AGENDA

• Training, Education and Professional Development Opportunities

• Army-wide Education and Professional Developmental Opportunities
Training, Education and Professional Development Opportunities
EDUCATION AND TRAINING . . .

. . . A NATURAL PART OF YOUR CAREER
US ARMY FINANCIAL MANAGEMENT SCHOOL

- Planning, Programming, Budgeting, Execution (PPBE) Resident Course

**FY 2010**

- **6 Classes**
  - Fort Jackson (3) November 30 – 11 December 2009
  - Fort Lee (1) October 13 – 23, 2009
  - Korea (1) April 26 – 7 May, 2010
  - Germany (1) July 12 – 23, 2010

- **ATRRS Registration**

Questions: Contact CPT William Gregory at: William.Gregory@jackson.army.mil
• Planning, Programming, Budgeting Execution (PPBE)
  - Provides fundamentals of resource management
  - TARGET: Entry-level course for most CP 11 careerists and BC 36 officers
  - LENGTH: 68 hours
  ** NOT for Interns; Interns MUST attend a resident PPBE course **

• Resource Management Budget Course (RMBC)
  - Provides knowledge of budgeting procedures used within the Army
  - LENGTH: 68 hours

• Resource Management Tactical Course (RMTC)
  - Provides skills and knowledge of budget execution at tactical level
  - LENGTH: 34 hours

• http://www.finance.army.mil then click on Finance School AKO Community
• **PURPOSE:** Provides a basic multi-disciplined financial and resource management overview to officers and other personnel newly assigned to the Comptroller Career Field without a multi-disciplined background. The course blends current DoD/Army management and the latest in academic management techniques.

• **DURATION:** 4 weeks at Syracuse University

• **FREQUENCY:** Three times per year

• **FUNDING:** Central/competitive selection

• **TARGET:**
  - BC 36 Officer - Captain and above
  - BC 36 Enlisted - SFC and above (MOS 36); Staff Sergeant with waiver
  - Civilian - GS-9 and above/PB 1&2 or 2d Yr Intern (mandatory)

**FY 2010 Course Dates**
- ACC 10-I    Jan 11 – Feb 04, 2010
- ACC 10-II   Apr 19 – May 13, 2010
- ACC 10-III  Aug 10 – Aug 28, 2010

120 CPEs
• PURPOSE: Department of the Army/Syracuse University cooperative professional development course provides mid-level military and civilian financial managers a broad perspective of the core competencies of Defense Financial Management and the application of those competencies in the U.S. Army covers core competencies required for the Certified Defense Financial Manager (CDFM).

• DURATION: 3 1/2 weeks at Syracuse University

• FREQUENCY: Three times per year

• FUNDING: Central/competitive selection

TARGET:
• Military Officer: BC 36 Majors and Lieutenant Colonels
• Enlisted: Military Occupational Specialty 36 Master Sergeant & above: Sergeant First Class with waiver
• Comptroller Civilian Career Program (CP 11) or Manpower & Force Management (CP 26)
• GS 9 (Full Performance Positions), 11-13 and (Pay Band 1, 2)

FY 2010 Course Dates
ECC 10-I     Oct 19 – Nov 12, 2009
ECC 10-II    Feb 22 – Mar 18, 2010
ECC 10-III   Jun 07 – Jul 01, 2010

120 CPEs
DEFENSE FINANCIAL MANAGEMENT COURSE (DFMC)

• PURPOSE: To prepare DoD personnel to advise senior leaders in future strategic discussion support roles. Four goals of DFMC are: broaden awareness of the diverse financial management framework within DoD; understand the impact of the strategic environment on the DoD mission; enhance leadership and interpersonal skills; and comprehend contingency operations concepts and their impact on FM.

• DURATION: 4 Weeks at the Defense Financial Management and Comptroller School at Maxwell Air Force Base

• FREQUENCY: Five Times Per Year

• FUNDING: Central/Competitive Selection

• TARGET:
  • BC 36 Officer - Major and Above
  • Enlisted: MOS 36 Master Sergeant and Above
  • Civilian - GS-11 and Above/PB 1,2,3
  • Joint Service

FY 2010 Course Dates
DFMC 10-A Jan 11 - Feb 05, 2010
DFMC 10-B Apr 12- May 07, 2010
DFMC 10-C Jun 07 - Jul 01, 2010
DFMC 10-D Aug 09 - Sep 03, 2010

Requirements:
- 4 Year degree or 5 years FM experience
- Successful completion of at least 2 FM related courses
- Evaluation of self development activities and job performance last 5 years

160 CPEs
• Course provides senior leaders with an understanding of Decision Support, introduces a Decision Support Model, and describes various analysis tools and techniques (both quantitative and qualitative); students put concepts into action through practical exercises.

