

# OPERATIONAL DEVELOPMENT OPPORTUNITIES

**Defense Civilian Emerging Leader Program (DCELP):** This DOD program focuses on developing emerging leaders in the acquisition, financial management, and human resources communities. Open to permanent Army Acquisition civilians at GS-7 through GS-12, DCELP consists of residential courses on leadership assessment, team development, effective writing and conflict resolution as well as online courses on the mission and culture of DOD.

**Digital Master Gunner:** A Mission Command Digital Master Gunner is a subject matter expert that can operate, maintain, integrate, and train others on Mission Command Information Systems (MCIS) to generate a COP for the commander and the battle staff.

**EDIS Mentorship Program:** The EDIS Mentorship Program was established in 2014 in an effort to close identified professional development gaps across the Civilian workforce. Following several iterations and years of evaluation, this initiative has evolved into a year-long, formal mentorship program designed to promote opportunities for professional success. The program strives to develop a EDIS Civilian workforce that is able to lead and manage change, think critically, and represent EDIS across organizations and commands.

**Emerging Enterprise Leader (EEL) Program:** The EEL initiative is an effort to expand the Army's enterprise leadership development efforts to emerging leaders at the GS-11/12 levels. The USAASC EEL initiative is a one year developmental program which provides aspiring leaders in the grades GS-11 and GS-12 (or equivalent) within the Program Executive Offices (PEOs) and USAASC Headquarters with specialized junior leader development.

**Force Management Orientation Course (FMOC):** The Force Management Orientation Course (FMOC) is designed for individuals who have little or no experience in DoD force management. It is designed to provide basic concepts, techniques, and procedures using hands on training with the tools and techniques necessary to apply principles of Force Management. The curriculum introduces students to the skills required to analyze, validate, and standardize Army Force structure.

**How the Army Runs (HTAR):** The four-week How the Army Runs (HTAR) is designed to educate and train military and civilian Force Managers on how the Army runs in the current Operating Environment (OE). HTAR teaches the roles, missions, and functions of the seven interdependent and continuous processes within the Army Force Management Model.

**Indo-Pacific Orientation Course (IPOC):** The Indo-Pacific Orientation Course (IPOC) provides an executive education experience that prepares mid-, senior-, and executive grade security practitioners to knowledgeably engage in cooperative security efforts that build capacity to advance a free and open Indo-Pacific that recognizes the linkages between good governance, rules-based order, and security.

**Joint Forces Staff College:** JCWS educates national security professionals to plan and execute joint, interagency, intergovernmental, and multinational operations. Graduates are critically-thinking, operationally-minded, skilled joint warfighters who can operationalize national, military, and theater security strategies into design-informed operational plans. Graduates have a primary commitment to joint, interagency, intergovernmental, and multinational teamwork, attitudes, and perspectives.

**Leadership for a Democratic Society (LDS):** Using the U.S. Constitution as the principal foundation, the LDS program guides executives to understand the diverse goals of the government and the citizens it serves. FEI challenges executives to excel in a 21st-century world while remaining connected to the Constitutional values forged in the 18th century.

**Senior Enterprise Talent Management (SETM) and Enterprise Talent Management (ETM):**

The Senior Enterprise Talent Management (SETM) and Enterprise Talent Management (ETM) are Army talent management programs created to produce senior civilian leaders with an enterprise perspective who could serve in increasing levels of responsibility. SETM is just one of the many programs developed under the Civilian Workforce Transformation initiative and is administered by the Civilian Senior Leader Management Office (CSLMO), Assistant Secretary of the Army (Manpower and Reserve Affairs).