

Company and Field Grade Officer Talent Management Guidelines

The guidelines and illustrations below serve as professional development recommendations for officers within III Corps. It does not prescribe the path of assignments or educational requirements that will guarantee success, but rather describes a range of developmental opportunities an officer can expect for a successful career. A broad range of experiences provide officers fundamentally different perspectives of the Army as an element of strategic land power. Professional Military Education (PME) at the right time preserve opportunities for Key Developmental (KD) and broadening assignments. Raters and senior raters should closely manage those officers that perform well and demonstrate potential for increased responsibility. Finally, mentoring, counseling, and coaching are crucial for the success of the officer developmental process and Army talent management.

KD Time Considerations:

- More KD time may be good for unit, but NOT for the Army or the officer.
- 12-18 months CO total KD time and 18-24 months FG total KD time.

Officer Slating Considerations:

- Manner of performance and pattern of performance matter.
- Professional timelines (primarily KD requirements) in conjunction with promotion selection board (PSB) schedule and overall career experiences.
- Cohort year group (YG).
- Date of Rank.
- Current military educational level and next PME.
- Time in command and time at a location/station/unit.
- General preferences for next assignment (KD vs broadening vs special).
- Civilian Education.
- Dwell time.
- Other key considerations i.e. EFMP, MACP, HS Stabilization, and deployability.

“Officer development for the Army should effectively balance breadth and depth of experience... [a]ll assignments are important to sustain a trained and ready Army. An officer’s focus should be on bringing the Warrior Ethos to every job and every facet of their development. Officers use challenging assignments at all levels to help them hone, through experience, what they have learned through their formal education about leading and training Soldiers.”

-Department of the Army Pamphlet 600–3, Commissioned Officer Professional Development and Career Management, dated 3 December 2014.

Illustration 1: Professional timeline of promotion boards based on year group.

PROFESSIONAL TIMELINE												AS OF: 17 May 2016
COHORT YG	PZ CPT	BZ MAJ	PZ MAJ	BZ LTC	PZ LTC	1ST BN CSL	1ST SSC	LAST BN CSL	BZ COL	PZ COL	1ST BDE CSL	LAST SSC
FY16 MONTH OF BOARD	APR / MAY	JUL / AUG	JUL / AUG	NOV	NOV	NOV	SEP	NOV	FEB	FEB	FEB	SEP
FY17 MONTH OF BOARD	MAR	JUL / AUG	JUL / AUG	JAN	JAN	NOV	AUG	NOV	APR / MAY	APR / MAY	OCT	AUG
1986												2009
1987												2010
1988												2011
1989												2012
1990												2013
1991												2014
1992												2015
1993												2016
1994												2017
1995												2018
1996												2019
1997												2020
1998												2021
1999												2022
2000												2023
2001												2024
2002												2025
2003												2026
2004												2027
2005												2028
2006												2029
2007												2030
2008												2031
2009												2032
2010												2033
2011												2034
2012												2035
2013												2036
2014												2037
2015												2038
2016												2039
2017												2040

NOTE: ALL YEARS REFERENCED ARE FISCAL YEAR

Illustration 2: Officer Career timeline (balancing KD vs broadening assignments).

