



PERSONNEL AND
READINESS

OFFICE OF THE UNDER SECRETARY OF DEFENSE

4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

APR 14 2010

MEMORANDUM FOR: DIRECTOR, PERSONNEL POLICY
(DEPARTMENT OF AIR FORCE)
DEPUTY ASSISTANT SECRETARY, CIVILIAN HUMAN
RESOURCES (DEPARTMENT OF NAVY)
ASSISTANT SECRETARY OF THE ARMY, MANPOWER
AND RESERVE AFFAIRS (DEPARTMENT OF ARMY)
PROGRAM EXECUTIVE OFFICER, EXECUTIVE
LIFECYCLE MANAGEMENT

SUBJECT: Nominations for CAPSTONE

The Department of Defense is pleased to announce a call for nominations to CAPSTONE, hosted by the National Defense University. CAPSTONE is a highly regarded, six week intensive course, consisting of seminars, case studies, informal discussions and visits to key U.S. military commands throughout the world. CAPSTONE examines major issues affecting national security decision making, military strategy, joint/combined doctrine, interoperability, and key allied nation issues in order to enhance the planning abilities in joint and combined operations. The attached brochure further amplifies CAPSTONE's objectives and goals.

Originally created in 1982 and later reformed in 1986, CAPSTONE was designed for newly selected general and flag officers. The course remains proportionally military with limited availability for Senior Executives. The Department is committed to the development of an Executive Development Continuum, which will further enhance the DoD competencies across the Senior Executive Service (SES) tiers. The strategy for developing this continuum leverages existing structured learning opportunities for General/Flag Officers (G/FOs) and SES, as well as developing new learning opportunities to close gaps where they may exist.

CAPSTONE allows for interactions with American Ambassadors, embassy staffs, senior political and military leaders of foreign governments and Combatant Commanders of U.S. unified commands. It is the Department's expectation that CAPSTONE will allow SES to develop valuable networks while augmenting their enterprise, joint and national security competencies.

This course is funded by the Deputy Under Secretary of Defense (Civilian Personnel Policy). Lodging and meals are covered in the overall course cost.

Components are responsible for funding travel and per diem for their executives. This course is scheduled for two offerings in FY 2010 as follows:

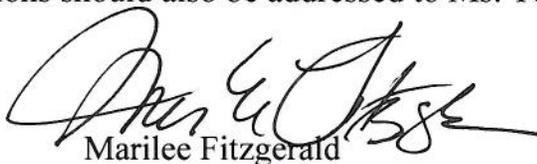
July 12, 2010 – August 20, 2010
September 27, 2010 – November 5, 2010

Nominees should be Tier 2 executives who are endorsed by their supervisors and regarded as high potential candidates for future Tier 3 positions. They should be in positions where a thorough understanding of the joint environment is essential for mission accomplishment and in a position where this course will help them fulfill near term professional requirements.

Please send your nominations to Suzanne Torres, Senior Executive Management Office, Civilian Personnel Management Service, through your respective Senior Executive Management Offices. The Military Departments are to include COCOM SES nominations. Each Component should identify three executives and one alternate for each course.

Due to the high demand and extremely limited capacity for this course, Executives nominated for this course must have prior supervisor approval and, once confirmed to attend, must attend, absent a family or medical emergency. Any requests to drop from a course must be provided to me for a final determination. This is an extremely unique opportunity for our Department's Senior Executives and I encourage you to take full advantage of this opportunity.

All nominations must be submitted to Ms. Suzie Torres, at suzanne.torres@cpms.osd.mil by May 14, 2010 for the July course and July 2, 2010 for the September course. Questions should also be addressed to Ms. Torres (703) 696-1327.



Marilee Fitzgerald
Acting Deputy Under Secretary
Civilian Personnel Policy

Attachments:
As stated



CAPSTONE

Location: National Defense University
Fort McNair
Washington, D.C.

Frequency: Two sessions in 2010

Duration: 6 weeks

DoD Course Manager

For Senior Executive Service Attendees:

Suzie Torres, CPMS
DoD Senior Executive Management Office
suzanne.torres@cpms.osd.mil
Comm. (703) 696-1327

Description:

CAPSTONE is a highly intensive six-week course designed to reinforce the comprehension of joint matters and national security strategy required throughout a Senior Executive and General/Flag Officer's career. CAPSTONE learning objectives ensure that participants can:

- Analyze the national security policy process
- Comprehend Service, joint, interagency, and multinational capabilities and their integration in order to attain national security objectives.
- Analyze relationships between the military and cabinet-level departments, Congress, NSC, DOD agencies, and the public.
- Comprehend how joint, service, and multinational battle space systems are integrated in support of theater strategies.
- Comprehend the impact of defense acquisition programs and policies and their implications for enhancing our joint military capabilities.

Target Population:

- Tier 2 Executives currently in a position where a thorough understanding of joint environment is essential for mission accomplishment and fulfillment of near-term professional requirements.

DoD Institutional Competencies Addressed:

- Joint Perspective
- Enterprise Perspective
- National Security
- Leadership
- Business Acumen

Funding:

Tuition (including lodging and meals) is OSD-funded. Units are responsible for funding travel to and from the seminar location.

Pre-Course Requirements:

No pre-course requirements.

Remarks:

CAPSTONE consists of classroom seminars, local area studies, U.S. based Combatant Command field studies, overseas field studies, and a Joint Operation Module. Personal commitment and involvement is essential to this course.