



The **U.S. Coast Guard Academy** has been dedicated to producing leaders of character since 1876. With that proud history and tradition as a foundation, the U.S. Coast Guard **Leadership Development Center (LDC)** offers emerging leaders a superior growth experience.

The LDC staff reaches out to all Enlisted, Officer, Cadet, Reserve, Civilian and Auxiliary members of Team Coast Guard through resident and nonresident classroom training, unit level programs, and web-based curricula. These delivery strategies combine to improve leadership skills that enhance mission performance and increase retention.

The LDC improves the Coast Guard's performance by training members to demonstrate leadership competencies, providing leadership and quality development efforts and identifying future needs through research and assessment. We offer capstone leadership experiences onboard America's Tall Ship, Barque Eagle and in the virtual environment of SCANTS (Ship, Control, and Navigation Training Simulator).



Chief Petty Officer Academy

The Chief Petty Officer Academy is a five-week, advanced leadership program. Its curriculum and integrated teamwork environment are vital to the leadership development of the Coast Guard's Chief Petty Officer Corps, the backbone of the enlisted workforce. Founded in 1982 at Yorktown, Virginia, the Academy was originally created to provide leadership training to the Coast Guard's senior enlisted personnel. In 1998, with the implementation of the Enlisted Career Development Program, it's mission changed to foster the professional growth and training expected of newly advanced chief petty officers. Today, we proudly share our history, traditions, and professionalism with selected U. S. Air Force senior enlisted personnel, with partners from the Department of Homeland Security, and with international students representing their respective maritime services.



Command and Operations Branch

Prospective Commanding and Executive Officer Course

The Prospective Commanding and Executive Officer Course teaches Coast Guard Cutter Command Cadre, including Officers-in-Charge and Executive Petty Officers, how to apply the Nautical Rules of the Road and Operational Risk Management to save lives by avoiding collisions at sea. The core instruction is built around the visual and radar simulators, and it includes comprehensive, in-depth case study analysis. Another key element of the course is classroom discussion of such topics as legal issues, ship handling, command climate, and ship stability.



The Officer-in-Charge/Executive Petty Officer School

The Officer-in-Charge/Executive Petty Officer School helps prepare officers and enlisted personnel to serve in command cadre positions ashore. The course curriculum focuses on group dynamics, leadership, public affairs, search & rescue management, and a variety of other leadership topics.

Other Training Offered

Command and Operations School instructors also train naval officers from throughout the world during the International Maritime Officers Course. In addition, they provide instruction for the Prospective Operations Officer and Team Coordination Training Courses.



Senior Enlisted Command Master Chief Course

Respecting the Past, Leading the Future.

The Senior Enlisted Command Master Chief Course is a two-week course designed to foster a highly motivated, educated, and trained senior enlisted cadre of master chief, senior chief, and chief petty officers for assignment to "Gold" and "Silver" Badge CMC positions or other high-profile field, command, and joint service billets. During the course, senior enlisted members develop the knowledge, leadership, and management skills required of Command Master Chiefs ordered into this highly selective position. The course teaches the leadership competencies at the senior manager and executive levels, focusing on a variety of topics within the categories of Leading Self, Leading Others, Leading Performance and Change, and Leading the Coast Guard. The course also includes a professional communications component in which students explore ways to clearly communicate workforce needs to senior leadership. Lastly, the course provides a platform for the Commandant and the Master Chief Petty Officer of the Coast Guard to communicate with their senior enlisted leadership.

Officer Accession and Transition Branch



Officer Candidate School

Officer Candidate School (OCS) brings together talented and well-educated men and women from the civilian work force and DOD services and the best and brightest from the Coast Guard's enlisted workforce. For 17 weeks, Officer Candidates undergo intensive military indoctrination, underway training, and classroom education designed to prepare them to serve effectively as officers in the U. S. Coast Guard. Annually, the program contributes approximately 50% of U.S. Coast Guard officer accessions.



Direct Commission Officer School

Direct Commission Officer (DCO) School prepares newly commissioned officers from the Coast Guard enlisted or warrant officer ranks, prior members of other U.S. military services, maritime academy graduates, and civilians with professional degrees to serve in specific critical-fill billets throughout the Coast Guard. The DCO course is three to five weeks in duration, depending on each member's prior experience. It provides newly commissioned officers with a foundation of basic administrative and leadership skills on which to build their careers as Coast Guard Officers.

Reserve Officer Candidate Indoctrination Course

Reserve Officer Candidate Indoctrination (ROCI) is a three-week basic course for officer candidates selected for a commission under the Selected Reserve Direct Commission Program. The ROCI program is modeled after the OCS program, and it provides the new junior officer with the requisite skills for successful Coast Guard service. Supplementing the active duty workforce, newly commissioned ensigns graduating from this program serve one weekend each month and two weeks annually.

