



“The premier leader development experience, igniting the leadership potential of every Army Civilian”

Mr. Frank Wenzel
Interim College Director
Army Management Staff College
Army University

Dr. David Quisenberry
Director
Department of Organizational Leadership
Army Management Staff College
Army University

Mr. Jerome Hawkins
Director
Department of Enterprise Leadership
Army Management Staff College
Army University



Army Management Staff College Civilian Education System Advanced Course



Eisenhower Hall, Fort Leavenworth, Kansas

Purpose: To provide U.S. Army Corps of Engineers (USACE) Planning Community of Practice (PCoP) a webinar presentation on U.S. Army Civilian Education System.



1. AMSC History
2. Civilian Education Benefits
3. Civilian Education System Overview
4. Intermediate Course
5. Advanced Course
6. Instructional Topics
7. How the courses are funded
8. Networking opportunities
9. Career benefits
10. SES one-on-one coaching sessions



Our Mission: The Army Management Staff College educates and develops the Army Civilian Corps for leadership and management responsibilities throughout the Army and serves as Executive Agent for the Army Civilian Education System (CES).

<p>Resident & Distributed Learning</p> 	<p>Mobile Education Teams (METs)</p> 	<p>Continuing Education for Senior Leaders (CESL)</p> 	<p>Organizational Development Opportunities (ODAs)</p> 
<ul style="list-style-type: none"> ✓ Strategic Leadership ✓ Business Transformation ✓ Information Advantage 			



- **1985:** U.S. Army concluded that civilians entering into leadership positions were not receiving the same leadership training as their military counterparts.
- **1986:** Two related efforts established
 1. AMSC at Fort Belvoir, Virginia
 2. Civilian Leader Development Division, in the Center for Army Leadership, at Fort Leavenworth, Kansas
- **2005:** The two organizations merged to develop the Civilian Education System (CES).
- **2012:** The U.S. Army Combined Arms Center (CAC) consolidated and reorganized AMSC at Fort Leavenworth as a CAC major subordinate organization.
- **2013:** AMSC realigned as a subordinate organization under the CAC Deputy Commanding General for Leader Development and Education.
- **2016:** AMSC was aligned under the Army University



“The Army Civilian leader development programs help to prepare agile and innovative **Army Civilians who can lead** during times of change and uncertainty; are **prepared for the rigors of service** as multi-skilled leaders; and are **armed with the values, skills and mindset** to serve as competent, resilient member of the Army Civilian Corps.” AR 350-1

- 1. Build Cohesive Teams for continuous process improvement
- 2. Analyze complex systems for underlying relationships and interdependencies
- 3. Evaluate strategic level issues for potential future organizational change
- 4. Develop recommendations consistent with long-term enterprise interests

Army Management Staff College (AMSC) core tasks

Leadership

(We teach Leadership)

Leader Development

(We develop Leaders)