• 5 days at the Defense Financial Management & Comptroller School (DFM&CS), Maxwell Air Force Base, AL

• GS 13 to GS 15/Pay Band 2&3; BC 36 MAJ to COL; Senior Enlisted

NOTE: Students should possess a broad knowledge of the DoD FM environment, a strategic perspective, and above average critical/creative thinking and oral and written communication skills.

• Training Centrally Funded

• If attended DFMC not eligible to attend DDSC

FY 2010 Course Dates
DDSC 10-A Nov 16 – Nov 20, 2009
DDSC 10-B Feb 22 – Feb 26, 2010
DDSC 10-C May 17 – May 21, 2010
DDSC 10-D Sep 13 – Sep 17, 2010

26.7 CPEs
ENHANCED DEFENSE
FINANCIAL MANAGEMENT TRAINING

- PURPOSE: One week course to improve the overall technical and managerial capabilities of the DoD financial management workforce. Focus areas are: Government Resource Management, Budget and Cost Analysis and Accounting and Finance.

- FREQUENCY:
  - Average of 68 classes at 42 locations (4 OCONUS), class size is 32 personnel
  - Approximately 2040 DoD financial managers will receive training
  - Army has average of 485 annual allocations

- TARGET:
  - Military
    - BC 36/BC 70C Active Duty Officer (Major and Above)
    - Enlisted: Master Sergeant & above; SFC with waiver
  - GS-09 or higher/Pay Band 1,2,3
    - In occupational series: 343, 501, 505, 510, 511, 560, 1515
    - Has at least 160 duty hours of FM training or professional development.
    - Has at least an Associates' degree or 5 years of FM experience.

Apply online: https://www/atrrs/army.mil/edfmt

Not for Interns
• PURPOSE: To discuss current issues in the management of resource management; to better understand the changing resource management environment of the Army and DoD; to provide a venue for senior resource managers to discuss issues and share solutions; and to develop solutions to management of resource management issues.

• DURATION: four and one half days at Syracuse University facilities.

• FREQUENCY: Twice A Year

• FUNDING: Central/Competitive Selection

• TARGET:
  • BC 36 Officer – LTC/COL
  • Enlisted: MOS 36 Sergeant Major
  • Civilian - GS14/GS15/Pay Band 3

FY 2010 Course Dates
SRMC 10-I - Apr 12– Apr 16, 2010
SRMC 10-II - Sep 13 – Sep 17, 2010

30 CPEs
• Two week resident program
• Maxwell School of Citizenship and Public Affairs, Syracuse University, Syracuse, New York
• Students
  DoD Civilians (GS 14 – GS-15)/Pay Band 3
  Military LTC – COL; Senior Enlisted
• NSS course prepares senior civilian and military leaders for demanding assignments and challenges within a continuously evolving national security environment with respect to policy and strategy. Provides the next generation of thinking and leadership skills.
• Student will receive a certificate in National Security Management
DEFENSE COMPTROLLERSHIP PROGRAM (DCP)

- Resident 14 month program
- Syracuse University, Syracuse, New York
- 60 credit hour curriculum focused on Comptrollership
- Integration of functional and traditional managerial skills with innovative competencies
- Students graduate with Masters in Business Administration and MA in Public Administration
- Centrally funded Long Term Training
- Civilian Selectees: 100% Per diem Centrally Funded
- Military Selectees: PCS
DEFENSE COMPTROLLERSHIP PROGRAM (DCP)

- Average Class of 30 Students
  - 17 Military
  - 13 Civilians

- Military
  - Captains and Majors
  - 2 - 3 Active Guard and Reserve Officers

- Civilians
  - Army GS-11s through GS-13s/Pay Band 1,2,3
  - Other Services and Defense Agencies

- Operational Assignment for Army Civilians

- Military go to Army Education Requirement System (AERS) Positions

- Suspense: Mid October every year
NORTH DAKOTA STATE UNIVERSITY MASTERS OF MANAGERIAL LOGISTICS PROGRAM

