

Bachelor of Arts in Leadership and Workforce Development

The Sergeants Major Academy (SGM-A) is offering a Bachelor of Arts in Leadership and Workforce Development. The BA in LWD Degree is a 120 credit hour undergraduate degree program offered in the resident Sergeants Major Course (SMC) and awarded by the Army Command and General Staff College (CGSC). The NCOLCoE is working to build a degree path through all levels of the NCO Professional Development System that supports and culminates with the BA in LWD Degree. The BA in LWD Degree Program Catalog outlines the type of college credits earned along the NCOPDS learning continuum from other universities, CLEP, DSST tests, and work experience. The BA in LWD Degree focuses on Leadership and Workforce Development core competencies and essential skills related to all NCO duties and responsibilities that translate directly to stackable education and enhances NCO leader development. CGSC is the regionally accredited institution with authority from the Higher Learning Commission, Department of Education, and Title 10 U.S. Code to award the BA in Leadership and Workforce Development Degree to qualified graduates of the SMC.



For More Information

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THE NCO LEADERSHIP
CENTER OF EXCELLENCE

Bachelor of Arts in Leadership and Workforce Development (BA-LWD)

As of April 1, 2020

"Leaders Build Lethality, We Develop Leaders!"



THE NCO LEADERSHIP CENTER OF EXCELLENCE

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We Develop Leaders!



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General Education Requirements

The General Education (GE) requirements for the BA in LWD Degree are designed to broaden students' perspectives. BA in LWD Degree candidates must complete a total of 36 credit hours from other regionally accredited colleges or universities, and meet credit hour minimums for each GE topic area listed below:

English Composition	3 hours
Mathematics	3 hours
Statistics / Quantitative Reasoning	3 hours
Public Speaking / Oral Communication	3 hours
Physical Science	3 hours
Ethical Reasoning	3 hours
History	3 hours
Humanities or Modern Language	3 hours
Social Science I	3 hours
Social Science II	3 hours
Physical Education	3 hours
36 hours	

Pre-SMC LWD Program Requirements

Students complete 27 credit hours of LWD Major requirements and 10 credit hours of Electives.

LWD MAJOR REQUIREMENTS

(27 credit hours) Degree candidates meet LWD Major Requirements under each of the program's four focus areas (Leadership, Decision Sciences, Training Program Management, and Communication) in some combination of the following:

- Coursework completed at other accredited universities
- The College Level Examination Program (CLEP)
- DSST exams (formally DANTES standardized tests)
- Credit awarded based on ACE recommendations for Army coursework.

ELECTIVES

(10 credit hours) The CGSC Registrar will accept up to 10 credit hours from other accredited institutions as electives toward the 120 credit hour requirement for a BA in Leadership and Workforce Development Degree.

Resident SMC Requirements

The SMC portion of the BA in Leadership and Workforce Development Degree, consisting of 47 credit hours, is completed during the 10-month resident SMC delivered by The NCOLCoE and The Sergeants Major Academy. The curriculum is clustered under four Focus Areas: Leadership, Military Decision Science, Training Program Management, and Communication Skills.

Focus Area I: Leadership (13 credit hours)	
LWD Course I-1	Workplace Ethics (1 hour)
LWD Course I-2	Leading and Developing Organizations (3 hours)
LWD Course I-3	Building High Performance Teams (2 hours)
LWD Course I-4	Empowering Others to Lead Using (1 hour)
LWD Course I-5	Coaching and Mentoring (2 hours)
LWD Course I-6	Sustaining Organizational Capacity (3 hours)
LWD Course I-7	Human Resource Management (1 hour)
Focus Area II: Military Decision Science (12 credit hours)	
LWD Course II-1	Solving Complex Problems (1 hour)
LWD Course II-2	Understanding Culture and Context (2 hours)
LWD Course II-3	Processes and Systems (6 hours)
LWD Course II-4	MDS Block Assessment (3 hours)
Focus Area III: Training Program Management (15 credit hours)	
LWD Course III-1	Managing Effective Training (1 hour)
LWD Course III-2*	Adult Learning /Instruction Techniques (6 hours)
LWD Course III-3	Safety and Risk Management (1 hour)
LWD Course III-4	Sustaining a Values-Based Culture (1 hour)
LWD Course III-5	Building Resilience in Others (3 hours)
LWD Course III-6	Physical Wellness Program Management (1 hour)
LWD Course III-7	Measuring Workforce Efficiency (2 hours)
Focus Area IV: Communication Skills (4 credit hours)	
LWD Course IV-1	Writing and Presentation Skills (1 hour)
LWD Course IV-2	Writing and Analytical Skills Assessment (3 hours)
LWD Course IV-3*	"LWD Course Capstone" (3 credit hours)
Total for Focus Areas I-IV (47 credit hours)	

Frequently Asked Questions

How much does the BA in LWD Degree cost?

Tuition assistance typically covers all tuition and book fees. The CGSC Registrar will account for your progress throughout the NCOPDS and award college credit via an academic portfolio. This portfolio is converted to a college transcript and available upon request and completion of the SMC. The general education requirements may or may not have associated costs, subject to the student's choice of completion methods.

If I do not have the requisite general education requirements complete prior to attending the SMC, will I still be allowed to enroll and complete the BA in LWD Degree program?

If a student enrolls in the BA in LWD Degree program at the start of the SMC, he/she may receive a college transcript that reflects the credit hours earned during the SMC. After graduation from the SMC the student can continue his/her general education studies until all requirements are complete. Once the CGSC Registrar receives documentation and/or transcripts, showing successful completion of any remaining general education requirements, the Registrar may then confer the BA in LWD Degree.

Are international students attending the SMC allowed to participate in the BA in LWD Degree program?

Yes.

Can I receive the BA in LWD Degree if I already have a Bachelor and/or Master Degree or if I am currently working on a separate Bachelor and/or Master Degree?

Yes. The BA in LWD Degree is not subject to tuition assistance (TA) limitations and restrictions. However, it is the student's responsibility to determine the timing of the conferred BA in LWD Degree with-regard-to its impact on TA for his/her separate studies.