



PROBLEM TITLE

Special Forces Officer Talent Retention

BACKGROUND

U.S. Army Special Forces (also known as the ‘Green Berets’) are experiencing a season of mid-career officer shortages. In some cases, officers who have achieved the rank of Captain are experiencing deficits as high as 25% below healthy manning levels. And interestingly enough, past research and books such as *Bleeding Talent* have indicated that high performance as an Army officer can generally be an indicator of increased likelihood to separate from the active force. The Future Readiness Officer (FRO) for Special Forces (SF) Branch at the U.S. Army Human Resources Command is interested in exploring to what extent (if any) this applies within the SF branch, and, if so, how branch managers can identify the reasons that may be nudging talented Special Forces officers to separate from the service. Ultimately, the Special Forces Future Readiness Officer and branch managers would like to understand why high-quality Special Forces officers are leaving the U.S. Army in order to develop a talent identification, engagement, and retention plan.

CHALLENGE

Branch Managers need to understand whether and why high-quality Special Forces officers are leaving the U.S. Army in order to strategize how to incentivize those officers to stay.

OPERATIONAL CONSTRAINTS

- Access to data within legal constraints and without divulging proprietary information regarding personnel

PROBLEM SPONSOR

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PROBLEM SPONSOR LOCATION

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