



*Unis pour “Faize Face”
(Together we face the future)*

Colonel Bruno Mignot
Deputy Director, Center for Aerospace Strategic Studies, French Air Staff
Copenhagen, 13 November 2014



AGENDA

➔ **AN ENDURING MANDATE**

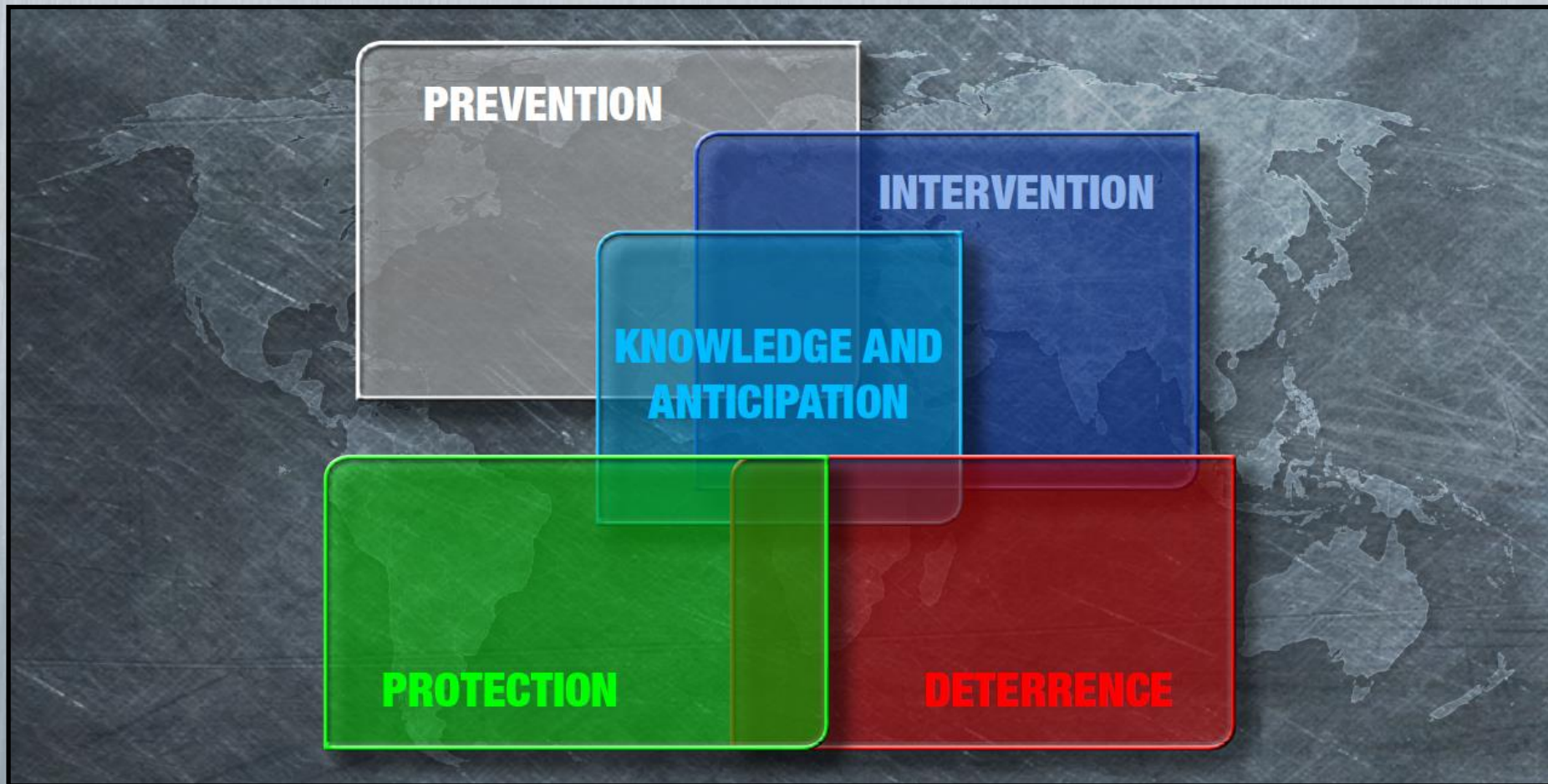
➔ **A DECADE OF REFORMS**

➔ **THE NEED FOR A STRATEGIC TRANSFORMATION PLAN**

