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The Hallmark of European Think Tanks: Post-Prints from Chatham House

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Abstract

[目的/意义] This paper expounds on the development history, management mechanism, talent cultivation model, and future development direction of the Royal Institute of International Affairs (Chatham House), a hallmark of European think tanks, with the aim of providing meaningful reference and lessons for the development and construction of think tanks in our country. [方法/过程] Combining literature research method and case analysis method, this study conducts an in-depth analysis of the development history, management mechanism, and talent cultivation of the Royal Institute of International Affairs. Meanwhile, based on the 2015 Global Go To Think Tank Index Report, it analyzes the achievements of the Institute as a typical European think tank, including its sound management mechanism and unique talent cultivation model. [结果/结论] The Royal Institute of International Affairs has undergone a century of development, highlighting its characteristics as a think tank—*independence, impartiality, and broad reach*—and achieving excellence in establishing a broad global perspective and talent cultivation.

Full Text

The Symbol of European Think Tanks—Chatham House, the Royal Institute of International Affairs

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Abstract

[Purpose/Significance] This paper examines the development trajectory, management mechanisms, talent cultivation models, and future directions of Chatham House, the Royal Institute of International Affairs, as a symbol of European think tanks, aiming to provide meaningful reference and insights for the development of Chinese think tanks. **[Method/Process]** Combining literature review and case study methods, this paper conducts an in-depth analysis of the Institute' s development history, management mechanisms, and talent cultivation practices. Based on the 2015 Global Go To Think Tank Index Report, it analyzes the Institute' s achievements as a typical European think tank, including its comprehensive management mechanisms and unique talent cultivation model. **[Result/Conclusion]** After nearly a century of development, the Royal Institute of International Affairs has demonstrated its characteristics as an independent, impartial, and universal think tank, achieving excellence in establishing a broad global perspective and talent cultivation.

Keywords: Chatham House; think tank; management mechanism; talent cultivation; Global Go To Think Tank Index Report

Classification Number: C931.5

1 Overview

The Royal Institute of International Affairs, currently ranked second globally and first in Europe among top think tanks [1], is one of the world' s renowned international affairs research centers. Established in the United Kingdom in 1920 and housed in the famous Chatham House in London' s St James' s Square, it is also known as Chatham House. The Institute is an independent policy research institute with a mission to “help build a sustainably secure, prosperous and just world” [2], and has occupied an important position in international affairs throughout the 20th century' s political transformations. Renowned for open debates, independent and credible analysis, and innovative thinking, it encourages governments, the private sector, civil society, and its members to engage in both public and private discussions on international affairs developments. Each year, the Institute hosts over 300 private or public discussions, lectures, and conferences in London and around the world, attracting elites from across the globe, including various heads of state.

Chatham House conducts independent and rigorous analysis of critical global issues, which has enabled it to rank second globally for five consecutive years in the Global Go To Think Tank Index Report published by the Think Tanks and Civil Societies Program (TTCSP) at the University of Pennsylvania. In 2015, it topped the rankings in foreign policy and international affairs for the first time [1]. The Institute publishes numerous reports, papers, books, and other research outputs annually, providing crucial policy support for leaders and decision-makers in government, the private sector, and civil society. Its

most notable publications are the journals *The World Today* and *International Affairs*. The Institute is also renowned for the Chatham House Rule and the London Conference, all of which have contributed to its international standing and support its continued leadership among European think tanks with an independent stance and rigorous approach.

2 Development History

The development of the Royal Institute of International Affairs can be divided into five distinct stages: origins, World War II period, post-war reconstruction, 1970s-1980s, and the present day (Table 1) [3].

Origins Stage: The Institute originated from Anglo-American consultations in 1919, aimed at in-depth discussion of international issues and resolution of international disputes through negotiation. By 1920, it separated into national think tanks for both countries, including the Royal Institute of International Affairs. In 1923, its offices moved into Chatham House, which had served as the official residence of three British Prime Ministers. The Institute received a Royal Charter in 1926, earning the “Royal” designation. Despite this, it maintained the independent and rigorous character of British think tanks, conducting independent investigations and issuing unique perspectives on major international events.

The Institute’s founding reflected the desire for peace in both war-centered nations, and this approach to peacefully resolving international disputes through research and consultation attracted worldwide attention and emulation, laying a solid foundation for the Institute’s future reputation and international influence.

