



The Link to Joint SOF Knowledge Academic Handbook

Academic Year 2011—2012

JOINT SPECIAL OPERATIONS UNIVERSITY 7701 Tampa Point Boulevard MacDill AFB, Florida 33621

https://jsou.socom.mil

JOINT SPECIAL OPERATIONS UNIVERSITY



Prepared by:

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Joint Special Operations University

7701 Tampa Point Boulevard

MacDill AFB, Florida 33621

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The Joint Special Operations University





The Link To Joint SOF Knowledge



Message from the President



I am pleased to present the Joint Special Operations University (JSOU) Academic Handbook for Academic Years 2011-2012. It contains a summary of courses and educational programs conducted by JSOU, as well as information and links to other Special Operations Forces (SOF) related courses and their sponsoring institutions. In this comprehensive document, you should gain insight and awareness into many unique educational programs that support your professional development and the United States Special Operations Command (USSOCOM) mission.

With our relocation to MacDill Air Force Base, Florida complete, JSOU is now better prepared to conduct and improve joint SOF educa-

tion. Our growing interaction with the USSOCOM leadership and staff presents many opportunities that did not previously exist and results in greater insights into key issues and concepts. Concurrently, the developing SOF Educational Network ties JSOU closer to the service components and sub-unified commands, thereby increasing joint course access to military and civilian special operations forces personnel throughout USSOCOM. Our student focus continues to be primarily on core SOF and service provided personnel who directly support SOF.

Today, JSOU is looking toward the future and is re-evaluating its mission, curricula and methods of delivery. While radical changes are unlikely, this strategic update should provide better insights into the educational needs of the force today. As it has in the past, JSOU will continue to adapt to these emerging needs and assures the SOF community of high quality and tailored academic programs that address the readiness and the professional development of our people and our partners.

This handbook is intended as a resource guide. Please feel free to comment on its contents and value to you, and to update us regarding any additional or planned courses or programs that might be of interest to our community. We want current and up-to-date information included in future editions. You may contact the Director of Curriculum Management by phone, at: (813) 826-3557 or DSN 299-3557 or send an e-mail to the staff members at: JSOU.CurriculumStaff@socom.mil

BRIAN A. MAHER, Ed.D. President

Welcome to the Joint Special Operations University





The Joint Special Operations University (JSOU), is a Direct Reporting Unit to USSOCOM, resides at MacDill Air Force Base, FL and is co-located with the U. S. Special Operations Command (USSOCOM). With active duty, reserve, and civilian faculty members from the Army, Navy, Air Force, and Marine Corps, JSOU delivers unique SOF educational opportunities through in residence courses and integration of SOF curriculum which service Professional Military Education Schools.

JSOU has been in existence for almost ten years. During this period, we have developed several significant educational initiatives that ultimately impact each of us. As the joint SOF Educational Component of the U.S. Special Operations Command (per US-SOCOM Dir 10-1), our mission remains to develop Special Operations Forces and enablers for strategic and operational leadership; to educate our military and civilian professionals in the employment of SOF in a joint, interagency, and international environment; and to conduct research and publish on national security issues critical to the SOF community. Our recent focus has been to stabilize programs in each mission area and to establish a long-term "battle rhythm" to balance our educational efforts with available resources.

In December 2009, JSOU became an accredited institution through the Accrediting Council for Continuing Education & Training (ACCET), which is a national accrediting agency recognized by the Department of Education. In addition to this achievement, JSOU has worked hard to move offices and staff from Hurlburt Field to MacDill Air Force Base located in Tampa, Florida. Our focus is ongoing to create an academic environment complete with offices, conference rooms and classrooms within the Pinewood facility.

We look forward to providing the SOF's educational requirements. Further, we envision many productive years upgrading, polishing and enhancing our programs to meet your unique and specific needs.



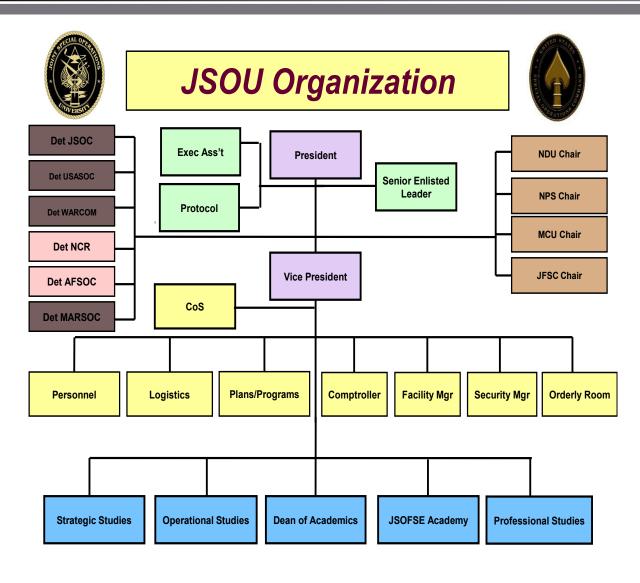
JSOU MISSION

• The mission of the Joint Special Operations University is to:

- Develop SOF and SOF enablers for strategic and operational leadership
- Educate military and civilian professionals on the employment of SOF in a joint, interagency and multinational environment
- Research and publish on national security issues critical to the SOF community



JSOU Organization





JSOU Leadership

President

Dr. Brian A. Maher

Vice President

COL Steven Meddaugh, USA

Command Senior Enlisted Leader

CSM Richard Kimmich, USA

Dean of Academics

Dr. Joe Kilgore

Director, SOF Operational Studies

Mr. George H. McNair

Director, Strategic Studies

Dr. Kenneth Poole

Director, Department of Professional Development

Mr. Boyd Ballard

Commandant, Joint Special Operations Forces

Senior Enlisted Academy

SGM Kent Dolasky, USA

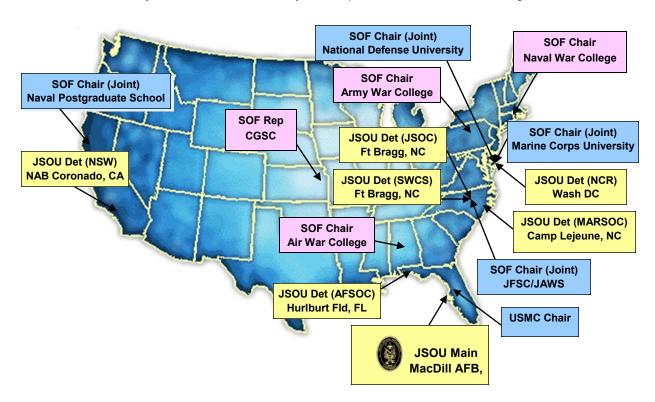
JSOU SOF Chairs

Col Patrick Pihana, USAF - National Defense University
COL Greg Wilson, USA - Naval Postgraduate School
LTC Michael Lewis, USA - Marine Corps University
Mr. Michael Bennett - Joint Forces Staff College



The JSOU Education Network

Efforts are underway to expand JSOU's outreach throughout the U.S. military and interagency communities. The University's hub recently relocated to MacDill AFB, FL. JSOU detachments are located at Hurlburt Field, FL; Fort Bragg NC; GSA's National Capital Region (NCR), Washington, DC; Camp Lejeune, NC; and Naval Amphibious Base (NAB), Coronado, CA. JSOU's move to MacDill AFB, FL resulted in expanded satellite locations which enhance joint SOF education for the users. Special Operations Forces Chair positions are spread throughout each of the various service's professional military education (PME) institutions. Some of these SOF Chairs are funded through the University while others are covered by their respective branch of service funding.







Included in this section:

Locations

Funding

Transportation

Reporting Instructions

Pinewood Facility or Base Entry

Lodging

Dress Requirements

Academic Freedom Policy



Locations

The JSOU campus is located just north of the MacDill AFB Visitor Center and the main gate entrance at 6701 South Dale Mabry Highway, Tampa, FL. When traveling south on Dale Mabry Highway, turn right onto Pinewood Street where you will find the guarded entrance gate on your right. Note—slow morning traffic conditions should be considered when planning your arrival.

Other JSOU detachments are located at or near SOF Component Headquarters, in the Washington D.C. area; Ft Bragg, NC; Hurlburt Field, FL; Coronado, CA; Camp Lejeune, NC; and at multiple unit locations. Location information will be provided with course acceptance.

JSOU has implemented a Joint Mobile Education Team (JMET) program for educating units worldwide. Contact the Course Director for more information on how JSOU can bring a course to you that will be tailored to meet your unit's specific educational needs.

Funding

There are no tuition charges for U.S. students attending JSOU courses. All associated travel and/or per diem expenses are the responsibility of the individual's unit or organization.

Transportation

Students may fly into one of several airports and are responsible for their own transportation. Commercial taxi service and rental cars are not funded by JSOU. Tampa International Airport (TPA) is 16 miles from MacDill Air Force Base, and the St. Petersburg-Clearwater International Airport (PIE) is 20 miles away. Local airports are another travel option: St. Petersburg's Albert Whitted Airport (SPG) is 25 miles from the campus; and the Peter O. Knight Airport (TPF), located on Davis Island, is 13 miles from the campus.

When making departure travel plans, please take into account that courses are scheduled to run until 1600 (unless indicated otherwise). Please note that early departure from class is not authorized.



Reporting Instructions

All students should report to the appropriate JSOU location on the first day of class according to individual course requirements and/or instructions from the Course Director.

Pinewood Facility or MacDill Air Force Base Entry

Students who attend courses at the JSOU Campus (also known as the Pinewood Facility) may gain access to the campus via the guard gate on the south west corner of the campus, located on Pinewood Street. Students may present a USSOCOM badge to the guard for entrance onto the campus. All others must present a valid U.S. Government or state issued photo Identification (such as military retirement card, U.S. passport, and/or state issued driver's license). The student's photo identification card or passport will be matched to the daily student/visitor roster to obtain entrance onto the campus. Once on the campus, students with a USSOCOM badge may scan their badge and enter their PIN number to enter through any of the turn styles for entrance into the JSOU building.

Students without a USSOCOM badge must go to the visitor's center for entrance into the JSOU building. Upon arrival, all students should proceed to Student Services, located in the East Wing, 1st Level, to complete online registration and get instructions to their designated classroom. Students attending courses conducted at locations other than the JSOU campus should receive reporting instructions from their course director.

Students wishing to enter MacDill Air Force Base should visit the MacDill AFB Visitor Center (located on the right of the traffic circle just before the MacDill AFB entrance -which is located south of the JSOU campus) to obtain a visitor's pass or present their Common Access Card (CAC) or U.S. Military Retiree Identification Card, or Dependent Identification card to the guard at the base entrance.

Anyone experiencing difficulties accessing the JSOU Campus should contact the JSOU Visitor Center at 813-826-1038 or 813-826-1039, or JSOU Student Services at 813-826-3586, or your course director.



Lodging

Students are responsible for making their own lodging arrangements. Contact the MacDill AFB Lodge by phone at DSN 968-4259 or COMM 813-828-4259; by email: macdill.inn@macdill.af.mil; and to register through the online portal at https://afreservations.dodlodging.net.

For courses offered at another location, contact the applicable Course Director for lodging information as soon as practical after course acceptance notification.

Dress Requirements

BDUs, ACUs, and flight suits are authorized in all courses. Attendees may require appropriate jackets, sweaters, or raincoats during winter months. Civilian personnel should wear conservative, professional attire. Jeans, shorts, T-shirts, athletic wear, or other very casual types of attire are not authorized.

Academic Freedom Policy

JSOU is committed to upholding and preserving principles of academic freedom. These principles reflect the University's fundamental mission, which is to discover knowledge and to disseminate it to its students and to society at large. The principles of academic freedom protect freedom of inquiry and research, freedom of teaching, and freedom of expression and publication. These freedoms enable the University to advance knowledge and to allow students the freedom to express thoughts verbally and exchange ideas with no retribution. This ideal of purpose cannot be achieved unless students and faculty are free within the classroom to express the widest range of viewpoints in accordance with standards of scholarly inquiry and professional ethics. Therefore, participants are encouraged and may speak openly, as it is the tradition of JSOU that others will not later attribute statements to them in public media or knowingly transmit them to persons who will enter statements into the public arena.





Included in this section:

Admission Procedures

Security Clearance Requirements

Vehicles Privately Owned or Rented

Automobile Parking on Campus

Security Passes, Identification Badges and Building Access

International Student Attendance

Military Articles & Services List (MASL) Codes

JSOU Course Schedule

Responsibility for Security

Shred Policy

Internet and Electronic Mail Transmissions



Admission Procedures

Self-Nomination

To register for a nominative course, prospective students should access the course information page on the JSOU website (https://jsou.socom.mil/pages/default.aspx) and complete/submit the self nomination form for the desired course(s). Students will be notified of acceptance by the Course Director. Travel and billeting arrangements should not be finalized until the student quota has been approved and confirmed.

