

**SUPPORTING THE U S ARMY HUMAN RESOURCES  
COMMAND HUMAN CAPITAL STRATEGIC PLANNING BY  
RALPH MASI%0A**

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as those related to Army human capital strategic planning and Army transformation more generally.

Development of this research progressed from (1) attempting to depict the future environment as realistically as possible, to (2) map-ping personnel competency requirements using survey results, to (3)

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xii Supporting the U.S. Army HRC s Human Capital Strategic Planning levels) to carry out key HRC functions. A second task was to conduct a gap analysis of di erences between competencies that key HRC sta would need to have in the future and HRC s ability to address them over the near and long terms, in terms of skill and manpower

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