



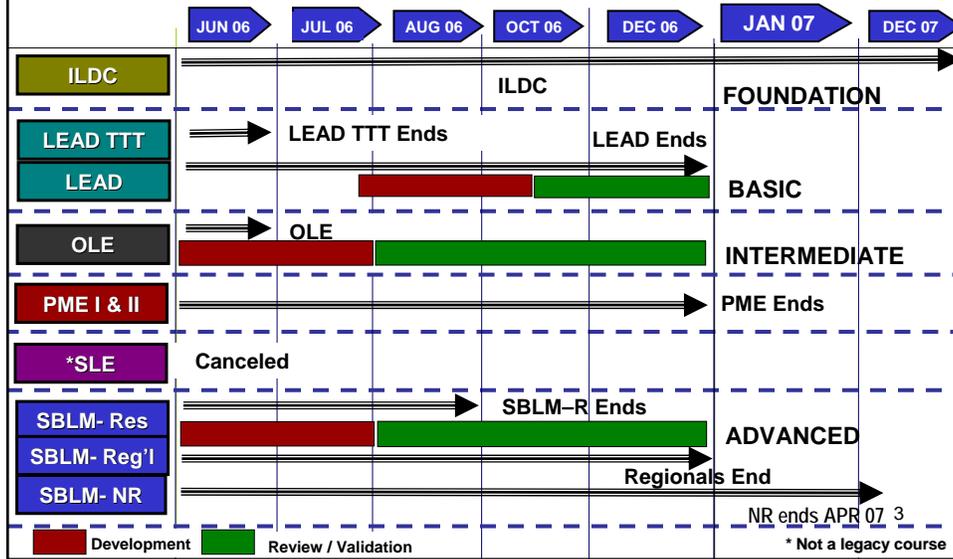
## Agenda

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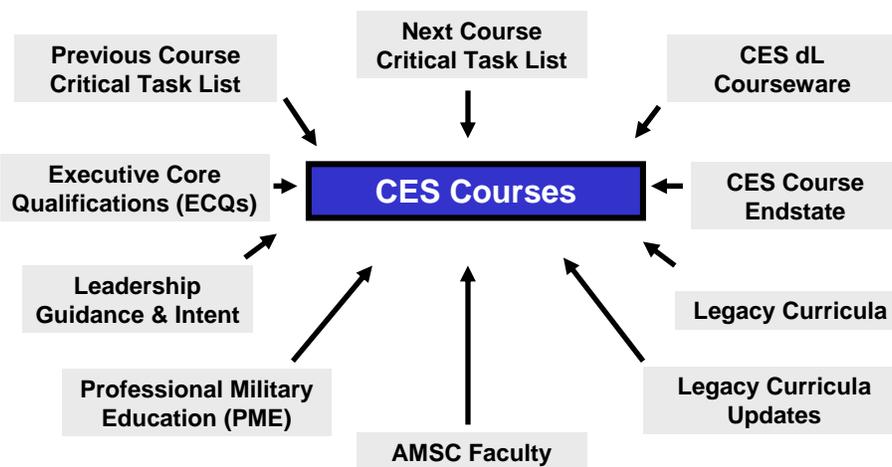
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- Who we are
- What we do
- Campus locations
- Our programs
- Why we need the CES
- CES overview
- CES course design
- CES enrollment

