



Institut de la profession des armes Adjudant-chef Robert-Osside
Chief Warrant Officer Robert-Osside Profession of Arms Institute

Institut Osside 101

Osside Institute 101





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À propos de nous / About Us

Créé initialement en 2003 sous le nom de Centre de perfectionnement professionnel des militaires du rang (CPPMR), l'Institut de la profession des armes adjudant-chef Robert-Osside (Institut Osside) a ensuite été intégré au CMR Saint-Jean en 2014. L'Institut Osside a été nommé en l'honneur de l'Adjuc Robert-Osside, qui a été le premier adjudant-chef des Forces canadiennes, occupant cette fonction de 1978 à 1982.

Originally created in 2003 as the Non-Commissioned Members Professional Development Center (NCMPDC), the Chief Warrant Officer Robert-Osside Profession of Arms Institute (Osside Institute) was then integrated into RMC Saint-Jean in 2014. The Osside Institute was named in honour of CWO Robert-Osside, who was the first Canadian Forces Chief Warrant Officer, serving in this role from 1978 to 1982.



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Adjuc / CWO Robert Osside

Premier Adjuc des FC

Innovateur et visionnaire

Fondateur du Corps des
MR moderne



The first CF CWO

Innovative and Visionary

Founder of the modern
NCM Corps



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Mission

Fournir aux militaires du rang supérieurs des Forces armées canadiennes les compétences et les connaissances nécessaires pour incarner un leadership axé sur la promotion des normes les plus élevées de la profession des armes.

Provide senior non-commissioned members of the Canadian Armed Forces with the competencies and knowledge necessary to embody leadership that is centred on fostering the highest standards of the profession of arms.



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Vision

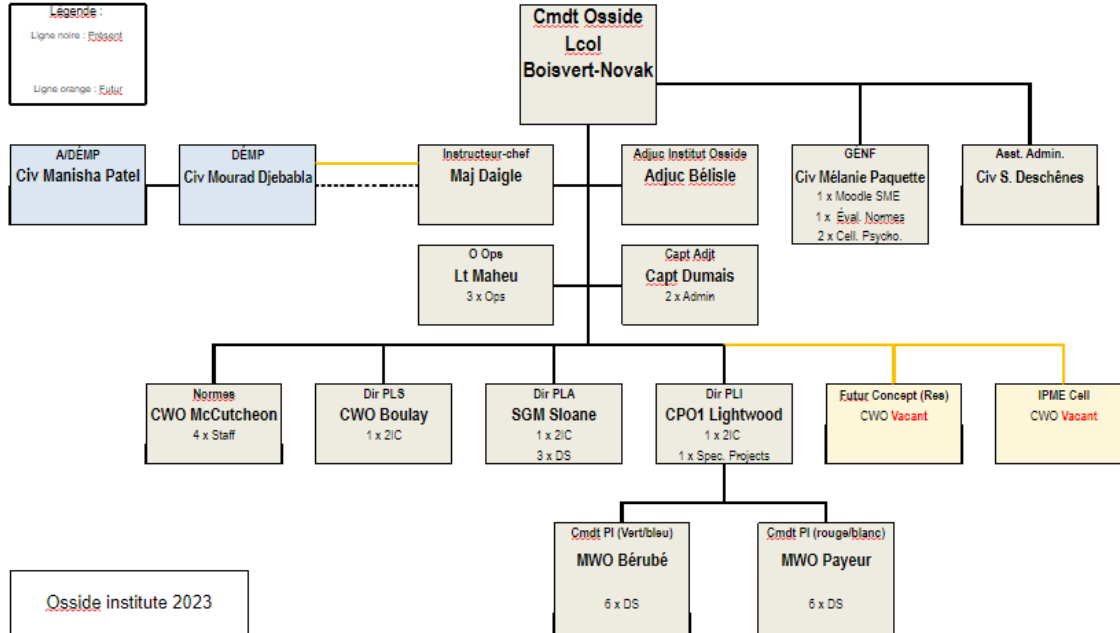
L'Institut de la profession des armes Adjudant-chef Robert-Osside est le centre d'expertise de la formation militaire professionnelle pour les militaires du rang supérieurs des Forces armées canadiennes et de nos partenaires alliés.

