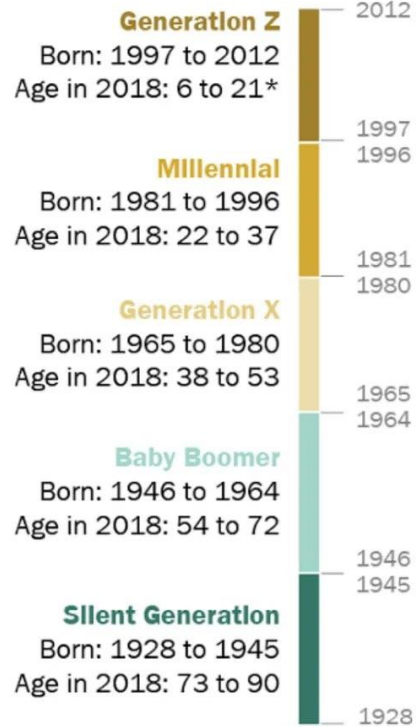


To young to really have experienced the cold war and existential threat of the nuclear arms race

# Millennials



## The generations defined



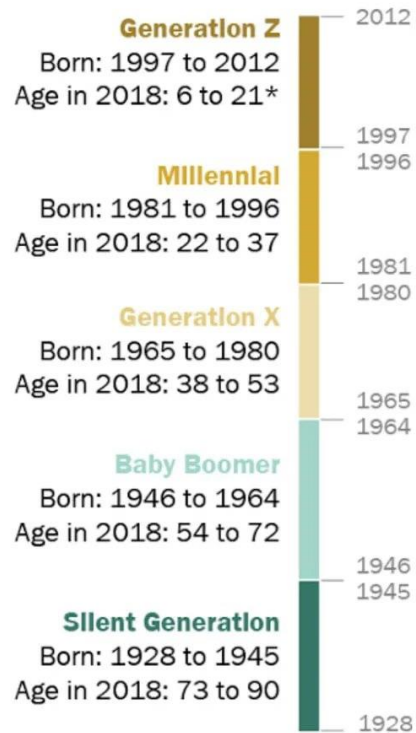
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## The generations defined



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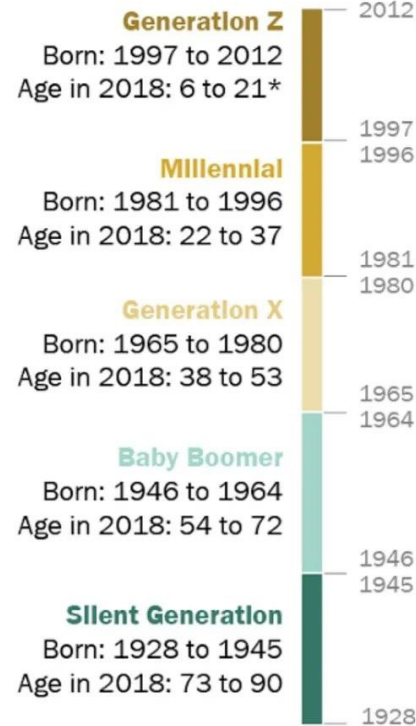
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# Millennials



## The generations defined



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The world around us has become more volatile and dangerous ever since

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- Transatlanticism and NATO being questioned
  - Anti NATO/Transatlanticism are easy to adapt out of context narratives
  - Afghanistan Wars
  - Libya
  - Syria (red line)
  - Inability to react properly to the illegal annexation of Crimea
  - “Aggravating Russia”