World War II Period: During WWII, the Institute collaborated closely with the British Foreign Office. In post-war reconstruction, some researchers returned to the Institute while others joined international organizations, creating a favorable beginning for the Institute’s voice in international society and providing unique opportunities to expand its international perspective. This gradually shaped the Institute’s later personnel exchange mechanisms.

Post-war Reconstruction: Extensive staff returned to the Institute after the war, while some members joined international organizations including the UN International Monetary Fund. The Institute conducted substantial research on Britain and the Commonwealth’s new political status and Cold War developments, held a series of European issue conferences with the West, and focused on Latin American studies following the Cuban Missile Crisis and Brazilian coup.

1970s-1980s: During this period, Chatham House established itself in Europe while looking globally, expanding its research geographically from Europe to Japan and selecting research projects across a broader scope. It established research in energy and environmental fields and international economics, focusing more on national welfare and people’s livelihood. Both strategic layout and research depth and breadth developed a more internationalized and broader

perspective.

Present Day: After nearly a century of development, the Institute has established and consolidated its international position, established the Chatham House Prize, founded the Queen Elizabeth II Academy, and made greater efforts in talent cultivation and exchange, hoping to spread its development philosophy worldwide through talent reserves (Table 1).

Table 1 Important Affairs in the History of The Royal Institute of International Affairs [2]

Year	Event
1919	The British Institute of International Affairs was established. Anglo-American agreement to create an institute for studying international issues, hoping to conduct in-depth discussions on international problems and resolve international disputes through peaceful consultation.
July 1920	The British Institute of International Affairs was formally established. The Institute of Defence Affairs was divided into the British Institute of International Affairs and the New York Council on Foreign Relations.
1923	Moved into the famous Chatham House in London' s St James' s Square. The renowned Chatham House had been the official residence of three British Prime Ministers.
1926	Received Royal Charter, becoming known as the Royal Institute of International Affairs. Award rationale: To advance the science of international politics...to promote research and investigation of international issues through lectures and discussions...to facilitate the exchange of information, knowledge, and ideas on international affairs.

Year	Event
1929	The Special Study Group on International Gold Issues was established. The Royal Institute of International Affairs became a famous venue for major politicians to visit when in London for international affairs.
1933	First considered the challenges facing increasingly independent Commonwealth members at a series of unofficial Commonwealth relations conferences.
WWII Period	During the war years, the Institute was relocated to Balliol College, Oxford. The Institute worked closely with the Foreign Office; provided additional services to scholars and the armed forces.
Post-war Reconstruction	Large numbers of staff returned to the Institute after the war; some members joined international organizations including the UN International Monetary Fund. Conducted extensive research on Britain and the Commonwealth' s new political status and Cold War developments; held a series of European issue conferences with the West; focused on Latin American studies after the Cuban Missile Crisis and Brazilian coup.
1972	The "Europe Since 1972" study group extensively examined and expanded the interests and influence of the European Economic Community.
October 1975	Held the first Anglo-Soviet Round Table. Initiated early two-track diplomacy, attempting to conduct deeper exchanges and improve UK-Soviet relations.
1981	Energy research program and international economics program. Attempted to expand research capabilities in two important emerging fields.

Year	Event
1984	The Institute' s Far East program received support from the Japan 2000 Organization. The Institute sought to strengthen its international network, particularly cooperating with economically promising countries.
1995	The Queen and Duke of Edinburgh visited the Royal Institute of International Affairs.
2005	Established the Chatham House Prize. Ukrainian President Viktor Yushchenko was the first recipient.
2009	The Royal Institute of International Affairs was ranked as a top non-US think tank. It has maintained this ranking in recent years.
January 2013	Began offering 12-month international affairs leadership training.
November 2014	The Queen Elizabeth II Academy was officially launched.

3.1 Management Structure

To ensure its independent position and impartial stance in British society, Chatham House has achieved balance and development through its management mechanisms and organizational structure. This stable, fair, and transparent management mechanism forms the cornerstone of the Institute' s rational operation and development. Moreover, the Institute' s unique Panel of Senior Advisers facilitates deep cooperation with government. At the top of the Institute' s management structure is the honorary leadership layer consisting of one Patron, a position held by Queen Elizabeth II since her accession in 1952. While the honorary leadership has no actual management functions, the Queen' s supreme status places the Royal Institute of International Affairs on a giant' s shoulders, enabling it to exercise independent and impartial judgment under her leadership [4].