Invitation

Students will receive an invitation from JSOU or a directive from their chain of command to attend one of our courses. Visit the JSOU website for more information. (https://jsou.socom.mil).

Security Clearance Requirements

All students must meet security clearance requirements as described in this section. Additionally, all international students have special criteria that must be met prior to acceptance. Security Managers should submit student's visit request/clearance via JPAS (use class acronym in POC block) to SMO code MA3DFJU04. Ensure the student's personal summary page reflects the proper access level to be granted and list the course acronym and inclusive dates at the top of the page. For non-DoD students, clearances must be sent to the JSOU Security Manager on official organizational letterhead and sent to fax number (813) 826-3058. You may contact the JSOU Security Manager at DSN 299-3685, or COMM 813-826-3685 for information.

Vehicles Privately Owned or Rented

Course Directors will assist in obtaining access to MacDill AFB for individuals who do not have proper credentials to access the base. MacDill AFB no longer requires the display of vehicle identification decals. Personnel may gain admittance to DoD installations by showing the gate guard a copy of their temporary duty orders and/or federal identification card. Cars driven by faculty and students who do not have a common access card (CAC) may obtain a temporary vehicle pass at the MacDill Visitors Center outside the main gate. Personnel must present their travel orders, license plate number, and driver's license, as well as proof of insurance as required.



Admission Procedures, continued

Automobile Parking on Campus

Student parking is available: Permanent-party personnel and senior officers may use a limited number of reserved parking spaces assigned by the school directorate and academic department. Numbered parking spaces are reserved for staff, all other parking spaces are on a first-come, first served basis. If the JSOU parking lot is full, alternate parking is available across the street from the Pinewood main gate. Long term or overnight parking requires a parking permit which will be issued by the Pinewood Visitor's Center and must be displayed in the wind shield of your vehicle. Overnight parking is prohibited in the alternate parking lot. Failure to comply will result in your vehicle being towed at owners expense.

Security Passes, Identification Badges and Building Access

The course director with the assistance from Student Services/Registrar will compare students' military or civilian photo IDs and SSNs during in-processing. Security clearances will be verified prior to the course by the JSOU Security Manager. If no documents exist to verify student's clearances, he/she may not attend classified briefings until verification paperwork is obtained. Students without clearance verifications will be issued RED badges.

Cleared students will be issued a school security badge by the Pinewood Visitor's Center for the duration of the course/TDY. Badges will be removed when leaving the Pinewood Campus/Graduation site and collected by the Course Director and Student Services at graduation.

Prior to classified lectures, course directors will secure auditorium/classroom doors, and control all entry/exit of personnel until briefings conclude. The building's outer doors will remain unlocked at all times, unless extraordinary circumstances necessitate a lockdown.

Students will be briefed during course introduction and again prior to classified lectures on proper security procedures. Students will wear cleared badges, they will be reminded that no recording devices are allowed in the auditorium and classrooms, and any notes taken will be turned in to the course director for storage at close of business (COB) and mailed at course completion. At no time will student/ faculty discussions exceed the highest classification level of the briefing/facility.

Admission Procedures, continued

International Student Attendance

International students are welcome to attend select JSOU classes. By U.S. law, all international students must pay tuition to attend U.S. military courses. Payment for tuition may be funded by International Military Education and Training, Counter Terrorism Fellowship Program or Foreign Military Sales. All requests for international student attendance at a JSOU course MUST be initiated through the Security Assistance Organization (SAO) at the American Embassy located in the student's respective country no later than 90 days prior to the course start date. For general inquiries, international students may contact the primary JSOU International Military Student Officer (IMSO) at DSN 299-3670 or 813-636-3670; the alternate IMSO POC can be reached at DSN 299-3590 or 813-636-3590.

Military Articles & Services List (MASL) Code Numbers

The MASL designates which courses are available to international students. The MASL Code Number for each course is listed in the handbook—some courses do not have a MASL Code and some are listed as 'pending' status. Contact the course director by email for additional information or assistance.

JSOU Course Schedule

Due to events that occur beyond our control, the JSOU Course Schedule is subject to change. For current course dates and availability, please refer to the JSOU website for details (https://jsou.socom.mil/).

Responsibility for Security

Many JSOU courses contain materials that are classified for security purposes. Be aware of several requirements regarding classified information:

*Never discuss any classified material not in the approved curriculum. Remember to disclose classified information only to properly cleared personnel with a need to know the information.

*Never present or discuss information that carries a higher security classification than that of the approved curriculum.

*Do not incorporate into the classroom discussion any information that carries a higher security classification than that of the approved curriculum.

*Make sure all classified training materials or references used in the training environment are accounted for at all times.

*Immediately report any situation you suspect may constitute a security violation.



Admission Procedures, continued

Responsibility for Security

Security of classified materials demands constant attention by everyone involved. As with safety, your behavior has a great impact on the safeguarding of classified material. Never say or do anything that will downplay the importance of the security of classified materials.

Shred Policy

The very nature of special operations compels us to take extra measures to prevent unauthorized disclosure of information pertaining to our operations, capabilities, and limitations. While we do an excellent job of handling and destroying classified materials, we need to ensure we pay equal attention to the vast amount of Sensitive But Unclassified (SBU) we handle every day at JSOU.

To ensure that we adequately protect this information, USSOCOM at MacDill Air Force Base has a 100% shred policy. At no time will any official paper correspondence be disposed of in the trash or recycling collection system. All paper containing any form of official information will be treated as SBU and crosscut shredded. All other paper products will be disposed of using the base recycling program.

Internet and Electronic Mail Transmissions

Increasing applications of information technology in government brings commensurate responsibilities and duties for accessing, using, maintaining, and disseminating information on the Internet and by electronic mail (e-mail). The Internet, Web technology, and e-mail provide educational opportunities and applications for efficient access to and dissemination of information; however, security, privacy, and acquisition remain critical concerns. USAF and DOD personnel using the federal government's communications systems (including base communications servers and personal computer servers) must comply with appropriate policies and procedures, including AFI 33-119, USSOCOM Messaging, and AFI 33-129, Web Management and Internet Use, as well as related JSOU supplements.



Admission Procedures, continued

Internet and Electronic Mail Transmissions

Personnel may use government computers, equipment, and any communications systems to access the Internet and use e-mail only as part of official business or authorized activities and must consent to monitoring, including incidental and personal use, whether authorized or unauthorized. Users maintain sole responsibility for the content of their e-mail messages, must provide for the security of all information transmitted on the Internet, and must ensure that messages meet USSOCOM directives. Mass or basewide dissemination of e-mail messages requires approval in advance by Public Affairs or the unit commander. Failure to observe the prohibitions and mandatory provisions of policies, procedures, and instructions by military personnel constitutes a violation of Article 92 of the Uniform Code of Military Justice (UCMJ). Violations by civilian employees may result in administrative disciplinary action without regard to otherwise applicable criminal or civil sanctions for violations of related laws.

JSOU Departments



Included in this section:

Department of Strategic Studies

Department of Operational Studies

Dean of Academics

Department of Professional Development

Joint Special Operations Forces Senior Enlisted Academy

JSOU Departments

Department of Strategic Studies

The Department of Strategic Studies is responsible for JSOU research and publications, organizing and conducting strategic symposiums, interagency, international curricula, regional and cultural education senior level courses and PME. Staff members foster relationships with academia and think tanks to benefit education. Associate SOF fellows are utilized for expansion of course content and research.

Department of Operational Studies

The Department of Operational Studies is responsible for all operational curriculum. Faculty review joint staff courses, intermediate level PME and advanced studies programs. Joint Mobile Education Teams provide educational support to the components and theater special operation commands (TSOCs). Associate JSOU faculty and subject matter experts (SMEs) provide instruction.

Dean of Academics

The Dean of Academics is the primary source of curriculum and JSOU faculty development. Staff members prepare and establish academic standards via evaluation and assessment with educational technology tools. Responsibilities include course accreditation standards and measures for applicable JSOU courses.

Department of Professional Development

The Department of Professional Development is the proponent and coordinator for all USSOCOM advanced joint SOF education; provides continuity with other services programs. Staff develop educational partnerships with SOF friendly civilian universities, create tailored degree programs, specialized SOF certificates and fellowships.

Joint Special Operations Forces Senior Enlisted Academy

The mission of the JSOFSEA is to educate the Warrior Diplomat in mission oriented leadership fields of study while providing students the knowledge to think critically and lead successfully in the future joint, combined and interagency operating environment. JSOSFEA instructors do this by providing students with an education in the following subjects; Joint Leadership, Communications, Organizational Management, and Strategy/Doctrine.

Department of Strategic Studies Courses



Included in this section:

Combined/Joint Force Special Operations Component Commanders Course (C/JFSOCC)

Joint Special Operations Forces Pre-Command Course (JSOFPCC)

Combating Terrorism Executive Interagency Seminar (CbTEIS)

Combating Terrorist Networks Seminar (CbTNS)

Special Operations Forces Interagency Collaboration Course (SOFIACC)

Special Operations Support Team Orientation Course (SOSTOC)

Special Operations Combating Terrorism Course (SOCbT)

Advanced Special Operations Combating Terrorism Alumni Course (ASOCbT-A)

Combined/Joint Force Special Operations Component Commanders Course (C/JFSOCC)



Course Name: JSOU-C/JFSOCC Security Level: TS/SCI

Length: 4.5 Days **Course Type:** Seminar

Location(s): MacDill AFB, FL MASL Code: D126062

E-Mail: jsou.cjfsocc@socom.mil

Target Audience: This course is designed for senior warfighting professionals' continuing education. It is intended for General Officers/Flag Officers (to include selects) with special operations experience, along with Senior Executive Service levels from other government agencies. Additionally, the Combined Force Special Operations Component Commander Course encourages participation by international officers.

Attendance Criteria: Participants attend by invitation. Course participants are identified by the USSOCOM Commander, each service and/or specified federal agencies.

Course Description: The Combined/Joint Special Operations Force Component Commander's Course is designed to prepare C/JFSOCCs and other senior leaders for theater-level leadership at the operational level. The course advances senior leader understanding of the complexities of major joint, combined, interagency and multinational operations conducted to accomplish strategic objectives.

Key Lessons: Specific lessons will cover the roles and functions of the C/JFSOCC, alliances, coalitions, joint and service doctrine, theater-level strategy, SOF in complex operations, joint operations planning, interagency partnerships, and key processes, components and systems.



Joint Special Operations Forces Pre-Command Course (JSOFPCC)

Course Name: JSOU-JSOFPCC Security Level: SECRET

Length: 4.5 Days **Course Type:** Seminar/Lecture

Location(s): MacDill AFB, FL MASL Code: N/A

E-Mail: jsou.jsofpcc@socom.mil

Target Audience: This course is designed for new SOF commanders (O5-O6) and their senior enlisted leaders (E-9) in the following primary/duty occupation codes: Army Special Operations Forces: Officers: Branch 11 (Skill ID 5S, 75th Ranger Regiment), 15 (Skill ID K4, 160th SOAR), Branch 18 (MOS 18A), Branch 37 (MOS 37A), Branch 38 (MOS 38A). Enlisted: Command Sergeant Major. Naval Special Warfare Forces: Officers: Designators 113X, 118X and 615X. Enlisted: Command Master Chief. Air Force Special Operations Forces: Officers: AFSC 11SXX, 12SXX, 13DXX, 14 NXX, 15WX (Major CMD Code 0V, 3D). Enlisted: Chief Master Sergeant. U. S. Marine Corps Forces Special Operations Command: Officers: MOS: 8007, 8041, 0302. Enlisted: MOS: 9999, 0321, Command Master Chief.

Attendance Criteria: Participants attend by invitation. Attendance prior to taking command or assuming the senior enlisted leader position is mandatory and directed by the Commander USSOCOM. Students are identified to attend by their component personnel office.

Course Description: This course provides a venue for networking and discussion of relevant topics among the SOF commanders and senior enlisted leaders across the components. The purpose is to provide education that informs commanders and senior enlisted leaders on a variety of current USSOCOM issues. The following objectives are addressed: Inform and discuss ASD SOLIC & IC issues and initiatives; inform and discuss components' issues and USSOCOM'S role in the national campaign against terror initiatives; and enable commanders and senior enlisted leaders to share and learn from each other's command experiences.

Key Lessons: SOF senior leader insights and perspectives on SOF trends, policies, and issues; Resourcing, SOF Capabilities, Integration and Development System (SOFCIDS); Lessons Learned; USSOCOM Readiness Reporting; Commander's Safety Philosophy; Care Coalition; USSOCOM unique medical, legal and public affairs updates.