The Chief Warrant Officer Robert-Osside Profession of Arms Institute is the Centre of Expertise of Professional Military Education for senior non-commissioned members of the Canadian Armed Forces and our allied partners.



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Organigramme / Organizational chart



Personnel :	
Officers:	4
PM1/Adjuc/SGM:	6
PM2/Adjum/MSgt :	10
M1/Adj:	15
Civile:	9
Prof:	19
Total:	63



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Instructor / Faculty Selection

Military Instructor

- Selected by the trade, branches and elements
- WO (OR-7) and MWO (OR-8) Succession plan
- CWO (OR-9) PTULT and voted by Command CWO's
- Screening Processes Critical Criteria:
 - Served 1 year in their actual Rank
 - Leadership Aptitudes: Expertise, Social capacities, Change capacities and management, Professional Ideology
 - Qualified Intermediate or Advanced Leadership Programme
 - Exemplary character

Faculty Member

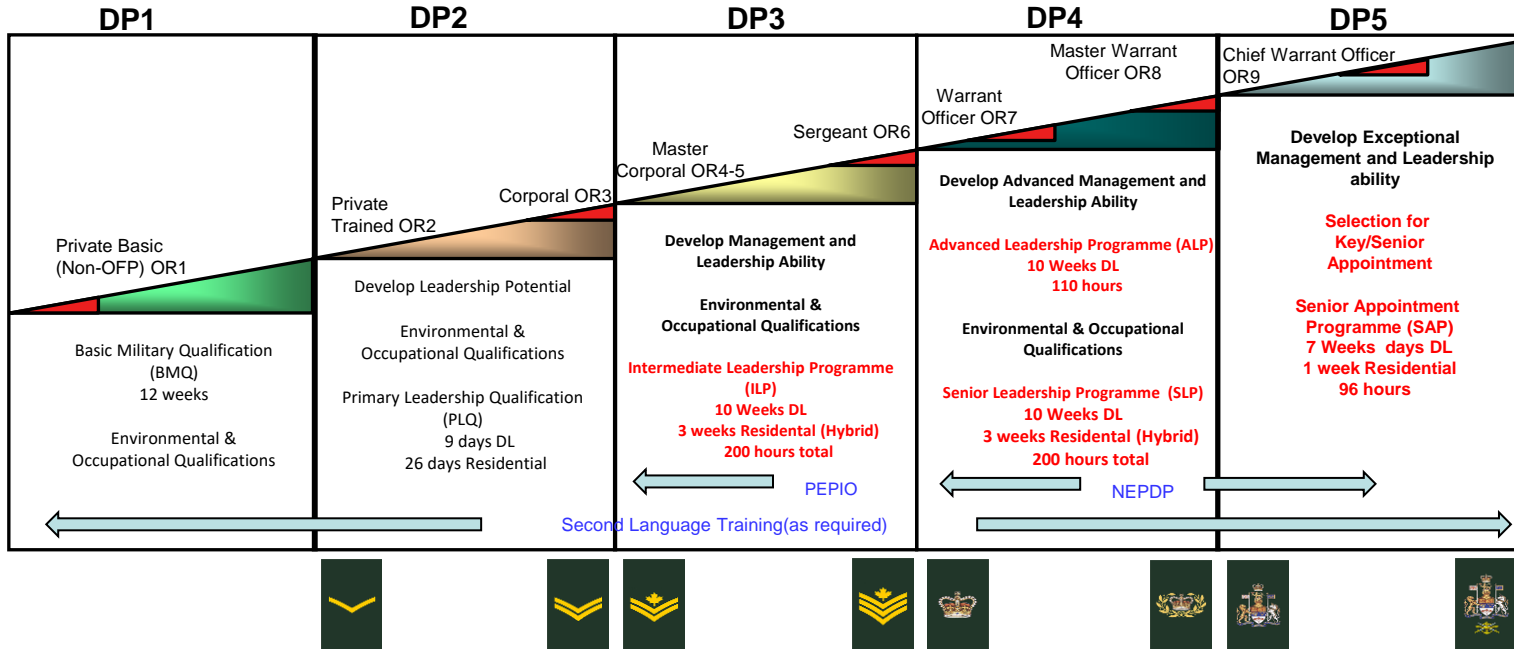
- Areas of Expertise
 - Political Science
 - Philosophy
 - History
 - Administration
 - Communication
 - Psychology
 - Sociology
- Bilingual (English-French)