The Institute' s management authority is primarily exercised by the President and Council (Figure 1 [Figure 1: see original paper]). The President position has three seats, with candidates drawn from the three major parties in the UK Parliament, ensuring independent and unbiased voices on international affairs while simultaneously guaranteeing smooth communication channels between the Institute and the British government [5]. The Council is the Institute' s main functional body, with members selected from among the Institute' s membership for three-year terms, renewable once. The current Council comprises 21 mem-

bers and oversees four committees: the Executive Committee, Finance Committee, Investment Committee, and Nominations Committee, primarily responsible for the Institute' s daily operations and management [6].

The Panel of Senior Advisers, established outside the Council in 2008, serves as the Institute' s high-level external intellectual support unit and an important channel for policy advice. Advisers provide experienced consultation on research programs and policies while helping the Institute disseminate its views to the British government and the world. The Panel currently has 33 members [7] and is managed by former British Prime Minister Sir John Major. Additionally, the Institute maintains an administrative management team responsible for daily affairs [8].

3.2 Organizational Structure

Research constitutes the core of all activities at the Royal Institute of International Affairs. The Institute conducts independent and rigorous analysis of challenges and opportunities facing the global community, regions, and specific countries, providing new perspectives on both immediate issues and long-term development. The organizational structure fully reflects the Institute' s research layout and priorities. The Institute' s research departments are primarily divided into five divisions: Regional Studies and International Law; Global Health Security; Energy, Environment and Resources; International Economics; and International Security. The Regional Studies and International Law Department comprises seven project groups based on geographic regions: Africa, Asia, Europe, Middle East and North Africa, Russia and Eurasia, United States and Americas, and International Law (Table 2) [9]. The main research programs of the five departments are listed in Table 2. Each department operates independently in management, but program establishment and member composition occur Institute-wide, with frequent cross-departmental collaboration. This cooperative mechanism breaks down departmental silos, maximally stimulating each researcher' s enthusiasm and capacity, fostering collaboration and joint exploration of research questions while strengthening mutual exchange.

In terms of personnel, Chatham House' s world-renowned reputation and geographic advantage in London attract large numbers of elite professionals, strengthening the Institute' s research capacity. Moreover, many Institute researchers hold part-time positions with full-time posts at other universities [10], ensuring academic rigor and facilitating academic exchange.

Table 2 Main Research Areas and Contents of The Royal Institute of International Affairs [8]

Research Department	Project Group	Main Research Content
Regional Studies and International Law	Africa	Studies political, economic, and social development in sub-Saharan Africa, Angola, Central Africa' s Great Lakes region, East Africa, the Horn of Africa, Nigeria, Southern Africa, and West Africa, focusing on EU-Africa relations, economic growth and investment, resource extraction and society, and African maritime security.
	Asia	Examines important political, economic, and social development issues affecting Asia, focusing on Afghanistan, China, India, Pakistan and the subcontinent, Japan, the Korean Peninsula, and Southeast Asia.
	Europe	Focuses on EU members, European economics, climate change, energy, and security issues.
	Middle East and North Africa	Focuses on latest political, economic, and security developments in Egypt, Libya, and North Africa, and on Gulf states, Iran, Iraq, Israel, Palestine, Syria, and the Levant region.
	Russia and Eurasia	Focuses on Russian domestic politics and foreign policy, including Russia and Eurasia studies and the Black Sea region, Central Asia, and South Caucasus.
	United States and Americas	Studies the changing role of the United States in the world.

Research Department	Project Group	Main Research Content
	International Law	Examines the role of international law in conflict prevention and normative behavior, disseminating international justice, and responding to refugees, anarchy, and other cross-border issues.
Global Health Security		Explores global health governance and system architecture, responses to disease threats, and access to health products and services.
Energy, Environment and Resources		Researches critical issues in energy security, environmental and resource management, including climate, global health, energy, and resources.
International Economics		Conducts policy-oriented research and analysis on challenges facing the global economy.
International Security		Establishes long-term, high-quality policy insights and analysis on a wide range of defense and security issues.

