Operations Directorate (J3)

Israel Defense Forces (IDF)

Tel Aviv, Israel

May 18, 2019

For the Attention Of:

Colonel Dr. Jürgen Haffner

Defense Attaché Tel Aviv

Federal Republic of Germany

Request for informational support regarding the adoption of “Wissenbilanz” method by R&D units of Armed Forces of German-speaking countries

Dear Colonel Dr. Jürgen Haffner,

The following is a request for information (RFI), by the head of the IDF Doctrine department in the IDF J3/7 Directorate, Colonel Vardi. The Doctrine Department is in charge of the Doctrine development in the IDF, as a whole (joint staff) and provides guidance, policy and best practices for all the military branches.

Dear Sirs:

Researching Performance Management Systems in their relation to various cyber space and cyber security applications acquired the high priority in the activities of Israel Defence Forces (IDF).

Our interest was initially framed by MERITUM “Measuring Intangibles to Understand and Improve Innovation Management” Project funded by the European Commission. The project led us to “Wissenbilanz”, an innovative methodology of measuring actual contributions made by intellectual human capital of a business organization, the system that appeared than acquired its widespread within your German-speaking part of the Humanity during the last two decades.

We’re pretty well aware of this method as, for example, being supported and broadly promoted by Bundesverband Wissenbilanziering e.v. (BVWB) in the Federal Republic of Germany as well as it being widely used in a frame of Government-funded University Education in the Federal Republic of Austria.

The subject of our key interest is a current degree of adoption and operational utilization (data, metrics, methodology) of this “Wissenbilanz” or – similar Human Capital measurement systems within R&D units of Armed Forces of German-speaking countries: Federal Republic of Germany, Federal Republic of Austria and Swiss Confederation.

Any additional and relevant doctrinal document, that you can supply us with, would be greatly appreciated.

With best regards,



Major Benzi Zimmerman

Head, International Cooperation Desk

Israel Defense Forces Operations Directorate