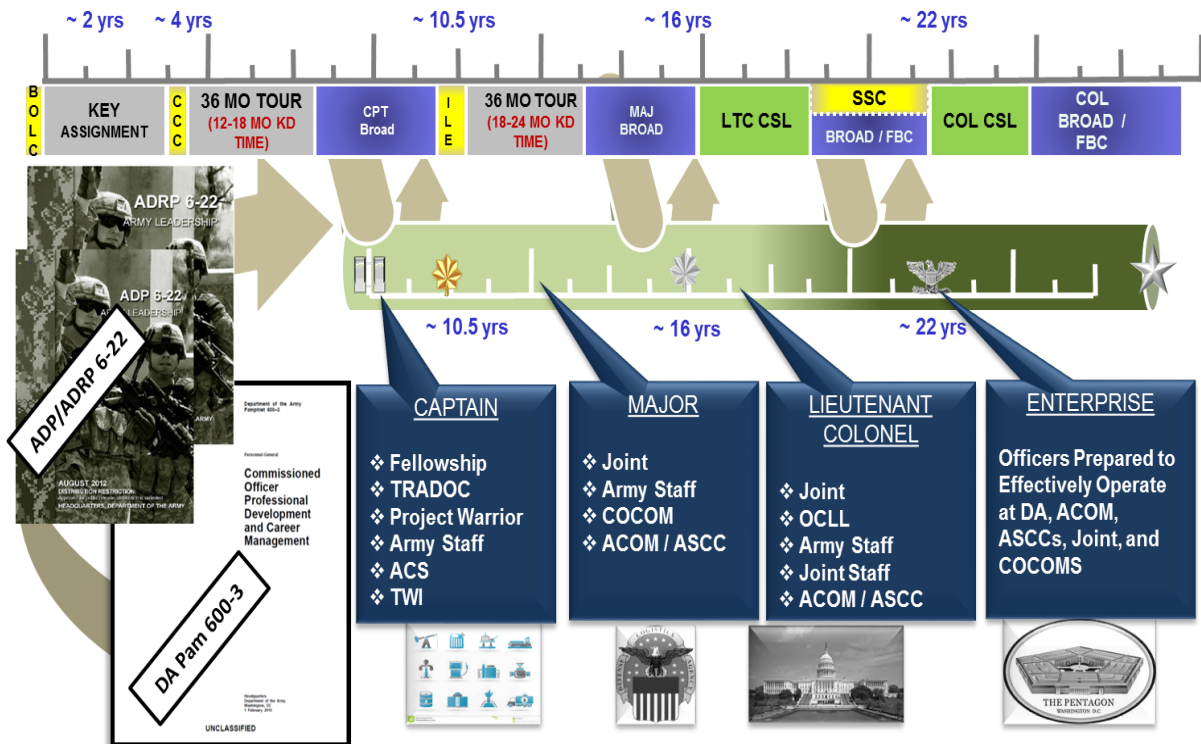


Illustration 3: Distribution cycle overview.

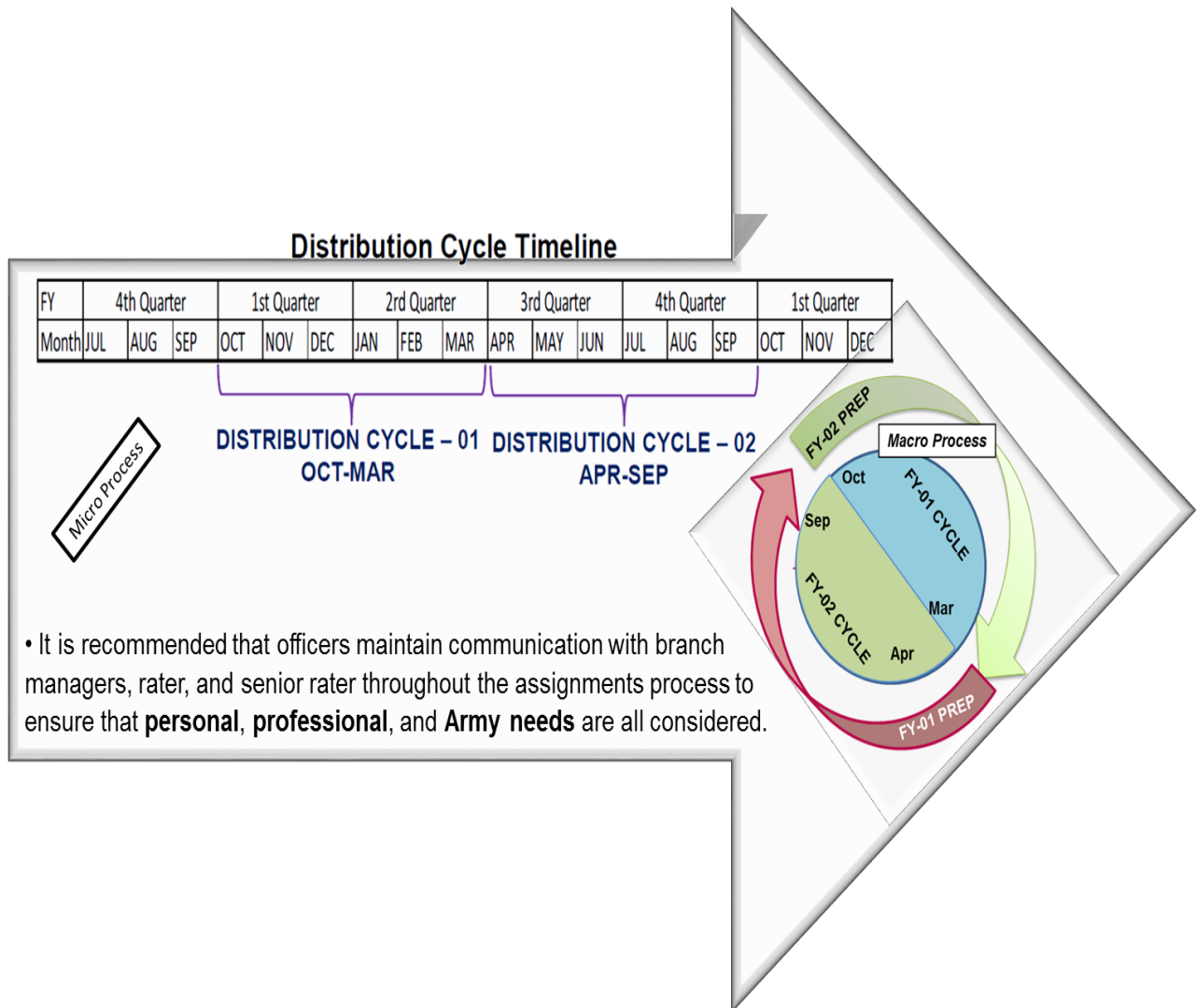


Illustration 4: FY17 Army selection board schedule.