3.2.1 Key Research Areas

Chatham House focuses on common problems facing the international community. According to its departmental divisions, its research concentrates on four major areas: regional studies and international law; energy, environment and resource governance; international economics; and international security. Additionally, it conducts multiple research projects by region (Table 2). Among the numerous research programs across all departments, relatively strong research capabilities exist in the Africa and Americas programs, the international economics program, and the energy, environment and development program. Taking the Middle East and North Africa program as an example, its latest research outputs number 1,109 items, including 250 expert commentaries, 435 research papers and publications, 424 reports on past related events, and even 173 audio and video recordings related to events [11]. This substantial and detailed body of research fully demonstrates the Institute' s profound research strength

and its timely, necessary voice on major international issues, comprehensively articulating its positions and offering constructive policy recommendations.

3.2.2 New Research Areas

Beyond its remarkable achievements in traditional fields, Chatham House also researches social movements, with particular attention to youth and women [12]; rising powers, exploring how emerging international forces can promote joint economic and political development under globalization and international institutionalization [13]; and transatlantic relations, conducting extensive discussions on NATO and transatlantic security issues as well as the UK-US Transatlantic Trade and Investment Partnership (TTIP) [14].

In response to the rapidly changing international landscape, the Institute has launched research programs that keep pace with developments, including the refugee crisis [15] and Britain's future after Brexit [16]. As the Syrian conflict intensified, large numbers of refugees fleeing Syria created a major crisis for European borders, and Chatham House researchers examined and explored the humanitarian and policy challenges this issue poses for the international community. The Britain after Brexit program conducts in-depth discussions on a series of issues facing Britain following its exit from the EU, such as rebuilding Britain's trade policy and China's attitude toward Britain post-Brexit, offering practical policy recommendations.

4.1 Financial Status

The Royal Institute of International Affairs is a registered non-profit organization. To ensure the sustainability and objectivity of its research and the independence of its activities, publications, and other outputs, the Institute upholds principles of integrity, independence, objectivity, and accountability for all funding received. Its website homepage declares: "The Institute has never received any subsidy from the British government or any other source" [17]. This freedom and adequacy of funding sources ensures the Institute's political independence and public status. As shown by the Institute's funding sources for 2014-2015 (Figure 2 [Figure 2: see original paper]) [17], total annual funding reached over £14 million, sufficient to support its independent research work. Research funding accounts for 59% of all income (over £8.5 million), sourced from 138 different organizations, including government departments, private foundations, and companies worldwide, which fund the Institute through specific programs and activities. Funding from UK government projects accounts for 13% of total income. This adequate funding provides favorable financial support for the Institute's in-depth research and talent cultivation.

4.2 Global Think Tank Rankings

Renowned for its rigorous, impartial, and independent analysis, Chatham House has consistently ranked among the world's top think tanks in recent years. Ta-

ble 3 shows the Institute' s rankings in the 2015 Global Go To Think Tank Index Report [1]. Compared with 2014 rankings, Chatham House has maintained stable rankings in recent years, consistently ranking second among top global think tanks, first among non-US top think tanks, and first among top Western European think tanks, making it truly Europe' s leading think tank. In terms of top think tanks by research area, Chatham House ranks first in foreign policy and international affairs, second in international development, and fifth in defense and national security—fields that are the Institute' s key research areas where it has made extraordinary achievements. Among think tanks with special achievements, Chatham House ranks in the top three for best-managed think tanks, think tanks providing the most innovative ideas and development paradigms, and think tanks with the most outstanding policy-oriented research programs—factors that are key to the Institute' s century-long standing. Its best management provides a sound institutional foundation for development, innovative ideas clarify its development direction, and outstanding programs solidify research content, establishing Chatham House' s premier position among think tanks.

Table 3 The Ranking of Chatham House in the 2015 Global Go To Think Tank Index Report [1]

Category	Chatham House Ranking	Change from 2014	Top Three Think Tanks in This Category
Top Global Think Tanks	2	-	1. Brookings Institution (US) 2. Chatham House (UK) 3. Carnegie Endowment for International Peace (US)
Top Non-US Think Tanks	1	-	1. Chatham House (UK) 2. Bruegel (Belgium) 3. French Institute of International Relations (France)
Top Western European Think Tanks	1	-	1. Chatham House (UK) 2. Bruegel (Belgium) 3. French Institute of International Relations (France)
Top Think Tanks by Research Area			