➔ **THE PLAN « *UNIS POUR FAIRE FACE* » (UPFF)**

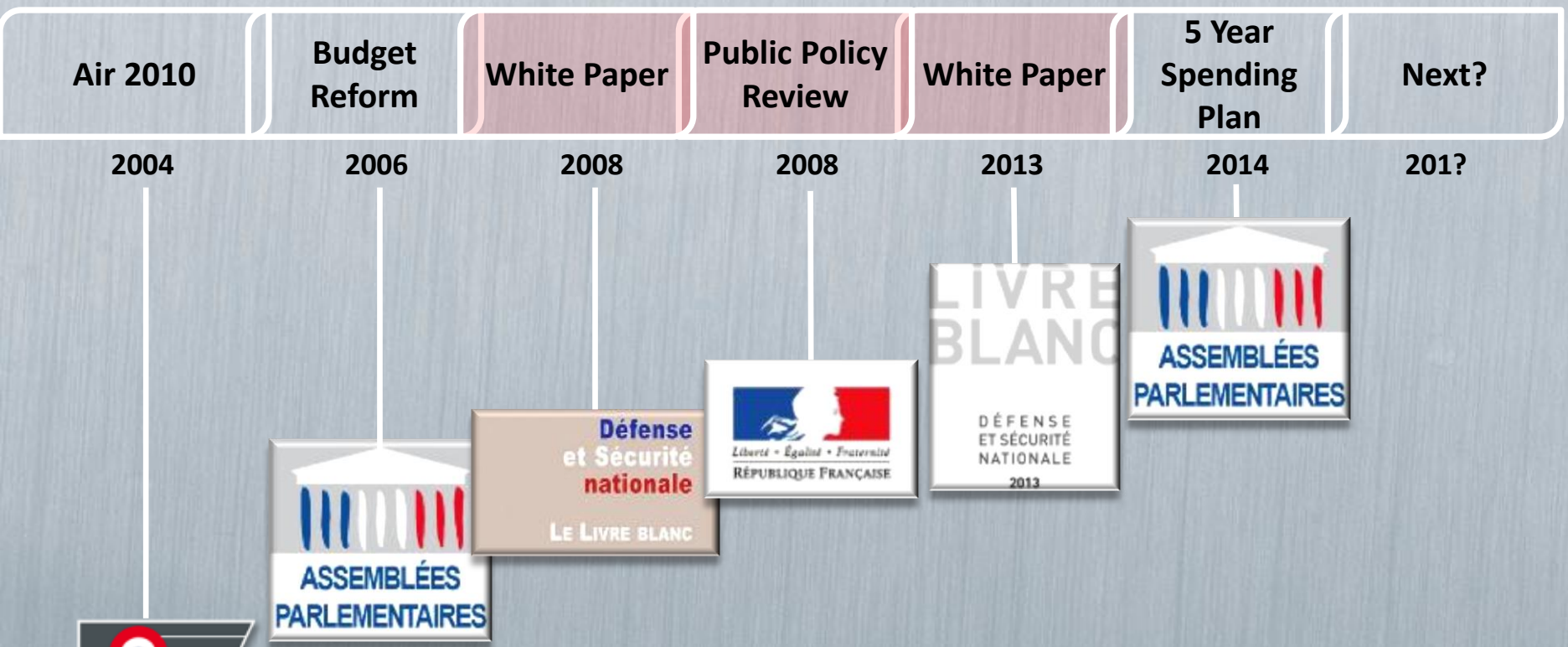


FRENCH AIR FORCE: INSTRUMENT OF NATIONAL POWER THAT CONTRIBUTES TO THE 5 STRATEGIC FUNCTIONS



A DECADE OF REFORMS

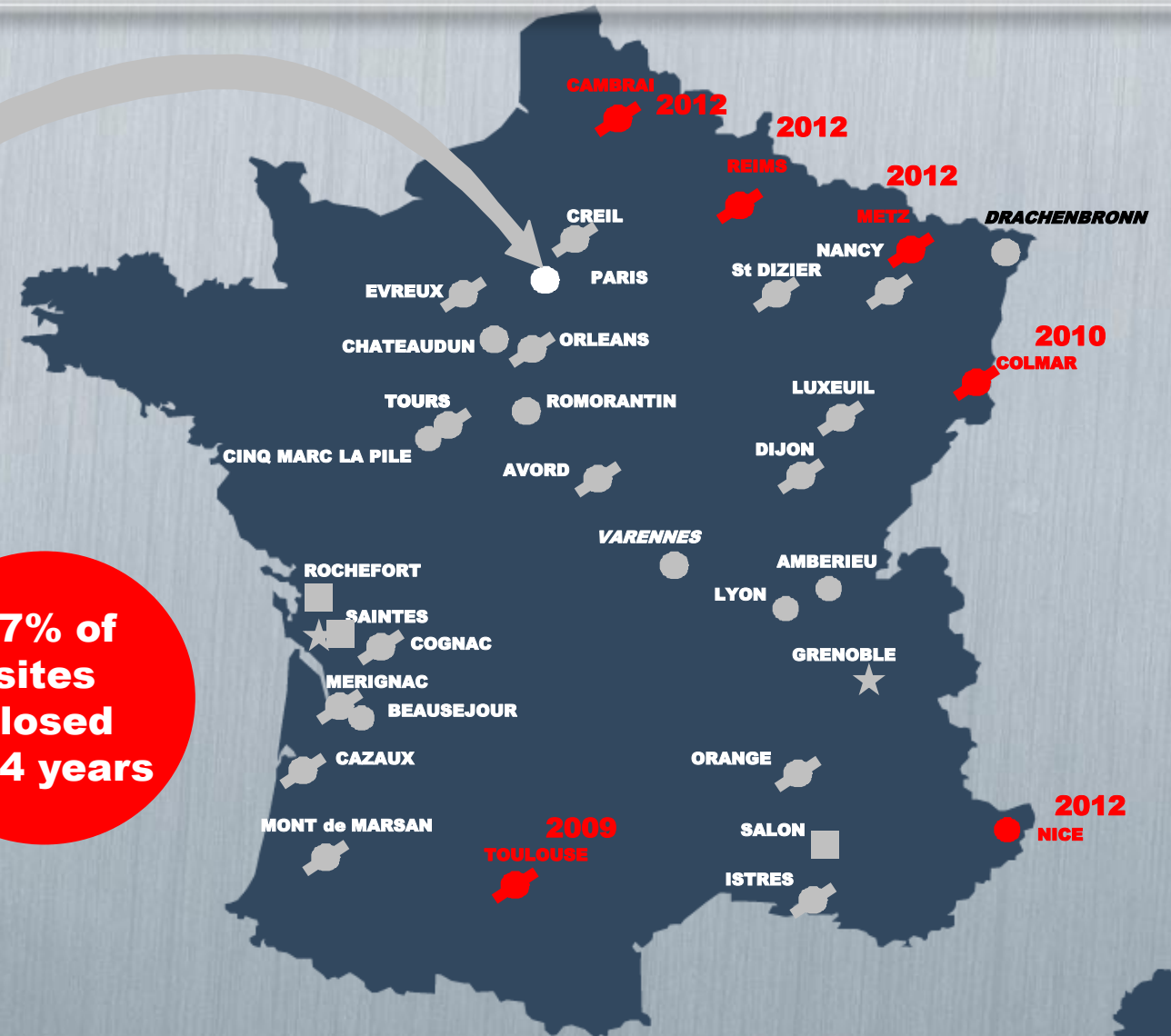
MANY SUCCESSIVE REFORMS




ARMÉE DE L'AIR



FRENCH AIR FORCE SITES IN DEC 2012



27% of sites closed in 4 years

