

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]II 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.

	PROFESSIONAL TIMELINE								AS OF: 17 May 2016			
COHORT YG	PZ CP T	BZ MAJ	PZMAJ	BZLTC	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	ост	AUG
1986												2009
1987											2009	2010
1988										2009	2010	2011
1989									2009	2010	2011	2012
1990								2009	2010	2011	2012	2013
1991							2009	2010	2011	2012	2013	2014
1992						2009	2010	2011	2012	2013	2014	2015
1993					2009	2010	2011	2012	2013	2014	2015	2016
1994				2009	2010	2011	2012	2013	2014	2015	2016	2017
1995				2010	2011	2012	2013	2014	2015	2016	2017	2018
1996				2011	2012	2013	2014	2015	2016	2017	2018	2019
1997				2012	2013	2014	2015	2016	2017	2018	2019	2020
1998				2013	2014	2015	2016	2017	2018	2019	2020	2021
1999				2014	2015	2016	2017	2018	2019	2020	2021	2022
2000			2009	2015	2016	2017	2018	2019	2020	2021	2022	2023
2001		2009	2010	2016	2017	2018	2019	2020	2021	2022	2023	2024
2002		2010	2011	2017	2018	2019	2020	2021	2022	2023	2024	2025
2003		2011	2012	2018	2019	2020	2021	2022	2023	2024	2025	2026
2004		2012	2013	2019	2020	2021	2022	2023	2024	2025	2026	2027
2005		2013	2014	2020	2021	2022	2023	2024	2025	2026	2027	2028
2006	2009	2014	2015	2021	2022	2023	2024	2025	2026	2027	2028	2029
2007	2010	2015	2016	2022	2023	2024	2025	2026	2027	2028	2029	2030
2008	2011	2016	2017	2023	2024	2025	2026	2027	2028	2029	2030	2031
2009	2012	2017	2018	2024	2025	2026	2027	2028	2029	2030	2031	2032
2010	2013	2018	2019	2025	2026	2027	2028	2029	2030	2031	2032	2033
2011	2014	2019	2020	2026	2027	2028	2029	2030	2031	2032	2033	2034
2012	2015	2020	2021	2027	2028	2029	2030	2031	2032	2033	2034	2035
2013	2016	2021	2022	2028	2029	2030	2031	2032	2033	2034	2035	2036
2014	2017	2022	2023	2029	2030	2031	2032	2033	2034	2035	2036	2037
2015	2018	2023	2024	2030	2031	2032	2033	2034	2035	2036	2037	2038
2016	2019	2024	2025	2031	2032	2033	2034	2035	2036	2037	2038	2039
2017	2020	2025	2026	2032	2033	2034	2035	2036	2037	2038	2039	2040
NOTE: ALL YEARS REFERENCED ARE FISCAL YEAR												

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

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

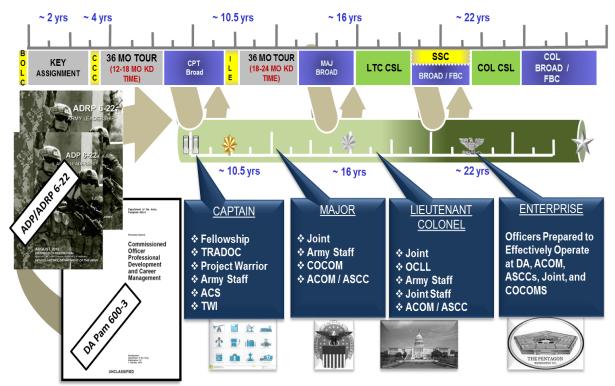


Illustration 3: Distribution cycle overview.

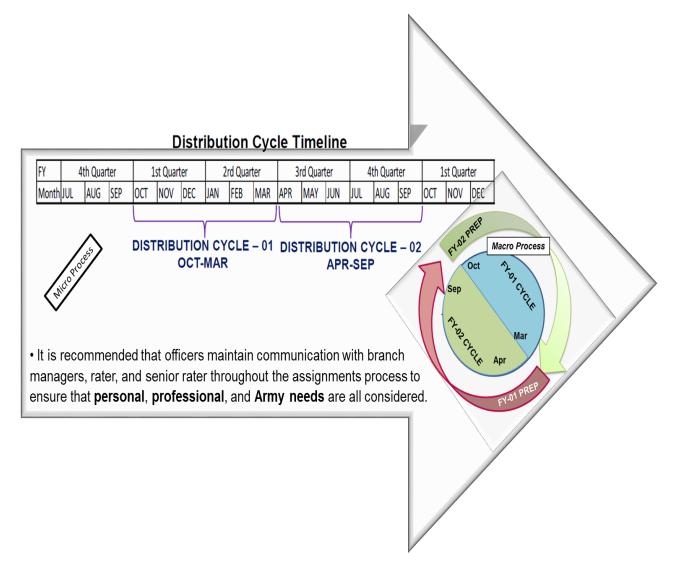


Illustration 4: FY17 Army selection board schedule. FY17 Army Selection Board Schedule

2ml QUAR TER LTC ARMY (OPS,OS,FS) PSB and MAJ 10-Jan-17 2-Fab-17 LTC AMEDD PSB and MAJ AMEDD SELCON 18-Jan-17 25-Jan-17 LTC AMEDD PSB and MAJ AMCDC SELCON 24-Jan-17 31-Jan-1 RESERVE COMPONENTS LTC APL PSB and 30-Jan-17 16-Feb-1 MAJ APL SELCON 14-Feb-17 3-Mar-1 RESERVE COMPONENTS COL AMEDD PSB 14-Feb-17 3-Mar-1 RESERVE COMPONENTS COL AMEDD PSB 14-Feb-17 3-Mar-1 MAJ MALDD SELCON 27-Feb-17 3-Mar-1 RESERVE COMPONENTS MAJ CH PSB and 28-Feb-17 3-Mar-1 MAJ CH PSB 6-Mar-17 10-Mar-1 USAR MAJ JAG PSB 7-Mar-17 28-Mar-17 RESERVE COMPONENTS MAJ APL PSB and 7-Mar-17 28-Mar-17 USAR MAJ JAG PSB 7-Mar-17 24-Mar-17 SENIOR SERVICE COLLEGE SPECIAL 13-Mar-17 24-Mar-17 SENIOR SERVICE COLLEGE SPECIAL 13-Mar-17 24-Mar-17 SENIOR SERVICE COLLEGE SPECIAL 13-Mar-17 24-Mar-17 SAMCHES (AMEDD) 21-Mar-17 14-Mar-17 14-Mar-17 <th>FY17 Army Selection Board S</th> <th></th> <th></th>	FY17 Army Selection Board S		
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