Combating Terrorism Executive Interagency Seminar (CbTEIS)



Course Name: JSOU-CbTEIS Security Level: SECRET

Length: 2 days Course Type: Seminar

Location(s): Washington, DC MASL Code: Pending

E-Mail: jsou.cbteis@socom.mil

Target Audience: This seminar is designed for General/Flag Officers, Senior Executive Service, Senior Intelligence Service, and equivalent personnel from the Department of Defense and other U.S. Government agencies that interact with Special Operations Forces in fighting the global war on terrorism.

Attendance Criteria: Participants attend by invitation. For questions or additional information please see the course and contact information on the JSOU public website.

Seminar Description: This seminar provides instruction and panel discussion on topics involving the interaction among USSOCOM and other government agencies in conducting and coordinating the fight against global terrorism. The Commander of United States Special Operations Command has approved the following objectives:

- Inform participants on and encourage thought-provoking discussion of relevant, current interagency issues in combating terrorism.
- Inform participants on and encourage thought-provoking discussion of USSOCOM's mission of planning and synchronizing operations against terrorist networks.
- Foster cooperation and promote collaboration among agencies that are vital to long-term success in the war on terrorism.
- Provide information and foster relationships that will enhance interagency planning and operations in the worldwide fight against terrorism.

Key Lessons: USSOCOM plans and synchronization mission; overview of the national security system; discussion of national security reform efforts; best practices in harnessing the elements of national power; the relationship between reconstruction, stabilization and development efforts to combat terrorism; strategic communication; information sharing and intelligence fusion; and legal and fiscal authorities and constraints on U.S. Government agencies engaged in combating terrorism.



Combating Terrorist Networks Seminar (CbTNS)

Course Name: JSOU-CbTNS Security Level: SECRET

Length: 4 Days Course Type: Seminar

Location(s): Washington DC; MASL Code: Pending

MacDill AFB, FL

E-Mail: jsou.cbtns@socom.mil

Target Audience: This seminar is designed for Senior Foreign Service Officers, civil service officers and military leaders (FS2-1; GS14-15 and O5-O6) with a background in U.S. security strategy, initiatives and programs designed to combat terrorism.

Attendance Criteria: This is a nominative course. Students interested in attending must apply online at the JSOU website and be accepted by the Course Director.

Seminar Description: The Combating Terrorist Networks Seminar (CbTNS) is designed for senior-career personnel who have a knowledge base in U.S. strategy, initiatives and programs geared to combat terrorism and/or those who expect an assignment on a staff or organization concentrating on combating terrorism. The primary course goal is to foster cooperation and collaboration among SOF, DoD and other national and international organizations in order to disrupt, deny and defeat terrorist networks using direct and indirect approaches.

Key Lessons: Examine the complex and diverse nature of terrorist networks; assess the challenges posed by terrorist networks to U.S. security; and explore both existing and new approaches for meeting and addressing terrorist network threats and challenges through the use of national interagency efforts.

Special Operations Forces Interagency Collaboration Course (SOFIACC)



Course Name: JSOU-SOFIACC Security Level: SECRET Length: 4.5 Days Course Type: Seminar Location(s): Washington, DC; MASL Code: Pending

MacDill AFB, FL E-Mail: jsou.sofiacc@socom.mil

Target Audience: This course is designed for military field grade officers, warrant officers, senior noncommissioned officers and mid-career civil service personnel from relevant government agencies who will participate in or support Special Operations as they are executed across the spectrum of conflict.

Attendance Criteria: This is a nominative course. Students interested in attending must apply online at the JSOU website and be accepted by the Course Director.

Course Description: This course prepares personnel to collaborate successfully as part of the complex array of actors and operational environments involved in interagency (IA) efforts in support of national security in the exterior. The course features guest speakers from different organizations integral to successful SOF-IA collaboration. Lecture presentations and discussions are used to provide an overview of the doctrine, planning, coordination, integration, employment and implementation of effective SOF-IA collaboration in activities at the operational level of conflict or crisis resolution. The course ends with an interactive problem-solving exercise in which students role-play members of an interagency working group developing a concept for employing a joint interagency task force in a combating terrorism complex contingency.

Key Lessons: The lessons are grouped in the following four categories: Introduction to key military doctrine and government policy related to IA operations; USSOCOM and its current efforts to leverage the IA arena as it synchronizes the DoD efforts in the global war on terrorism; Cultural differences, coordination processes, and organizational dynamics of the IA team partners and other relevant organizations; and missions and core tasks in which SOF collaborates closely with IA partners and other relevant organizations.



Special Operations Support Team Orientation Course (SOSTOC)

Course Name: JSOU-SOSTOC Security Level: TS/SCI

Length: 2 Days Course Type: Lecture

Location(s): Washington, DC MASL Code: N/A

E-Mail: jsou.sostoc@socom.mil

Target Audience: This course is intended for USSOCOM officers designated to serve as Special Operations Support Team (SOST) members with other federal agencies or organizations principally in the National Capital Region.

Attendance Criteria: This is a nominative course. Students interested in attending must apply online at the JSOU website and be accepted by the Course Director.

Course Description: This course comprises a program of instruction designed to prepare selected military officers to perform duties and collaborate successfully as a Special Operations Support Team member (SOST). Pursuant to the Interagency Partnership Program, senior grade military officers are assigned to a SOST at numerous governmental agencies and organizations. The SOST contributes to a synergistic network of USSOCOM personnel working with each other and their assigned agencies to accomplish mutually assigned tasks in the President's National Implementation Plan. This course positions SOST members for success by introducing them to the cultural differences, coordination processes, and organizational dynamics of the interagency team partners.

Key Lessons: The lessons are focused on SOST requirements and include discussion on defining the role and tasks for a SOST member, working within the interagency community, leveraging requirements in the intelligence community, and understanding reporting and processing information requests.

Special Operations Combating Terrorism Course (SOCbT)



Course Name: JSOU-SOCbT Security Level: UNCLASSIFIED

Length: 10 Days Course Type: Seminar Location(s): MacDill AFB, FL MASL Code: D126019

E-Mail: jsou.socbt@socom.mil

Target Audience: This course is designed for U.S. and international mid- to senior-level military officers, ministry of defense officials, and other security officials and SOF counterparts with actual or projected responsibilities for combating terrorism.

Attendance Criteria: Participants attend by invitation. Minimum ECL score of 70 is required. For questions or additional information please see the course and contact information on the JSOU website.

Course Description: As part of the Regional Defense Counterterrorism Fellowship Program, this course focuses on developing international partnership networks that will strengthen and enhance U.S. efforts in combating terrorism. Based on a mix of traditional and new principles of special operations, the course is designed to build individual, country, and regional combating terrorism capabilities through education. The SOCbT course is designed to foster an appreciation of the U.S. strategic goals for combating terrorism worldwide, to understand the breadth of and potential for international contributions to transnational strategic concepts and to best apply host nation and regional capabilities over time in concert with international warfighting partners.

Through strategic and operational-level education, the SOCbT course provides the U.S. Special Operations Command and their respective theater and combatant commanders the educational means to cultivate joint SOF and interagency subject matter experts while strategically building and leveraging a global network of international SOF personnel in accordance with the global war on terrorism strategic goals.

Key Lessons: Defining Terrorism; Root Causes and Motivation; Global Strategy; Decision-Making Strategies; Organizing for Combating Terrorism; Networks and Other Structures; Counterinsurgency; Civil Military Operations; and Media Issues.



Advanced Special Operations Combating Terrorism Alumni Course (ASOCbT-A)

Course Name: JSOU-ASOCbT-A Security Level: UNCLASSIFIED

Length: 5 Days **Course Type:** Seminar

Location(s): MacDill AFB, FL MASL Code: D126047

E-Mail: jsou.asocbta@socom.mil

Target Audience: This course is designed for U.S. and international mid- to senior-level military officers, ministry of defense officials, and other security officials and SOF counterparts with actual or projected responsibilities for combating terrorism.

Attendance Criteria: Participants attend by invitation. Minimum ECL score of 80 is required. For questions or additional information, please refer to the course and contact information on this website.

Course Description: As part of the Combating Terrorism Fellowship Program's continuing engagement program, the Advanced Special Operation Combating Terrorism Alumni course focuses on advancing those international partnership networks established during the Special Operations Combating Terrorism Course. Designed for senior military officers and civilian officials, this curriculum focuses on developing strategies for countering terrorist threats and the importance of education concerning current and emerging global threats.

Ideally, students will be alumni of a JSOU and/or CTFP-funded invitational course(s). Course enrollment is limited to O-4, or equivalent, and higher.

Key Lessons: Defining Terrorism; Root Causes and Motivation; Global Strategy; Decision-Making Strategies; Organizing for Combating Terrorism; Networks and Other Structures; Counterinsurgency; Civil Military Operations; and Media Issues.

Department of Operational Studies Courses



Included in this section:

Joint Special Operations Irregular Warfare Advanced Course (JSOIWA)

Joint Civil-Military Operations Campaign Planning Workshop (JCMOCPW)

Joint Special Operations Medical Orientation Course (JSOMOC)

Joint Special Operations Legal Advisor Course (JSOLAC)

Joint Special Operations Warfighter Certificate (JSOWC)

Irregular Warfare Course (JSOWC-IW)

Special Operations Forces Senior Enlisted Course (SOFSEC)

Joint Contemporary Insurgent Warfare Course (JCIWC)

Joint Special Operations Planning Course (JSOWC-SOPC)

USSOCOM Staff Education Program (USEP)

Joint Special Operations Forces Senior Intelligence Leaders Orientation Seminar (JSOFSILOS)



Joint Special Operations Irregular Warfare Advanced Course (JSOIWA)

Course Name: JSOU-JSOIWA Security Level: SECRET

Length: 10 Days Course Type: Seminar Location(s): MacDill AFB, FL MASL Code: D126048

E-Mail: jsou.jsoiwa@socom.mil

Target Audience: This course is designed for Special Operations officers (O-4 to O-6), Warrant Officers (W-3 to W-5), noncommissioned officers (E-8 to E-9), and civilians (GS-13 to GS-15) who are preparing for or en route to serving in a Special Operations operational or strategic level assignment. Other military, civilians and international students may be accepted on a case-by-case basis.

Attendance Criteria: This is a nominative course taught twice a year. Students interested in attending must apply online at the JSOU website and be accepted by the Course Director. Priority goes to Theater Special Operations Command (TSOC), SOCOM, SOF Component Staff and SOF educators. Students need to be familiar with the following doctrine prior to attendance: Irregular Warfare (IW) Joint Operating Concept (11 SEP 2007), FM 3-24/MCWP 3-33.5 COIN (DEC 2006), FM 3-07 Stability Ops, JP 3-13 Information Operations (13 FEB 2006), FM 3-05.130 ARSOF Unconventional Warfare.

Course Description: The course is designed to improve students' critical thinking and planning capabilities for future irregular warfare challenges at the operational and strategic levels. It defines the irregular warfare environment: the players, challenges, activities, policies, theories, history, applications, and organizations. It challenges students to think creatively about the current and future IW environment. Learning occurs through a variety of methods both in and out of class: 30-50 pages of reading per night, journaling, lecture, seminar discussions, case studies, SME panels, and individual counseling sessions. Students are expected to have a working knowledge of basic IW doctrine prior to attending the course. Students will walk away with a significantly improved capability for IW critical thinking and planning.

Key Lessons: The Future Joint Operating Environment and Armed Groups, Understanding the Population, Organized Crime and IW, Understanding the Shift to the New Terrorism, Religion and Terrorism, Terrorists' Weapons, Challenges of Terrorism for Liberal Democracies, Organizing to Fight Terrorism, Winning the Campaign Against Terrorism, Unconventional Warfare, Case Studies, Influences, Security Forces, and Operational Law.

Joint Civil-Military Operations Campaign Planning Workshop (JCMOCPW)



Course Name: JSOU-JCMOCPW Security Level: UNCLASSIFIED

Length: 5 Days Course Type: Seminar Location(s): MacDill AFB, FL; MASL Code: D126042

Unit Location (JMET) **E-Mail**: jsou.jcmocpw@socom.mil

Target Audience: This course is designed for civil affairs officers (O-4 and O-5). Course acceptance preference will be given to potential Civil-Military Operations (CMO) planners in those positions most likely to deploy. Personnel with deployment experience and/or planning experience at JTF/corps/division level are also desired course candidates. Personnel outside the target audience will be accepted on a space-available basis. **Attendance Criteria:** This is a nominative course. Students interested in attending must apply online at the JSOU website and be accepted by the Course Director. Prospective students will initially be conditionally enrolled in the course. They will receive a precourse CD-ROM with reference materials and a pre-test. The pre-test is intended to ensure that all students arrive at the resident phase of the course with the required level of basic knowledge and familiarity with relevant doctrine and references. Students are required to successfully complete (75 percent) the pre-test prior to being fully enrolled in the resident phase.

