



## Outcome

### Education in intelligence

- There is a tendency to establish partnerships between intelligence institutions and universities. In countries such as the Netherlands, Spain or Portugal intelligence institutions have already established joint training programs with universities. This trend is limited due to the fact that in the USA it is much easier for a former intelligence practitioner to be admitted to a university even if he or she does not hold a doctor's degree, while this is almost impossible in Europe. Considering that many intelligence practitioners do not have PhD title, applying in Europe the American model would pose several difficulties.
- Mental model differences continue to exist between representatives of different categories of forces and intelligence services. It has been proved useful to jointly educate these categories, and also to create exercises that highlight the specificities of each mental model.
- A systematic problem was identified with regard to intelligence doctoral research - it is extremely difficult for a PhD student to conduct research on the field of intelligence services, while preserving the validity of work. Access to firsthand information is restricted, and open source documentation often leads to false conclusions.
- Intelligence theorization becomes a particularly important task in the context of the need to adapt intelligence services to the current international security environment, which followed Cold War.
- There is no single "recipe" for teaching intelligence studies, thus the curriculum should be adapted to the security needs of each state. Some of the participants proposed a contextualization of the didactic program, by integrating the national security needs with those existing at the regional or even global level.



### Intelligence analysis

- Intelligence analysis integrates social sciences trends - there is an abandonment of realism and a usage of concepts assumed from constructivist and critical theories.
- The development of intelligence analysis methods takes place despite this challenge, but structured analysis techniques are becoming more and more complex - the choice of the best intelligence analysis method must be justified by each analyst.
- The Scenario Method is effective for collaboration, helps intelligence analysts think beyond stereotypes, while creativity and critical thinking come together in a structured manner. However, analysts need to use the scenario method appropriately, taking into account indicators and facts.
- Predictive intelligence analysis - predicting the future is impossible because the environment is chaotic, with an infinite number of factors that can influence the course of events.
- OSINT analysis - several elements have been addressed that could present a risk in the accuracy of the result obtained. For example, reference was made to: the trapping of generalization, expertise, opinions, technology (some software used in open source analysis should be used as a complement, not as a central element in the analysis).
- A decisive role is played by the briefer in the interplay between intelligence and decision-makers.



### Future outlines in developing the intelligence field

- Promoting an interdisciplinary approach between practitioners activating in different fields which are connected to the intelligence fields represents a milestone. This purpose can be achieved through the development of joint training sessions, integrating theoretical approaches as well as applied ones. Education is the answer to adapting intelligence organizations to current challenges.
- There are multiple challenges raised by the new generation of employees (generation I) to their intelligence organizations: this generation's representatives are highly connected to technology, but in the same time are keen to multitask. Intelligence organization must adapt to the needs and competences specific to this generation. On the other hand, opposite from Z generation characteristics, the I generation seeks job stability, which intelligence organizations are more likely to provide than other types of entities.
- Intelligence services should focus, while preventing a terrorist attack from happening, on identifying the operational coordinator of the terrorist cell;
- *Competitive Intelligence* is frequently used for obtaining specific market advantages. Through OSINT and advanced search engines, important data on companies, entities etc. can be obtained.
- *Deepfake* concept should be given the right amount of attention, given the high impact over the society – it represents an artificial intelligence based technique, which combines pieces from photographs/videos in order to create a brand new imagine, which is fake – it does not correspond to real life representation and can mutate the society's options/choices/actions.
  - In order to counter national security threats, intelligence communities must engage, develop and keep its workforce dynamic and diverse.