# Executive Education Program (EEP)

## Ms. Taylor Hardt
EEP Program Manager
Lejeune Leadership Institute

## Dr. James I. Van Zummeren
Deputy Director
Lejeune Leadership Institute

## Col Eric J. Keith
Director
Lejeune Leadership Institute

Aug 2022

UNCLASSIFIED

# History and Background

**CMC Directed and Emphasized PME for GO/SES/CSEL**

## 2004 (Green Letter 1-04)

- ➢ CMC establishes SLDP [EEP] to:
    - Provide structure to the continued professional growth of GO/SES
    - Better prepare GO/SES for challenges of current and future assignments
    - Identify and secure course seats that expand executive leadership skills at strategic and operational levels of war across the spectrum of conflict

## 2011 (Green Letter 2-11)

- ➢ CMC tasks MCU to run program with M&RA (MMSL) in direct support

## 2020 (Green Letter 1-20)

- ➢ CMC emphasizes lifelong learning as a critical warfighting enabler
    - EEP parallels GO/SES level JPME continuum
    - EEP establishes GO/SES requirement to do PME
    - Enroll in at least one course per functional area per rank
    - Goal is one course annually

## 2022 (Expanded Executive Education Program)

- ➢ CMC expands Executive Education Program (EEP) to include Command Senior Enlisted Leaders (CSEL)

# Executive Education Program

➤ In 2005 EEP launched with 26 courses made available through military and formal institutions

➤ Currently, EEP includes over 30 courses
  ▪ New courses made available by JS or other Service (e.g. Joint Force Special Operations Component Commanders Course)
  ▪ Courses recommended for addition/removal by GO/SES/CSEL
  ▪ Pres, MCU reviews recommendations and approves
  ▪ Example—CMC recommended Singularity University Executive Program.

➤ 4-Course Types:
  ▪ Executive Leadership
  ▪ Joint Warfighting (CJCS [J-7]) designated courses
  ▪ Regional
  ▪ Functional

# EEP Framework (Flexible)

| BGen | MajGen | LtGen |
|---|---|---|
| ➢ **Leadership**<br>• **BGSOC, GOWC, & Capstone**<br>➢ **Joint Warfighting**<br>• Combined/Joint Component Cmdrs. (Air, Land, Maritime, SOC)<br>• Joint Information Operations<br>➢ **Regional**<br>• Marshall Center Senior Executive Seminar<br>➢ **Functional/Supporting**<br>• Cyber Security: The Intersection of Policy and Technology<br>• Strategic Thinking | ➢ **Leadership**<br>• **IFLEX**<br>• Leadership at the Peak<br>• Singularity University Executive Program<br>➢ **Joint Warfighting**<br>• Art of War<br>• **Joint Flag Officer Warfighting Course**<br>➢ **Regional**<br>• NATO Generals, Flag Officers, and Ambassadors Course<br>➢ **Functional/Supporting**<br>• Logistics & Technology Executive Course (LOGTECH)<br>• Senior Executives in International and National Security | ➢ **Leadership**<br>• **AFLEX**<br>• **Pinnacle**<br>• Leadership at the Peak<br>➢ **Joint Warfighting**<br>• Space Executive Course<br>➢ **Regional**<br>• Transnational Security Cooperation Executive Course<br>➢ **Functional/Supporting**<br>• Cyberspace Operations Executive Course<br>• Human Resources: Executive Suite Connect |
| **SES-1** | **SES-2** | **SES-3/4** |
| ➢ APEX<br>➢ Strategic Thinking<br>➢ Cyber Security: The Intersection of Policy and Technology | ➢ Singularity University Executive Program<br>➢ Senior Executives in International and National Security | ➢ Leadership at the Peak<br>➢ Transnational Security Cooperation Executive Course<br>➢ Cyberspace Operations Executive Course |

# Expanded EEP Framework

| CSEL |
|------|
| ➢ **Leadership**<br>• Leadership at the Peak<br>• Leading for Organizational Impact<br>• MIT: Cybersecurity for the Non-Technical Executive<br>➢ **Warfighting**<br>• Art of War<br>➢ **Regional**<br>• The Indo-Pacific Orientation Course<br>➢ **Functional/Supporting**<br>• Cybersecurity: The Intersection of Policy and Technology<br>• Human Resources: Executive Suite Connection<br>• Impact Human Performance/Impact Immersive Experience<br>• Senior Executives in International and National Security Program<br>• Singularity University Executive Program<br>• Space Executive Course |

# Course Scheduling

- Preference List sent out every 6 months (Mar/Sep):
  - GO/SES/CSEL select top three course preferences
  - MCU (LLI) collects and builds draft slate
    - Match preferences with current assignments/regions
  - M&RA (MMSL/MPC) & MCSEA
    - Reviews draft slate of GO/SES/CSEL preferences
    - Agrees or recommends change based
      - Assignment to Boards/MC matters
      - Future assignments
- EEP Slate
  - President, MCU reviews and approves
  - MCU (LLI)
    - Notifies all GO/SES/CSEL
    - Manages participation

**A combination of <u>billet priority</u>, GO/SES/CSEL preference, future assignments and individual availability determine course slating**

# Supply vs Demand and Fairness

➢ Slating considerations
  ▪ Preferences matched with billet assignment and region priorities
  ▪ MMSL/MPC/MCSEA may recommend GO/SES/CSEL for a non-preference course
  ▪ Individual historical participation

➢ Notification of Slated and Non-slated GO/SES/CSEL
  ▪ Notices issued in December and June respectively
  ▪ Slated GO/SES/CSEL confirm availability when notified
  ▪ Once GO/SES/CSEL confirm availability, LLI coordinates with appropriate course institutions for seat confirmation and tuition payment

➢ Cancellation Process
  ▪ GO/SES/CSEL notify President, MCU immediately when scheduling conflicts occur

**Approximately 1/4 of seats require hot-fill due to unforeseen unavailability**

# Key Takeaways

- ➢ Deliberate slating process
  - ▪ A combination of billet priority, GO/SES/CSEL preference, future assignments and individual availability determine course slating

- ➢ Supply is meeting demand
  - ▪ 75%+ of total GO/SES/CSEL population attends a course annually

- ➢ Intrinsic motivation of GO/SES/CSEL population is key to success
  - ▪ PME remains an individual responsibility
  - ▪ EEP strives to provide maximum opportunity for course attendance

- ➢ Communication is essential for hot-fill process
  - ▪ Unforeseen circumstances will require participant cancellation
  - ▪ Early identification of non-availability prevents loss of a seat and allows us to properly prepare an alternate participant

# **QUESTIONS**

taylor.hardt@usmc.mil
Cell: (703) 801-4987

james.vanzummeren@usmc.mil
Cell: (703) 627-1540

eric.keith@usmcu.edu
Cell: (910) 297-7030