

## ***Course Syllabus***

### **Course Information**

Course Title: Civilian Education System (CES) Intermediate Course (IC), Resident Phase 2.

Course Number: 1-250-C61

Course Length: Three weeks

Course Location: Fort Leavenworth, KS

**Course Director: Dr Robert E. Brunk, AMSC, Ft Leavenworth, KS**

### **Course Pre-requisites:**

#### **Learners must have completed:**

1. Foundation Course (if hired after September 30, 2006).
2. GS10 and above (or equivalent)
3. Intermediate Course Phase 1 – Distributed Learning

### **Course Description**

Intermediate Course (IC) is designed for Army Civilians to prepare them for increasing responsibilities to exercise direct and indirect supervision. Students enhance their leadership abilities and develop skills to manage people while leveraging diversity, develop subordinate leaders, manage conflict, displaying flexibility and resilience with a focus on the mission.

### **Student Learning Goals/Outcomes**

Students enhance their leadership abilities and develop skills to manage people and organizations.

**Course Goals:** Students who successfully complete this course will be skilled in:

1. Leading people
2. Developing cohesive and efficient organizations
3. Managing conflict
4. Implementing change, while demonstrating effective thinking and communication skills

### **Learning Outcomes (LO)**

1. Communicate Effectively at the Organizational Leadership Level - 158-200-3003
2. Develop an Effective Organization - 704-300-3001
3. Apply Effective Leadership Style - 704-300-3002
4. Solve Complex and Ambiguous Problems - 704-300-3004
5. Develop Subordinate Leaders - 704-300-3005
6. Manage Resources 704-300-3006

**Required Textbooks and Materials (All textbooks and materials are supplied during the Course)**

**Course Materials:**

1. The Miniature Guide to Critical Thinking Concepts and Tools
2. Leadership Theory, Application, & Skill Development (3rd Edition); Authors, Robert N. Lussier and Christopher F. Achua
3. Various Leadership Articles
4. Type Talk; Authors, Otto Kroeger and Janet M. Thuesen

**Assignments**

1. Personal Leadership Style Paper
2. Organizational Diagnosis
3. Organizational Problem Essay
4. Personal Leadership Development Plan
5. Team assignments and presentations
6. Organizational Model
7. Organization's vision, purpose, and mission
8. Facilitated Articles

**Academic Calendar**

All completion dates are set within the course dates. Current calendar posted to Blackboard Learning Management System

**Grading Policy**

All assignments are weighted equally and must be completed successfully for the student to receive a successful completion for the course. Faculty evaluates all student assignments using the AMSC Oral and Written Assessment Forms. Faculty assesses student performance by reading and providing feedback on all team and individual deliverables. The minimum acceptable performance requirements are identified in each learning objective.