

Appendix E -- Master Training Plan for CHRM Professionals

Course Code and Title	Source	Type	Target Audience	Priority	Competencies
Force Integration	AFMC	Class	New SES members	I	BM-9
Leadership Dev Prog	CCL	Class	New SES members	I	BM-12, PE-1 thru 18
Senior Executive Equal Opportunity Training	DEOMI	Class	New SES members	I	PE-1, 2, 3
DOD APEX Orientation	DOD	Class	New SES members	I	BM-9
Advanced Concepts for PSMs	CPOCMA	Class	Personnel Systems Manager	II	T-25
Fundamentals of HQ ACPERS	CPOCMA	Class	MACOM & HQ Staff	II	T-25
Personnel Systems Management	CPOCMA	Class	Personnel Systems Managers	II	T-25
Intern Empowerment Seminar	CPOCMA	Class	Interns	I	PR-2, PR-5, BM-9, PE-8, T-25, T-4, T-11, T-1
Human Resource Development	CPOCMA	Class	Specialists	II	BM-6, BM-14, BM-13, PR-19, T-25, T-4, T-11, PR-4
Human Resource Development Seminar	CPOCMA	Class	GS-11 and above	III	BM-6, BM-14, PE-1, PE-2, PE-3, PR-1, PR-2, PR-3, PR-7, PR-18, T-4, T-23
Dispute Resolution	CPOCMA	Class	CPAC Generalists	II	T-16, PR-5, BM-6, PR-9, BM-12, T-1, T-6
Basic Labor Relations	CPOCMA	Class	Specialists	II	PR-3, PR-14, PR-17. T-16
Basic Management-Employee Relations	CPOCMA	Class	Specialists	II	PR-2, PR-3, T-1,2,3,6,7,17,23,28
Labor Negotiations Seminar	CPOCMA	Class	Specialists	III	PR-2, PR-14, PR-18, T-16
CPAC Leadership Seminar	CPOCMA	Class	New CPAC Chiefs	III	BM-6, BM-14, PE-1, PE-2, PE-3, PR-1, PR-2, PR-3, PR-7, PR-18, BM-14, T-4, T-23

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Labor Relations Seminar	CPOCMA	Class	Specialists	III	T-16
Management-Employee Relations Seminar	CPOCMA	Class	Specialists	III	PR-3, T-1,2,3,6,7,23,28
Intermediate Position Management and Classification	CPOCMA	Class	Specialists	III	BM-3, BM-17, PR-4, PR-5, PR-17, PR-18, PR-19, T-5, T-13, T-18, T-20, T-21, T-25, T-26
Workplace Violence: Program Strategies	CPOCMA	Class	CPAC Generalists	III	BM-2, PR-2, PR-3, PR-4, T-16, BM-6, PR-14, BM-9, BM-10, BM-12, BM-13, T-7, T-11, T-12
Basic PM&C	CPOCMA	Class	Specialists	II	BM-3, BM-17, PR-4, PR-5, PR-18, PR-19, T-5, T-13, T-18, T-20, T-21
A-76 for Human Resource Professionals	CPOCMA	Class	Specialists	I/II	BM-4, BM-5, PR-17, T-14, T-15, T-16, T-20, T-25, T-26, T-28
Advanced PM&C Workshop	CPOCMA	Class	Senior Specialists	III	BM-1, T-19, T-21, T-26
Basic Staffing	CPOCMA	Class	Specialists	II	PR-2, PR-4, BM-6, T-11, T-14, T-22, T-24, T-27, T-29
Staffing Seminar	CPOCMA	Class	Senior Specialists & Supervisors	III	T-30, T-14, T-22, T-24, T-27, T-29
Instructional Methods	CPOCMA	Class	Potential Adjunct Faculty & Trainers	III	T-16, PR-9, T-12
Human Resource Leadership Seminar	CPOCMA	Class	New Supervisors/Team Leaders	II	BM-6, PR-7, PE-1,2,3, BM-14, PR-1, PR-2, PR-3, PR-18, T-4, T-23,

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SMGMT 990	USDA	Class	Incumbent Supervisors	III	PR-2, PE-1,2,3, BM-14
SMGMT 710, 810, 927 Management Development Parts I-III	USDA	Class	Managerial Candidates & New Managers	III	PR-1, PR-2, PR-7, PE-1,2,3, BM-9, BM-11, BM-14, BM-17
SMGMT 870 Project Management: Start, Guide and End a Project Successfully	USDA	Class	Action Officers, Team Leaders, Supervisors & Managers	III	PR-3, BM-4, BM-6, BM-11, BM-14, BM-12, PR-18
SMGMT 957 Strategic Planning for a Customer Focused Government	USDA	Class	Managers & Senior Managers	III	BM-9, BM-11, BM-14, BM-12, BM-13, PR-18
SMGT 711 Delegation Skills	USDA	Class	Supervisors & Managers	III	PR-1, PR-2, PE-1,2,3, PR-14, BM-14, BM-12
SMGMT 827 Managing Problem Employees	USDA	Class	Supervisors & Managers	III	PR-1, PR-2, PR-3, PR-12, PE-1,2,3, PR-4, PR-17
SMGMT 918 Time and Self Management	USDA	Class	Open to all	III	PE-16, BM-14, PE-8
SMGMT 867 Forecasting in Government Agencies - A Strategic Approach	USDA	Class	Supervisors & Managers	III	BM-2, BM-14, BM-13