- Twelve month Resident Program in Fargo, North Dakota
- Military and Civilian Students- All Branches & All Career Programs
  - CPTs and MAJs
  - GS 11s – 13s/Pay Band 1,2
- 36 Credit Hours
- Integrated Joint military logistics and multi-functional/multi-disciplined focus
- CP 11 only centrally funds CP 11 Selectees
- Civilian Selectees:
  - 100% Per Diem
  - Civilians return to previous positions
  - Parent organization pays salary and benefits
- Military Selectees:
  - PCSd;
  - Military graduates go to AERS position
- Application Due Date: Mid October every year
DEFENSE MASTERS IN BUSINESS ADMINISTRATION IN FINANCIAL MANAGEMENT PROGRAM (DMBAFMP)

- Resident 18 month program at Naval Postgraduate School, Monterey, California
  - Start January one year graduate June of the following year
  - Start July one year graduate December of the following year

- 96 hour curriculum focused on financial management and business administration, integration of resource and financial management theories, processes and practices

- Students graduate with Masters in Business Administration

- Centrally funded

- Military
  - Captains and Majors
  - Less than 17 yrs Active Federal Service
  - Military go to Army Education Requirements System Positions

- Civilians
  - GS-11s through GS-13s/Pay Bands 1,2
  - Return to previous positions
  - Parent organization pays Salary and Benefits

- Suspense: April and October every year
Academic Degree Training (ADT)

- Long Term Training is 120 Days or More
- All Levels of Academic Degrees--Associate, Bachelor, Master,
- GS-11 and Above (GS-9 Waiver)/Pay Bands 1,2,3
- Centrally Funded through ACTEDS—Tuition and Books
- Full-Time (One Year) or Part-Time Attendance
- APPLY EARLY—at least 90 – 120 days before first class

FY 2010 Suspense Dates
FY 10 - 1st QTR 01 Sep 2009
FY 10 - 2nd QTR 01 Nov 2009
FY 10 - 3rd QTR 01 Jan 2010
FY 10 - 4th QTR 01 Mar 2010
DEVELOPMENTAL ASSIGNMENTS

- A Professional Development Opportunity
- Length Varies, 3-12 Months
- GS-11 and Above/Pay Bands 1,2,3
- Announcements
  - Department of Army - Wide
  - Memoranda, WWW, E-Mail
  - Forms and Documents
- Travel & 100% Per Diem Centrally Funded
- Parent Organization pays Salary and Benefits

CP11 Civilians Only
BC 36/CP 11 TRAINING WITH INDUSTRY (TWI) PROGRAM

- Develop BC 36 officers and CP 11 careerists who:
  - Will bring better business practices back from industry leaders for Army use
  - Can benchmark Army performance against industry standards and identify areas needing improvement
  - Understand the workings of industry partners involved in the defense infrastructure
  - Can think “out-of-the-box” and challenge paradigms

- Provide professional growth opportunities
  - Build future RM leaders
  - Enhance Executive Abilities

- Share Army business practices with industry

- Gain partnership and involvement of industry leaders in national defense
• 12 month Development Assignment

• Civilians:
  - TDY Status, centrally funded 100% per diem
  - Parent organization pays Salary and Benefits
  - Return to previous position

• Military:
  - PCSd
  - New assignment upon completion

• Eligibility:
  - Military: MAJ or LTC (less than 19 years AFS)
  - Civilian:
    - GS12-GS14/Pay Band 2&3
    - Must be a careerist in CP11, have career status, be serving in permanent competitive appointment, without time limitation, and have a minimum of three years of consecutive DA service under one or more permanent appointments

• Suspense: Mid October every year

• ADSO/Recoupment: 3 times length of training assignment

http://www.asef.army.mil/proponency/pdinfo/cp11twi.doc
TRAINING WITH INDUSTRY PARTNERS

- **Motorola** – Personal Communications Sector – Libertyville, IL
- **General Electric** – GE Rail Systems, Erie, PA
- **Boeing** – Integrated Defense Systems, St Louis, MO
- **Global eXchange Services (GXS)** – e-Finance and Financial Management Program, Gaithersburg, MD
• Formal Mentoring Program
• Goal: Develop Skills and Competencies
• Application Process
• Partnered with a Senior RM Professional
• Participants
  ➢ Civilian: GS-5 through SES/Pay Bands 1,2,3
  ➢ Military: Officer and Enlisted--All Ranks
• Suspense: Mid August every year
Army-wide Civilian Education and Professional Developmental Opportunities
CIVILIAN EDUCATION SYSTEM (CES)