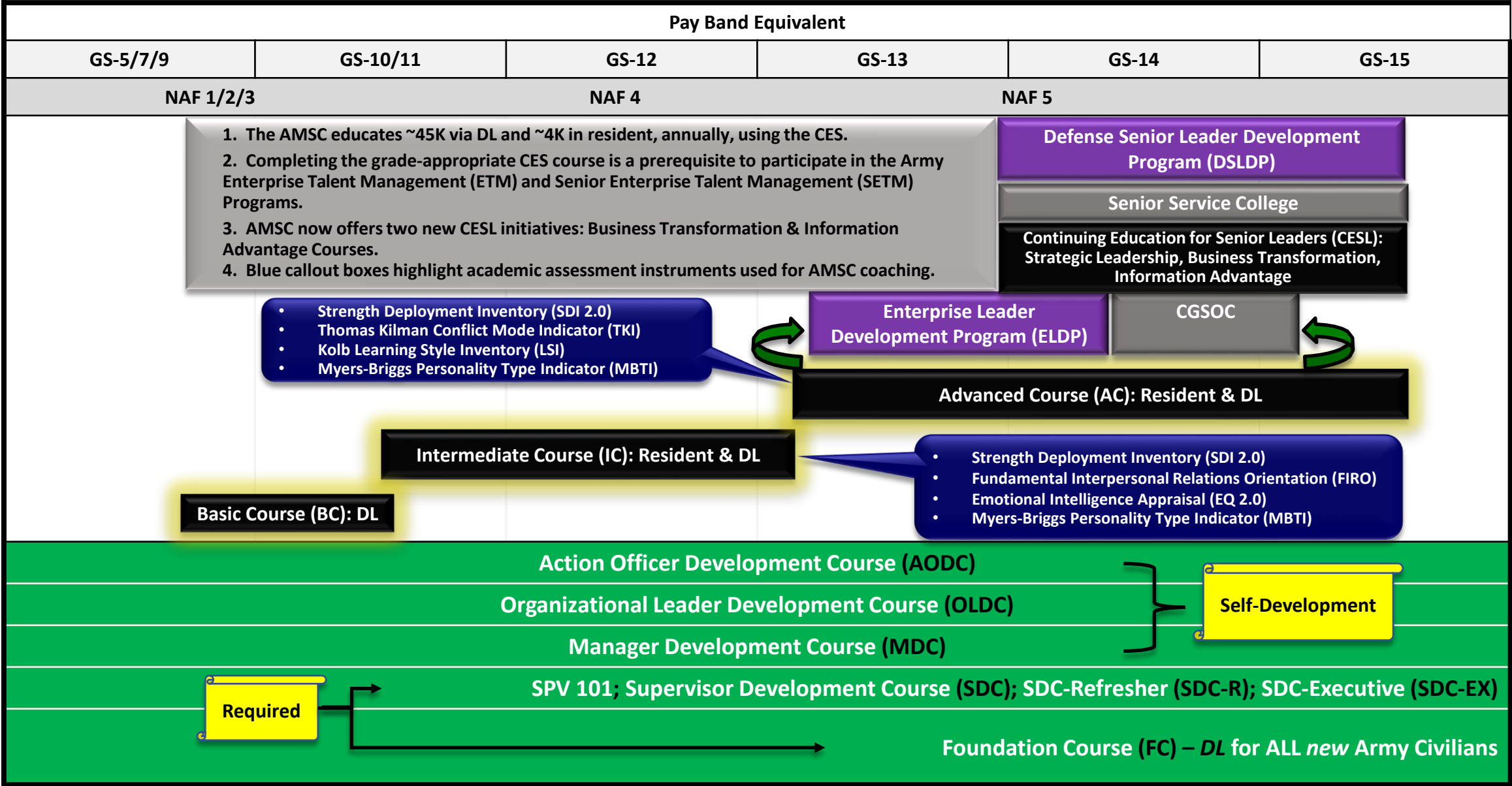
Management

(Complimentary to Leadership)



CES is the Army's leader development program for all Army Civilians:

1. It provides progressive and sequential education for Army Civilians at key positions throughout their careers.
2. Courses of instruction are provided through virtual, resident, and blended instruction.
3. CES courses are to be taken in sequence over a period of time as Army Civilians progress through their careers.
4. Course applications are completed through CHRTAS.
<https://www.atrrs.army.mil/chrtas>



Required

Self-Development



INTERMEDIATE COURSE

WHO: GS 10-12
2,660 students per year

WHAT: Organizational/Systems and Processes Perspective

HOW: Blended (DL + Resident)
43 three-week offerings
(11 Resident / 20 METs / 12 VC)