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SMGMT 849 Coaching and Counseling to Increase Productivity	USDA	Class	Supervisors, Managers, & Project Leaders	III	PR-1, PR-2, PR-3, PR-12, PE-1,2,3, PR-17
SMGMT 767 Ethics for Federal Decision Makers	USDA	Class	Supervisors & Managers	III	PR-5, PR-7
SMGMT 979 The Application of New Technologies in the Work Place	USDA	Class	Open to all	III	BM-2, PR-19
SMGMT 983 Consulting/Communications Skills in Management and Program Analysis	USDA	Class	Open to all	III	PR-1, PR-2, PR-3, BM-6, PR-12, PR-14
SMGMT 981 The Economics of Analysis Quality, Productivity, and Cost Benefits Methods	USDA	Class	Open to all	III	BM-7. BM-12
SMGMT 982 Human Factors in Analysis Management and Control of Human Resources	USDA	Class	Open to all	III	BM-14, BM-12, PR-18

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SMGMT 980 Methods Improvement for Government Environment	USDA	Class	Managers	III	BM-1, PR-5, BM-7, BM-11, BM-14, PR-17, BM-12
SMGMT 818 Critical Thinking: Creativity and Innovation	USDA	Class	Open to all	III	T-16, PR-5, PR-17, BM-13
SMGMT 804 Problem Solving and Decision Making	USDA	Class	Supervisors & Managers	III	PR-2, PR-3, PR-5, PR-17, BM-13
SMGMT 963 Management Strategies for Dealing with Disruption and Violence in the Work Place	USDA	Class	Managers	III	PR-2, PR-3, PR-12, PR-17
Intern Leadership Development Course	CAL	Class	GS-5/7 Interns	I	PR-2, PR-3, PR-5, PR-7, PE-1,2,3, PR-17, PE-8, PR-18
Action Officer Development Course	AIPD	Corr	GS-5/7 Interns New Action Officers	I	PR-2, PR-5, PR-7, PR-17, PR-18
Supervisor Development	AIPD	Corr	New supervisors Non-supervisors	I III	PR-2, PE-1,2,3, BM-17
Leadership Education and Development Course	Local	Class	New supervisors Non-supervisors	I III	PR-1, PR-2, PR-3, PR-5, PR-7, PE-1,2,3, BM-10, PR-18
Manager Development Course	AIPD	Corr	New Managers	I	PR-2, PR-5, BM-7, PR-7, PE-1,2,3, T-18, BM-9, PR-17, BM-12, PE-8

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Organizational Leadership for Executives	CAL	Class	New Managers	II	PR-5, PR-7, PE-1,2,3, BM-9, BM-10, BM-14, PR-17
Personnel Management for Executives I	AMSC	Class	Managers	II	PR-2, PR-7, PE-1,2,3, BM-12, PE-8, PR-18
Personnel Management for Executives II	AMSC	Class	Managers	III	PE-1,2,3, BM-9, BM-12
Sustaining Base Leadership and Management	AMSC	Class	All GS-12-14 GS-11 and GS-15 by exception	(com- petitive)	PR-2, BM-4, BM-7, T-18, BM-9, BM-11
Joint General Officer/Senior Executive Training Conference		Class	Newly selected GOs and SES members	I	BM-1, BM-2, PR-2, PE-1,2,3, BM-9, BM-14
Army War College	War College, Carlisle Barracks, PA	Class	GS13-15	(com- petitive)	BM-1, BM-2, BM-7, BM-9, BM-12, BM-14, PR-2, PR-3, PR-4, PR-6, PR-7, PR-11, PR-12, PR-17, PR-18, PE-3, PE-6, PE-8, PE-16
Industrial College of the Armed Forces	National Defense University, Fort McNair, Washington, DC	Class	GS14-15	(com- petitive)	BM-1, BM-2, BM-7, BM-9, BM-12, BM-14, PR-2, PR-3, PR-4, PR-6, PR-7, PR-11, PR-12, PR-17, PR-18, PE-3, PE-6, PE-8, PE-16
National Security Management Course	Syracuse University, Syracuse, NY	Class	GS15	(com- petitive)	BM-9, BM-13, BM-14, PR-5, PR-7, PR-10, PR-16, PR-17, PR-18, PE-6, PE-16,

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