



2011 ARMY POSTURE STATEMENT



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Officer Education System (OES)

What is it? The OES is the progressive and sequential education and training process for Army officers that begins in the pre-commissioning phase and continues in schools through basic entry level, advanced level, intermediate command and staff level, and senior level. The OES is comprised of the following opportunities:

- 1 **Basic Officer Leader Course:** A two-phased program of pre-appointment/ pre-commissioning and initial entry training which develops junior officers, Lieutenants and Warrant Officers, into leaders who are competent, confident, imbued with the Warrior Ethos, and who are grounded in field craft, proficient in branch skills and capable of leading small units.
- 1 **Warrant Officer Advanced Course:** A course that provides leader, tactical, and technical training needed by warrant officers to serve in company and higher-level positions.
- 1 **Captains Career Course:** This course prepares company grade officers to successfully command at the company level and serve effectively in staff positions at the battalion and brigade level.
- 1 **Warrant Officer Staff Course:** A course that focuses on the staff officer and leadership skills needed to serve in the grade of Chief Warrant Officer (CWO) at battalion and higher levels.
- 1 **Intermediate Level Education:** This course prepares majors to serve as staff officers at the operational level (battalion through corps) in Joint, interagency, and multinational environments during full-spectrum operations.
- 1 **School of Advanced Military Studies:** Educates officers at the graduate level in military art and science to develop commanders and general staff officers who can solve complex military problems in peace and war. The focus of this school is on planning and executing full-spectrum operations in Joint, interagency and multinational contexts.
- 1 **School for Command Preparation:** Provides focused leader development for incoming brigade and battalion commanders and command sergeants major.
- 1 **Warrant Officer Senior Staff Course:** Designed to produce warrant officers with the broader Army perspective required for assignment to CW5 level positions as technical, functional and branch systems integrators and trainers at the highest organizational levels.
- 1 **Senior Service College:** Prepares selected senior Army officers, Civilians, and international leaders for the responsibilities of strategic leadership.

What has the Army done?

Dramatic changes have been implemented across the OES to meet the needs of the transforming Army and the realities of the operational environment. We have communicated across the Army's active and reserve components and adapted the instruction and training scenarios to ensure officer education remains current and relevant. The Army redesigned the Warrant Officer Staff Course, Warrant Officer Senior Staff Course and restructured the Basic Officer Leader Course from three phases to two. This resulted in a more robust leadership curriculum in senior warrant officer courses and meant that Lieutenants arrive at their first unit of assignment an

average of four weeks earlier. As part of the Army's efforts to balance PME with education and experience and reduce the officer Intermediate Level Education (ILE) backlog, three broadening opportunities were approved in lieu of officers attending the Intermediate Level Education Advanced Operations Course (ILE-AOC). The programs approved in lieu of ILE-AOC are Joint Chiefs of Staff/Army Staff Interns, Congressional Fellowship and ILE Interagency Fellows. To enhance the multinational experience of strategic leaders and to broaden their experiences, the Army has increased Senior Service College Fellowship Programs across civilian universities and will double its International Fellowship from 40 to 80 officers by Academic Year 12/13.

What continued efforts does the Army have planned for the future?

The Army continues to explore and adopt ways to adapt OES to support an expeditionary Army capable of conducting full-spectrum operations. This includes increased use of distributed learning and innovative learning models as appropriate to achieve educational outcomes and address leader development capability gaps. The OES continues to develop leaders who are proficient in their core functional competencies while also expanding those competencies to include cross-cultural communications and foreign languages. Students will also receive instruction on promoting economic development, good governance and conflict resolution through negotiations. The OES will also increase its use of Live, Virtual and Constructive (including gaming) training enablers to create training conditions that realistically portray the operational environment.

Why is this important to the Army?

The OES produces a broad-based corps of leaders who possess the values, attributes and skills required to perform their duties in service to the Nation. The Army executes the OES under the principle that by investing in professional development and by providing personal growth opportunities to our officers, we will produce a corps of highly capable, adaptable and confident leaders.

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