College Student Pre-Commissioning Initiative

The College Student Pre-Commissioning Initiative (CSPI) program is comprised of third- and fourth-year college students from institutions with a student body makeup of at least 25% minorities, including those within Historically Black Colleges and Universities, and the Hispanic Association of Colleges and Universities. In their junior year, CSPI candidates enlist in the Coast Guard Reserves, attend boot camp, and graduate as officer trainees in the pay grade of E-3. Prior to their senior year, CSPI students attend a three-week preparatory course at the Leadership Development Center. The course helps prepare them for Officer Candidate School, which they attend upon graduating from college.



Civilian Orientation Program

The Civilian Orientation Program familiarizes new civilian employees with Coast Guard processes, missions, and leadership. To help civilians operate efficiently within the Coast Guard culture, the course exposes them to the operational assets they support and to the Coast Guard environment in which they work.



Chief Warrant Officer Professional Development

Chief Warrant Officer Professional Development is a transition course for senior enlisted personnel entering the U. S. Coast Guard officer corps through direct commissioning to the rank of Chief Warrant Officer. The course of instruction builds on the leadership skills and technical expertise acquired throughout the new officer's enlisted career. Its curriculum covers a wide variety of essential leadership competencies and facilitates professional and personal growth in knowledge, skills, attitudes, and abilities through active learning and self-awareness.



Training Support Branch

Comprising a forward-looking team, the Training Support Branch develops, designs, implements, analyzes, and evaluates the many LDC courses that impact the Coast Guard's officer, enlisted, and civilian workforces. The members of this branch research the latest performance-based training trends to identify emerging changes in leadership delivery programs, incorporating this knowledge as they continue to develop LDC curricula. The branch also uses state-of-the-art evaluation programs to assess LDC students' success in applying their new knowledge and skills on the job.

Leadership and Organizational Performance Branch

Leadership and Management School

The Leadership and Management School is a one-week course designed to enhance supervisory skills for first line supervisors. The course develops skills in the following areas: communicating effectively, influencing others positively, creating an environment that motivates performance, getting the job done while taking care of subordinates, encouraging personal ethics, and promoting teamwork. Course objectives are met by recreating the world of work in the classroom, using role-playing, situational-analysis, and group-discussion and activities.

Senior Leadership Principles and Skills Course

The Senior Leadership Principles and Skills Course is a one-week course designed to improve the leadership competencies of individuals in senior management positions throughout the U.S. Coast Guard. The course focuses on the importance of self-awareness and personal development, and it explores methods for communicating effectively, having a positive influence on others, examining leadership theories, leading change in organizations, cultivating ethical leadership, understanding principles of conflict resolution, and promoting diversity. Students meet course objectives through group discussion, designed experimental activities, and facilitated discussions with subject matter experts.



Team Leader and Facilitator Course

The Team Leader and Facilitator Course is a one-week course that uses extensive practice sessions to improve skills in the collaborative process, helping get the most out of their group or team efforts. Upon completion of this course, students will understand basic facilitation concepts, tools, and techniques; know how to facilitate effective meetings; and be able to guide teams through problem-solving and process-improvement efforts.

Performance Excellence Programs

Through training programs, consultation, and publications, the LDC promotes the Commandant's management framework known as the Commandant's Performance Excellence Criteria (CPEC). This framework is based on the nationally recognized Malcolm Baldrige National Quality Award for Performance Excellence. Working together with headquarters program managers and Organizational Performance Consultants in the field, the LDC coordinates the following initiatives:

- Commandant's Quality Award Examiner Course
- Commandant's Performance Excellence Criteria Orientation Course
- Organizational Performance Consultant Course
- Publication of the Coast Guard's Performance Improvement Guide
- Publication of the Commandant's Performance Excellence Criteria
- Commandant's Performance Challenge Workshops



Unit Leadership Development Program

The Unit Leadership Development Program is a comprehensive leadership development system intended for commands, workgroups, and staff elements of all sizes. The system contains hundreds of tools designed to improve workgroup leadership and followership, collaboration, and ultimately, unit readiness and effectiveness. The web site can be accessed at <http://learning.uscg.mil/uldp/>

U.S. Coast Guard Leadership Memorial



Captain Hopley Yeaton
First Commissioned Officer of
the U.S. Coast Guard



Signalman First Class
Douglas A. Munro
Only Coast Guard recipient
of the Medal of Honor

The LDC enhances mission execution by sustaining and improving the leadership and professional skills of all Coast Guard people.



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http://uscgdev.uscg.mil/LDC_display1.aspx?id=625

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