



Officer Leadership Overview

- MILPERMAN article 1301-906 (Ch 25 dtd 17OCT08) and NAVADMIN 033/06 (Navy Leadership Continuum, released 19JAN06) define leadership requirements for Navy officers.
 - MILPERSMAN written from AC perspective, but applies to RC as well.
 - NAVADMIN 033/06 Para 1: *“LEADERSHIP IS THE CORNERSTONE OF OUR NAVY AND THE KEY TO OUR CONTINUED SUCCESS. STRONG LEADERSHIP ENSURES MISSION READINESS FOR THE GLOBAL WAR ON TERRORISM (GWOT) AND PROVIDES OUR MEMBERS AND THEIR FAMILIES WITH A SENSE OF PURPOSE AND COMMITMENT.”*
 - NAVADMIN 033/06 Para 6.B: *“FULL-TIME SUPPORT AND DRILLING SELECTED RESERVISTS, OFFICER AND ENLISTED, ... WILL MIRROR THE ACTIVE COMPONENT LEADERSHIP DEVELOPMENT PROGRAM REQUIREMENTS.”*



Officer Leadership Overview

Officer Leadership Development as described by paragraph 5 of NAVADMIN 033/06:

5. LEADERSHIP DEVELOPMENT COURSES.

A. OFFICER LEADERSHIP DEVELOPMENT COURSES

- (1) DIVISION OFFICER LEADERSHIP COURSE (DIVOLC)
- (2) DEPARTMENT HEAD LEADERSHIP COURSE (DHLC)
- (3) ADVANCED OFFICER LEADERSHIP COURSE (AOLC) (UNDER DEVELOPMENT)
- (4) EXECUTIVE OFFICER LEADERSHIP COURSE (XOLC)
- (5) COMMAND LEADERSHIP COURSE (CLC)
- (6) MAJOR COMMAND LEADERSHIP COURSE (MCLC)

Note: AOLC has not been developed. AOLC as referenced in MILPERSMAN is actually the DHLC.



Officer Leadership Overview

Policy guidance from paragraph 3 of MILPERSMAN Article 1301-906:

3. Policy

- a. Most officers in communities with established training pipelines en route to division officer and department head billets receive the required leadership training course as a portion of that pipeline. Officers who are in career fields without en route pipelines and who need intermediate or advanced courses will receive the leadership training courses at one of the Center for Personal and Professional Development (CPPD) learning sites. Exhibit 1 (*summarized in following slides*) delineates which officer communities receive the courses during an existing pipeline and which will necessitate an intermediate stop for leadership training at a CPPD learning site.

- e. Leadership training is mandatory for all officers serving in leadership positions.



Division Officer (DIVOLC)

- One course, same for AC or RC
- Most Officers complete during or shortly after commissioning.
 - RC CWO, LDO, DCO do not receive during commissioning. RC CO's – get these officers to DIVOLC!
 - Center for Personal and Professional Development (CPPD) can provide a RC class if requested – not regularly scheduled due to limited demand. RC class would be 4 days (2 Drill Weekends).
 - 40 hour course.
 - CIN P-7C-0100



Division Officer (Per MILPERSMAN)

DIVISION OFFICER LEADERSHIP COURSE (DIVOLC)

Communities receiving during pipelines		Communities receiving at CPPD (en route PCS)	
Special Warfare	Judge Advocate General	Surface (O-1 and O-2)	
Submarine	Limited Duty Officer/Chief Warrant Officer	Special Operations	
Aviation	Civil Engineer Corps	Aviation Maintenance Duty Officer	
Cryptologic	Chaplain	Public Affairs Officer	
Intelligence	Supply	Nurse Corps (Reserve Officer Training Corps (ROTC) option)	
Medical/Dental/Nurse/Medical Service Corps			
NOTE: Officers attending Naval Academy and ROTC receive DIVOLC course.			



