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FM COMDT COGARD WASHINGTON DC//CG-00//
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COMDTNOTE 1510

SUBJ: NEW PERFORMANCE-BASED REQUIREMENT FOR LEADERSHIP AND
MANAGEMENT SCHOOL (LAMS) FOR ADVANCEMENT TO E-6

A. LEADERSHIP DEVELOPMENT FRAMEWORK, COMDTINST M5351.3

B. ENLISTED PROFESSIONAL MILITARY EDUCATION (EPME), COMDTINST
M1510.2

C. PERSONNEL MANUAL, COMDTINST M1000.6 (SERIES)

1. I AM PLEASED TO ANNOUNCE INCLUSION OF THE LEADERSHIP AND
MANAGEMENT SCHOOL (LAMS) AS A PERFORMANCE-BASED REQUIREMENT FOR
ADVANCEMENT TO FIRST CLASS PETTY OFFICER (E-6). IN ALIGNMENT WITH
REF A AND B, THE LEADERSHIP ADVISORY COUNCIL (LAC) IDENTIFIED LAMS
TRAINING AS ESSENTIAL TO STANDARDIZE LEADERSHIP TRAINING FOR
MEMBERS PREPARING TO ASSUME SUPERVISORY POSITIONS.

2. LAMS IS A 5-DAY COURSE THAT DEVELOPS LEADERSHIP AND MANAGEMENT
SKILLS FOR FRONT LINE SUPERVISORS AND MID-LEVEL LEADERS THROUGH AN
EXPERIENCE-BASED CURRICULUM. STUDENTS ARE GIVEN THE OPPORTUNITY TO
DEVELOP PRACTICAL SKILLS THAT CAN ENHANCE THEIR PERFORMANCE AS
LEADERS. ALL SUCCESSFUL GRADUATES OF THE LAMS COURSE EARN THREE
UPPER-LEVEL COLLEGE CREDITS IN ORGANIZATIONAL DEVELOPMENT FROM THE
AMERICAN COUNCIL ON EDUCATION (ACE). COMPLETION OF LAMS WILL BE
MANDATORY FOR ALL ACTIVE DUTY AND RESERVE E-5 SEEKING ELIGIBILITY
FOR ADVANCEMENT TO E-6 EFFECTIVE 1 JANUARY 2009. BEGINNING WITH
THE MAY 2009 SWE AND THE OCTOBER 2009 RESERVE SWE, COMPLETION OF
THE LAMS COURSE WILL BE MANDATORY FOR PARTICIPATION IN THE E-6 SWE.

3. INVESTING TIME IN OUR PEOPLE AND DEVELOPING OUR FUTURE LEADERS
IS ALWAYS THE RIGHT THING TO DO. TO AID OUR ORGANIZATIONAL
TRANSFORMATION, WE MUST ADOPT A COMPREHENSIVE APPROACH TO
DEVELOPING LEADERS THAT FULLY ACKNOWLEDGES THE SIGNIFICANCE OF
EFFECTIVE LEADERSHIP IN ATTAINING MISSION SUCCESS. IN ADDITION TO
BEING AN ORGANIZATIONAL PRIORITY, THIS INITIATIVE MUST BECOME A
COMMAND PRIORITY. COMMANDING OFFICERS HAVE AN IMPORTANT ROLE AS
LEADERS OF CHANGE TO ENSURE THAT EVERY OPPORTUNITY, SUBORDINATE
ONLY TO THE MOST PRESSING OPERATIONAL NEED, IS AFFORDED FOR ALL E-5
PREPARING FOR ADVANCEMENT TO ATTEND THIS TRAINING.

4. THE MAJORITY OF LAMS CLASSES ARE DELIVERED THROUGH NON-RESIDENT
TRAINING (ROADSHOWS) AT REGIONAL LOCATIONS SUCH AS ISCS, SECTORS,
AND CUTTERS, TO REDUCE TRAVEL EXPENSE WHILE MAXIMIZING ACCESS FOR
REMOTE STATIONS. FOR THOSE MEMBERS UNABLE TO ATTEND A ROADSHOW,
RESIDENT LAMS COURSES ARE TAUGHT ON-SITE AT THE LEADERSHIP

DEVELOPMENT CENTER (LDC) AND AT TRAINING CENTERS YORKTOWN AND PETALUMA THROUGHOUT THE YEAR. PRESENTLY 130 LAMS COURSES WITH 3370 QUOTAS ARE SCHEDULED FOR FY-07. BOTH ROADSHOW AND RESIDENT LAMS CONVENING DATES ARE POSTED AT THE TQC WEB PAGE [HTTP://WWW.USCG.MIL/HQ/TQC/INDEX.SHTM](http://www.uscg.mil/hq/tqc/index.shtm) UNDER CLASS SCHEDULE, C SCHOOL SCHEDULES, LEADERSHIP/MANAGEMENT, COURSE CODE 340720 LEADERSHIP (AND) MANAGEMENT ROADSH.

5. THIS COURSE WILL CONTINUE TO BE OPEN TO ACTIVE DUTY AND RESERVE PERSONNEL IN GRADES E-6, O-2, O-3, (E-4 SUPERVISORS WITH LDC APPROVAL), ALL AUXILIARISTS, AND GS 7-10, WG 5-9, WS 5-9, OR NAF CIVILIAN PERSONNEL. QUOTAS IN EACH LAMS CONVENING WILL BE PRIORITIZED TO MAXIMIZE PLACEMENT OF E-5 AS NEEDED TO PREVENT ADVERSE IMPACTS ON ADVANCEMENTS TO E-6.

6. THIS REQUIREMENT WILL BE INCORPORATED INTO FUTURE REVISIONS OF REF C.

7. COURSE-SPECIFIC LAMS QUESTIONS MAY BE ADDRESSED TO LT TAMI FLOODINE, LDC, PHONE (860) 701-6543 OR E-MAIL: TAMI.L.FLOODINE@USCG.MIL. ROADSHOW SCHEDULING QUESTIONS MAY BE ADDRESSED TO MS JULI PETRUZZELLI, LDC, PHONE (860) 701-6686 OR E-MAIL: JULI.R.PETRUZZELLI@USCG.MIL.

8. PROGRAM OR POLICY QUESTIONS MAY BE DIRECTED TO CAPTAIN EUGENE CUNNINGHAM, COMDT (CG-133), PHONE (202) 475-5509 OR E-MAIL: EUGENE.F.CUNNINGHAM@USCG.MIL.

9. ADDITIONAL INFORMATION ON ALL LEADERSHIP PROGRAMS IS AVAILABLE AT [HTTP://WWW.USCG.MIL/LEADERSHIP](http://www.uscg.mil/leadership).

10. INTERNET RELEASE AUTHORIZED.

11. ADM THAD W. ALLEN, COMMANDANT, SENDS.

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