



Leadership Team Awareness Seminar (LTAS) Resident

Purpose: This is an ad-hoc contemporary seminar geared toward the strategic decision makers in the DoD and the Department of Homeland Security. This seminar is designed to present senior leaders with an orientation on the intrapersonal, interpersonal, and organizational aspects of human relations, EO, and EEO in order to gain an understanding of their impacts on unit cohesion and mission effectiveness.

Program/Course Description: The seminar follows a building block approach, using instructional segments on intrapersonal awareness, interpersonal communications, and organizational behavior. The intent of this seminar is to raise senior leader awareness of personnel dynamics and incorporate participants' personal and professional experiences in solving organizational issues, beginning with how people form and act out values and prejudices. Participants are encouraged to bring real-world issues and problems to the table, give and receive feedback, and explore the impact of their personal behaviors on others, the group, and on larger organizational systems. The program includes the following topics:

- *Socialization*
- *Intercultural Communication*
- *Conflict Management and Resolution*
- *DoD Principles of Prevention*
- *Harassment Awareness within the DoD*
- *System Focus and Victim Focus*
- *Religious Diversity*
- *Power, Prejudice, and Discrimination*
- *Isms (Racism, Sexism, Extremism)*
- *Institutional Discrimination*
- *Capitalizing on Diversity and Inclusion*
- *EEO/EO Interface*
- *Sexual Assault Prevention and Response Awareness*
- *Organizational Assessment*

Target Audience: This seminar is designed for senior officers (commanders and key staff/department heads O-3 – O-6) and senior enlisted advisors (E-7 – E-9), as well as civilians, including legal officers, chaplains, and Inspector General Personnel in leadership positions.

Specialty/Skill Identifier Awarded: None associated with this seminar.

Prerequisites: None

Duration: Five days (40 hours)

Frequency: Four times per year

Students per class: 46 max per class

Admissions Policy: In order to register for this course, each person must complete a DEOMI Form 24 – Registration Form and email the completed form to Student Services at deomi.ss@us.af.mil

Registrants must be in a senior leadership position (commanders at all levels, CMSgt, CSMs, First Sergeant, E-8, or E-7) E-6 and below are not eligible to attend. DEOMI will consider DoD Civilian personnel if seats are available using an order of merit based upon submission date. Air Force personnel must route applications through the Air Force Liaison for approval.

Contact: For questions about the LTAS resident course, please contact the Student Services Department at DSN 854-4617/5874/5214, commercial 321-494-4617/5874/5214. The email address for Student Services is deomi.ss@us.af.mil.

All DoD civilians should direct their requests for enrollment through their respective Training Offices to their Major Commands.

Internet Address: www.defenseculture.org or www.deomi.org