



The Army Force Management School

TEACHING HOW THE ARMY RUNS

Est. 1994



**FORCE
INTEGRATION
COURSE FOR
SENIOR LEADERS**



OUR MISSION

The Army Force Management School (AFMS) provides force management education and training to Leaders, Soldiers, and Civilians Army-wide.

COURSE DESCRIPTION

The Force Integration Course for Senior Leaders (FICSL) is designed to enhance the preparation of senior leaders supporting Army Headquarters Title 10 functions, organizations, and the technical components of strategy, the Army Modernization Enterprise, force development, manning, sustaining and resourcing of these activities; and to better understand the processes, how to improve them, and how Army senior leaders fit into this environment. The lessons in the program of instruction (POI) comprise 36 hours of classroom instruction accomplished by using lecture/conferences, senior leader guest speakers, panel discussions, and peer-to-peer learning. The FICSL is designated as a Positional Course within the Army Strategic Education Program (ASEP). As the course sponsor, the Director of the Army Staff (DAS) has established the policy (August 2019 Memo) for newly assigned Brigadier and Major Generals to attend FICSL within 180 days of assignment to HQDA. All HQDA entry-level SESs and Highly Qualified Experts also attend, as well as select CSM/SGMs and Colonels.



Mr. Jay Moughon
FICSL Course Director
Comm: 703.805.2362
DSN: 655.2362

2024 2023

COURSE SCHEDULE

ID	START	END
002	02-06-2023	02-10-2023
003	05-08-2023	05-12-2023
004	09-11-2023	09-15-2023
001	02-05-2024	02-09-2024
002	05-20-2024	05-24-2024
003	09-09-2024	09-13-2024

WHO SHOULD ATTEND FICSL?

Mandatory attendance:

- All HQDA-newly assigned (including ARNG and USAR) Colonel (P), Brigadier and Major Generals (DAS Memo);
- All HQDA entry-level SESs and Highly Qualified Experts (see AR 350-1);
- All GO/SES positions that review and approve capability requirements documents (see AR 71-9);

Recommended attendance:

- Selected GO and SES positions in ACOMs, ASCCs, and DRUs including deputy State TAGs;
- Selected CSM/SGM currently assigned to a staff position at HQDA, ACOM, ASCC, or DRU level, as approved for attendance by the DCS G-3/5/7, FM SGM;
- Students in the rank of Colonel or GS-15 may attend the course if endorsed by their GO/SES-level supervisor and approved by the AFMS Commandant.

FICSL PROVIDES

An understanding of the organization and functions of HQDA and an overview of several key HQDA level processes:

- Strategy
- Force Management
- Total Army Analysis (TAA)
- Planning, Programming, Budgeting, and Execution (PPBE)
- Regionally Aligned Readiness and Modernization Model (ReARMM)
- Defense Acquisition System (DAS)
- Joint Capabilities Integration and Development System (JCIDS)

The opportunity to hear directly from current Army senior leaders about current Army priorities, strategic initiatives, opportunities, and challenges.

The opportunity to participate in frank, non-attributional discussions with current Army and DoD-level senior leaders and peers on their perspectives and understanding of enterprise-level, senior leader decision making.



HOW TO REGISTER FOR FICSL CLASSES

Contact your ATRRS POC or Training Manager and ask to attend ATRRS Course: 134-FICSL-200.

If you need assistance, please contact our Registrar:

Mr. Duane Stubbs

703.805.4904

duane.stubbs.ctr@army.mil

AFMS is an equal opportunity education and training institution for the Total Army (all components, all commands).

COURSE SCOPE

The FICSL provides a one-week overview of the Army Headquarters enterprise environment, the technical components of "How the Army Runs," and the integration of those components. Topics include strategy, the Army Modernization Enterprise (AME), force development, manning, sustaining and resourcing (including PPBE). The course employs the following methods of instruction:

- **Senior Mentors.** Former Directors of Force Management help guide classroom discussions throughout the week.
- **Guest speakers.** Senior HQDA and OSD practitioners (Principal or Deputy-level).
- **Panel discussions.** HQDA experts share insights and respond to student questions on major Army issues.
- **Peer-to-peer learning.** Students participate in group discussions and practical exercises with peers throughout the week.
- **Army Force Management School (AFMS) Instructors/Facilitators.** Provide overviews of HQDA major processes to enable other instruction.



AFMS ACCREDITATIONS AND CREDENTIALING



AFMS achieved Army accreditation in 2014, 2017 and most recently in 2021. This accreditation signifies that AFMS delivers a high quality, trained and educated Leader, Soldier or Civilian through effective uses of people, processes and systems. In 2018, AFMS achieved American Council on Education (ACE) credentialing for selected courses. AFMS has been a member of the Council on Occupational Education (COE) since 2014. As an Army training and education proponent, AFMS develops Army learning products for the following fields of expertise:

- Force Development • Force Generation (*Global Force Management*) • Force Integration • Force Management •
- Force Structure Documentation • Total Army Analysis (*TAA*)

THE ARMY FORCE MANAGEMENT SCHOOL PROVIDES:

- In-depth, cost effective Force Management (FM) and Strategic Leadership education and training across eight resident courses
- Exportable training to Department of Defense units upon request
- One-on-one, tailored education and training for Department of Defense senior leaders
- Chapter authors and publication support for the "How the Army Runs - A Senior Leader Reference Handbook"

Army Force Management School
5500 21st Street • Bldg 247 • Suite 1400
Fort Belvoir, VA 22060-5923
703.805.4904
<https://www.afms.edu>

*AFMS facilities are Americans with
Disabilities Act (ADA) compliant.*