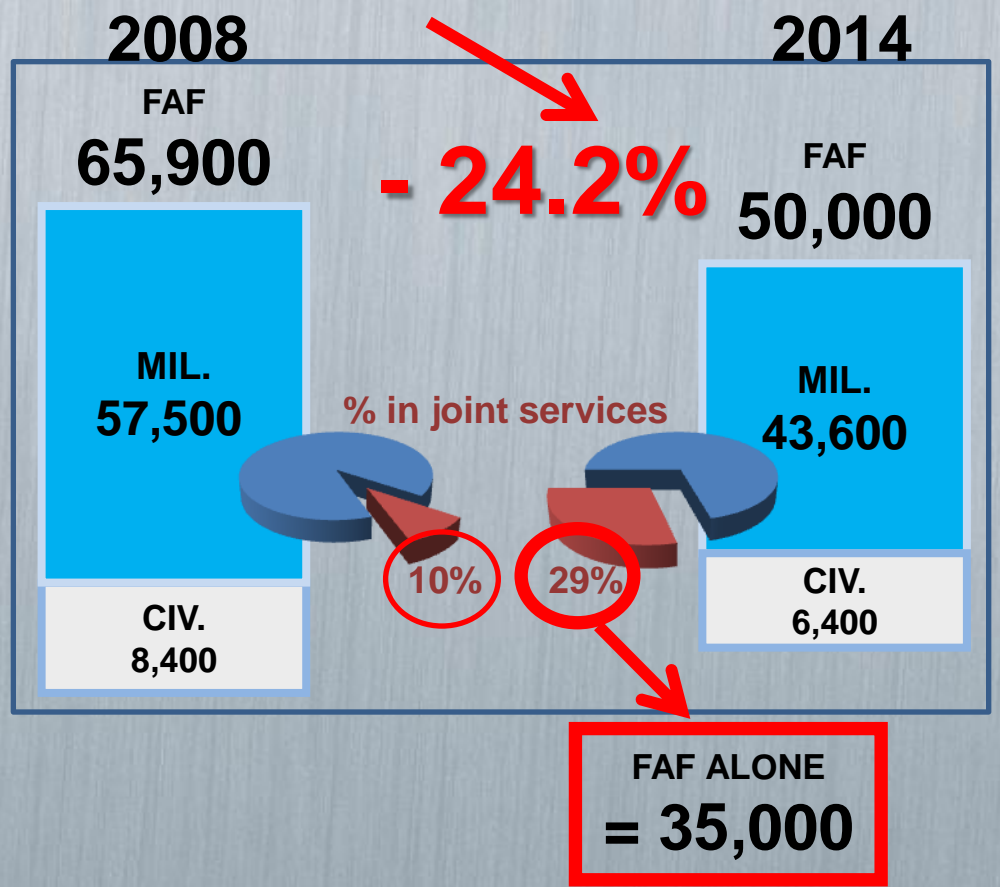
- Site closures:**
- Aerodromes
 - Other sites
- Unaffected sites:**
- Aerodromes
 - Other sites
 - Schoolhouse
 - Lycée

IMPACT OF REFORMS ON PERSONNEL STRENGTH



- Refocusing on operations
- Pooling resources
- Outsourcing

- Reduce 3,000 / yr
- Recruit 2,000 / yr
- Cultivate individual qualities
- Consolidate the aviator identity



AT STAKE: THE COHERENCE OF THE FRENCH AIR FORCE

AT RISK: THE « BUY-IN » OF THE MEMBERS

UPFF OBJECTIVES

- ⇒ A PLAN TO BUILD THE **FRENCH AIR FORCE OF 2020**
- ⇒ A PLAN TO **GIVE MEANING TO OUR DAILY ACTIVITIES**
- ⇒ A PLAN TO BE **READY TO FIGHT**
- ⇒ A TRANSFORMATION **CENTERED ON THE AIRMAN**