Course Description: The JCMOCPW educates students on how to apply joint CMO doctrine to successfully conduct operational-level CMO campaign planning to support a joint force commander's mission, emphasizing the Joint Operational Planning Process (JOPP) and incorporating the interaction between military staff members and representatives of other U.S. government agencies, international organizations, and nongovernmental organizations. The course uses faculty speakers, guest experts, and an end-of-course exercise. Students will work in an academic environment analyzing the civil dimension, developing and coordinating staff estimates and courses of action, and presenting a Course of Action (COA) decision brief with recommended CA force structure, and participating in an after-action review.

Key Lessons: Interagency Planning and Coordination; Joint Civil Affairs Concepts and Planning; Analysis of the Civil Environment; Joint Campaign Planning; Joint Operation Planning Process for CMO; and a Practical Exercise: CMO COA Development and Analysis.



Joint Special Operations Medical Orientation Course (JSOMOC)

Course Name: JSOU-JSOMOC Security Level: SECRET

Length: 5 Days Course Type: Seminar/Lecture

Location(s): MacDill AFB, FL MASL Code: D175461

E-Mail: jsou.jsomoc@socom.mil

Target Audience: This is an interactive course designed to orient medical officers, senior noncommissioned officers, and U.S. Government civilian employees in comparable grades who serve within the SOF community or in direct support of SOF operations. Other interested military personnel, civilians and international student applications will be evaluated on a case-by-case basis.

Attendance Criteria: This is a nominative course. Students interested in attending must apply online at the JSOU website and be accepted by the Course Director.

Course Description: This course focuses on SOF medical forces, doctrine, policies, medical operations, public health, and tactical medicine. Prior to the advent of the JSO-MOC, SOF medical officer candidates were difficult to identify and once assigned to SOF units their training was sporadic with no identified standard. Unlike operators or line personnel, medical officers generally have no preparation and little knowledge of SOF prior to their assignment. Time, financial, and mission constraints limited the officer's ability to acquire necessary training to operate effectively within the SOF community. JSOMOC provides that standard of training and significantly reduces TDY expenses, time away from the unit, and provides an excellent background on which to build SOF experience. The course will familiarize attendees with the USSOCOM mission, roles and capabilities with focus on medical operations in the joint SOF setting. Areas of emphasis will include operations/plans, current lessons learned, intelligence, medical force protection, operational risk assessment, health surveillance and SOF relevant clinical subjects.

Key Lessons: Surgeon briefings from USSOCOM and Service Components, CSO, State Department, ASD/SOLIC (SSTR), and NGOs; SOF functional and regional briefings to include; CA, JSOTF C2, JPRA, EPW issues, Interagency Collaboration, USSOCOM Care Coalition, Medical Training, Logistics and Intelligence.

Joint Special Operations Legal Advisor Course (JSOLAC)



Course Name: JSOU-JSOLAC Security Level: SECRET

Length: 4.5 Days Course Type: Seminar/Lecture

Location(s): MacDill AFB, FL MASL Code: N/A

E-Mail: jsou.jsolac@socom.mil

Target Audience: This course is for military judge advocates and paralegals through the rank of O-6 (Army, Navy, Air Force, Marine, including Reserve and National Guard), civilian attorneys, and civilian paralegals, who are employed by the U.S. Government and work with, are currently assigned to, or are pending assignment to a Special Operations unit, command or Theater Special Operations Command.

Attendance Criteria: This is a nominative course. Students interested in attending must apply online at the JSOU website and be accepted by the Course Director. Applicant should have a recent assignment to a JAG or SJA billet in USSOCOM and possess concurring course nomination from SJA USSOCOM.

Course Description: This is an introductory course in SOF legal operations for personnel being assigned as a SOF legal adviser or paralegal. It is not designed to replace the annual USSOCOM SOF Legal Conference which provides annual updates for developments within the SOF legal community. Continuing Legal Education (CLE) credit including ethics will be granted for this course for all state bar jurisdictions (approx. 30 hours).

Key Lessons: Overview of SOF missions and units; history and development of SOF; legal authorities (including 10 USC §167) for SOF missions; SOF unique legal / ethical issues (such as wearing nonstandard uniforms and gifts from foreign officials); funding (including MFP-11, security assistance, and CMPF); contracting/procurement issues (including pre-deployment and post-deployment Statement of Requirements and legal reviews); contractors supporting SOF missions; human rights vetting and training; advanced special operations issues; other governmental agency interaction; international agreements; concept of operations (CONOPs) and training program reviews; JCETs and training exercises; and operations with Coalition SOF.



Joint Special Operations Warfighter Certificate (JSOWC)

Course Name: JSOU-JSOWC Security Level: SECRET

Course Type: Seminar/Lecture

Location(s): MacDill AFB, FL MASL Code: N/A

E-Mail: jsou.jsowc@socom.mil

Target Audience: The Joint Special Operations Warfighter Certificate (JSOWC) is a nominative program that is designed and targeted for Special Operations military officers (O-2 to O-4), warrant officers (W-1 to W-4), and senior noncommissioned officers (E-7 to E-9) who are preparing for, en route to, or serving in a Joint Special Operations assignment (CSO, TSOC, JSOC, JTF, or JSOTF). International student attendance will be considered on a case-by-case basis.

Attendance Criteria: All certificate program students are required to be graduates of the JSOU web-based Introduction to Special Operations (ISOF) Course which can be found on the JSOU website. Before attending any of the three JSOWC modules, students will need to submit a copy of their ISOF Course Certificate to the Module Course Director.

Program Description: The JSOWC program is an intensive, SOF-focused educational program created to prepare students for assignment to Joint Special Operations duty positions. Supporting the USSOCOM Capstone Concept for Special Operations, JSOWC is designed to meet Joint Special Operations education requirements that have not been traditionally provided at service schools, career advancement schools, or MOS training. The program is sub-divided into two distinct courses: Irregular Warfare Course; and Joint Special Operations Collaborative Planning Course. While the modules are mutually supporting, each is independent and may be taken in any sequence based on the student's availability. Completing all three modules qualifies the student for the award of the Joint Special Operations Warfighter Certificate. Graduates of the complete program will have the skills to apply Joint Special Operations Doctrine, conduct joint operational level planning for SOF in support of a Joint Force Commander, conduct contingency and crisis action planning in conventional and irregular warfare environments to include interaction and coordination with other U.S. Government agencies.

Irregular Warfare Course (JSOWC-IW)



Course Name: JSOU-JSOWC-IW Security Level: SECRET

Course Type: Lecture/Seminar/ Length: 10 Days

Certificate

Location(s): Ft Bragg, NC;

MacDill AFB, FL; Little Creek, VA

MASL Code:

D126057

JMFT E-Mail: jsou.jsowc2@socom.mil

Target Audience: This course is designed for Special Operations military officers (O-2 to O-4), warrant officers (W-1 to W-4) and noncommissioned officers (E-7 to E-9) who are preparing for, en route to serving in a Joint Special Operations assignment. Other military, civilians and international students may be accepted on a case-by-case basis.

Attendance Criteria: This is a nominative course. Students interested in attending must apply online at the JSOU website and be accepted by the Course Director.

Course Description: As a module of the Joint Special Operations Warfighter Certificate (JSOWC) program, JSOWC-IW provides an introduction to the concepts and activities which comprise the DoD Joint Operations Concept (JOC) and the 14 activities for Irregular Warfare. The course provides a Strategy-To-Task Approach from government policy and USSOCOM strategy, to implications and operations in the field. The course addresses the in-direct approach to operations and activities comprising IW, encompassing military /civilian activities across the range of military operations, in peacetime, crisis and in conflict. The objectives of this course are to provide students a comprehension of IW policies, strategies, and activities for planners at the strategic and operational levels of the interagency, combatant command, TSOCs, and service-specific components. Further, to build an understanding of the inter-related nature of IW activities and to demonstrate how to leverage support during planning and operations with state and non-state actors in regional, multi-regional and global engagements.

Key Lessons: Introduction to IW; Analysis of Societies; Populace, Society and Culture affecting IW; Terrorist Analysis, Activities; Counter-Terrorism (CT); Interagency Collaboration; Insurgency, Opposition Groups and COIN; Application and Supporting IW; Unconventional Warfare; Security Assistance and Foreign Internal Defense (SA/FID); Intelligence and Counterintelligence Operations; Strategic Communications; Information Operations; Psychological Operations; Transnational Criminal and Law Enforcement Activities; and Civil-Military Operations.



Special Operations Forces Senior Enlisted Course (SOFSEC)

Course Name: JSOU-SOFSEC Security Level: SECRET

Length: 10 Days Course Type: Lecture/Discussion

Location(s): MacDill AFB, FL; MASL Code: D126018

Ft Bragg, NC; Coronado, CA

Multiple **E-Mail**: jsou.sofsec@socom.mil

Target Audience: This course is designed for senior enlisted (E-7 to E-9) personnel with a limited background in SOF or joint SOF who are currently assigned to or soon to be en route to a joint special operations assignment or senior enlisted leaders who will be working directly for or with joint Special Operations Forces. This course is open to International SOF students.

Attendance Criteria: This is a nominative course. Students interested in attending must apply online at the JSOU website and be accepted by the Course Director. Candidates are requested to accomplish the JSOU web-based Introduction to Special Operations (ISOF) Course which can also be found on the JSOU website.

Course Description: The SOFSEC objective is to provide SOF senior enlisted personnel with the knowledge necessary to enhance their effectiveness in the Joint SOF environment and strengthen their inter-operational skills in order to make them as effective in the joint environment as they are in their own service. This course fosters interoperability and cohesion among SOF senior enlisted leaders working in a joint environment. It exposes students to a broad view of the service components and their functions, and operations of the USSOCOM. SOFSEC features Army, Navy, Marine Corps and Air Force instructors, as well as civilian guest speakers who are experts on specific topics related to SOF operations.

Key Lessons: Joint Special Operations Command and Control; Command Relationships; Joint Doctrine; Theater Special Operations Commands; AOR Operations; Introduction to IW; SOF Planning - ATO; JOPP/JOPES; Orders; SOF Logistics; Personnel Recovery; Legal Aspects of SOF; SOF Aviation - Missions, Capabilities, C2; and Legal Aspects for SOF.

Joint Contemporary Insurgent Warfare Course (JCIWC)



Course Name: JSOU-JCIWC Security Level: UNCLASSIFIED

Length: 3 Days Course Type: Lecture/Discussion

Location(s): Little Creek, VA; MASL Code: D126064

Coronado, CA

Multiple **E-Mail**: jsou.jciwc@socom.mil

Target Audience: This course is nominative and designed for SOF, and U.S. government employees in interagency, intelligence and planning positions whose job requires knowledge of Insurgent Warfare. British, Australian, and Canadian Military Forces, and government civilians whose jobs require knowledge of Insurgent Warfare, British, Australian and Canadian Military Forces and government civilians may be accepted with an unclassified clearance. All participants should fall within the equivalent rank structure of officers (O-3 to O-5) and non-commissioned officers (E-5 to E-9).

Attendance Criteria: This is a nominative course. Students interested in attending must apply online at the JSOU website and be accepted by the Course Director. Candidates may review assigned reading materials issued by the Course Director. Recommend students review FM 3-24 and the Irregular Warfare Joint Operating Concept (IW JOC). Attendance in the Joint Contemporary Insurgent Warfare Course (JCIWC) is highly encouraged prior to attendance in JSOWC-IW.

Course Description: The JCIWC is a 3-day educational program built as a survey/ orientation course. The course uses presentations, lectures, and seminar discussions to provide a strategic and operational-level overview of insurgent warfare. There are three modules of instruction that focus on insurgents, current U.S. responses and case-study methodology is used to compare and contrast current and past internal conflicts.

Key Lessons: Insurgency Theory and Practice, Special Topics, Role of Culture, Evolution of the U.S. COIN, U.S. Strategy and GWOT, U.S. National Policy, CC and Theater Strategy, The Ambassador and Country Team, Interagency Planning, Case Studies, SFA and Developing PN Capacity.



Joint Special Operations Planning Course (JSOWC-SOPC)

Course Name: JSOWC-SOPC Security Level: SECRET

Length: 15 Days **Course Type:** Informal lecture/Practical

Exercise

Location(s): MacDill AFB, FL; MASL Code: D126061

Coronado, CA;

Multiple **E-Mail**: jsou.jsowc.sopc@socom.mil

Target Audience: This course is designed for Special Operations military officers (O-2 to O-4), warrant officers (W-1 to W-4), and senior noncommissioned officers (E-7 to E-9) who are preparing for, en route to, or serving in a joint special operations assignment (TSOC, JSOC, JTF, JSOTF or USSOCOM HQ) that may involve joint staff planning.

Attendance Criteria: This is a nominative course. Students interested in attending must apply online at the JSOU website and be accepted by the Course Director. International student attendance will be considered on a case-by-case basis. Additionally, students should familiarize themselves with the JSOU SOF Reference Manual prior to arriving at the course. Specific read-ahead requirements for JSOWC-SOPC will be provided by the Course Director upon acceptance. All students should be familiar with the following publications: JP1, Doctrine for the Armed Forces of the United States, 14 May 2007; JP 3-0, Doctrine for Joint Operations, 13 Feb 2008; JP 3-05, Doctrine for Special Operations, 17 Dec 2003; and JP 5-0, Doctrine for Joint Operation Planning, 26 Dec 2006.

