Army Civilian Corps Creed

I am an Army Civilian – a member of the Army Team
I am dedicated to our Army, our Soldiers and Civilians
I will always support the mission
I provide stability and continuity during war and peace
I support and defend the Constitution of the United States and consider it an honor to serve our Nation and our Army
I live the Army values of Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, and Personal Courage
I am an Army Civilian
What’s Changed…

- Global War on Terrorism
- Army civilians are deployed more frequently
- Significant mil-civ conversion
- NSPS

Army Required

MULTI-SKILLED LEADERS
- Strategic & creative thinkers
- Builders of leaders and teams
- Competent full spectrum warfighter or accomplished professional who supports THE SOLDIER
- Effective in managing, leading & changing large organizations
- Skilled in governance, statesmanship, and diplomacy
- Understand cultural context, and work effectively across it

Leader development is an investment in the Army and our Nation’s future.

LTG James J. Lovelace, Army G-3/5/7
Growing Army Leaders in the 21st 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
Army Leaders in the 21st Century
“The Pentathlete”

Multi-skilled Leader

- Strategic and creative thinker
- Builder of leaders and teams
- Competent full spectrum warfighter or accomplished professional who supports the Soldier
- Effective in managing, leading, and changing large organizations
- Skilled in governance, statesmanship, and diplomacy
- Understands cultural context, and works effectively across it

Leader Attributes

- Sets the standard for integrity and character
- Confident and competent decision-maker in uncertain situations:
  - Prudent risk taker
  - Innovative
  - Adaptive
  - Accountable
- Empathetic and always positive
- Professionally educated and dedicated to life-long learning
- Effective communicator

Personifies the Warrior Ethos in all aspects, from war fighting to statesmanship to enterprise management ... It’s a way of life.
Identifies important interactions that develop leaders for the future

- Three core domains (operational, institutional, and self-development) that shape critical learning experiences throughout a career.

- A continuous cycle of counseling, coaching, mentoring, education, assessment, feedback, remediation and reinforcement.

As leaders progress in their career and face new challenges we must develop them to meet those challenges.
Self-Awareness

Self-development begins with self-awareness

Being aware of oneself, including one’s traits, feelings and behaviors

How to become self-aware....
- Open to feedback from multiple sources, including peers, subordinates and superiors
- Obtain coaching and feedback from mentors

Multi-rater assessments and After Action Reviews

Lead with the full awareness of the nature and effects of your decisions.
To master the profession at every level, leaders must make a lifelong commitment to lifelong learning. FM 6-22, Army Leadership

Self-development begins with a motivated person, supplemented by a concerted team

**Self-Development ideas**

- professional reading, writing program, professional conferences, affiliations with professional organizations, advance schooling, and correspondence courses
Operational/Experiences

- Geographic Locations
- Cross-training
- Challenging
- Developmental Assignments
- Deployments
- Mentoring
- “Buddy” Knowledge Sharing

Institutional Development

Balance

Operational/Experiences

Self Development
Leader education (what to know; how to think)
Character (how to be)
Training (how to do)
Residential Campus Locations

Fort Belvoir, Virginia
- Intermediate Course
- Advanced Course

Fort Leavenworth, Kansas
- Basic Course
# Civilian Leader Development Program

<table>
<thead>
<tr>
<th>•DL open to all Army Civilians</th>
<th>•Team Leaders •First Time Supervisors •Program - Project Mgrs</th>
<th>•Supervisors •Managers •Program Mgrs – Project Mgrs</th>
<th>•GS13 above or comp PB/NAF •Supervisors •Managers •Program Mgrs</th>
<th>•GS 14/15 or comp PB/NAF •Board Selection</th>
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**Provides progressive and sequential education**

<table>
<thead>
<tr>
<th>Senior Service School</th>
<th>DOD Defense Leadership &amp; Management Program (DLAMP)</th>
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<tbody>
<tr>
<td>Advanced Course (AC) – DL &amp; Resident</td>
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<tr>
<td>Manager Development Course (MDC) – DL</td>
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<tr>
<td>Intermediate Course (IC) – DL &amp; Resident</td>
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<tr>
<td>Basic Course (BC) – DL &amp; Resident</td>
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<tr>
<td>Supervisory Development Course (SDC) – DL</td>
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<td>Action Officer Development Course (AODC) – DL</td>
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<tr>
<td>Foundation Course (FC) – DL</td>
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</table>