STRUCTURED AROUND 5 KEY CAPABILITIES



COMMAND & CONTROL

**INTELLIGENCE SURVEILLANCE
RECONNAISSANCE**



SWIFT INTERVENTION

PROJECTION



EDUCATION AND TRAINING

GUIDED BY 4 CORE AIR FORCE VALUES



RESPECT

INTEGRITY

SERVICE

EXCELLENCE

4 AXES OF EFFORT

MODERNISING FIGHTING CAPABILITIES AND OPERATIONAL TRAINING

ADAPTING STRUCTURES

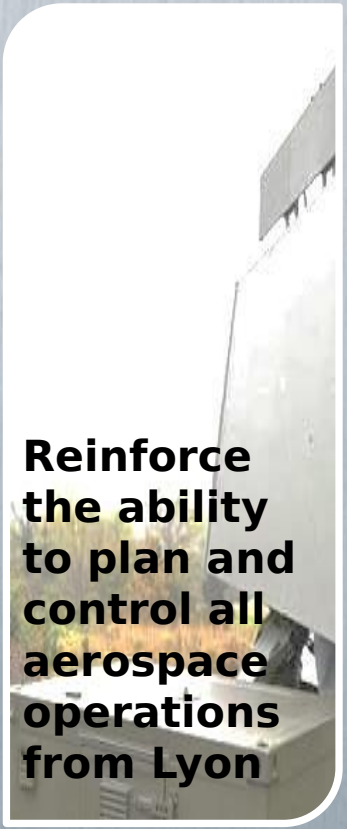
DEVELOPPING PARTNERSHIP POLICY

FOSTERING AIRMEN PRIDE



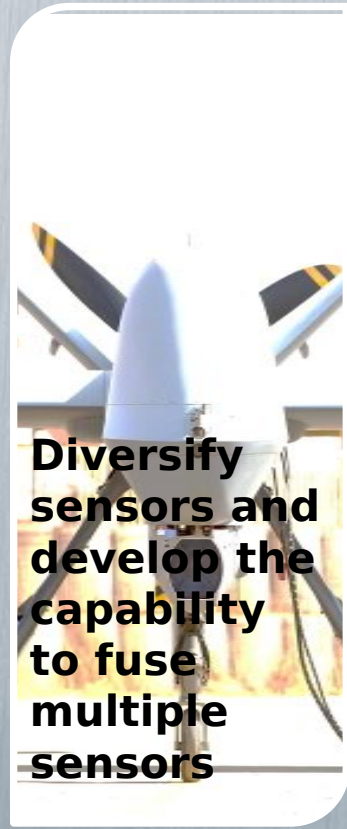
MODERNISE FIGHTING CAPABILITIES & OPERATIONAL TRAINING

COMMAND & CONTROL



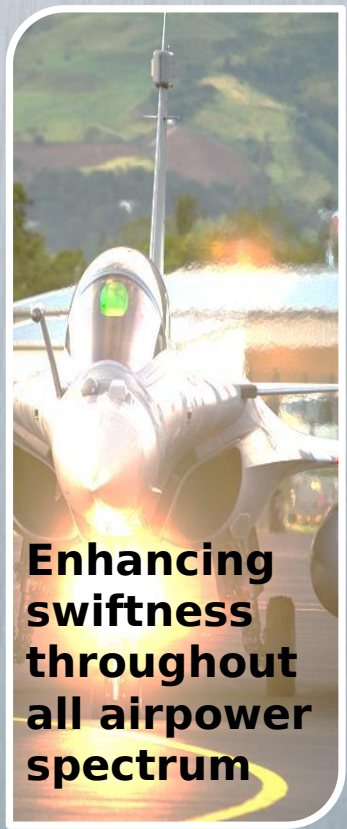
Reinforce the ability to plan and control all aerospace operations from Lyon

INTELLIGENCE



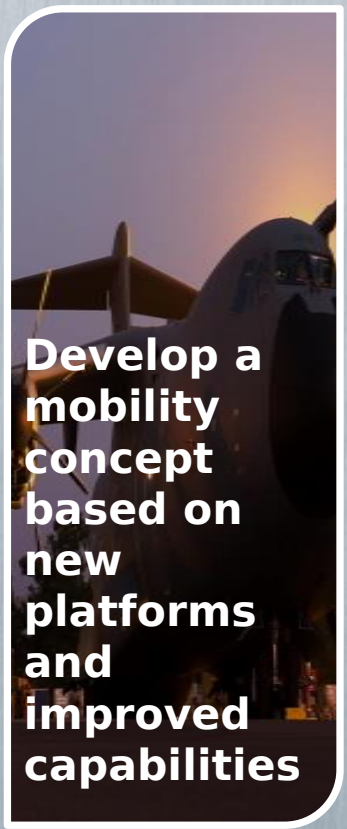
Diversify sensors and develop the capability to fuse multiple sensors

IMMEDIATE INTERVENTION



Enhancing swiftness throughout all airpower spectrum

PROJECTION



Develop a mobility concept based on new platforms and improved capabilities

TRAINING



Revise initial training and develop new concepts for operational training

THE PLAN: AXIS OF EFFORT

ADAPTING STRUCTURES

TRANSFORMATION OF HEADQUARTERS
(April 2015)



DRHAA

Joint Aviation
Readiness

Civil industry State industry

CFA CSFA

Sept 2014:
1 Command
1 Headquarter
(Bordeaux)

CDAOA CFAS

Sept 2014:
move to Lyon

EOAA EFSOAA EETAA EPA

REORGANISATION OF SCHOOLS
(Sept 2018?)

RESPONSIBILITY
GIVEN TO THE FAF COS
(May 2014)

