



U.S. COAST GUARD



Homeland Security

Flag Voice 280

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LEADERSHIP AND MANAGEMENT SCHOOL (LAMS) ROAD SHOWS

LAMS is a unique 5-day course that develops Leadership and Development skills for supervisors and mid-level leaders through an experienced-based curriculum. The purpose of this Flag Voice is to increase the awareness of LAMS and provide details on how a Road Show can be arranged at the local level.

Resident courses for LAMS are offered at TRACEN Petaluma, TRACEN Yorktown and the Coast Guard Academy Leadership Development Center (LDC). In addition, the LDC provides 23 LAMS Road Shows during the fiscal year. This allows for an additional 600 training quotas for one of the most desired classes offered to Coast Guard personnel.

The following Frequently Asked Questions provide additional information on LAMS and how a Road Show can be arranged at the local level.

What is LAMS and what's in it for me and my unit?

1. LAMS is a unique 5-day course which develops leadership and management skills for supervisors and mid-level leaders through an experience-based curriculum.
2. All successful graduates will earn three upper-level college credits in organizational development from the American Council on Education (ACE).
3. The unit receives a group of highly trained and motivated leaders, who speak a common language and possess a new bag of leadership tools and skills.

What do you need to do to arrange for a LAMS class to come to you?

1. Just Ask – request a class via email to Juli.R.Petruzzelli@uscg.mil. Early requests provide your unit with the best opportunity to receive your desired training dates.

Who should attend LAMS?

1. Target audience is E-5 to E-6, O-2 to O-3, GS 7 to GS 11, WG 5 to WG 9, or their equivalent, including reserves and auxiliarists. All E-5 personnel will be given the highest priority since our goal is to provide LAMS training to all enlisted members before they make E-6. Those E-4s in a supervisory role will be considered on a case-by-case basis with prior approval from the LDC staff.

What should I do if there are not enough eligible personnel in my AOR to host a LAMS class?

1. Work with other collocated units to put together a class. Don't forget local auxiliarists, reservists, and any nearby unit. Combining personnel from nearby units can fill out the class and allow multiple units to obtain this valuable

training.

2. Check the TQC web site for a list of scheduled LAMS road shows and resident courses in FY 06 (course number 340720 – “Leadership & Management Roadsh”), <http://www.uscg.mil/HQ/TQC/1540TableOfContents.htm>.
3. Sign up for a LAMS resident course. Check the above web site for resident courses held at TRACEN Yorktown, TRACEN Petaluma, and the CG Academy/LDC.

What do you need to host a LAMS class?

1. Identify between 24 and 30 students within the target audience.
2. Assign a responsible point of contact to fill the quotas and coordinate logistics.
3. Provide a classroom and two separate break-out rooms for the entire 5-day course, resources to show VCR tapes and power point presentations, two flip chart easels, TV, VCR, chart paper, and a dry-erase board.
4. The LDC web page includes a LAMS host unit checklist which has valuable information for the unit POC and command, <http://www.cga.edu/lcd/leadershipandqualityinstitute/leadershipandqualityinstitute.htm>.

When can you schedule a LAMS class?

1. Available dates include the weeks of: 10 April, 17 April, 24 April, 15 May, 22 May, 05 June, 12 June, 26 June, 10 July, 17 July, 24 July, 31 July, 14 August, 11 September, and 25 September.

What are some common problems associated with the LAMS road shows?

1. Students attending the class are called away for work or personal reasons and do not attend the entire course. This means the person does not earn the three ACE credits and there are obvious inefficiencies in the training process. To avoid this, students should be considered TAD during the training week and unable to perform other duties. Most units pull students out of that week’s duty schedule to maximize the learning environment.
2. Units don’t coordinate with local commands to maximize the available seats in the class. In FY05, we lost over 250 training seats in 63 different LAMS classes because the host unit was unable to fill the class.
3. Units don’t arrange for a large enough space or adequate break-out rooms or the proper mix of materials, resulting in a reduced learning environment.
4. Operational requirements cause the unit to cancel the training or pull people from the class. This is a fact of life for Coast Guard units, but planning and standby lists of available students can maximize use of the training quotas. If you determine an operational need will preclude your scheduled training, inform the LDC as early as possible and they will work with you to reschedule the class.
5. The unit does not enter the training information into Direct Access upon completion of the training. This means the member does not get credit for the training and we cannot accurately track quota usage.

Who should I talk to if I have a question about LAMS?

1. CWO Cindy Gustin, (860) 701-6380
2. LT Tami Floodine, (860) 701-6543

The LAMS class is a valuable training resource for mid-level leaders. It will build upon on-the-job experiences and provide a variety of tools to enhance leadership skills. There are numerous dates available to bring this class to your unit, all you have to do is identify a convenient time and work with the LDC to schedule a class in your area. Hosting a LAMS Road Show training course saves valuable time for attending personnel, builds unit teamwork and saves considerable costs over TAD resident training.

Please consider hosting a LAMS Road Show at your unit and spread the word that LAMS classes and quotas are available.

Regards,

RADM Kenneth T. Venuto

Ken Venuto

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