Course Description: The course focuses on linkages between National Security guidance (NSS, NMS) and strategy with operational planning in the joint environment as well as joint operational planning principles and processes; individual use of SOF planning tools; a practical exercise that is scenario driven and allows application of all elements of the joint operational planning process. Students form joint planning groups (JPGs) in order to analyze, identify recommended solutions and develop briefings in response to an operational problem.

Key Lessons: National Policy; Strategy focused at the TSOC Level; SOF Perspective for Joint Operations; Establishing SOF Command & GCC Relationships; Operational Law; Inter-Agency Planning & Coordination; History of Great Military Strategists; Military Deception; JOPES— Contingency Planning, CAP, APEX; Centers of Gravity/Critical Factor Analysis; Lines of Operation; SOCOM Plans Overview; and Multi-National Operations; Digital Planning (Falconview, Combat Flight Planning Software—CFPS, Adaptive Planning Software—APS, Command Post of the Future—CPOF) and Collaborative Tools (Defense Collaboration Tool Suite, Defense Connect Online, Net-Centric Enterprise Services, mIRC, IWS, Netmeeting, various WICs and Portals).

USSOCOM Staff Education Program (USEP)



Course Name: USEP Security Level: SECRET

Length:10 DaysCourse Type:SeminarLocation(s):MacDill AFB, FLMASL Code:N/A

E-Mail: jsou.usep@socom.mil

Target Audience: All newly assigned military and government employees to USSO-COM Headquarters.

Attendance Criteria: This is a mandatory course for all newly assigned military and government employees to USSOCOM Headquarters. Newly assigned personnel to a USSOCOM Component Command or Theater Special Operations Command can nominate and attend on a space available basis.

Course Description: The USSOCOM Staff Education Program (USEP) focuses on USSOCOM's Title 10 and Unified Command Plan responsibilities as well as its unique service like and major force program functions. Week one focuses on Special Operations, Special Operations Forces, USSOCOM Headquarters and the staff action officer. Week two focuses on the processes USSOCOM employs to fulfill its Title 10 (service-like) and Combatant Command roles and functions.

Key Lessons: Special Operations Overview; Special Operations Components; SO-COM establishment and Evolution; SOF relationships (Coalition SOF, ASD SO/LIC & IC; Deputy Director, Special Operations (DDSO) Joint Staff J3); Joint Staff Actions Officer attributes and tools; USSOCOM Roles, Functions, and Staff Processes.



Joint Special Operations Forces Senior Intelligence Leaders Orientation Seminar (JSOFSILOS)

Course Name: SOED-JSOFSILOS Security Level: TOP SECRET//SCI

Length: 5 Days **Course Type:** Seminar

Location(s): MacDill AFB, FL MASL Code: N/A

E-Mail: jsou.jsofsils@socom.mil

Target Audience: This seminar is designed for field grade intelligence officers, senior intelligence NCO's, and civilian equivalents with little or no Special Operations Forces (SOF) experience, who are newly assigned to USSOCOM HQ, to one of its components, or to a TSOC.

Attendance Criteria: This is a nominative course. Students interested in attending must be members of the target audience, apply online, and be accepted by the Course Director.

Course Description: The seminar is an introduction to the unique challenges, methods, and solutions associated with Joint Special Operations intelligence. It orients intelligence professionals to SOF activities, functions and processes, and focuses attention on USSOCOM mission and core tasks. The seminar provides overviews of Intelligence Community (IC) support to SOF, USSOCOM J-2 staff elements, Components, intelligence systems acquisition capability, the TSOCs, and specified emerging areas of interest. The goal of the seminar is SOF intelligence workforce professionalization.

Key Lessons: Discuss the unique challenges, methods, and solutions associated with Joint Special Operations intelligence; recognize SOF activities, functions and processes, the USSOCOM mission and core tasks important to intelligence professionals. Review Intelligence Community (IC) support to SOF, USSOCOM J-2 staff elements, Components, intelligence systems acquisition capability, the TSOCs, and specified emerging areas of interest; comprehend SOF intelligence missions, techniques, capabilities, and requirements.

Academic Course



Included in this section:

Methods of Instruction Course (MOIC)

Methods of Instruction Course-Abbreviated (MOIC-A)



Methods of Instruction Course (MOIC)

Course Name: MOIC Security Level: UNCLASSIFIED

Length: 9.5 Days **Course Type:** Lecture/Discussion

Location(s): MacDill AFB, FL MASL Code: D126034

E-Mail: jsou.moic@socom.mil

Target Audience: Newly assigned/hired JSOU faculty members are the top priority. SOF personnel teaching in any service or joint education environment are the second priority. MOIC is a joint SOF academic instructor course.

Attendance Criteria: This is a nominative course. Students interested in attending must apply online at the JSOU website and be accepted by the Course Director.

Course Description: This course prepares JSOU faculty members and other selected SOF instructors to develop and teach curriculum while creating active learning environments focused on higher levels of learning through the use of various teaching methodologies. A brief overview of learning theory, the Instructional Systems Design process, and development of level-of-learning lesson plans is provided to allow immediate application of the instructional strategies that are discussed and practiced within the course. The latter part of the course introduces learning evaluation and addresses basic principles in test item validity and construction. Students teach three graded lessons using three different methodologies. They are exposed to three additional methods taught by fellow students. The methods taught in the course include lecture, guided discussion, case study, experiential learning, teaching interviews/panel discussions, and demonstration performance.

Key Lessons: Instructional Systems Design (ISD) and Course Development; Developing Level of Learning Objectives and Samples of Behavior, Organizing and Supporting Lessons; Relating Teaching Styles to Adult Learning; Selection of Teaching Methods; and Practice Teaching Exercises.

Methods of Instruction Course-Abbreviated (MOIC-A)



Course Name: MOIC-A Security Level: UNCLASSIFIED

Length: 1 Day Course Type: Lecture/Discussion

Location(s): MacDill AFB, FL MASL Code: N/A

E-Mail: jsou.amoic@socom.mil

Target Audience: Newly assigned/hired JSOU faculty members are the top priority. SOF personnel teaching in any service or joint education environment are the second priority.

Attendance Criteria: This is a nominative course. Students interested in attending must apply online at the JSOU website and be accepted by the Course Director.

Course Description: This course prepares JSOU adjunct faculty members to teach curriculum while creating active learning environments focused on higher levels of learning through the use of various teaching methodologies. A brief overview of learning theory, the Instructional Systems Design process, and development of level-of-learning lesson plans is provided. The second part of the course focuses on effective teaching techniques to include proxemics, questioning, and use of technology. The instructional methods taught in the course include lecture, guided discussion, case study, experiential learning, teaching interviews/panel discussions and demonstration performance.

Key Lessons: Instructional Systems Design (ISD) and Course Design; Developing Level of Learning Objectives and Samples of Behavior, Organizing and Supporting Lessons; Relating Teaching Styles to Adult Learning; and Selection of Teaching Methods.

SOF Senior Enlisted Program





Included in this section:

Joint SOF Senior Enlisted Academy (JSOFSEA)

Joint Special Operations Forces Senior Enlisted Academy

Joint SOF Senior Enlisted Academy (JSOFSEA)

The mission of the JSOFSEA is to educate the Warrior Diplomat in mission oriented leadership fields of study while providing students the knowledge to think critically and lead successfully in the future joint, combined and interagency operating environment. JSOSFEA instructors do this by providing students with an education in the following subjects; Joint Leadership, Communications, Organizational Management, and Strategy/ Doctrine. Students complete two phases of instruction—the distance phase consists of online courseware, discussion forums and research followed by a two-month resident phase. The capstone is a week-long, practical Staff Exercise incorporating all elements of instruction. The JSOFSEA targets Joint Senior Enlisted Leaders in the E-8 and E-9 grades.





Joint SOF Senior Enlisted Academy (JSOFSEA)

Course Name: JSOU-JSOFSEA Security Level: SECRET

Length: 6 months DL **Course Type:** DL/Lecture/Discussion

2 months resident

Location(s): MacDill AFB, FL MASL Code: D171047

E-Mail: jsou.jsofsea@socom.mil

Target Audience: The Academy targets SOF operators and career SOF enablers in the grades of E-8 through E-9, in accordance with current service-specific selection policies. A SOF enabler is a person whose military skill, function, or specialty is essential to the successful conduct of a Special Operations core activity but is not specifically designated as SOF specialty. These individuals are routinely assigned to SOF units, commands, and joint staffs on a recurring basis.

Attendance Criteria: Students attend prior to taking command or assuming the senior enlisted leader position. Academy attendees are selected by their component Senior Enlisted Advisors (SEA) to attend this course.

Course Description: JSOFSEA educates Senior Enlisted Warrior Diplomats in mission-oriented fields of study while providing the knowledge to think critically and lead successfully in the future joint, combined and interagency operating environment. JSOFSEA provides education in the following subjects: joint leadership, joint communications, organizational management and strategy/doctrine.

<u>Phase I</u> - Distance Learning (DL) will be conducted from the student's home station/ current duty location. During this phase, students will complete the Joint Forces Staff College (JFSC) 40-hour online Enlisted Joint Professional Military Education (EJPME) course and a series of reading, research, and writing assignments. Additional instruction will be provided on proper study techniques, service and SOF history/heritage, health promotion, and safety. <u>Phase II</u> - Resident This phase will consist of classroom instruction on critical thinking, leadership, effective communications, resource management, national security strategy, and joint warfighting. This phase will culminate with a multipleday, scenario-based staff exercise requiring students to execute operational-level planning as a member of a TSOC/JSOTF Joint Planning Group (JPG).

Key Lessons: Joint Special Operations Command and Control; Command Relationships; Joint Doctrine; Theater Special Operations Commands; AOR Operations; FID; SOF Planning - ATO; JOPP/JOPES; Orders; SOF Logistics; Personnel Recovery; SOF Aviation - Missions, Capabilities, C2; and Legal Aspects for SOF.

Courses Under Development

Included in this section:

Joint Special Operations Forces Chaplain's Introduction Course (JSOCIC)

Counter Threat Finance Educational Seminar (CTFES)



Joint Special Operations Chaplain's Introduction Course (JSOCIC)

Course Name: JSOU-JSOCIC Security Level: SECRET

Length: 3 Days **Course Type:** Seminar

Location(s): MacDill AFB, FL MASL Code: N/A

E-Mail: william.peterson1@socom.mil

Target Audience: The course is designed for newly assigned chaplains (O-2 to O-5) to Special Operations. Students are chaplains en route or currently assigned to Special Operations units either at the joint or service level. Other interested military personnel, civilians and international student applications will be evaluated on a case-by-case basis. **Attendance Criteria:** This is a nominative course. Students interested in attending must apply online at the JSOU website and be accepted by the Course Director. Applicants should be a member of the Chaplain Corps/Services assigned to a Special Operations unit. Other military personnel, civilians and international attendees will be evaluated for attendance on a case-by-case basis.

Course Description: The JSOCIC introduces newly assigned chaplains and personnel to Joint Special Operations. This course will provide insight into Special Operations so upon assignment, chaplains will be able to establish their ministry more efficiently and effectively. The course will encompass the unique aspects of USSOCOM, its missions and its personnel. Through case studies and discussion panels involving SOF Operators and support personnel, students will have exposure to concerns, characteristics and challenges to providing ministry to SOF personnel. Students will encounter the peculiarities of working in a joint environment and consider techniques for adapting to inter-service ministry requirements.

Key Lessons: Overview of the USSOCOM organization, missions and command relationships; Chaplain's exposure to the uniqueness of working with Special Operations Forces; Differences between the philosophies of ministry between the services; How to provide support in a joint environment; and Student exposure to concepts regarding developing and providing ministry level support activities to Special Operations units.

Counter Threat Finance Educational Seminar (CTFES)



Course Name: SOED-CTFES Security Level: SECRET

Length: 5 Days **Course Type:** Seminar

Location(s): MacDill AFB, FL MASL Code: N/A

E-Mail: william.peterson1@socom.mil

Target Audience: This seminar is for Officers (O-1 to O-5), Warrant Officers, senior noncommissioned officers (E-6 to E-9), government civil service personnel (GS-11 to GS-14), and contractors assigned to counter threat finance or intelligence units at Combatant Commands (COCOMs), Inter-Agency, SOF, General Purpose Forces (GPF), and DoD Military Intelligence personnel associated with direct support operational units.

Attendance Criteria: This is a nominative course. Students interested in attending this course must be members of the target audience, threat finance community, or the military intelligence community who are associated with or going to be assigned to work the threat finance problem set.