AMSC

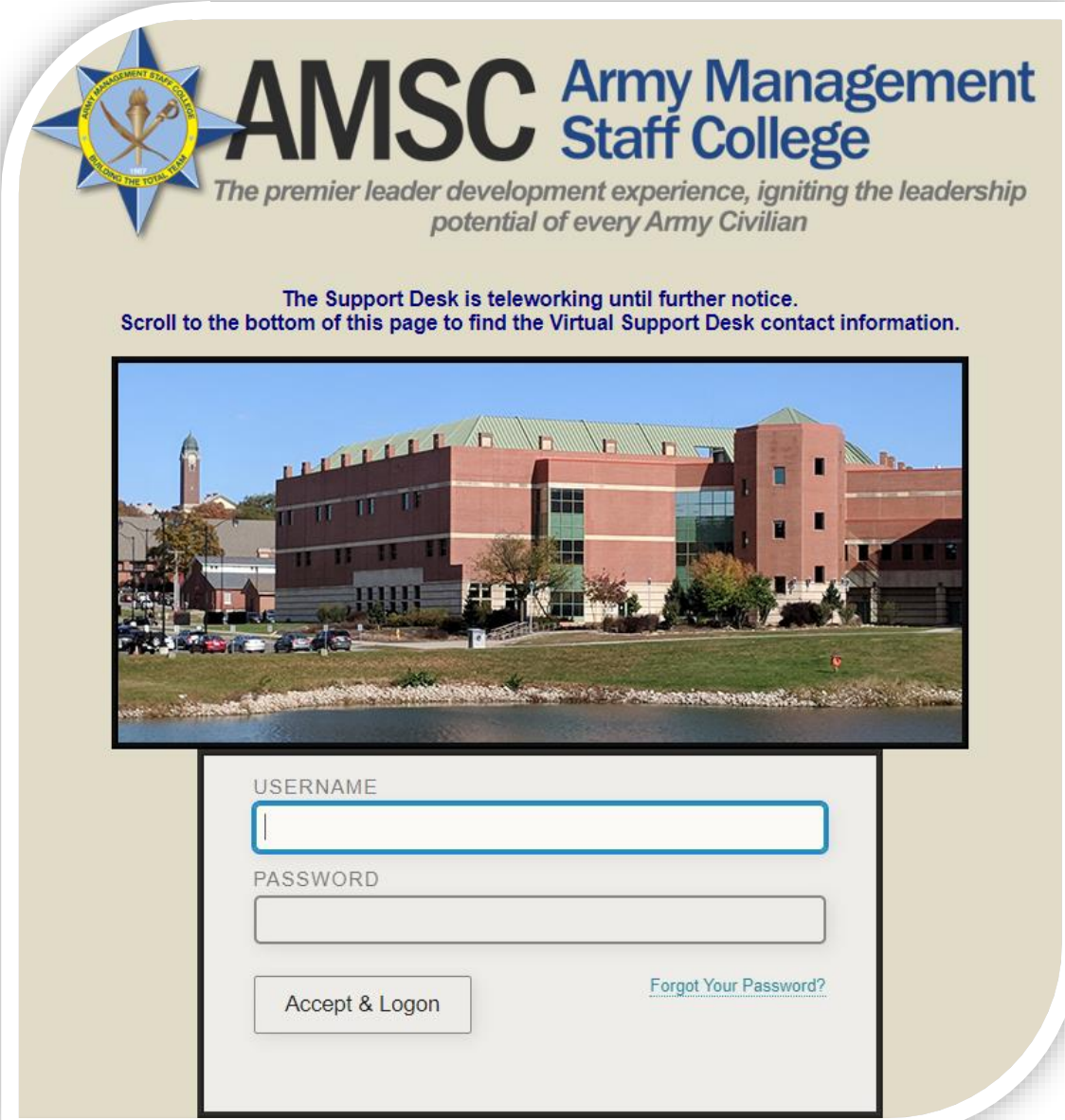



Two Prerequisites:

- 1. Foundation Course (DL)
- 2. Intermediate Course Phase 1


Register for courses at CHRTAS:

<https://www.atrrs.army.mil/chrtas>



 **AMSC Army Management Staff College**
The premier leader development experience, igniting the leadership potential of every Army Civilian

The Support Desk is teleworking until further notice.
Scroll to the bottom of this page to find the Virtual Support Desk contact information.



USERNAME

PASSWORD

Accept & Logon [Forgot Your Password?](#)



Week 1

Self-Awareness

- Foundational Concepts
- Army Civilian Professional Membership
- Active Listening
- Feedback
- Myers-Briggs (MBTI)
- Critical Thinking
- Creative Thinking
- Making Decisions
- Problem Solving
- Ethical Decision Making
- Week 1 Capstone

Week 2

Team Development

- Trust & Team Building
- Influential Leadership
- Strengths Deployment
- Conflict Management
- Leadership Responsibility
- Army Leadership
- Assessment Tools
- Developmental Feedback
- Leader Bio Presentation
- Mission Command
- Week 2 Capstone