Category	Chatham House Ranking	Change from 2014	Top Three Think Tanks in This Category
Defense and National Security	5	-	1. Center for Strategic and International Studies (US) 2. International Institute for Strategic Studies (UK) 3. Brookings Institution (US)
Foreign Policy and International Affairs	1	↑	1. Chatham House (UK) 2. Brookings Institution (US) 3. Carnegie Endowment for International Peace (US)
International Development	2	-	1. Brookings Institution (US) 2. Chatham House (UK) 3. Korea Development Institute (South Korea)
Think Tanks with Special Achievements			
Best Managed Think Tank	2	-	1. Brookings Institution (US) 2. Chatham House (UK) 3. Bruegel (Belgium)
Think Tank Providing Most Innovative Ideas and Development Paradigms	2	-	1. Bruegel (Belgium) 2. Chatham House (UK) 3. Center for Strategic and International Studies (US)

Category	Chatham House Ranking	Change from 2014	Top Three Think Tanks in This Category
Think Tank with Most Outstanding Policy-Oriented Research Programs	3	-	1. Brookings Institution (US) 2. Carnegie Endowment for International Peace (US) 3. Chatham House (UK)

Note: Data compiled from the 2014 and 2015 Global Go To Think Tank Index Reports. “-” indicates no change from previous year’s ranking.

5 Talent Cultivation

Talent cultivation is one of the important functions of think tanks [18], and Chatham House has made considerable achievements in this area. On one hand, the Institute continuously expands its influence through various activities, attracting talent from around the world. On the other hand, since 2013, it has officially launched talent cultivation programs and established the Queen Elizabeth II Academy, institutionalizing think tank talent development and widely disseminating its political perspectives globally.

5.1 Enhancing Chatham House’s Influence

Chatham House has built extensive international influence and attracted substantial talent through various forms of outreach: short-term indirect, short-term direct, long-term direct, and long-term indirect [19].

The famous Chatham House Rule, revised twice in 2002 [20], has created a sound institutional foundation for participants to speak and discuss freely and is widely applied in various conferences. The Rule stipulates that participants may freely use information gathered at meetings with attribution, but must not reveal the identity of speakers or trace the source of remarks; meeting organizers may not record speakers’ remarks without consent [21]. The Chatham House Rule encourages free expression, sharing, and communication, and has become a consensus among participants. This open attitude not only attracts talent but also establishes the Institute’s international position.

5.1.2 Hosting Events Chatham House hosts over 100 member events, more than 200 research workshops, seminars, and briefings, over 20 one- or two-day conferences, and numerous private roundtable meetings annually. This intensive schedule of discussions creates an excellent academic atmosphere for researchers and provides smooth channels for research output and dissemination [22].

Member events include listening to political speeches by heads of government, discussions with senior officials and celebrities in international affairs, and panel discussions with experts on specific topics. Additionally, the Institute organizes numerous corporate events annually, primarily for corporate members on political, economic, and social issues, providing excellent networking opportunities. The Business Leaders Series, aimed at CEOs of partner and member organizations, includes nominated breakfast briefings and monthly executive breakfast briefings, while corporate members can attend all member events.

During research programs, project teams organize numerous seminars involving relevant departments, some public and some private roundtables. The Institute's one- or two-day conferences are open to the public and feature high-level reports and unique insights on global issues. The London Conference is Chatham House's flagship annual event. The 2014 London Conference brought together senior decision-makers from policy, economic, and academic fields to jointly explore crises arising from deepening global integration [23].

5.1.3 Chatham House Prize To encourage individuals or organizations making outstanding contributions to improving international relations, Chatham House established the Chatham House Prize. Candidates are nominated by the Institute's research teams and three Council Presidents, who jointly vote to select the winner, who receives a certificate signed by Queen Elizabeth II and a crystal trophy. The 2016 nominees were Laurent Fabius and Christiana Figueres, Attahiru Muhammadu Jega, and John Kerry and Mohammad Javad Zarif [24]. The Prize has made outstanding contributions to enhancing the Institute's international influence and encouraging talent.