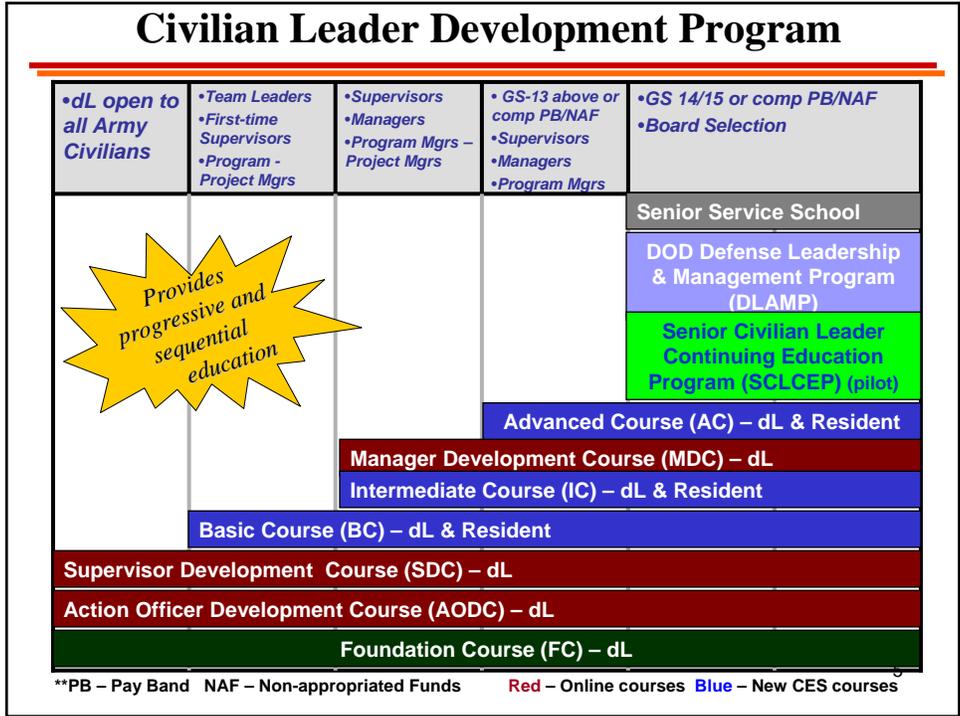
# Legacy to CES Course Transition



# CES Course Design



## Civilian Leader Development Program



## Civilian Leader Development Online Courses

distributed Learning (dL) available through the Internet

Supervisor Development Course	Manager Development Course	Action Officer Development Course
<p>Provides supervisors and managers with civilian administration skills such as work management and basic supervision</p> <p>Required for employees in supervisory and management positions</p>	<p>Assists supervisors and managers with basic skills for managing work and leading people</p> <p>Recommended for all civilians in supervisory and management positions</p>	<p>Designed for civilians who “work actions” on behalf of senior staff officers or commanders</p> <p>Required for interns Completion required before they complete the intern program</p>

# Foundation Course

57 hours distributed Learning (dL)

DA Civilian who understands and appreciates Army values and customs; serves professionally as a member of the Department of the Army; acquires foundation competencies for leader development

Knows Army leadership and doctrine

Organizes daily activities

Applies the skills for increasing self-awareness

Knows how to build teams and practices group dynamics

Comprehends career progression for DA civilians

Meets DA administrative requirements

Applies effective communication principles

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dL available for self-development

# Foundation Course

Enrollment information

## Eligibility

- All DA Civilian employees
- Military and other DOD employees

## Required Attendees

- FC is required for interns, team leaders, supervisors and managers employed after 30 Sep 2006

## Admission Priority

- Available by dL

## Course Credit/Substitution

- Army civilians employed before 30 Sep 2006 are not required to take the FC and will receive credit for this course 8

# Basic Course

2 weeks resident, 43.5 hours of distributed Learning

DA civilian who understands and applies basic leadership skills to lead and care for small teams successfully; applies effective communication skills to build a team; demonstrates internal and external awareness and directs team accordingly; develops and mentors subordinates

Applies leadership skills

Complies with applicable laws

Improves self and subordinates

Demonstrates leader attributes

Manages mission accomplishment

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# Basic Course

Enrollment information

## Eligibility

- Army civilian employees who lead teams or in supervisory or managerial positions
- Army civilian program/project managers
- Military supervisors of civilians and other DOD employees

## Prerequisite for Resident Phase

- FC if required

## Course Credit for Resident Phase

- Courses: Leadership Education and Development (LEAD), Officer Basic Course (OBC), Warrant Officer Advanced Course (WOAC), Advanced NCO course (ANCO) or more advanced level

## Admission Priority

- **Priority 1:** Required for Army civilians assigned as a team leader or in permanent appointment to a supervisory or managerial position and do not have course/experience substitution. Must complete course within one year of placement
- **Priority 2:**
  - Army civilians who lead others on an ad-hoc basis and those who manage programs
  - Army civilians and DOD employees in an Army endorsed supervisory or management development program
- **Priority 3:**
  - Active duty military supervisors who supervise Army civilians
  - Term and temporary civilians who are responsible for leading or supervising civilian teams
- Other DOD employees

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# Intermediate Course

3 weeks resident, 44 hours of distributed Learning (dL)

DA civilian skilled in leading; managing human and financial resources; implementing change; directing program management and systems integration; displaying flexibility, resilience, and focus on mission