Week 3

Accomplish the Mission & Improve the Organization

- Diagnosing Organizations
- Holistic Fitness
- Learning Organizations
- Interpersonal Relations
- Electives
- Subordinate Development
- Leading Change
- Week 3 Capstone
- Cognitive Movement
- Leader Legacy



ADVANCED COURSE

WHO: GS 13-15
2,206 students per year

WHAT: Global / Regional, National / Societal Leadership Perspectives

HOW: Blended (DL + Resident)
15 four-week offerings
(8 Resident / 7 METs)
SES Engagement Program
7 Organizational Development Activities



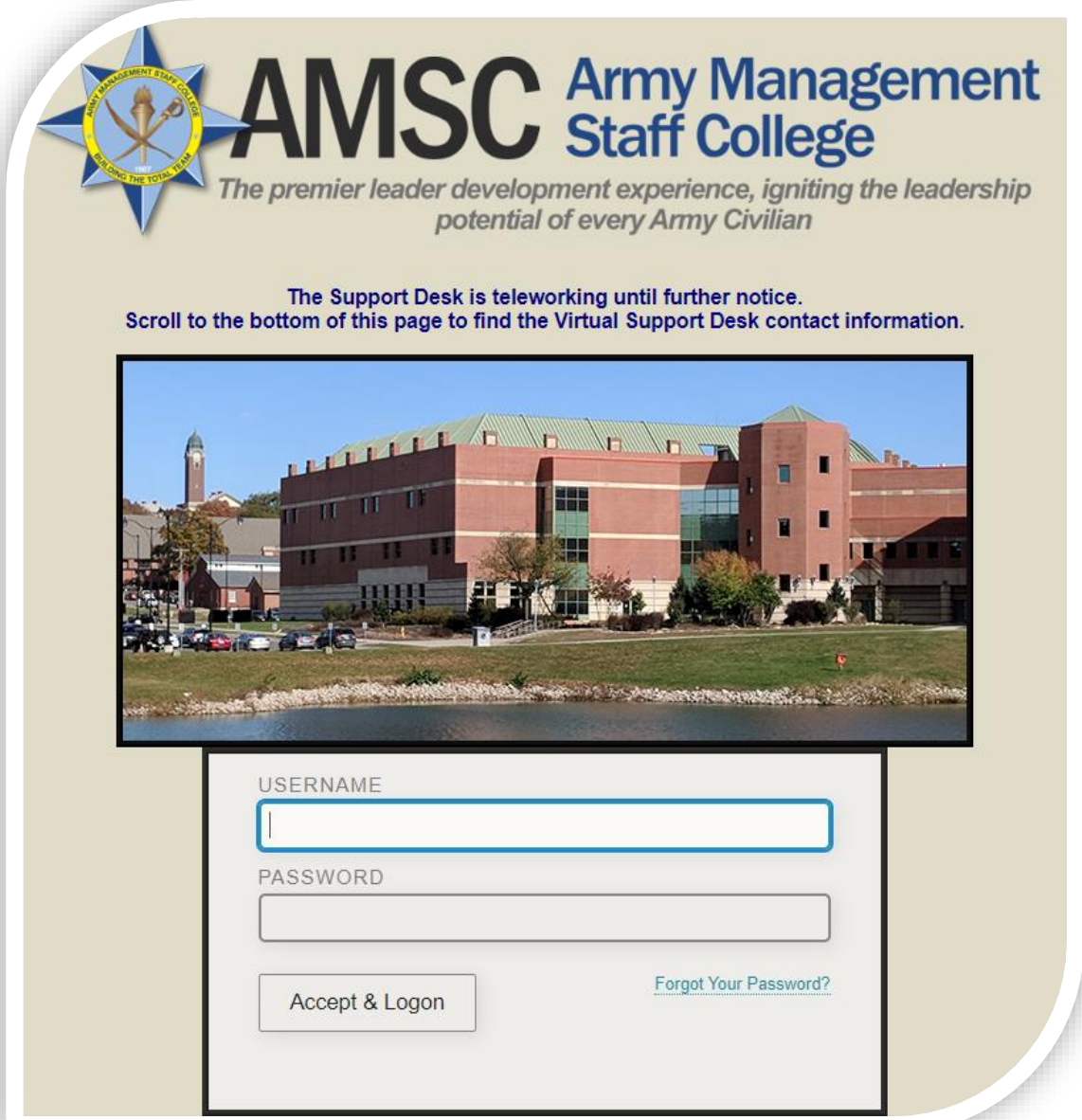



Three Prerequisites:

- 1. Foundation Course (DL)
- 2. Intermediate Course
- 3. Advanced Course Phase 1


Register for courses at CHRTAS:

<https://www.atrrs.army.mil/chrtas>



 **AMSC Army Management Staff College**
The premier leader development experience, igniting the leadership potential of every Army Civilian

The Support Desk is teleworking until further notice.
Scroll to the bottom of this page to find the Virtual Support Desk contact information.



USERNAME

PASSWORD

Accept & Logon [Forgot Your Password?](#)



Week 1

Self-Awareness / Leadership

- Self-Awareness Instruments
- Building Teams & Coalitions
- Leader Development
- Coaching
- Influence/Mission Command
- Critical Thinking
- Creative Thinking
- Force Management Introduction
- Team Charter

SES Week

Week 2

Leadership / Enterprise-Wide Perspective

- Cyber Resilience
- National Strategies
- Army Enterprise Structure
- Force Generation through the Army Enterprise
- Strategic Challenges Task Work
- SES Enterprise-Wide Perspective
- Strategic Leadership
- Strategic Thinking
- Data Management
- Army Design Methodology

Week 3

Army Design Methodology Application Exercise

- Collective Knowledge Problem Solving

SES Week

Week 4

Application Exercise Final Brief / Electives / Leader Development Plan

- Army Design Methodology Final Brief to SES
- Three Elective Classes
- Leader Development Plan



We currently have articulation agreements with DeVry University, Trident University, and University of Charleston



5.5 Transfer Credits Applied:
Bachelor of Science in Business Administration
Bachelor of Science in Technical Management



7 Transfer Credits Applied:
Master of Business Administration – Strategic Leadership
Master of Science Leadership
Master of Science Homeland Security – Leadership



3 Transfer Credits Applied (From AC Phase 1):
GSL507 Reframing Leadership
6 Transfer Credits Applied (From AC Phase 2):
GSL641 Strategic Issues
GSL651 Strategic Decision Making

Visit <https://armyuniversity.edu/amsc/Partnerships> for details



- The Intermediate and Advance Courses are **CENTRALLY** funded for resident attendance. There are no TDY expenses to your organization (rental cars are not covered).

- Virtual, Mobile Education Team, and Organizational Development Activities are not funded by AMSC



- Opportunities to network with:
 1. Diverse student backgrounds, skillsets, and global locations
 2. All job series and career fields from across the Army
 3. Multiple generational engagements and perspectives
 4. Senior Leader one-on-one coaching sessions
 5. Class socials, lunch & learns, & group projects