Course Description: CTFES addresses counter threat finance fundamentals, and how to effectively use intelligence to combat enemy financial networks with strategic and tactical collection, analysis, and targeting processes in support of kinetic or non-kinetic financial actions. CTFES will cover an intermediate level of how to identify and map threat networks in order to disrupt and dismantle logistic and financial facilitation. There will be a practical exercise at the end of the course.

Key Lessons: Examine the functions and roles within the threat network and the cost of doing business; Fund raising methods, criminal acts to fund operations and financial characteristics of the AOR; analysis in identifying the entire network: relationships, call chaining, mapping; Collections: utilizing SIGINT, HUMINT, GEOINT, Open Source; threat finance support to interrogation and Counter Insurgency Operations.



Included in this section:

VTI Capabilities

PME Support

Conferences & Symposia

Joint Mobile Education Teams (JMETs)

CT Fellowship Program

VTI Capabilities

JSOU maintains a robust Video Tele-Instruction (VTI) capability. By leveraging Video Tele-Conferencing technology, JSOU is able to connect with SOF Operators all over the world and deliver educational content and learning events directly to remote locations. JSOU maintains a commercial ISDN capability allowing connections to most civilian institutions and several DISN Video Services – Global (DVS-G) site IDs that have the ability to connect with almost all DoD or government sites. With secure capability up to the U.S. Secret level, JSOU is able to deliver classified educational content to SOF members at their home station or deployed location. In this way JSOU can educate students in a distant classroom comprising SOF operators and enablers for the same cost as sending just one student to a JSOU campus for a resident course. JSOU will remain on the leading edge of technology in order

to provide the SOF community with the best, most flexible and accessible education possible.

PME Support

JSOU regularly participates in enhancement of the Professional Military Education (PME) system's courses and programs. The University sends instructors to teach the Joint Force and SOF portions in the PME programs of study. JSOU also provides support to vari-



ous war gaming exercises, SOF elective courses and related lectures.

Conferences & Symposia

JSOU provides joint SOF educators, SOF partners and enablers, interagency members, and the international community with opportunities to gathers to address topics in a conference or symposium setting. JSOU provides Subject Matter Experts (SMEs) for conferences and symposia such as SOF Week International.

JSOU hosts a yearly Joint SOF Education Conference. The recent Tenth Annual SOF Education Conference was conducted 28-30 June 2011 at the Joint Special Operation University, MacDill AFB, FL. The theme was "Innovative Approaches to Education: Bringing SOF Education into the 21st Century".

Joint Mobile Education Team (JMET)

As requested, JSOU globally deploys tailored Joint Mobile Education Teams (JMETs) to provide specific instruction in support of joint SOF educational objectives.

Primary customers whose objectives JSOU will typically support are the joint, operational-level SOF headquarters, such as TSOCs and Joint Special Operations Task Forces (JSOTFs); however, given availability of resources, JSOU will deploy JMETs to support single-service SOF objectives as well. JMETs are normally comprised of 1-5 SOF Subject-Matter Experts (SMEs). JMET events normally last from 3 days to 2 weeks.

Counter Terrorism Fellowship Program (CTFP)

The Joint Special Operations University Combating Terrorism Fellowship Program focuses on developing international partnerships and networks that will strengthen and enhance U.S. efforts in combating terrorism. Based on a mix of traditional and new principles of special operations, the program is designed to build individual, country, and regional combating terrorism capacity and capabilities through residence courses and Joint Mobile Education Team programs. This strategic-level and operational-level combating terrorism educational program provides USSOCOM, respective theater and combatant commanders the educational means to cultivate joint SOF and interagency subject matter experts. The CT Fellowship

Program is focused on building and leveraging a global network of international SOF personnel within the Global War on Terrorism strategic goals.

Academic presentations are used to create an understanding of U.S. strategic goals for combating terrorism worldwide. In concert with international war fighting partners, strategic learning, understandings and relationships are fostered over time.



JSOU Press

JSOU Press is the publishing arm of the Strategic Studies Department. Established in April 2005, JSOU Press publishes an average of one monograph or collection of papers a month, authored by JSOU senior and associate fellows, SOF operators, PME students, and other scholars on topics relevant to Special Operations Forces. JSOU Press publications and their authors regularly find themselves in classrooms supporting JSOU's educational mission. Some publications are included as readings to support classes taught in the armed services' staff colleges and war colleges, and authors are likewise invited to speak for graduate-level seminars related to their work. All publications are posted on the JSOU website home page. This site is open to the public and allows for the free distribution and discussion of ideas and issues of importance to USSOCOM.

"Education + Experience = Wisdom " Admiral Eric Olson, Commander, USSOCOM, SOF Education Conference, July 2008.

JSOU encourages SOF personnel to contribute their experiences and ideas to the SOF community by publishing with JSOU Press. The point of contact for submitting monographs or papers is the JSOU Research Manager who can be contacted at DSN 299-3674 or COMM 813-826-3674 or email jsou_research@socom.mil. In addition to JSOU published documents, the University offers links to PME institutions and other repositories for papers and reference documents. Through its publishing platform and online presence, JSOU is able to influence real-world change by maximizing the reach and impact of its essential offering-ideas.



Special Operations Forces Education

Special Operations Forces Education

The J7/9 Education Branch at HQ USSOCOM provides educational opportunities and insight on existing and new educational programs. They have a wide variety of professional development opportunities geared to fit a high tempo career. The Education Branch offers guidance and assistance on long-term Professional Military Education and Foreign Professional Development. This guidance and assistance is worked through the Services to provide a current career development that fits the priorities set forth by the Commander of USSOCOM. Shorter-term (3-day to 12-week) courses are offered through the Department of Defense Regional Centers, and certain Defense Security Cooperation Agency (DSCA) schools which focus on key subject areas such as counterterrorism (CT), and diplomacy. Also available are long term opportunities (1 - 3 years) that specialize in topics like diplomacy and international engagement, which could lead toward an advanced degree.

The Special Operations Legislative Affairs (SOLA) Fellowship is a HQ USSOCOM sponsored graduate program focused on growing a pool of the best-qualified SOF officers into SOCOM Legislative Advocates of policies that effect the SOF Community. This annual program chooses two best qualified SOF officers to attend a 3-year fellowship. The first year consists of academics; students focus their studies in Public Policies/Legislative Affairs at one of the three prestigious schools in the Washington, D.C. area (Johns Hopkins, Georgetown, and George Washington). Upon graduation, the member would then go on to a two-year follow-on assignment in the SOLA-DC office, learning the legislative processes and advocating legislation for the SOF Community.

Visit the Special Operations Forces Education web page for current information: http://www.socom.mil/j7_9/sofeducation/



Included in this section:

The following pages display a list of education institutions and courses that may be of interest and applicable to joint SOF students. The list is not all-inclusive, it is updated and compiled yearly. Visit the JSOU webpage: https://jsou.socom.mil/Pages/Links.aspx for your research exploration. If you are aware of other applicable courses, please forward information updates to the JSOU Director of Curriculum (JSOU-DC) at DSN 299-3557 or COMM 813-826-3557.

United States Air Force Special Operations School (USAFSOS)

The United States Air Force Special Operations Schools are located at Hurlburt Field, FL and Cannon AFB, NM. They offer the following courses (most are 1-2 weeks each) to interested students. Please visit their website for more information at http://www.afsoc.af.mil/usafsos/

- Contemporary Insurgent Warfare Course (CIWC)
- Contemporary Insurgent Warfare Seminar (CIWS)
- Dynamics of International Terrorism (DIT)
- Insurgency and Foreign International Defense Course (IFID)
- Responsible Officer's Course (ROC)
- Building Partner Aviation Capacity Course (BPACC)
- AFRICOM Theater for SOF Course (ATSOF)
- CENTCOM Theater for SOF Course (CTSOF)
- EUCOM Theater for SOF Course (ETSOF)
- Intercultural Competence for SOF Course (ICSOF)
- PACOM Theater for SOC Course (PTSOF)
- SOUTHCOM Theater for SOF Course (STSOF)
- Introduction to Special Operations Course (ISOC)
- Special Operations Air Command and Control Course (SOFAC2C)
- Special Operations Air Command and Control Seminar (SOFAC2S)
- Mission Commander's Course (MCC)

505th Command and Control Wing, Hurlburt Field, FL http://www.505ccw.acc.af.mil/

• Joint Air Operations and Control Course (JAOC2C), 13 days/4 times/year

This course trains joint personnel (O-5 and below) who may be assigned to a Joint Air Operations Center (JAOC) to perform Service liaison or other duties. Personnel receive education and training on joint and Service doctrine; Theater Air-Ground System; JAOC organization, processes and systems for planning, producing, executing and assessing an ATO. Training consists of academics, seminars, computer labs, practical exercises, and an end-of-course exercise.

Joint Air and Space Operations Senior Staff Course, TS, 5 Days (4 times/year)

The is a senior professional military training program offered by the 705th Training Squadron. The course uses presentation and discussions to provide an overview of the planning, coordination, integration, employment and implementation of air operations strategy in combined/joint operations. The program is designed to prepare colonels and key lieutenant colonels selected by their commands for senior leadership responsibilities in a Combined/Joint Air and Space Operations Center (C/JAOC). The curriculum includes general officers and experienced senior speakers. The audience is approximately half U.S. and half Coalition.

U.S. Army John F. Kennedy Special Warfare Center and School (USAJFKSWCS) http://www.training.sfahq.com/

USAJFKSWCS trains United States Army personnel for the United States Army Special Operations Command (USASOC) and Army Special Operation Forces (ARSOF), which includes Special Forces, Civil Affairs, and Military Information Support Operations (MISO) personnel. According to its mission statement, its purpose is to recruit, assess, select, train and educate U.S. Army Civil Affairs, MISO and Special Forces Soldiers by providing superior training and education, relevant doctrine, effective career management and an integrated force-development capability.

USAJFKSWCS is located at Fort Bragg, N.C. The soldiers educated through their programs use cultural expertise and unconventional techniques to serve their country in farflung areas across the globe. These soldiers bring integrity, adaptability and regional expertise to their assignments.

SOF training is grounded in the SOF Truths:

- Humans are more important than Hardware
- Quality is better than Quantity
- Special Operations Forces cannot be mass produced
- Competent Special Operations Forces cannot be created after emergencies occur
- Most Special Operations require non-SOF assistance

Marine Special Operations School (MSOS), Camp Lejeune, NC

http://www.marines.mil/unit/marsoc/

The Marine Special Operations School (MSOS) screens, assesses, selects, and trains Marines and Sailors for special operations assignments in the U.S. Marine Corps Forces Special Operations Command (MARSOC); provides advanced individual special operations training; plans and executes the component exercise program; and serves as MARSOCs training and education proponent, in order to support MARSOC requirements. Serves as the training and education link between MARSOC, USMC and SOCOM component SOF schools to support MARSOC requirements.

Naval Special Warfare Center, a component of the Naval Special Warfare Command (NSW), Coronado, CA http://www.navsoc.navy.mil/

Provides most of the Naval Special Warfare training. The main courses are the 11-month long United States Navy Sea, Air and Land (SEAL) training and a 5-month long Special Warfare Combatant-craft Crewmen (SWCC) training. SEAL training provides the capacity to operate at sea, in the air and on land, but the ability to work underwater separates the SEALs from most other military units in the world. SWCC are trained in small craft, weapons, tactics, techniques and procedures.

Air University http://www.au.af.mil/au/

- Joint Flag Officer Warfighting Course (JFOWC), 2 Weeks (2 times/year)
 The JFOWC is a general officer course taught at Maxwell AFB, Montgomery, Alabama designed to teach future task force commanders and senior staff members the challenges and requirements of joint warfighting. Established and controlled by the four Service Chiefs, the course focuses on the functions of combatant commands, regional warfighting issues, and interdepartmental and intergovernmental relationships. Serving and retired combatant commanders provide instruction in their area of responsibility and provide combatant and component perspectives on the planning and warfighting scenarios played out during the course.
- Joint Forces Air Component Commander Course (JFACC), 1 Week (1 time/year) and the Combined Forces Air Component Commander Course (CFACC), 1 Week (1 time/year)

JFACC and CFACC are taught at the Air University at Maxwell AFB, Montgomery, Alabama. They are the result of a 1994 decision by all the service chiefs to establish a refresher course for one- and two-star flag officers of all U.S. components on the business of forming and serving as a JFACC for a Joint Force Commander. The CFACC is the same curriculum as the JFACC, but the attendees include other nations' flag officers (predominantly from NATO allies). The JFACC enrolls 14 flag officers. The CFACC is composed of US and allied flag officers.

