

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 32 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.



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THE NCO LEADERSHIP
CENTER OF EXCELLENCE



SERGEANTS MAJOR ACADEMY

Undergraduate Certificate in Leadership and Workforce Development

As of January 18, 2022

“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)
- Program Management (2.7 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 32 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)
LWD Course 411	Workplace Ethics (0.8 CH)
LWD Course 412	Leading and Developing Organizations (3.1 CH)
LWD Course 413	Building High Performance Teams (1.8 CH)
LWD Course 414	Empowering Others to Lead Using Disciplined Initiative (0.9 CH)
LWD Course 415	Coaching and Mentoring (2.5 CH)
LWD Course 416	Sustaining Organizational Capacity (2.7 CH)
LWD Course 417	Human Resource Management Processes and Systems (0.9 CH)
Focus Area II: Military Decision Science (8 Credit Hours)	
LWD Course 421	Strategic Planning I: Solving Complex problems (1.0 CH)
LWD Course 422	Strategic Planning II: Understanding Culture and Context (1.9 CH)
LWD Course 423	Strategic Planning III: Processes and Systems (5.1 CH)
Focus Area III: Training Program Management (2.7 Credit Hours)	
LWD Course 431	Managing Effective Training (0.8 CH)
LWD Course 437	Work Measurement and Efficiency (1.9 CH)
Focus Area IV: Communication Skills (9.3 Credit Hours)	
LWD Course 441	Writing and Presentation Skills Development (1.1 CH)
LWD Course 442	Writing and Analytical Skills Assessment (5.4 CH)
LWD Course 443	LWD Course Capstone (2.8 CH)
Total for Focus Areas I-IV (32.7 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 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.

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.