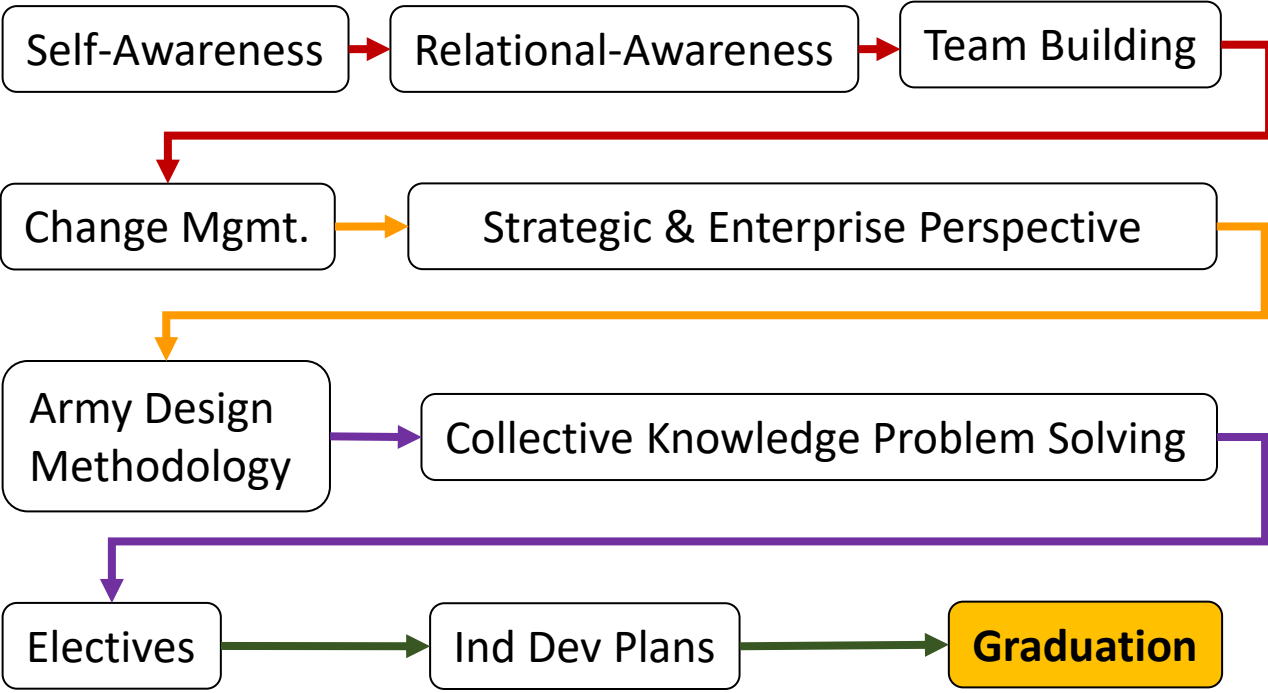
- 1. SES Mentorship Program.** AMSC Department of Enterprise Leadership established the SES Mentorship Program in October 2014 with the help of the Deputy Assistant Secretary (DASA) ASA M&RA (Civilian Personnel), Ms. Gwendolyn DeFilippi.
- 2. Engagement occurs during Weeks 2 & 4.** A Senior Executive from across the Army Enterprise spends a full week with an Advanced Course class conducting:
 - a) Classroom Engagements
 - b) Student individual coaching sessions
 - c) Speaking on the Enterprise-Wide Perspective
 - d) Being the keynote speaker for Graduation
- 3. Student Office Calls:** Students can sign-up for an individual 20-minute one-on-one office calls with an SES





Course Highlights

- ❑ 4-Week Course (160-hours)
- ❑ Meets Every Weekday 8 a.m. to 4:30 p.m. **Central Time**
- ❑ 9 x Major Components Frame the Course



	Focus for the Week	# of Lessons	# of Assignments
Week 1	Self-Awareness & Leadership	12	11
Week 2	The Army & The Army Enterprise	6	11
Week 3	Army Design Methodology	4	7
Week 4	Army Design Methodology, Electives, IDPs	2	6

End state: you have the knowledge & skills to lead complex organizations in support of national security and defense strategies, manage organizational resources, lead change, inspire vision and creativity, direct program management, & integrate Army systems.



GS-01-SES Open to All Civilians

GS-10-12 Mid-Career Professionals

GS-13-SES

Senior Professionals

Foundation Course

Orientation to leader development. Covers roles, core values, problem solving, flexibility/resilience, written communication, customer service, continual development, and risk management.

- Required for all Army Civilians hired after 30SEP06
- Online, self-paced
- Interns required to complete prior to intern program participation
- Prerequisites: none

Basic Course

Designed for Army Civilian leaders to effectively lead and care for teams.

- 2 weeks
- Required for supervisors GS-05-09; available for Available for GS-01-09
- Prerequisite: Completed Foundation Course

Action Officer Development Course

New action officers attain staffing and communication skills needed at many levels of an organization.

- Online; self-paced
- Prerequisites: none

Supervisor Development Course

Capstone course required for newly hired / newly promoted Army Civilian supervisors during Year-1 as a supervisor.

- Required in first supervisory year
- Online; self-paced
- Prerequisites: none

Supervisor 101 (Coming Soon)

Designed for all new Civilian supervisors to understand OPM supervisor requirements.