NATO School, Oberammergau, Germany https://www.natoschool.nato.int

NATO Conventional Targeting Course (N3-17), 10 Days (4 times/year) The aim of this course is to familiarize NATO and invited nations' students with the Joint/

The aim of this course is to familiarize NATO and invited nations' students with the Joint/ Combined/Coalition force applications and targeting cycle. Attendees may include:; Officers from OF-1 to OF-4 level as well as NCOs assigned or selected for assignment to organizations performing duties directly associated with the planning for and employment of military force in support of joint/combined/coalition objectives; exercise planning staffs responsible for evaluating Force Application/Target processes; staff personnel responsible for writing deliberate and crisis action plans involving conventional force application; advisors to senior level decision makers; and civilian equivalents who work in topic related fields.

NATO Special Operations Aviation Planning Course (S3-15), 5 Days (1 time/year)
The aim of this course is to provide students from national, joint or combined organizations the knowledge to plan and employ special operations aviation forces at the operational level as part of a NATO Combined Joint Forces Special Operations Component Command (CJFSOCC) in support of a NATO-led operation including the NATO Response Force (NRF). Attendees may include NATO officers (up to OF 5) and SNCO's

NATO School, continued

(OR 8) including reservists or other personnel who are assigned to or selected for assignment to a NATO or national organization performing any duties directly associated with the planning of SOF air operations in support of NATO, Crisis Response Operations or Article V operations or a planning staff member responsible for SOF aviation planning at the second and third level or equivalent headquarters.

• NATO Operational Planning Course (S3-54), 2 Weeks (3 times/year)

The aim of this course is to prepare operational planners for roles as members of joint operational planning groups or related staff sections within NATO military headquarters, including Combined Joint Task Forces and the NATO Response Force. The course is directed to military officers (OF-3 to OF-5) who are assigned to or selected for assignment to NATO or national positions that involve the planning of combined joint operations. Officers in J3 or J5 assignments and those who are primary members of joint operational planning groups may receive priority.

• NATO CIMIC Staff Course (M9-57), 5 Days (5 times/year)

The aim of this course is to explain the context within which CIMIC is practiced in a NATO-led operation and teach the principles, tasks and skills needed to assume a position in a planning, liaison or operation cell in a J9 of a NATO Headquarters. The course is designed for officers (and senior NCOs) who will be employed in NATO HQ staff positions working in CIMIC functions. It is open to NATO, EU and PfP Nations. Members of Civilian Organizations can be invited. Priority is given to officers (OF-2 to OF-5) who are or will be members of a NATO HQ staff.

The Center for International Humanitarian Cooperation (CIHC)

http://www.cihc.org/

International Diploma in Humanitarian Assistance (IDHA), 1 Month; Various world-wide locations

The IDHA offers a comprehensive, unified training program suitable for all international relief agencies. The course enables aid workers and their organizations to function more effectively and efficiently in times of war or following natural calamities. The IDHA is a highly intensive, multi-disciplinary academic course designed to simulate a humanitarian crisis, with lectures, workshops and field experiences.

United States Agency for International Development Office of U.S. Foreign Disaster Assistance (USAID/OFDA) http://www.usaid.gov/

 Joint Humanitarian Operations Course (JHOC); 2 Days; various U.S. government locations

This course helps select U.S. military leaders and planners to discuss the relationship between USAID, its partners, and the US military, and it prepares participants to work collaboratively during humanitarian assistance/ disaster response (HA/DR) operations. Attendees will become familiar with USAID: its structure, mandate, role and HA/DR responsibilities along with those of other U.S. government, international, and non-governmental organizations.

Center for Civil-Military Relations (CCMR) http://www.ccmr.org/public/home.cfm courses

The CCMR offers the following Counter-Terrorism focused courses (1 to 3 Weeks each by Mobile Education Team) to interested applicants:

- Civil Military Responses to Terrorism MET (MASL # P309069)
- Civil-Military Responses to Terrorism (Regional) (MASL # P273011)
- MET Civil-Military Cooperation (CIMIC) and Combating Terrorism (MASL # P179021)
- Civil-Military Responses to Terrorism: Maritime Security (MASL # P309044)
- Civil-Military Responses to Terrorism: Countering Ideological Support of Terrorism (CIST) (MASL # P309042)
- Civil-Military Responses to Terrorism: Consequence Management (MASL # P309041)
- Civil-Military Responses to Terrorism: Intelligence and Combating Terrorism (MASL # P309043)

Center of Excellence in Disaster Management and Humanitarian Assistance (COE) http://coe-dmha.org/

Humanitarian Assistance Response Training (HART), 3 Days; Various worldwide locations

HART is an introductory course designed to introduce military and civilian personnel to the spectrum of humanitarian action within complex emergencies and natural disasters. Course participants will discuss the unique issues in coordination, public heath, security, and logistics necessary to support or execute a humanitarian program or operation.

Special Operations Command Joint Capabilities (SOC-JC) http://

www.socjfcom.jfcom.mil/

SOC-JC provides three levels of Joint SOF/JSOTF training:

Joint Special Operations Task Force (JSOTF) Course – Level I, 16 hours (Self-paced, online, 9 Modules) NIPRNET (http://jko.jfcom.mil) SIPRNET (http://ko.jwfc.jfcom.smil.mil) Internet Public (https://members.jko-global.net). This course is level I of a III-level program designed to provide basic background knowledge of joint operations, special operations forces (SOF), and JSOTF operations and responsibilities. It is based on the assumption that the student is assigned, or about to be assigned, to a JSOTF HQ, is service specialty or branch qualified, but is not necessarily joint or SOF qualified. The course focuses on the JSOTF as a whole; what it does, and how it operates.

Joint SOF/JSOTF, LEVEL II Course, 5 Days

The Level II course is in-resident training that is designed for those transferring to a theater special operations command assignment or being assigned as an individual augmentee to a Joint Special Operation assignment (CJSOTF, TSOC, JTS, JSOC, or CSO). The course uses presentations, discussion and personal interaction to provide an overview of doctrine, planning, coordination, integration, employment, and implementation of a CJSOTF in combined/joint operations. Presentations may be complemented by guest speakers from various CJSOTF Headquarters.

JSOTF Level III - Joint SOF/JSOTF Collective Training, Various course lengths and locations

This Level III - Joint SOF/JSOTF training is scheduled at various times throughout the year, and is usually conducted at the unit's location via various means ranging from helping unit "exercise project officer" plan an exercise to assistance during actual operations, such as Operation "Enduring Freedom" and "Iraqi Freedom". This training is for individuals who are assigned, or anticipate being assigned, to a JSOTF headquarters or a TSOC, and for units training for JSOTFs, TSOCs and Combatant Command level staffs employing SOF in specific missions.

Joint Personnel Recovery Agency (JPRA), Personnel Recovery Education and Training Center (PRETC) http://www.jpra.jfcom.mil/

 Joint Personnel Recovery Fundamentals for Commanders and Staffs, Self-paced CD Course

The objective of this course is to familiarize all personnel within DoD on Personnel Recovery (PR) policies, concepts, roles, responsibilities, planning and execution. It is broken down into eight units: Introduction to Personnel Recovery; Functions and Responsibilities; PR Preparation; Planning; Joint Operations Procedures; Joint Operations Techniques; Service Capabilities; and, Limitations. It is currently offered as an Advanced Distributed Learning Computer Based Training Product. This course is designed for all (E-4 to O-5 or civilian equivalent) personnel involved in personnel recovery.

• Personnel Recovery Fundamentals for the Joint Staff Officer, 19 Hours over 8 Weeks by Mobile Training Team

The objective of this course is designed to familiarize future joint staff officers attending JPME Level II at the Joint Forces Staff College (JFSC) with the PR roles and responsibilities of the Combatant Command and how to cohesively integrate PR into deliberate and crisis action planning. This course provides training for future joint staff officers who will perform PR related planning for their commands and is broken down into eight sessions: Session 1: Introduction to PR; Session 2: Recovery Considerations; Session 3: PR Planning Considerations; Session 4: Intelligence Support to PR; Session 5: Joint Staff PR Coordination; Session 6: Incorporation of PR in Crisis Action Planning; Session 7: Table Groups Brief Concept of PR Architecture in our Theater of Operations; and, Session 8: Table Top CPX and Graduation. This course is designed for officers (O-3 to O5) who have been assigned to, or are being assigned to, a Combatant Command and either have an interest in or duties to incorporate PR planning into deliberate and crisis action planning.

• Joint Personnel Recovery Fundamentals for Commanders and Staffs, 3 Days by Mobile Training Team

The course objective is to familiarize the JTF or operational level staff with their responsibilities to prepare, plan, coordinate, and execute Personnel Recovery (PR). This course is designed for personnel in the grades of E-5 to O-6 who are assigned to, or are being assigned to, a JTF with duties to plan and execute PR. The course provides fundamental education on preparing for, planning, coordinating, and executing PR as a JTF or operational level staff / operations center. This program is divided into ten academic modules: Introduction; PR Requirements; Recovery Force Planning; Command and Control Considerations; Intelligence Support for Personnel Recovery; Repatriation Planning; JPRC/PRCC Roles and Responsibilities; Information Management; Mission Management; and a CPX.

Joint Forces Staff College - National Defense University (NDU)

http://www.jfsc.ndu.edu/

 Joint, Interagency, and Multinational Planner's Course (JIMPC), 5 Day/40-Hour seminar

This course is taught by the Joint Forces Staff College, National Defense University in partnership with the DoD Office of Force Transformation (OFT). JIMPC is a five day, 34 hour course for government personnel (military and civilian) along with international partners at the 04-06 level (or civilian equivalent) to engage in a 30 person seminar to enhance planning skills necessary to be more fully enabled planners for a unified commander in answering the challenges contingencies and effective campaign planning.

- Joint & Combined Warfighting School (JCWS) JPME-II, 2 months
 JCWS produces graduates capable of creatively and effectively planning operational
 level warfighting for joint and combined military forces while integrating the effects of
 the United States Government, non-governmental organizations, and international organizations to ensure the success of Combatant and Joint Task Force Commanders
 operating within an uncertain operating environment. This course conducts Phase II of
 Joint Professional Military Education. JPME Phase II completes the process of joint education for officers who qualified as joint qualified officers (JQOs).
- Homeland Security Planners Course (HLSPC), 5 Days
 HLSPC is a 40-hour certification course taught by the Joint and Combined Warfighting School, Joint Forces Staff College. The course is designed to educate U.S. mid-grade officers (04 and 05) in homeland security matters such national-level HLS policy, strategy, and plans; Department of Defense HLS policy, strategy, and plans; joint planning processes; and the HLS interagency process. The course will enroll roughly equal numbers of military and interagency participants.
- Joint Command, Control & Information Operations School (JC2IOS), 2 1/2 weeks The goal of JC2IOS is to prepare you to serve in a variety of positions critical to the success of the U.S. and Coalition C41 and Information Operations efforts. All courses endeavor to provide students with a current, relevant, and challenging experience intended to enhance their performance in current or future assignments.
- Joint Information Operations Planning Course (JIOPC), 4 Weeks, offered only in residence at the JFSC

The objective of the JIOPC is to educate and train military students (0-4 through 0-, and DoD Civilian equivalents) to plan, integrate, and synchronize full spectrum IO into joint operational-level plans and orders.

Joint Forces Staff College - National Defense University (JFSC-NDU), Continued

Specifically, the course focuses on the following six (6) learning areas: Joint Operations Planning and Execution System (JOPES); Joint Intelligence Preparation of the Environment; IO Planning; Interagency Planning & Coordination; Military Deception (MILDEC); and Operations Security (OPSEC). Throughout the course the students use traditional planning methodologies within the joint planning community. The course is based upon joint doctrine that is reinforced, when necessary, by a compilation of various tactics, techniques, and procedures from throughout the Department of Defense.

- Joint Planning Orientation Course (JPOC), 1-2 Days
- The objective of this course is for each student to gain familiarity with the commands and agencies involved with, and the procedures and techniques used within the Joint Operation Planning and Execution System (JOPES). The JPOC is intended for US Officers and DoD Civilians and contractors involved in planning at the operational level of war. The JPOC is focused on the Joint, Service, Combatant Command and Service Component Command staff officers involved in Contingency and Crisis Action planning.
- Joint Information Operations Orientation Course (JIOOC), 1 Week
 The objective of the Joint IO Orientation Course is to educate and train US government
 personnel (military grades O-2/3 to 0-6 and civilian equivalents) in the basics of joint Information Operations (IO) with a primary emphasis at the Combatant Command level.
 Specifically, the course focuses on teaching joint IO doctrine and Department of Defense
 IO policy guidance as they apply to the operational level of joint warfare. This course is
 particularly relevant to those serving in support of IO cells and other staff positions that
 require a basic knowledge of Joint IO. If IO planning skills are desired, then the student
 should also take the JIOPC.
- Senior Enlisted Joint Professional Military Education (SEJPME), 40 Hour, Webbased course

SEJPME is a stand-alone web-based course that uses multi-media instruction. The course contains a pre-test, section knowledge checks (quizzes), and a final examination. In order to receive a completion certificate, all learning modules and tests must be completed, a minimum final examination grade of 80% must be achieved, and a completed electronic course evaluation/feedback form is required. Registration is open to all components' (Active Duty, Reserves, Guard) senior enlisted members (E-6 to E-9). Although not a requirement, applicants should have completed their rank required Service PME prior to registering in this course. Students have 90 days to complete the course.