- **Foundation Course** – is for civilians entering the Army
- **Basic Leader Course** – is for leaders who exercise direct leadership
- **Intermediate Leader Course** – is for civilian leaders who exercise direct and indirect supervision
- **Advanced Leader Course** – is for civilian leaders who exercise predominately indirect supervision

**Civilian Education System Courses**

- **Senior Service College**
- **Defense Senior Leadership Development Program**

**Courses**

- GS-5-15/PB 1,2,3
- GS-5-12/PB 1,2
- GS-11-14/PB 1,2,3
- GS-12-15/PB 2,3
- GS-14-15/PB 3
- GS-13-15/PB 2,3

**Website**

www.amsc.belvoir.army.mil
Continuing education sustainment program for civilians and military officers, and senior enlisted personnel together; to discuss current and relevant issues facing the Army

- One Week Resident Program
- Small & Large Group Activities
- Guest Speakers

**Civilian Enrollment thru Civilian Human Resources Training Application System (CHRTAS)**

ATRRS.ARMY.MIL/CHANNELS/CHRT

**Military Enrollment AMSC Registrar**

AMSC.BELVOIR.ARMY.MIL/CESL
REGISTRATION

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

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

Click on the “Apply Now” button next to the course of your choice

To apply, click on “Log in” or “Create a New Account”
CFO Academy

- CFO Council Recommendation
- Focus on Strategic View and Leadership Aspects of Financial Management
- National Defense University’s Information Resource Management College, Fort Leslie J. McNair, Washington, DC
CFO Leadership Certificate

• 8 one-week courses over 4 years to earn a certificate

• Can also take courses without pursuing a certificate

• Successful graduate of the CFO Leadership Certificate will be able to:

  - Lead within and across organizational boundaries by leveraging financial management strategies, policies, and processes to achieve organizational goals

  - Link critical decisions regarding resources, people, processes, and technologies to mission performance, outcomes, and system security requirements

  - Balance continuity and change in the development, implementation, and evaluation of financial management strategies, processes, and policies, while meeting legislative and executive mandates.

  - Commit to on-going leadership development of self and others
Course Offerings

• **Financial Management Courses**
  - Changing World of CFO (Mandatory)
  - Budget and Financial Management
  - Auditing, Internal Controls, and Risk
  - Capital Planning & Portfolio Management
  - Decision Support, Strategies and Tools
  - Government Business Transformation

• **Leadership Courses**
  - Leadership for the Info Age
  - Info Security and Risk Management
  - Enterprise Architecture for Leadership
  - Continuity of Operations
  - Measuring Results
  - Business Case
  - IT Project Management
CFO Academy

Admissions Criteria and Costs

• Bachelor’s Degree

• GS 14/15 or O-5 with three years of professional experience in financial management

• Knowledge Base: UG degree in business field or MBA, CPA, CGFM, CDFM, or equivalent, or Defense Resources Management Institute Course

• Tuition = $1,100/course + travel and per diem expenses
  - DoD is paying tuition for their students
  - Service/Agency pay for the travel and per diem costs
Cost Management Certificate Course

• **PURPOSE:** The Cost Management Certificate Course (CMCC) is designed to create a cadre of professionally knowledgeable, analytically competent, and personally motivated change agents to inculcate the cost management process into their organization.

• **DURATION:** 4 weeks at the Naval Postgraduate School, Monterey, CA

• **FREQUENCY:** FY 2010 – Six (6) classes
  - FY 2011 – Eight (8) classes
  - FY 2012 – Six (6) classes

• **FUNDING:** Tuition and books centrally funded
  ➢ Command is required to pay travel and per diem

**TARGET:**
- Military Officer: Majors and above
- Enlisted: Master Sergeant & above:
- Civilian: GS 13 and above (Pay Band 2 or 3)

Application Website on AKO:

**FY 2010 Course Dates**
- CMCC 10-1 Oct 19 – Nov 13, 2009
- CMCC 10-2 Jan 11 – Feb 05, 2010
- CMCC 10-3 Mar 01 – Mar 26, 2010
- CMCC 10-4 May 03 – May 28, 2010
- CMCC 10-5 Jul 12 – Aug 06, 2010
- CMCC 10-6 Aug 30 – Sep 24, 2010

160 CPEs

12 Graduate Credits
Program of Instruction

- **Week 1: Managerial Costing** – analytically heavy instruction in cost concepts and analysis techniques that will include cost benefit, breakeven, and variance analysis.
  - Prerequisite reading: *Winning the Cost War: Applying Battlefield Management Doctrine to the Management of Government* - by Dale R. Geiger

- **Week 2: Operations Management** – is about the fundamentals of design, management, and control of operational processes for cost management.
  - Prerequisite reading: *The Goal: A process of Ongoing Improvement* - by Eliyahu M. Goldratt and Jeff Cox

- **Week 3: Cost Control** – methodology for this week will include case studies, readings, role playing and discussions.
  - There will be a final exam case study.

- **Week 4: Organization Development** – methodology for this week will include lectures, cases, group exercises, role playing, and readings.
  - There will be quizzes, response papers, and a final project.
AWARDS PROGRAMS
• Annual awards program which recognizes and rewards the outstanding performance of individuals, organizations, and teams performing Resource Management functions at two levels:
  - Army Command / Headquarters and Above
  - Below Army Command
• Individual, Team, and Organization Recognition
• Fiscal Year Coverage (1 October - 30 September)
• Nominations due end of October each year
• Awards presented by ASA(FM&C) at Army Day
• Suspense: End of October every year
RM AWARDS PROGRAM

Categories

- ASA(FM&C) Civilian Award (Capstone)
- ASA (FM&C) Military Award (Capstone)
- Functional Chief Representative Special Award (Capstone)
- Civilian Individual Awards
- Military Individual Awards
- Organization, Team, Intern, Educator, Author Awards
RM AWARDS PROGRAM

Categories

- Accounting and Finance
- Analysis and Evaluation
- Auditing
- Budgeting
- Cost Analysis
- Cost Savings Initiatives
- Comptroller/Deputy Comptroller (DRM/DCSRM/Assistant)
- Education, Training and Career Development
- Resource Management
- Resource Management in an Acquisition Environment
USD(C) FINANCIAL MANAGEMENT
AWARDS PROGRAM

• Recognizes Individuals and Teams who have made significant Contributions to improving Financial Management

• Three Award Categories
  - Financial Management Systems Improvement
  - Financial Management Initiative
  - Innovative Use of Technology to Improve Financial Management

• Twelve Awards (4 in each category)

• Presented at ASMC National PDI

• Nominations due end of March every year

www.defenselink.mil/comptroller/fmr
LTG(R) JERRY L. SINN AWARD

- Recognizes Individual contribution in Revitalizing Resource Management to effectively address the 21st Century Military and Security Environment
- Two Awards – One Civilian; One Military
- Eligible Nominees
  - Civilian: GS11/Pay 2 to SES
  - Military: MAJ to GO; Senior Enlisted
- Award Winners attend National Security Studies Course
- Nominations due end of October every year
NEIL R. GINNETTI AWARD

• Named for Former Principal Deputy Assistant Secretary of the Army (FM&C) and CP11 FCR (1994-2001)

• Recognizes an Individual who has provided Selfless Service and Steadfast Commitment to the Mentoring and Professional Development of the Dedicated Professionals in the Financial Management Community

• Eligible Nominees: Civilian - GS 11/Pay Bands 1,2,3 to SES Military - LTC to GO; Senior Enlisted

• Nominations due end of October every year
COMPTROLLER PROPONENCY OFFICE
CONTACT INFORMATION

Address: Assistant Secretary of the Army
       (Financial Management and Comptroller)
       ATTN: SAFM-PO
       109 Army Pentagon
       Washington, DC  20310-0109

Main Office Telephone Number:  (703) 695-7655  DSN 225-7655
Fax Number:  (703) 614-2832  DSN 224-2832


Comptroller Proponency Office AKO page:
       https://www.us.army.mil/suite/portal/index.jsp
If you want one year of prosperity,
grow grain.
If you want ten years of prosperity,
grow trees.
If you want one hundred years of prosperity,
GROW PEOPLE.

- Chinese Proverb -
Questions ?