FY17 Army Selection Board Schedule

BOARD	CONVENE	RECESS
2nd QUARTER		
LTC ARMY (OPS,OS,FS) PSB and MAJ SELCON	10-Jan-17	2-Feb-17
LTC AMEDD PSB and MAJ AMEDD SELCON	18-Jan-17	25-Jan-17
BG ARMY PSB	24-Jan-17	31-Jan-17
LTC MC/DC PSB and MAJ MC/DC SELCON	24-Jan-17	31-Jan-17
RESERVE COMPONENTS LTC APL PSB and MAJ APL SELCON	30-Jan-17	16-Feb-17
RA-USAR (AGR) MSG PROMOTION / SFC QSP	7-Feb-17	3-Mar-17
RESERVE COMPONENTS COL AMEDD PSB	14-Feb-17	3-Mar-17
RESERVE COMPONENTS LTC AMEDD PSB and MAJ AMEDD SELCON	14-Feb-17	3-Mar-17
MAJ MC/DC PSB and CPT MC/DC SELCON	27-Feb-17	3-Mar-17
RESERVE COMPONENTS MAJ CH PSB and CPT CH SELCON	28-Feb-17	3-Mar-17
MAJ CH PSB	6-Mar-17	10-Mar-17
CH ILE	6-Mar-17	10-Mar-17
USAR MAJ JAG PSB	7-Mar-17	10-Mar-17
RESERVE COMPONENTS MAJ APL PSB and CPT APL SELCON	7-Mar-17	28-Mar-17
SENIOR SERVICE COLLEGE SPECIAL BRANCHES (AMEDD)	13-Mar-17	24-Mar-17
SENIOR SERVICE COLLEGE SPECIAL BRANCHES (JAGC)	13-Mar-17	24-Mar-17
SENIOR SERVICE COLLEGE SPECIAL BRANCHES (CH)	13-Mar-17	24-Mar-17
CPT ARMY PSB	14-Mar-17	31-Mar-17
COL CH PSB	20-Mar-17	22-Mar-17
CPT AMEDD	21-Mar-17	31-Mar-17
3rd QUARTER		
LTC CH PSB and MAJ CH SELCON	4-Apr-17	7-Apr-17
COL AMEDD PSB	4-Apr-17	12-Apr-17
COL ARMY (OPS,OS,FS) PSB	18-Apr-17	5-May-17
USAR CHIEF WARRANT OFFICER 3/4/5 PSB	24-Apr-17	5-May-17
CHIEF WARRANT OFFICER 3/4/5	25-Apr-17	10-May-17
RESERVE COMPONENTS CPT APL PSB	1-May-17	12-May-17
RESERVE COMPONENTS CPT AMEDD PSB	2-May-17	19-May-17
RESERVE COMPONENTS MAJ AMEDD PSB and CPT AMEDD SELCON	2-May-17	19-May-17
AMEDD ILE	9-May-17	19-May-17
RA CSM/SGM NOMINATIVE and RA-USAR(AGR) CSM-SGM QSP	15-May-17	19-May-17
RA-USAR(AGR) SFC PROMOTION / SSG QSP / USAR DIMA SFC-SGM	5-Jun-17	30-Jun-17
USAR POSITION VACANCY BOARD	6-Jun-17	9-Jun-17
4th QUARTER		
MAJ ARMY (OPS,OS,FS) PSB / ACC ILE	11-Jul-17	3-Aug-17
COL JAG PSB	11-Jul-17	13-Jul-17
CY17 USAR AGR / NON-AGR LTC CMD ASSIGNMENT	12-Jul-17	26-Jul-17
USAR LTC JAG PSB	18-Jul-17	28-Jul-17
USAR COL JAG PSB	18-Jul-17	28-Jul-17
USAR SSC/ILE	25-Jul-17	10-Aug-17
LTC JAG PSB and MAJ JAG SELCON	31-Jul-17	4-Aug-17
JAG ILE	31-Jul-17	4-Aug-17
MAJ AMEDD and CPT AMEDD SELCON	8-Aug-17	17-Aug-17
CY17 USAR AGR / NON-AGR COL CMD ASSIGNMENT	9-Aug-17	18-Aug-17
RA-USAR(AGR) SGM TRAINING & SELECTION / 1SG-MSG QSP / TPU-DIMA CSM SELECTION	14-Aug-17	31-Aug-17
SENIOR SERVICE COLLEGE ACC	15-Aug-17	29-Aug-17
ROTC PROFESSOR of MILITARY SCIENCE	21-Aug-17	25-Aug-17
FY17 USAR AGR REFRAD	21-Aug-17	25-Aug-17
MAJ JAG PSB	22-Aug-17	25-Aug-17
COL MC/DC PSB	29-Aug-17	31-Aug-17
FY19 LTC (OPS) CMD/KEY BILLET	11-Sep-17	20-Sep-17
FY19 LTC (OS) CMD/KEY BILLET	11-Sep-17	19-Sep-17
FY19 LTC (FS) CMD/KEY BILLET	11-Sep-17	19-Sep-17