5.1.4 Publications An important part of Chatham House's influence on policy-making is achieved through publishing numerous project outputs. Based on timeliness, publications can be categorized as: (1) brief, time-sensitive briefings; (2) longer, in-depth research papers and special reports; and (3) academically rigorous monographs based on long-term accumulation (Table 4) [25]. This combination of short- and long-term, simple introductions and in-depth research meets the needs of various research levels and timeframes, achieving optimal dissemination effects while providing researchers with platforms to demonstrate their talents and exchange with professionals. Notably, the Institute's two journals—*The World Today* and *International Affairs*—cover nearly all audiences concerned with international affairs, with the former focusing on the general public and the latter emphasizing academic interpretation [26,27]. Most publications are freely downloadable from the website, and in addition to

print and online open-access electronic versions, numerous video and audio files are available. From intuitive videos to in-depth textual analysis, multi-angle and multi-level approaches enable readers to understand and support its policy analysis, making important contributions to enhancing influence and cultivating talent.

Table 4 The Main Publications of Chatham House [25]

Publication Type	Description
Briefings	Provide concise information on topics for policymakers.
Research Papers and Special Reports	Cover extensive content including research progress, detailed materials needed by expert readers.
Monographs	In-depth research presenting policy recommendations.
<i>The World Today</i> (Bimonthly)	Focuses on current international issues and modern historical research, providing important background knowledge and authoritative analysis and commentary for the general public.
<i>International Affairs</i> (Bimonthly)	Published in odd months, this renowned academic journal in international relations upholds academic and practical principles, combining in-depth academic analysis with contemporary world issues to interpret major current international problems.
Annual Reports, Videos, etc.	Collections of in-depth research results.

5.1.5 New Media Promotion Multi-media promotion is an important characteristic of contemporary think tanks. Traditional and formal information exchange channels such as forums, conferences, publications, and news are the most relied-upon components for European think tanks to build platforms for voicing their views [28]. With the development of new media, think tanks in various countries are gradually adopting these more direct and effective communication methods to disseminate their political propositions timely and widely. In addition to publishing research results on its official website, Chatham House also promotes through Facebook, Twitter, LinkedIn, RSS, YouTube, and other

media [29], while researchers frequently disseminate research results and express personal opinions and views through personal blogs and other channels.

5.2 The Establishment of the Queen Elizabeth II Academy

To cultivate talent and enhance exchange and cooperation among talents, Chatham House began offering 12-month international affairs leadership training in January 2013 and formally established the Queen Elizabeth II Academy in November 2014. One of the Academy's main programs is the 12-month international affairs leadership training for research fellows [30].

The Queen Elizabeth II Academy recruits potential and established leaders globally to train at Chatham House. Fellows come primarily from government, the private sector, media, and civil society organizations. During their time at the Academy, fellows deepen their understanding of important issues, learn new skills, develop their networks, propose new perspectives, and solve complex policy problems. They participate in the Institute's research programs and engage in internal and external exchanges. The program admits approximately 10-15 fellows annually and provides basic living allowances.

In addition to the 12-month fellowship program (International Affairs Leadership Training), there is also a six-month senior fellowship program [30]. This program targets experts in relevant fields who must have over ten years of work or academic experience. The senior fellowship program provides opportunities for senior fellows to explore topics of deep interest while participating in other Academy activities. The Institute has established leadership, personal research, and Chatham House research programs for all trainees to choose from. This hierarchical, staged talent cultivation system provides a favorable environment for the Institute's talent reserves while disseminating the Institute's philosophical and management approaches worldwide through talent circulation.

6 Conclusion

The development history and successful practices of the Royal Institute of International Affairs provide excellent reference for the development of Chinese think tanks. Sound management mechanisms enable Chatham House to maintain an international perspective. The Institute continuously adjusts its research areas in response to changes in international society, reacting quickly to offer constructive and actionable opinions and recommendations. Through the establishment of the Panel of Senior Advisers, it has formed excellent communication mechanisms with government and various social sectors, providing evidence and recommendations for government decision-making, ensuring that think tank products are truly useful and can be tested through practice, adjusted through feedback, and provide valuable experience for subsequent policy formulation.

From Chatham House's founding history, we can see that after WWII, some personnel flowed into many international organizations, gradually forming a revolving door system. The implementation of numerous activities, conferences,

and the publication of renowned academic journals have all provided fertile ground for talent cultivation. Meanwhile, the establishment of the Queen Elizabeth II Academy and the development of training courses at various levels and for different talents have solidified the Institute's foundation as an internationally renowned think tank talent cultivation base. This institutional and mechanism-innovative approach to talent cultivation provides excellent reference for Chinese think tank construction, which will attract more talents to participate in think tank development and construction, jointly creating a harmonious and intelligent ecological society.

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