Develops leader attributes

Generates mission accomplishment

Develops management skills

Prepares an organization for the future

Develops improved communication skills

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# Intermediate Course

## Enrollment information

### Eligibility

- Army leaders in permanent appointments to supervisory or managerial positions
- Army civilian program/project managers
- Military supervisors of civilians and other DOD employees

### Prerequisite for Resident Phase

- FC if required
- BC or substitution

### Course Credit for Resident Phase

- Courses: Organizational Leadership for Executives (OLE), Captains Career Course (CCC), Warrant Officer Senior Course (WOSC), First Sergeant Course (FSC) or more advanced level

### Admission Priority

- **Priority 1:** Required for Army civilians in permanent appointment to supervisory or managerial positions and do not have course/experience substitution. Must complete course within 2 years of placement
- **Priority 2:**
  - Army civilian program managers
  - Army civilians and DoD employees in an Army-endorsed supervisory or management development program
- **Priority 3:**
  - Military supervisors or managers of Army civilians
  - Term and temporary civilians who are responsible for supervising civilians
  - Other DOD employees

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# Advanced Course

4 weeks resident, 57 hours of distributed Learning (dL)

DA civilian leader skilled in leading a complex organization; managing human and financial resources; leading change; inspiring vision and creativity; directing program management and systems integration; displaying flexibility, resilience, and focus on mission

Leads people in a complex organization

Leads a complex organization and inspires vision and creativity

Operates within an environment of integrated systems, with a focus on mission

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dL available for self-development

# Advanced Course

## Enrollment information

### Eligibility

- Army employees in permanent appointments to supervisory or managerial positions
- Senior level civilians in positions of leadership or program/project managers
- Military supervisors of civilians and other DoD employees
- GS13–15 or comparable NSPS pay band

### Prerequisite for Resident Phase

- FC if required
- BC, IC or substitution for each

### Course Credit for Resident Phase

- Courses: Sustaining Base Leadership and Management (SBLM), Command and General Staff College/Intermediate Level Education (CGSC/ILE), Warrant Officer Senior Staff Course (WOSSC), Sergeant Majors Course (SMC) or more advanced level

### Admission Priority

- **Priority 1:** Required for Army civilians in permanent appointment to supervisory or managerial positions and do not have course/experience substitution
  - Must complete course within 2 years of placement
- **Priority 2:** Army civilians not currently in supervisory or managerial positions (deputies, team leaders, or program managers)
- **Priority 3:**
  - Military supervisors or managers of Army civilians
  - Term and temporary civilians who are responsible for supervising civilians
  - Other DOD leaders

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**Pilot Course**

## **Senior Civilian Leader Continuing Education Program**

**4.5 Day Resident, 40 hours dL**

The SCLCEP targets leaders at the GS14/15 leadership level or equivalent. SCLCEP will sustain and further develop leaders by refining their "Pentathlete" skills and potential for the Department of Defense's future contemporary operating environment. The program is a participatory environment where students discuss current problems in the field.

Challenge of transition within the Army

Dynamics of transition leadership to the senior level

Transformational improvement of progress and teams

Personnel management challenge and strategies

Strategic innovations:  
Creating agile and resilient organizations

Knowledge management

Moral development/  
ethical dilemmas

Building individual and organizational awareness of well being and cultural diversity

## **Senior Civilian Leader Continuing Education Program**

### **Eligibility**

- Army civilian employees GS-14/15 above and equivalent levels in leadership positions
- Military (SGM, CW4, CW5, LTC, COL) who supervise civilian supervisors/managers
- Graduate of Advanced Course or equivalent
- Minimum of two years after attending Advanced Course or an equivalent course
- Must have completed one of the following Courses:
  - a. Sustaining Base Leadership and Management Course/AMSC
  - b. Command General Staff College Intermediate Level Education
  - c. Warrant Officer Senior Staff College
  - d. Sergeant Major Course

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## Senior Civilian Leader Continuing Education Program

### Enrollment Information

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#### Who Cannot Apply?