**PB – Pay Band  NAF – Non Appropriated Funds  Red – On-line courses  Blue – New CES courses**
<table>
<thead>
<tr>
<th>Civilian Leader Development</th>
<th>Online Courses</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Supervisor Development</strong></td>
<td>Provides supervisors and managers with civilian administration skills such as work management and basic supervision</td>
</tr>
<tr>
<td><strong>Manager Development</strong></td>
<td>Assists supervisors and managers with basic skills for managing work and leading people</td>
</tr>
<tr>
<td><strong>Action Officer Development</strong></td>
<td>Designed for civilians who “work actions” on behalf of senior staff officers or commanders</td>
</tr>
</tbody>
</table>

Distributed Learning (dL) Available Through the Web

- Required for employees in supervisory and management positions
- Recommended for all civilians in supervisory and management positions
- Required for interns. Completion required before they complete the intern program
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
- Knows how to build teams, and practices group dynamics
- Applies effective communication principles
- Organizes daily activities
- Comprehends career progression for DA civilians
- Applies the skills for increasing self-awareness
- Meets DA administrative requirements

Foundation Course
57 Hours Distributed Learning (dL)
Eligibility
• All DA Civilian employees
• Military and other DoD employees

Required Attendees
• Foundation Course 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
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.
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
Foundation Course, if required

Course Credit/Substitution for Resident Phase
Courses: LEAD, OBC/BOLC, WOAC, ANCOC or more advanced level
Intermediate Course
3 Weeks Resident, 91 Hours 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
- Develops management skills
- Develops improved communication skills
- Generates mission accomplishment
- Prepares an organization for the future

Generates mission accomplishment
Prepares an organization for the future
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

Foundation Course, if required
Basic Course or substitution

Course Credit/Substitution for Resident Phase

Courses: OLE, CCC, WOSC, FSC or more advanced level

DL available for self-development
Advanced Course
4 Weeks Resident, 67 Hours 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
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

Foundation Course, if required

Basic Course, Intermediate Course or substitution for each

Course Credit/Substitution for Resident Phase

Courses: AMSC/SBLM, CGSC/ILE, WOSSC, SMC or more advanced level
## CES Courses Resident Phase

<table>
<thead>
<tr>
<th>Location</th>
<th>Dates</th>
<th>Application Deadline</th>
<th>Course</th>
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<tbody>
<tr>
<td>Fort Belvoir</td>
<td>15 Oct – 9 Nov</td>
<td>7 Jun</td>
<td>Advanced Course</td>
</tr>
<tr>
<td>Fort Belvoir</td>
<td>15 Oct – 2 Nov</td>
<td>7 Jun</td>
<td>Intermediate Course</td>
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<tr>
<td>Fort Leavenworth</td>
<td>15 – 26 Oct</td>
<td>7 Jun</td>
<td>Basic Course</td>
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<tr>
<td>Fort Leavenworth</td>
<td>5 – 16 Nov</td>
<td>8 Jul</td>
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## Course Schedule

<table>
<thead>
<tr>
<th>Advanced Course</th>
<th>Intermediate Course</th>
<th>Basic Course</th>
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<tbody>
<tr>
<td><strong>Course Date/ Application Deadline</strong></td>
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<tr>
<td>15 Oct 07 – 9 Nov 07</td>
<td>7 Jun 07</td>
<td>15 Oct 07 – 2 Nov 07</td>
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<tr>
<td>7 Jan 08 – 1 Feb 08</td>
<td>2 Sep 07</td>
<td>27 Nov 07 – 14 Dec 07</td>
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<tr>
<td>11 Feb 08 – 7 Mar 08</td>
<td>15 Oct 07</td>
<td>14 Jan 08 – 1 Feb 08</td>
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<tr>
<td>24 Mar 08 – 18 Apr 08</td>
<td>26 Nov 07</td>
<td>3 Mar 08 – 21 Mar 08</td>
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<tr>
<td>28 Apr 08 – 23 May 08</td>
<td>31 Dec 07</td>
<td>14 Apr 08 – 2 May 08</td>
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<tr>
<td>2 Jun 08 – 27 Jun 08</td>
<td>3 Feb 08</td>
<td>2 Jun 08 – 20 Jun 08</td>
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<tr>
<td>14 Jul 08 – 8 Aug 08</td>
<td>16 Mar 08</td>
<td>14 Jul 08 – 1 Aug 08</td>
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<tr>
<td>25 Aug 08 – 19 Sep 08</td>
<td>7 Jun 08</td>
<td>11 Aug 08 – 29 Aug 08</td>
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<td>8 Sep 08 – 26 Sep 08</td>
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Application deadline based on 120 day window; 90 days for dL completion (upon application approval) and 30 days prior to resident class start date for administrative purposes.
Senior Service College (SSC)