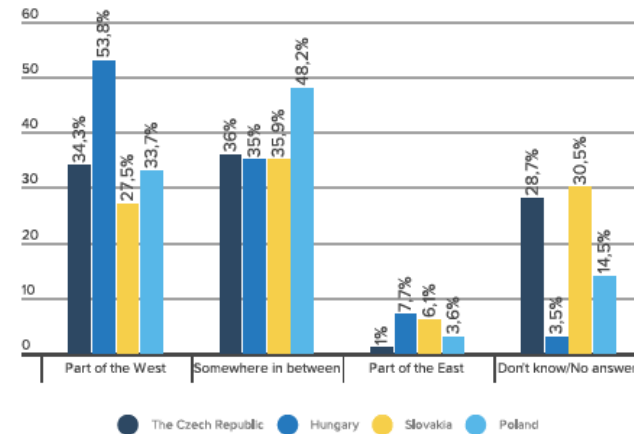


# Central Europe

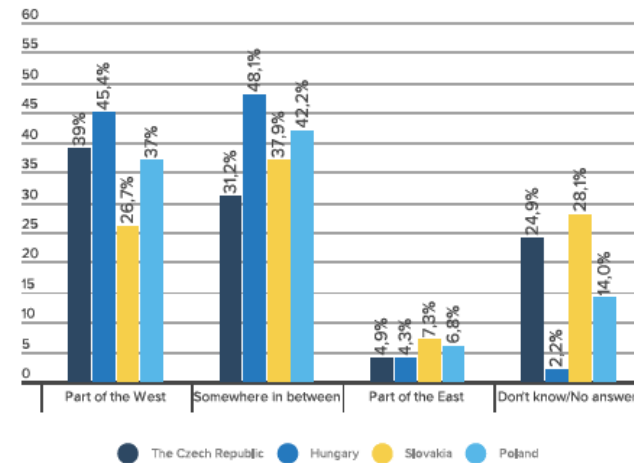
“In Slovakia, the most favourable opinion about the EU and NATO was observed in the middle-aged group (35-44), while in Hungary and Poland, surprisingly, it is the older generation (55+) that exhibits the most vocal support for EU and NATO membership.” (GLOBSEC YOUTH TRENDS: How Young Central Europeans View the World

## WHERE DO YOU THINK YOUR COUNTRY BELONGS TO GEOPOLITICALLY?

Young at the age of 18-24 years



Young at the age of 25-34 years



# Germany

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# Germany

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# Age of Disruption

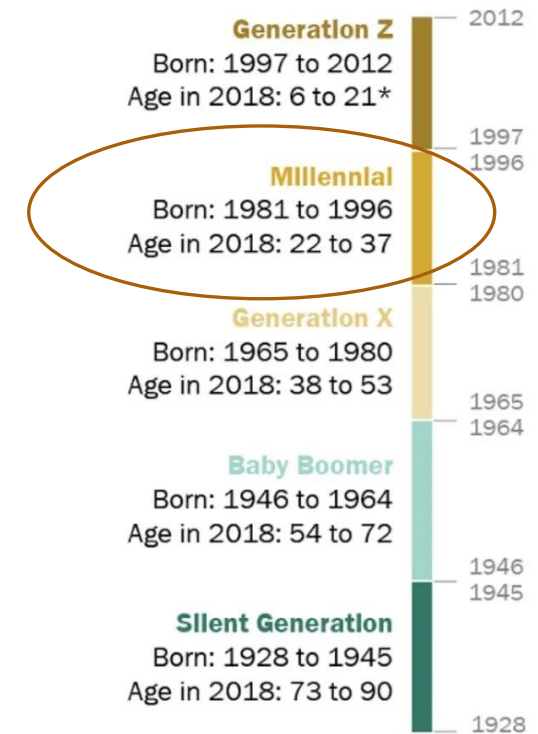
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- End of the bipolar world (if there ever was one)
- New power competition
- New disruptive technology
- Hybrid Warfare / Political Warfare (short of kinetic violence)
- Fake News / Disinformation
- Populism (renewed nationalism)

# From Future Leaders to Current Leaders

- Millennials are growing up
- Now age 23-38
- Future Leader Programs often focus on age group 25-35
- Still being treated as the future generation
- What our generation does in their daily business matters
- Challenging to be recognized and influential

## The generations defined



# Helpful Initiatives:

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- German Marshal Fund Young Professionals Summit (YPS)
- GLOBSEC Young Leaders Forum (GYLF)
- Atlantic Forum? 😊
- Young Professionals as speakers at key events

“If I could I would replace 30% of my staff with young people under 30”  
– Adrm Manfred Nielson (DSACT)



# Millennials Working in / for NATO

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- HR / recruitment needs to adapt to millennials (and generation Z)
- No longer working life-long for one employer (adaptive force initiatives)
- Recruitment takes too long (16 month wait for a job application at NATO?) (bureaucracy)
- Reward (industry offers better pay and perspective)
- (Military) rank system / outdated? (CEOs below 30 exist; Commanders under 30 are rare)
- Include compensation/measures for moving around with spouse (women are no longer the wife of...)

“You merely adopted the disruption.  
I was born in it, molded by it”

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