Department Head (DHLC/AOLC)

- One course, same for AC or RC
- All Officers should attend while O3 or junior O4
- Provided by CPPD at Fleet Concentration Area Learning Sites or selected NOSC's.
 - 40 hour course.
 - AC attend 5 day courses at Learning Sites.
 - RC attend 4 day (2 Drill Weekends) at Selected NOSC's. RC CO's - get your officers to the course!
 - CIN P-7C-0101 (5 day AC); P-7C-0102/0103 (4 day RC)



Department Head (Per MILPERSMAN)

ADVANCED OFFICER LEADERSHIP COURSE (AOLC)

Communities receiving during pipelines		Communities receiving at CPPD (en route PCS)	
Surface (O-3)		Aviation	Medical/Dental/Nurse/ Medical Service Corps
Submarine		Special Operations	Aviation Maintenance Duty Officer
Supply		Special Warfare	Aviation Engineering Duty Officer
		Cryptologic	Chaplain
		Intelligence	Judge Advocate General
		Limited Duty Officer/ Chief Warrant Officer	Public Affairs Officer
		Oceanographer	Civil Engineer Corps
			Human Resources



XO/CO

MILPERSMAN Guidance for Command Leadership

“For officers (typically O5/O6) going to every command tour regardless of previous CLS (Command Leadership School) attendance. Officers going to all Aviation XO/CO fleet-up, all SWO XO/CO fleet-up, and Navy district XO billets who fleet up will attend CLS.”

RC Quotas to CLS are limited to CO's of commissioned units.

RC equivalent course to Command Leadership School is the Navy Reserve Unit Management (NRUM) course:

- provided by NRPDC with CDDP support.
- Target audience: Reserve Unit CO's or OIC's; NOSC CO's.
- 5 day course provided at NOSC Norfolk VA 6 to 8 times a year.
- CIN R-7A-0071



Enlisted Leadership Continuum

Petty Officer Selectee Leadership Course (POS LC) – E4

PO2 Selectee Leadership Course (PO2SLC) – E5

PO1 Selectee Leadership Course (PO1SLC) – E6

CPO Selectee Leadership Course (CPOS LC) – E7

Senior Enlisted Academy (SEA) – E7 and above

Command Master Chief / Chief of the Boat Leadership Course (CMC/COB LC) – designated CSC/CMC/COB



Enlisted Leadership Overview

NAVADMIN 272/08 (released 26SEP08) defines Enlisted Leadership requirements for all AC and RC. NAVADMIN 272/08 significantly changed the Enlisted Leadership Continuum initially defined in NAVADMIN 033/06. NAVADMIN 272/08:

- Eliminated requirement for Leadership course completion to take E6 or E7 advancement exams or go before E8 selection board.
- Reaffirmed requirement for Command delivered Petty Officer Selectee Leadership Course (POSLC) for E4 selectees.
- Reaffirmed requirement for Chief Petty Officer Selectee Leadership Course (CPOSLC) for E7 selectees.
- Directed command delivered courses for E5 and E6 selectees:
 - Petty Officer First Class Selectee Leadership Course (PO1SLC) effective Spring 2009 exam cycle.
 - Petty Officer Second Class Selectee Leadership Course (PO2SLC) effective Fall 2009 exam cycle.



POSLC

- Required for all Petty Officer (E4) Selectees.
- Course must be completed prior to advancement to E4.
- Command delivered, 3 days (24 hours) of material.
- Course information available on NKO under the Leadership tab.
- Document course completion in the Fleet Training Management & Personnel System (FLTMPS).
- Completion may be waived (delayed) by ISIC for certain situations.



PO2SLC & PO1SLC

Command delivered.

Both courses consist of 2 phases.

- First phase must be completed prior to frocking.
- Second phase must be completed prior to the first advancement pay increment for that advancement cycle.
 - For Fall 2009 cycle only, both phases of the new PO2SLC must be completed before 28FEB2010.
 - Course information available on NKO under the leadership tab.
 - Course completion shall be documented in Fleet Training Management & Personnel System (FLTMPS).
 - Completion may be waived (delayed) by ISIC for certain situations.



CPOS LC

- Required for all Chief Petty Officer (E7) Selectees.
- Course must be completed prior to frocking to E7.
- Command delivered in 2 phases.
- Course information available on NKO under the Leadership tab.
- Document course completion in the Fleet Training Management & Personnel System (FLTMPS).
- Completion may be waived (delayed) by ISIC for certain situations.



Senior Enlisted Academy

Navy Senior Enlisted Academy located in Newport, RI, attendance open to E7* to E9.

Curriculum may be completed in-residence or via distance learning.

*Specific requirements for attendance at Navy or other service SEA's, as well as application process can be found in MILPERSMAN 1306-925.



CMC/COB LC

2 week course for E8 / E9 who have been selected and designated as Command Senior or Command Master Chief (NEC 9580) or Chief of the Boat (NEC 9579)

- Course is taught at Command Leadership School in Newport, RI concurrently with the CO CLC course.
- Must have already completed Senior Enlisted Academy.