- Required in first supervisory month
- Online; self-paced
- Prerequisites: none

Supervisor HR Orientation Course (Coming Soon)

Conducted by CPACs to engage with SMEs on key HR topics in Army & OPM guidelines.

- Required within first three supervisory months
- 12 days - Live and virtual classroom army.mil or jason.murphy@army.mil
- Prerequisites: Supervisor 101

Intermediate Course | Phase 1

Prepares current and aspiring Civilian leaders (GS-10-12) to lead and care for, and manage resources at organizational level. Focused on "mission" planning, team building, establishing command climate, and stewardship of resources.

- 2 weeks
- Available to all Civilians
- Prerequisites: Foundation Course for Civilians hired after 30SEP06

Intermediate Course | Phase 2

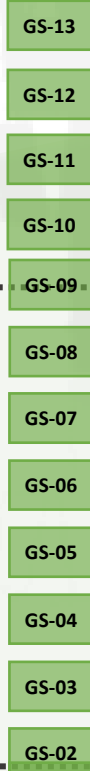
Prepares current and aspiring Civilian leaders (GS-10-12) to lead and care for, and manage resources at organizational level. Focused on "mission" planning, team building, establishing command climate, and stewardship of resources.

- Prerequisites:
 - Foundation Course for Civilians hired after 30SEP06
 - Intermediate Course Phase 1

Senior Enterprise Talent Management (SETM) | Enterprise Talent Management (ETM)

Prepares participants for positions of greater responsibility in the through advanced senior-level educational and experiential learning opportunities.

- Consists of 8 modules in total
 - Command and General Staff Officer Course (GS-13; GS-12 by exception)
 - Executive Leader Development Program (GS-12/13)
 - Project-based ETM Temporary Duty Assignments (GS-13)
 - ETM Leadership Shadowing Experience (GS-13)



Advanced Course | Phase 1

Prepares GS-13-15 for increasing responsibility and leadership, leading complex organizations.

- 2 weeks
- Available to GS-13-15 in permanent appointments
- Online, self-paced
- Prerequisites:
 - Foundation Course for Civilians hired after 30SEP06

Advanced Course | Phase 2

Prepares GS-13-15 for increasing responsibility and leadership, leading complex organizations.

- 6 weeks – virtual classroom
- Required participation in 2 seminars/week (7.5 hours per seminar)
- Available to GS-13-15 in permanent appointments
- Prerequisites:
 - Foundation Course for Civilians hired after 30SEP06
 - Advanced Course DL Phase 1

Senior Enterprise Talent Management (SETM) | Enterprise Talent Management (ETM)

Prepares Civilians for positions of greater responsibility in the through advanced senior-level educational and experiential learning opportunities.

- Consists of 8 modules in total:
 - Army Senior Fellowship (GS-14/15)
 - Project-based STEM Temporary Duty Assignments (GS-14/15)
 - Senior Service College (GS-14/15)
 - Defense Senior Leader Development Program (GS-14/15)

Harvard Senior Executive Fellows

Designed for top-level managers who aspire to be executives in all types of organizations.

- Available to O-5/O-6, GS-14-15
- 4 weeks
- Online due to COVID

Federal Executive Institute

Offers three courses for SES and GS-15 executives:

- International Leadership Development Program
- Leadership for a Democratic Society
- SES Leading EDGE

Senior Manager Course for National Security

Designed to provide senior DoD leaders an understanding of the factors and forces that shape national security strategy and policy.

- 2 weeks
- Available to GS-14-15 or equivalent

Continuing Education for Senior Leaders

Interactive environment for senior leaders to discuss current issues and relevant challenges facing civilian and military leaders.

- 1 week – DL and virtual classroom
- 2 seminars per week (7.5 hours per seminar)
- Available to GS-14-15 in permanent appointments; O-5/O-6, CW4/CW5, SGM/CSM; other DoD/federal agency GS-14-15s in permanent appointments
- Prerequisites:
 - Foundation Course for Civilians hired after 30SEP06
 - Advanced Course or equivalent

Supervisor Development Course | Executive Level

Required for experienced senior leaders (SES and GOs) who have previously supervised civilians.

- Online; self-paced

