

## Adjutant General Basic Officer Leaders Course

*This 12 week course at Fort Jackson, South Carolina, provides new Adjutant General Branch lieutenants training in military leadership, tactics, and human resources management skills to ensure they are prepared for success. The purpose of AGBOLC is to instruct lieutenants on how to function effectively as officers in the United States Army and as entry level human resources professionals with the AG Branch.*

*The course is mentally and physically challenging. Lieutenants will follow a strict course curriculum which includes classes in leadership, professional development, counselling, military tactics, human resources management skills, and common core training.*

*Lieutenants will participate in a four-day Staff Exercise that simulates current operational conditions as the culminating event at AGBOLC. Lieutenants will be put in various tactical and technical leadership positions where they must balance human resources support and tactical survivability during a warfighter scenario driven exercise.*



## AG Branch History

*The Adjutant General's Corps' proud heritage dates back to the formation of the American Army, when on June 16th 1775 the Continental Congress established the position of Adjutant General on the staff of General George Washington. Congress selected Horatio Gates, a former British Army officer as the first Adjutant General of the Army. Over the course of its 245 year history, the Corps has become responsible for several critical personnel and administrative support functions that serve to sustain America's Army in peace and war. As our Army evolved, so did our Corps' mission and in 1950 the Adjutant General's Corps became a separate branch of the Army. Army leaders recognize that human resources systems are vital to the accomplishment of the mission and sustaining Soldiers and their families. Today, the Adjutant General's Corps continues to develop new and increasingly efficient means of providing timely and accurate personnel support to commanders and the entire Army family. We continue to fulfill our motto to "DEFEND AND SERVE!"*

### **Website:**

**<https://www.ags.army.mil/AGSCadets/>**

### **Instagram:**

**[https://www.instagram.com/adjutant\\_general\\_proponent/](https://www.instagram.com/adjutant_general_proponent/)**

### **Twitter:**

**<https://twitter.com/AGProponent>**

### **AG School Facebook:**

**<https://www.facebook.com/AdjutantGeneralSchool/>**

## The Army's Human Resources Professional



*Adjutant General officers are responsible for the oversight of human resources requirements across the Army. These officers serve as principle advisors and subject matter experts to commanders at the tactical, operational and strategic levels of our Army, on issues, policies and programs that impact the human dimension of our force. They are highly skilled leaders, trained in both the art and science of human resources.*



## Adjutant General Officer Career Developmental Opportunities



Company Grade AG officers will serve in developmental assignments that seek to improve their understanding of our core competencies. Combined with the Basic Officer Leadership and Captains Career Courses, their culmination assignment will be 24 months as a S1.



Field Grade AG officers serve in organizations at the tactical, operational and strategic level in both the operational and institutional sides of our Army. They serve as the principal advisors on HR for commanders or as HR subject matter experts in positions at Human Resources Command, the Pentagon, or in Joint Headquarters. Select officers will have broadening opportunities to serve as Instructors, in Training With Industry programs at civilian companies like Microsoft, or obtain advanced civilian degrees. They also may attend functional training courses and Intermediate Level Education through the Command and General Staff College and serve in centrally selected key billets and commands.



Our AG Strategic leaders touch every facet of HR policy and programs throughout the Army using their expert knowledge obtained over a career. They serve on staffs at the highest level of our Army advising our Senior military and civilian leaders on the human talent that continues to make us Army Strong! No other branch offers the opportunity to have such lasting and immediate impact on the lives of Soldiers and their Families everyday.

## Entry Level Assignments

After completing the Adjutant General Basic Officer Leadership Course (AGBOLC), lieutenants are assigned to a duty position that will allow maximum exposure to a wide range of human resource functions AG is unique in that our services are needed at every duty station through-out the world. You can expect entry level human resource management assignments such as:

### Brigade Strength Manager

You will assist the S1 in managing the strength and personnel readiness of the brigade while learning about the unit and HR services and support.

### Battalion S1

The S1 Section provides direct service and support to the unit: personnel readiness management (PRM), personnel accounting (PA) and strength reporting (SR), personnel information management (PIM), essential personnel services (EPS), and casualty information.

### Platoon Leader

You will lead and mentor junior enlisted Soldiers and NCOs in Human Resources missions: casualty, postal, and personnel accounting operations.

### Company Executive Officer

You assist the commander in coordinating medical, religious, quarters and rations, supply, logistics, direct support maintenance, transportation, and non-organic communications support. You learn critical leadership skills that will aid you in making decisions, planning, and executing missions.

## Branch Detail Program

This program allows new lieutenants to serve in an operations or operations support branch for three years before transitioning into the Adjutant General Branch. After their detail, these officers attend the Adjutant General Captains Career Course (AGCCC) to provide them with the human resource technical and tactical knowledge needed to successfully serve as a mid-level human resource manager across the Army.

## Skills & Behaviors

**Required Skills:** Adjutant General (AG) officers are leaders in the human domain responsible for the management of the Army's most important resource – its people. They must possess the necessary technical and operational expertise to plan, coordinate, and direct personnel support and advise commanders on all aspects of human capital. They must be able to integrate into any organization and function as a member of a combined-arms staff. They employ HR systems, software applications, the military decision making process, and lead units/staffs to proactively manage current and future requirements.

**Successful Behaviors** AG Officers exemplify:

- Agile
- Collaborative
- Communicator
- Critical Thinker
- Detail Focused
- Determined
- Intellectually Curious
- Humble
- Physically Fit
- Proactive
- Problem Solver
- Rapid Learner
- Respectful
- Technologically Adept