CIA University (CIAU) – Mission Academy, Call for information/registration: 703-613-6020/6005

• Global Terrorism Today Seminar, 5 Days (5 times/year)

This course presents a variety of ways to learn about terrorist groups threatening the US and our allies. Experts in terrorism present on terrorist groups, their history, recruitment strategies, vulnerabilities, planning and operational capabilities, organization, mindsets and general modus operandi. Open to all appropriately cleared members of the Intelligence Community, it is an excellent venue for networking and fostering collaboration with others in the IC engaged in the fight against terrorism.

Regions of Priority Concern, 3-5 Days

CIAU offers the following 3-5 day seminars on national security issues at stake in the "Realities of...", Africa, China, Iran, Middle East, Russia and the New States, and/or North Korea.

United Nations Office for the Coordination of Humanitarian Affairs

http://www.un.org/en/humanitarian/

UN Civil-Military Coordination Course; 6 Days; various worldwide locations

The UN-CM Coordination Training Course focuses on the use of military and civil defense assets in disaster relief; the use of armed escorts for humanitarian convoys; the use of military and civil defense assets in support of humanitarian operations in complex emergencies and; the relationship between military and civilian organizations in complex emergencies. It also refers to tactics, techniques and procedures military forces employ during humanitarian emergency operations and war. The course is aimed at applicants who have experience in emergency response at all levels.

Department of State Foreign Service Institute, Call (703)302-7137/7144 for information; also see http://www.state.gov/m/fsi/

DOS Iraq PRT Orientation Course (AR420); 5 Days; Arlington, VA

This course provides members of Iraq Provincial Reconstruction Teams, and associated personnel, with critical skills needed to function in an interagency organization in a combat environment. The goal of the course is to prepare PRT and ePRT team members to be immediately successful in their new assignments.

Intensive Regional Area Studies – Asia, Europe, Near East & North Africa, Russia/ Eurasia, ,Sub-Saharan Africa, Western Hemisphere

These 1 to 10 day seminars for U.S. government employees highlight the key historical, political, economic and socio-cultural themes of each region. American policy interests such as economic competitiveness, security issues, democratization, environmental concerns and other major initiatives are analyzed.

International Terrorism: Understanding the Threat and Formulating the Response This 3 day seminar is designed for officers from the Dept. of State and other government or military agencies with an interest in international terrorism and its impact on U.S. foreign policy. The course will explore practical ways national security policy makers and officers going to the field can counter the threat of international terrorism.

Doctrine Networked Education & Training (DOCNET), http://www.dtic.mil/doctrine/docnet/

DOCNET offers the following online courses (1 to 3 Hours each) to interested applicants:

- Joint Urban Operations
- Civil-Military Operations
- Joint Logistics
- Joint Force Employment Considerations
- Homeland Defense
- Peace Operations
- Countering Air & Missile Threats
- Joint Targeting
- Close Air Support
- Combating Weapons of Mass Destruction

NATO Special Operations Headquarters, http://www.nshq.nato.int/nshq/

MISSION: The NSHQ is the primary point of development, direction and coordination for all NATO Special Operations-related activities in order to optimize employment of Special Operations Forces to include providing an operational command capability when directed by the Supreme Allied Commander Europe (SACEUR).

NATO Special Operations Training & Education Program (NSTEP) Ensuring operational readiness capabilities of NATO Special Operations Forces to meet the challenges of both today and the future. The program provides a full compliment of courses that span the scope from how to prepare to serve in key assignments within a deployed SOF headquarters to more tactically focused skills of collecting critical information directly from the battlefield. The majority of our courses are now conducted at our new academic campus located at Chievres Air Base, approximately 19 kilometers north of SHAPE Headquarters in Mons.

The NSHQ exists to advance the integration, synchronization and interoperability of all NATO SOF. Promoting NATO SOF training and education is a key pillar to building a solid foundation. We rely upon the feedback offered by past students and the operational experience and feedback that allow us to keep our education and training programs focused, on target, and relevant.

The program is oriented to the Operational and Strategic levels of warfare while endeavoring to address those Tactical capabilities that are critical to the warfighter in today's noncontiguous battlespace. In addition to the curriculum offered the interaction between and trust built amongst the members of the Alliance SOF organizations enables synergistic effects in support of SACEUR's guidance.

NDU REGIONAL CENTERS

The Near East South Asia Center for Strategic Studies (NESA) - Visit the website for developing courses. http://nesa-center.org/

Executive Seminars, 2.5 Weeks

The seminars is directed at strategic thinkers/planners and national security officials (O-5 to O-7 and civilian equivalents).

Senior Executive Seminar, 2 Weeks

These seminars are directed at strategic thinkers/planners and national security officials (Flag/General Officers, Minister and Ambassador-level participants)

Combating Terrorism Executive Seminar – 2 Weeks, 2 Levels

A two two-week Combating Terrorism seminars conducted annually that brings together regional practitioners who work on CT issues. To make progress in countering support for terrorism, we need to look at *causes* rather than just at specific attacks. These seminars are geared toward lead operational CT professionals and planners of national CT strategy (Level 1: O-4 to O-5 and civilian equivalents, Level 2: O-6 and civilian equivalents).

Center for Hemispheric Defense Studies (CHDS) - Visit the website for developing courses. http://www.ndu.edu/chds/

The purpose of scheduled courses is to enhance participants' understanding and ability to analyze conflicts dominated by insurgency and terrorism. The students will be able to evaluate and analyze the nature of the threat as well as the merit of comparative policy response options to confront these phenomena in a democratic context on the basis of reestablishing political stability, strengthening national security, and protecting the rule of law. Students will assess problems, validate arguments, and explore policy options and implications through group study, seminars, and individual research. The course is composed of a distance phase, a residency phase in Washington, DC, and a final research paper.

Africa Center for Strategic Studies (ACSS) - Visit the website for developing courses, http://africacenter.org/home/

The center organizes programs that allow participants to examine complex issues and seek their own solutions. Although headquartered in Washington, DC on the campus of the National Defense University, the Africa Center holds many of its seminars on the African continent.

George C. Marshall European Center for Security Studies (GCMC)

http://www.marshallcenter.org/mcpublicweb/

• Program in Advanced Security Studies (PASS), 12 Weeks

This course is the Marshall Center's flagship resident program. This course of study for civilian government officials and military officers provides graduate-level education in security policy, defense affairs, international relations and related topics, such as international law and counterterrorism. PASS consists of core studies and electives, which include assigned readings, seminar discussions, panels and role-playing exercises, and includes a one-week field study that allows participants to see how theoretical knowledge is applied in the political arena.

- The Senior Executive Seminar (SES), 8 Days (2 times/year)

 An intensive program that provides a forum for an international group of policy makers to explore a current international security issue in depth. Participants include high-level government officials, general officers, senior diplomats, ambassadors, ministers, and parliamentarians. The SES format is based on presentations by senior officials and recognized experts followed by discussions in seminar groups.
- The Program on Terrorism and Security Studies (PTSS), 5 Weeks (2 times/year) This course addresses numerous aspects of a threat that confronts nations around the globe. This course is designed for government officials, police and military officers currently employed in mid— and upper-level management of counterterrorism organizations throughout the world. PTSS focuses on methods to help a state effectively combat terrorism but still adhere to the fundamental values of a democratic society. Participants develop a common understanding of the definition of terrorism and establish contacts that help them approach this complex problem in an international environment.
- Seminar on Transatlantic Civil Security (STACS), 3 Weeks
 This course provides civil security professionals from Europe, Eurasia and North America an in-depth look at how nations can effectively address domestic security issues that have regional and international impact. The seminar examines best practices for ensuring civil security and preventing, preparing for and managing the consequences of domestic and regional crises and disasters. STACS is offered for military officers and government officials responsible for civil security policies and programs, as well as representatives of intergovernmental and nongovernmental organizations with civil security responsibilities.
- Program for Security, Stability, Transition and Reconstruction (SSTaR), 3 Weeks This course addresses both why and when security, stability, transition, and reconstruction operations are required in the global security environment and how a nation can participate productively. This course is for mid-career military and civilian officials (lieutenant colonel, colonel or the civilian equivalent) who are working in a government position that deals with the planning or execution of SSTaR operations. It is designed to

George C. Marshall European Center for Security Studies, continued

enhance the knowledge and skills participants need to be able to advise on their nation's contributions to current and potential multinational SSTaR operations.

Asia-Pacific Center for Security Studies (APCSS) — Visit the website for developing courses. http://www.apcss.org/college/

• Senior Executive Course: Transnational Security Cooperation (TSC), 1 Week (2-3 times/year)

An intensive program for current leaders on the upward track for positions of significant national (and possibly international) responsibility. Designed for senior (O-7 to O-10 and civilian equivalents; 20-25 nations/organizations represented, with one or two from the U.S.) security practitioners from the Asia-Pacific region now serving in positions that require experience and rank at the one-star to four-star military and civilian-equivalent level (intent is to replicate a forum consisting of practitioners who influence security cooperation). Curriculum emphasizes the impact of change in the region, as well as capacities—leader and institutional—to manage change. The course integrates a challenging program of guest speakers, along with interactive seminar workshop dialogues and action-planning.

• Executive Course: Advanced Security Cooperation (ASC), 6 Weeks (2-3 times/year) An executive education course that addresses the major security challenges confronting Asia-Pacific security practitioners. The course is holistic in that It evaluates the complex nature of traditional and non-traditional security dynamics. It affords fellows the opportunity to think critically about security issues and explore opportunities to develop collaborative strategies that address a range of challenges directly. Topics include internal security, including governance, the rule of law, and security sector development as well as issues of external and transnational security involving trans-border challenges associated with global commons which require international collaboration and policy cooperation. Through practical application of critical thinking and problem solving the course allows fellows to effectively understand and, in turn, address the Asia-Pacific's most pressing security issues. ASC is a participant centered learning experience in which interactive and dynamic teaching methods are adopted for the benefit of a multinational audience of practitioners.

Asia-Pacific Center for Security Studies (APCSS), continued

- Asia-Pacific Orientation Course (APOC), 5 days (3 times/year)

 This course is more than an introduction to the Asia-Pacific region. For those new to the region, the course provides foundational knowledge in Asia-Pacific security dynamics. For those familiar with the region, the course provides a venue to share, reflect and enhance their regional knowledge and experiences in an international context and an academic environment of openness. Faculty subject matter experts, offer insights into the regions culture, politics, protocols and challenges, while addressing U.S. interests in the region. Through plenary lectures, expert panels, and small group seminar discussions, participants explore, examine and assess U.S. interests and the interests of the region and their relationship to the political-military, socio-economic and transnational security dynamics facing the Asia-Pacific region today.
- Comprehensive Crisis Management (CCM), 4 weeks (1 time/year)
 This course brings together international Fellows from the Asia-Pacific region to build an intellectual foundation in crisis management, and to enhance professional networking for cooperation in crisis planning and response. Fellows develop a comprehensive understanding of crises and crisis management, with a focus on the strategic impact of decisions and actions before, during and after crises. Reflecting their complexity and scale, crises require a response that is well coordinated and multi-sectoral in nature. Collaboration and critical thinking skills are emphasized, as Fellows participate in lectures and small group discussions with faculty subject matter experts, maximizing the benefits of small-group interaction and discussion. The course is structured into three blocks: Part 1, Framing the Problem and Strategy Development; Part 2, The Interagency Process and the Five Lines of Effort; and, Part 3, Collaboration and Communication in Crisis Management.
- Senior Executive Asia-Pacific Orientation Course (SEAPOC), 3 days (1 time/year)
 This course directly supports the U.S. Pacific Command by providing its senior Staff and supporting components a participant-centered educational environment within which they can: add to their overall knowledge about the Asia-Pacific theater; build upon the senior leader skills necessary to successfully conceptualize, operationalize and execute U.S. policy in an increasingly complex, multi-actor Asia-Pacific; and, develop a network of their peers in the U.S. DoD and wider U.S. government. The course focus is on U.S. interests in a complex and changing Asia-Pacific region. Curriculum will include an in-

Asia-Pacific Center for Security Studies (APCSS), continued

• Senior Executive Asia-Pacific Orientation Course (SEAPOC), continued depth orientation to the major trends and range of potential medium-term outcomes in the Asia-Pacific, an identification of the primary collective action problems facing the U.S. with respect to the region, and the challenges presented by a multi-actor, multi-sectoral Asia-Pacific environment. These subjects are treated through a rigorous program of lectures and interactive discussions, as well as seminar sessions and collaborative Senior Leader Workshops.





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