



FRENCH INSTITUTE FOR HIGHER NATIONAL DEFENCE STUDIES  
EUROPEAN SECURITY AND DEFENCE COLLEGE

## INVITATION TO THE COURSE

### “THE EUROPEAN UNION ADDRESSING AND FACING HYBRID THREATS CHALLENGES”

(ESDC Activity Number 24-25/40/2)

**Paris, December 17-19, 2024**

The French Institute for Higher National Defense Studies (IHEDN) has the honor to organize, under the aegis of the European Security and Defence College (ESDC), a course entitled “*The European Union addressing and facing hybrid threats challenges*”. This course will take place in Paris, from December 17th to 19th, 2024.

Hybrid warfare techniques, also known as asymmetric or unconventional warfare methods, have been used to destabilize adversaries for a long time. However, recent attacks have become faster, broader, and more intense due to technological advancements and global connectivity. Hybrid threats merge military and non-military tactics - such as disinformation, sabotage, cyber-attacks, and economic pressure - to blur the lines between war and peace, creating confusion among target populations.

The European Union and its Member States have bolstered their resilience against these hybrid threats, particularly in response to increasingly sophisticated strategies. For instance, Russia utilizes a range of hybrid strategies, including disinformation, political interference and use of unmarked troops or proxy forces, to achieve its goals, while China employs cyber operations, industrial espionage and economic leverage to expand its control over critical sectors.

In this context, the Strategic Compass, adopted in March 2022, marks the EU's first comprehensive white paper aimed at strengthening security and defense policies. It emphasizes the need to enhance the Union's resilience by detecting, preventing, and coordinating responses to hybrid threats. Collaboration with partners and allies, especially NATO, is highlighted as crucial for effective countermeasures. The EU possesses several mechanisms, including the EU Security Union Strategy (2020), and the Joint Framework on countering hybrid threats (2016), which provide guidelines and tools for addressing these challenges. Notably, the Strategic Compass calls for the development of an EU Hybrid Toolbox (EUHT) to ensure a coordinated response to hybrid campaigns. Additionally, the EU has initiated the formation of Hybrid Rapid Response Teams to offer tailored assistance to Member States and partner countries. The course will cover these diverse EU instruments and strategies aimed at countering hybrid threats.

The course organized by the IHEDN is open to civil servants and military personnel from EU institutions, Member States and relevant agencies. It specifically targets those who are involved in security and defense matters and wish to enhance their understanding of hybrid threats in the maritime domain, cyberspace, and outer space. It will cover EU instruments and policies for countering hybrid threats, as well as the EU's actions against foreign interference and information manipulation. Participants will gain insights into the diplomatic, institutional, legal, and future challenges related to hybrid threats at a strategic level. Selected attendees will have the opportunity to learn from various experts specializing in this field throughout the course.



The ESDC is committed to an inclusive, gender-sensitive and anti-discriminatory environment. Only in an inclusive environment can everyone, and therefore the ESDC and its partners, reach their true potential. We therefore particularly encourage applicants from groups who are likely to be under-represented to apply.

It is then with great pleasure that the IHEDN invite you to the course “*The European Union addressing and facing hybrid threats challenges*”. You will find below all the details regarding the registration process.

**Fergal O'REGAN**

Acting Head of the European Security and  
Defence College

**Lieutenant-General Hervé de COURRÈGES**

Director of the Institute for Higher National Defence Studies (IHEDN)  
Director of Advanced Military Education and President of the Defence  
Academy of the Military School (ACADEM)



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### Administrative instructions

- The course will take place in Paris, at the École Militaire, 1 place Joffre.
- The course organized by the IHEDN is open to civil servants and military personnel from EU institutions, Member States and relevant agencies. It specifically targets those who are involved in security and defense matters and wish to enhance their understanding of hybrid threats. Academics and members of the business community from Member States can also be nominated to participate in this course.
- Nomination: all EU Member States and EU institutions and agencies may nominate one (1) participant. The total number of participants is limited to 28.
- Applications must be made via the ESDC secure internet system ENLIST, by designated nominators, at <https://esdc.europa.eu/enlist/login>, no later than 22 November 2024. A list with relevant ENLIST nominators can be accessed via the ESDC website at <http://esdc.europa.eu/nominators/>. Registration will not be final until confirmed by the ESDC Secretariat and once the requested personal data on ENLIST has been provided by confirmed participants.

### **Please do not book flights and accommodation before receiving confirmation of registration.**

- Attendance is mandatory on all days of the course. A certificate will be awarded on the last day to those who have completed the whole course, including the e-learning modules.
- E-learning: a mandatory e-learning module (internet-based distance learning) will be scheduled to take place from 26/11/2024 and must be completed before the start of the course.
- All costs for travel, accommodation and catering during the residential part of the course will be covered by the nominating authorities.
- Dress code: formal or service uniform for the opening and closing sessions; smart casual for the working sessions.
- Language: the working language is English; no interpretation will be available.
- Support services: all administrative information, programs and materials will be made available to the selected participants through the ESDC's e-learning platform (ILIAS).
- Start and end: the activity will start on Tuesday 17 December at 08:45 am and end on Thursday 19 December at 02:00 pm. Travel plans should be made accordingly.
- Social events : on Tuesday 17 December at 8:00 pm, there will be an ice-breaker dinner.
- Liabilities and insurance: in the event of medical emergencies, costs should be covered by the participant's medical insurance provided by the sending country/organization. The organizers do not provide health or accident insurance for participants.
- Further detailed information regarding this course will be forwarded via email directly to



course participants as soon as the attendance list is confirmed.

- For questions concerning the application, registration, or nomination processes, please contact:
  - ESDC training manager: Jugoslav JOZIC - [jugoslav.jozic@eeas.europa.eu](mailto:jugoslav.jozic@eeas.europa.eu)
  - IHEDN course directors : Leïla LAINE – [leila.laine@ihedn.fr](mailto:leila.laine@ihedn.fr) – Jean-Michel DARTAGUIETTE [jean-michel.dartaguiette@ihedn.fr](mailto:jean-michel.dartaguiette@ihedn.fr)



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### DRAFT PROGRAM

<b>Tuesday 17 December 2024, 09:30 am-05:30 pm</b>
Registration / Welcome coffee
Keynote speech: Hybrid threats/warfare as a strategic warning?
Hybrid threats in the maritime domain
Hybrid threats in the cyberspace
Information manipulation and disinformation
<b>Wednesday 18 December 2024, 08:45 am- 05:30 pm</b>
Space and hybrid threats
EU instruments and policies to counter hybrid threats
EU actions to counter hybrid threats
EU’s policy and actions on foreign interference and information manipulation
EU Cooperation with international organisations: focus on NATO
<b>Thursday 19 December 2024, 9:00 am – 2:00 pm</b>
What are the future hybrid threat challenges? Focus on AI
Wargame (TBC)
Anticipation and Influence Strategies
Cocktail reception and Diploma Ceremony