

Undergraduate Certificate in Leadership and Workforce Development

Effective with Academic Year 2021-2022 (SMC-R 72 and SMC-DL 47), the Sergeants Major Academy (SGM-A) is awarding an Undergraduate Certificate in Leadership and Workforce Development to qualifying graduates of the Resident and Distance Learning Sergeants Major Course (SMC-R and SMC-DL). The Army Command and General Staff College (CGSC) grants the 44 credit hour undergraduate Certificate. To earn the certificate students must meet all SMC program requirements outlined in the CGSC College Catalog (CGSC Circular 350-1)

“Leadership” and “workforce development” are core competencies and essential requirements for U.S. Army noncommissioned officers. The CGSC Undergraduate Certificate in LWD intentionally leverages the world’s premier leader development program for NCOs, as well as individuals’ professional military experiences. Curriculum and SMC pedagogies and andragogy encourage students to “connect” learning with experience, and to draw on the experiences of peers and professors (all of whom have extensive experience leading and managing organizations around the world). The Sergeants Major Academy (SGM-A) on Fort Bliss, TX, develops and delivers all LWD courses.

In 2017, the SGM-A formally joined the U.S. Army Command and General Staff College as its fourth school and branch campus. CGSC is accredited by the Higher Learning Commission to offer four graduate degrees, two graduate certificates, one bachelor’s degree, and one undergraduate-level certificate. All SGM-A faculty teaching LWD courses meet Higher Learning Commission and Command and General Staff College credentialing requirements and faculty qualification standards.



For More Information

Degree Programs Chief

NCOLCoE/SGM-A Education & Degree Program Analyst / Advisor / CGSC Assistant Registrar
(915) 744-0929 or 744-8243 Option 3
shawn.p.conrad.civ@army.mil

SMC-R LWD Programs Advisor

(915) 744-1443 or (915) 744-8243 Option 2
usarmy.bliss.ncolcoe.mesg.ncolcoe-degree-programs-lwd-r@army.mil

SMC-DL LWD Programs Advisor

(915) 744-8352 or (915) 744-8243 Option 1
usarmy.bliss.ncolcoe.mesg.ncolcoe-degree-programs-lwd-dl@army.mil

Mailing Address

The NCO Leadership Center of Excellence
& Sergeants Major Academy
11291 SGT E. Churchill Street
Fort Bliss, Texas 79918-8002
Phone: (915) 744-8009 (DSN: 621)
Fax: (915) 744-8484

When mailing Official Documents, reference BA-LWD, Please Add: **ATTN: Degree Programs Office to mailing address

Connect With Us

<https://www.ncolcoe.army.mil/>
<https://www.ncoworldwide.army.mil/>
<https://www.facebook.com/NCOLCoE2>
<https://www.twitter.com/NCOLCoE>
<https://www.youtube.com/TheNCOLCoE>
<https://www.instagram.com/ncolcoepao/>
<https://www.flickr.com/photos/sgmacademy/albums>
<https://www.linkedin.com/school/ncol-coe/>



SERGEANTS MAJOR ACADEMY

Undergraduate Certificate in Leadership and Workforce Development

As of November, 2024

“Leaders Build Lethality, We Develop Leaders!”



Program Requirements

All students attending the SMC (resident and distance learning) are eligible to earn the LWD Certificate.

Students must:

- Pass all 15 LWD courses with a grade of 'C' (70%) or above
- Achieve a cumulative GPA of at least a 2.0 for all LWD courses
- Graduate from the Sergeants Major Course

The Sergeants Major Course (both resident and distance learning) consist of undergraduate level credit hours that are used for the LWD certificate. They are completed during the 10-month resident or the 24-month distance learning course. The curriculum has four Focus Areas:

- Leadership (12.7 Credit Hours)
- Military Decision Science (8 Credit Hours)
- Training Program Management (14 Credit Hours)
- Communication Skills (9.3 Credit Hours)

All fifteen courses comprising an Undergraduate Certificate in LWD are the same LWD courses offered by SGM-A faculty in partial fulfillment of a BA in Leadership and Workforce Development.



Required Courses

The 44 Credit Hour (CH) Undergraduate Certificate in Leadership and Workforce Development is earned by graduates of the Sergeants Major Course Resident and Distance Learning (SMC-R and SMC-DL) courses who meet all SMC program requirements outlined in the CGSC College Catalog, and explained below.

Focus Area I: Leadership (12.7 credit hours)

- L411 Workplace Ethics (0.8 hour)
- L412 Leading and Developing Organizations (3.1 hours)
- L413 Building High Performance Teams (1.8 hours)
- L414 Empowering Others to Lead Using (0.9 hours)
- L415 Coaching and Mentoring (2.5 hours)
- L416 Sustaining Organizational Capacity (2.7 hours)
- L417 Human Resource Management (0.9 hour)

Focus Area II: Military Decision Science (8 credit hours)

- L421 Strategic Planning I: Solving Complex Problems (1 hour)
- L422 Strategic Planning II: Understanding Culture and Context (1.9 hours)
- L423 Strategic Planning III: Processes and Systems I (5.1 hours)

Focus Area III: Training Program Management (14 credit hours)

- L431 Managing Effective Training (0.8 hour)
- L432 Adult Learning /Instruction Techniques (5.6 hours)
- L433 Safety and Risk Management (1.1 hours)
- L434 Sustaining a Values-Based Culture (0.9 hour)
- L435 Building Resilience in Others (2.8 hours)
- L436 Physical Wellness Program Management (0.9 hour)
- L437 Measuring Workforce Efficiency (1.9 hours)

Focus Area IV: Communication Skills (9.3 credit hours)

- L441 Writing and Presentation Skills (1.1 hours)
- L442 Writing and Analytical Skills Assessment (5.4 hours)
- L443 LWD Course Capstone (2.8 credit hours)

Total for Focus Areas I-IV (44 credit hours)

Frequently Asked Questions

Are graduates of the SMC prior to 2022 eligible for the LWD certificate, retroactively?

No, only students who graduate in the academic year (AY) 2021-2022 (SMC-R 72 and SMC-DL 47) and later are eligible.

How much does the LWD Certificate cost?

This program does not cost the participant anything since all coursework is done as part of the SMC. Tuition Assistance (TA) and Credentialing Assistance (CA) are not used for this program.

Are International students allowed to participate in the LWD Certificate program? Yes. As long as they complete all of the required coursework for the certificate.

Can I receive the LWD Certificate if I already have or am working on a Bachelor/Master or higher degree?

Yes. All SMC graduates in AY 2021-2022 and later are eligible for the certificate. The curriculum of the SMC (AY 2021-2022 and later) meets all of the requirements for the academic certificate. There is no physical Certificate. Your CGSC Transcript will identify that you earned the UG-Cert-LWD. Each individual will have to request transcript through the respective email in "For More Information" of this Trifold.

Can I earn the LWD Certificate and the BA in LWD degree?

Yes. The credits from the certificate can be used for both the academic certificate and the Bachelor Degree. Many schools will use credit from an undergraduate certificate and apply those credits to a bachelor degree (Undergraduate certificates are often seen as a 'stepping' stone to a bachelor degree the same way an associates degree is).

If I do not complete the SMC can I still earn the certificate by taking the classes I did not complete at another institution?

No. All course work must be complete at the Sergeants Major Course; no course work will be used for transfer credit from another institution.