AIR BASES

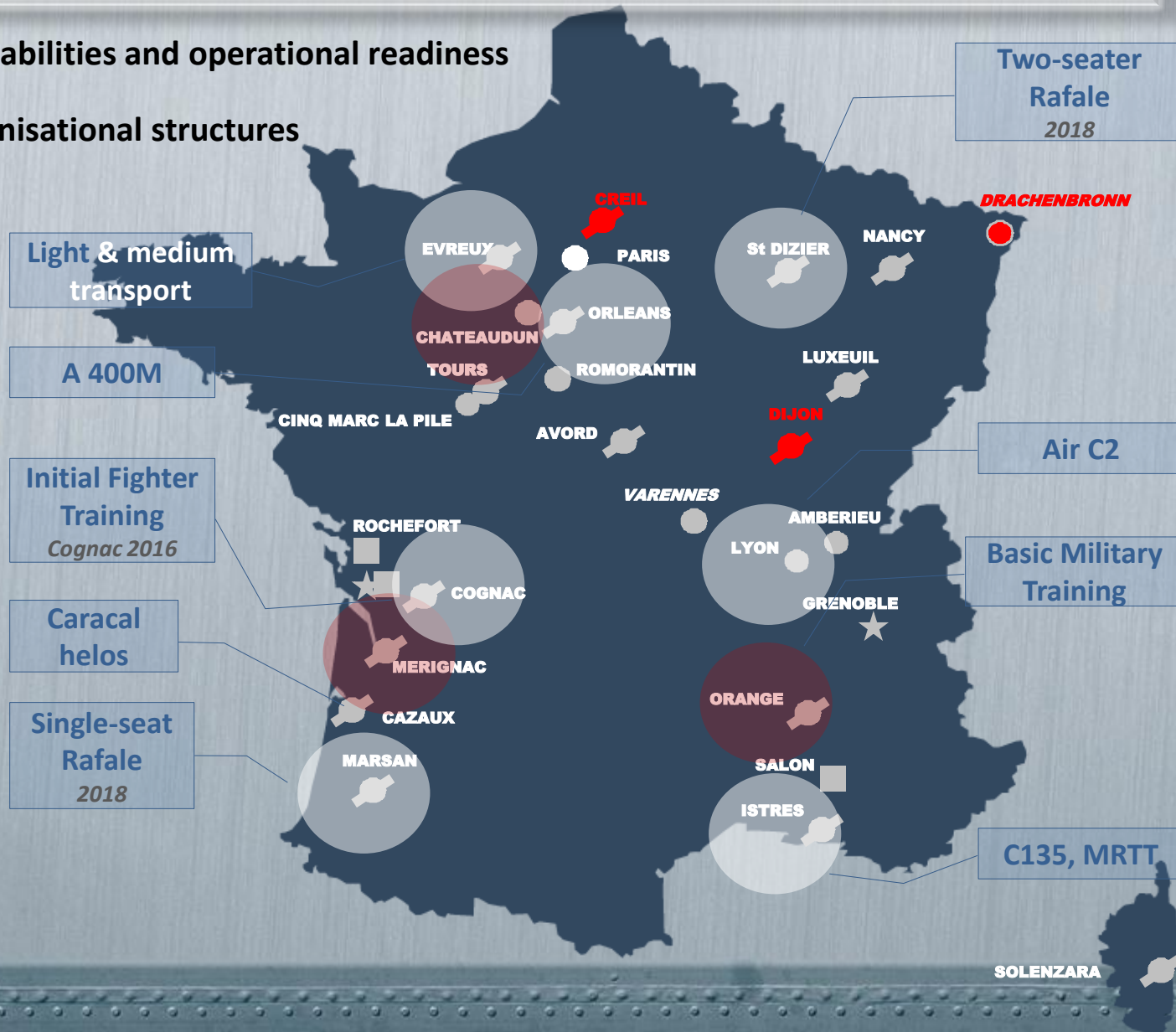
2014: CREATION OF 4 FIRST WINGS
REORGANISATION « AIRBASE XXI »



THE PLAN: AXIS OF EFFORT

ADAPTING STRUCTURES - AIR BASING PLAN

- Modernisation of capabilities and operational readiness
- Simplification of organisational structures



DEVELOPING PARTNERSHIPS

MINISTRY OF DEFENSE



INTERNATIONAL



OTHER MINISTRIES



CIVIL SOCIETY



FOSTERING AIRMEN PRIDE



A NEW HUMAN RESOURCES MODEL

INITIAL TRAINING UPDATED TO MEET AIR FORCE NEEDS

BY FOSTERING THE IDENTITY OF THE AIRMAN

**OBJECTIVE: FOR EACH AIRMAN TO ACHIEVE
PERSONAL AND PROFESSIONAL FULFILLMENT**



**PREPARE THE ARRIVAL OF NEW CAPACITIES WITHIN A FUTURE
JOINT INTEGRATED & INTERCONNECTED COMBAT SYSTEM**



*« In life, there are no given solutions,
there are forces at work : one must harness them
and solutions will follow. »*

Night Flight, Antoine de Saint Exupery