- Recent Advanced Course graduates must wait two years after graduation before applying for the SCLCEP
- PME graduates can attend (if SBLM graduates) although some content are in this course does overlap with PME, e.g. Management Challenge Case Study

#### Prerequisite for Resident Phase

- 40 hours dL phase

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## ARMY MANAGEMENT STAFF COLLEGE



### QUESTIONS?

Home Page:

<http://www.amsc.belvoir.army.mil/>

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# Back Up Charts

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## **Basic Course Resident Phase (FY08)**

Location	Dates	Application Deadline	Target Audience	Prerequisite
Fort Leavenworth	15 Oct – 26 Oct	Closed	Army leaders who exercise direct leadership to lead and care for teams	Foundation Course dL tasks
Fort Leavenworth	5 Nov – 16 Nov	Closed		
Fort Leavenworth	3 Dec – 14 Dec	3 Aug		
Fort Leavenworth	7 Jan 08 – 18 Jan 08	10 Sep 07		
Fort Leavenworth	4 Feb 08 – 15 Feb 08	8 Oct 07		
Fort Leavenworth	3 Mar 08 – 14 Mar 08	5 Nov 07		
Fort Leavenworth	14 Apr 08 – 25 Apr 08	17 Dec 07		
Fort Leavenworth	12 May 08 – 23 May 08	14 Jan 08		
Fort Leavenworth	9 Jun 08 – 20 Jun 08	11 Feb 08		
Fort Leavenworth	14 Jul 08 – 25 Jul 08	17 Mar 08		
Fort Leavenworth	11 Aug 08 – 22 Aug 08	14 Apr 08		
Fort Leavenworth	8 Sep 08 – 19 Sep 08	12 May 08		

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## Intermediate Course Resident Phase (FY08)

Location	Dates	Application Deadline	Target Audience	Prerequisite
Fort Belvoir Fort Leavenworth	15 Oct – 2 Nov	Closed	Army leaders who exercise direct and/or indirect leadership	Performance of Basic Course tasks  Intermediate Course dL tasks
Fort Belvoir Fort Leavenworth	27 Nov – 14 Dec	30 Jul		
Fort Belvoir Fort Leavenworth	11 Feb 08 – 29 Feb 08	15 Oct 07		
Fort Belvoir Fort Leavenworth	10 Mar 08 – 28 Mar 08	12 Nov 07		
Fort Belvoir Fort Leavenworth	28 Apr 08 – 16 May 08	31 Dec 07		
Fort Belvoir Fort Leavenworth	14 Jul 08 – 1 Aug 08	17 Mar 08		
Fort Belvoir Fort Leavenworth	11 Aug 08 – 29 Aug 08	14 Apr 08		

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## Advanced Course Resident Phase (FY08)

Location	Dates	Application Deadline	Target Audience	Prerequisite
Fort Belvoir	15 Oct – 9 Nov	Closed	Senior level Army leaders who exercise indirect leadership	Performance of Intermediate Course tasks  Advanced Course Distributed Learning (dL) tasks
Fort Belvoir	14 Jan 08 – 8 Feb 08	10 Sep 07		
Fort Belvoir	31 Mar 08 – 25 Apr 08	19 Nov 07		
Fort Belvoir	2 Jun 08 – 27 Jun 08	4 Feb 08		
Fort Belvoir	21 Jul 08 – 15 Aug 08	24 Mar 08		

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# Growing Army Leaders of the 21<sup>st</sup> Century. . . The “Pentathlete”

- Multi-Skilled Leader
- Leader Attributes

Personifies the  
Army Civilian Corps Creed  
in all aspects from mission support  
to statesmanship to enterprise management...

**It's a way of life**

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## Registration

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**For the Foundation, Basic, Intermediate, and  
Advanced courses in FY08.**

The [Civilian Human Resource Training Application System](#) (CHRTAS) is now the online method for submitting your FY08 CES applications. Applying for training in CHRTAS is a two step process. The process begins with creating a Student Profile account in CHRTAS. Once your profile is complete, you may apply for the courses that have been scheduled

Registration for the Senior Civilian Leader Continuing Education Program the AMSC Web site at <http://www.amsc.belvoir.army.mil>

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## **AMSC Registrars**

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**For Fort Belvoir, contact  
Ms. Angela Williams, Registrar  
(703) 805-4757, DSN 655-4757  
[registrar@amsc.belvoir.army.mil](mailto:registrar@amsc.belvoir.army.mil)**

**For Fort Leavenworth, contact  
Ms. Carrie Criqui, Registrar  
(913) 758-3506, DSN 585-3506  
[cesbc@conus.army.mil](mailto:cesbc@conus.army.mil)**

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