- SSC is at the apex of a civilian’s leader educational development and prepares civilians for positions of greater responsibility.

- SSC is for civilians who require an understanding of complex policy and operational challenges and increased knowledge of the national security mission.

- DA Secretariat Board Selections (Order of Merit List)
  - Education/Grade requirement
    - GS/GM-14/15 or comparable NSPS pay band.
    - Have three years in a permanent appointment before admittance to SSC.
    - Possess a baccalaureate degree from an accredited college or university.
    - Complete the CES Advanced Course or equivalent.

Army Graduate Placement Program is required for all SSC graduates
Defense Leadership and Management Program (DLAMP)

- Program designed for joint civilian leader training, education and development within and across Department of Defense

- Army Requirements
  - GS/GM – 14/15 or comparable NSPS pay band
  - Three years in a permanent appointment before admittance to DLAMP
  - Possess a baccalaureate degree from an accredited college or university
  - Complete the CES Advanced Course or equivalent

Announced enrollment
http://www.cpol.army.mil
Things to Come

- Communities of Practice
- Central Learning Site
- Training Management System
Summary

“Our goal, is to create Army civilians who, as pentathletes, exemplify the Civilian Core Creed in dealing with the full range of challenges they will face in providing our Soldiers with the resources, quality of life, infrastructure, and other Support they will need to accomplish the Army mission.” 2007 Army Posture Statement

Embrace opportunities to grow as leaders

• Become self-aware ~ understand your strengths and weaknesses….work to improve upon your weaknesses

• Accept challenging assignments, cross-train, take on a difficult task

• Take on a self-study assignment ~ participate in eLearning or read a book

• Apply now or plan to attend a course in the Civilian Education System

AMSC homepage: http://www.amsc.belvoir.army.mil
Questions?

Email

USAGDCTEE@amedd.army.mil
CivilianLeaderDevelopment@hqda.army.mil

Homepage
http://www.detrick.army.mil/dctee
Visit the AMSC Home Page at http://www.amsc.belvoir.army.mil

Click on the “Civilian Education System” tab at the top

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

For Fort Leavenworth, contact
Ms. Carrie Criqui, Registrar
(913) 758-3506, DSN 585-3506
cesbc@leavenworth.army.mil
• **Self Development**

• **Self Awareness**
  Leader development portfolio
  CLIMB (180 assessment)
  Management Competency Assessment Tool (MCAT)

• **Senior Service College (applications Training and Leader Dev)**
<table>
<thead>
<tr>
<th>Civilian Legacy</th>
<th>CES COURSES</th>
<th>Military LD</th>
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<tbody>
<tr>
<td>Civilian Leadership and Development Course</td>
<td>Basic Course</td>
<td>Officer Basic Course, Warrant Officer Advanced Course, and Advanced NCO Course</td>
</tr>
<tr>
<td>Organizational Leadership for Executives</td>
<td>Intermediate Course</td>
<td>Captains Career Course, Warrant Officer Senior Course and First Sergeant Course</td>
</tr>
<tr>
<td>Sustaining Base Leadership and Management</td>
<td>Advanced Course</td>
<td>Command and General Staff College, Intermediate Level Education, Warrant Officer's Senior Staff Course, and Sergeant Majors Course</td>
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