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Développement professionnel – Professional Development

Où vont nos cours sur le spectre de développement professionnel / Where our courses fit on the Development Spectrum





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Apprendre à diriger Learn to Lead



Adj/M1

**Programme de leadership intermédiaire (PLI)
 Intermediate Leadership Programme (ILP)**

Objectif- objective: Diriger des personnes / Focus on Leading People
(Nb apprenants: 1152 / learners)

Adjum/PM2

**Programme de leadership avancé (PLA)
 Advanced Leadership Programme (ALP)**

Objectif- objective: Transition diriger des personnes / diriger l'organisation
 Transition lead the people / lead the institution
(Nb apprenants: 576 / learners)

Adjuc/PM1

**Programme de leadership supérieur (PLS)
 Senior Leadership Programme (SLP)**

Objectif - objective: Diriger l'organisation / Lead the Institution
(Nb apprenants: 192 / learners)

Adjuc/PM1

**Programme des nominations supérieures (PNS)
 Senior Appointment Programme (PNS)**

Objectif - objective: Diriger l'organisation, enjeux stratégiques / Lead the
 Institution strategic challenges
(Nb apprenants: 35 / learners)

+ 1955 personnes apprenantes annuellement / learners annually



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Programmes



Programme de leadership intermédiaire (PLI)
Intermediate Leadership Programme (ILP)
Sgt-PM2 / Sgt-PO2



10 Weeks DL + 3 weeks Residential (Hybrid) 200 hours total

- Leadership
- Éthique et Éthos / Ethic & Ethos
- Gestion des ressources / Ressource Management
- Concept de l'équipe de Leadership / Leadership Team Concept
- Code de conduite / Code of Conduct
- Appliquer les politiques des FAC/MDN / Enforce CAF/DND policies



Programme de leadership supérieur (PLS)
Senior Leadership Programme (SLP)
Adjum – PM2 / MWO - CPO2



10 Weeks DL + 3 weeks Residential (Hybrid) 200 hours total

- Diriger l'Institution / Leading the Institution
- Fournir des conseils aux officiers supérieurs / Providing advice to Senior Officers
- Contribuer au plan / Providing input on a plan
- Communiquer oralement et par écrit / Communicate orally and in writing
- Gérer les ressources ministérielles / Manage Departmental Resources



Programme de leadership avancé (PLA)
Advanced Leadership Programme (ALP)
Adj-M1 / WO – PO1



10 weeks DL 110 hours total

- Leadership
- Gestion / Management
- Motivation & mentorat / Motivation & Mentoring
- Principes éthiques et valeurs / Ethical Principles and Values
- Culture militaire canadienne et éthos / Canadian Military Culture and Ethos
- Structure des FAC & opérations / CAF Structure & Operations
- Justice militaire et conflits armés / Military Justice & Law of Armed Conflicts



Programme de nominations supérieures (PNS)
Senior Appointment Programme (SAP)
Adjuc-PM1 / CWO-CPO1



7 Weeks days DL + 1 week Residential 96 hours total

- Idéologie professionnelle / Professional Ideology
- Principes de leadership et styles / Leadership Principles and Styles
- Gestion du changement / Change Management
- Opérations nationales et internationales / Domestic and International Operations
- Communication
- Coutumes et traditions militaires / Military Customs and Traditions



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Osside Institute Instructor Formation Programme (OIIFP)

What is it?

- The OIIFP is the Quality Assurance system of the Osside Institute.
- The OIIFP respond to the Osside Institute needs in the preparation of directing staff and faculty.
- The instructor supervision and certification process is developed and maintained according to the Canadian Forces Individual Training & Education System (CFITES);
- Osside Institute Standard Cell acts as the Quality Insurance Office (QAO); and

NB: The term "instructor" used in this document includes the CI, Prog Dir's, instructors, civilian teachers and mentors.



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Interim CAF PD Strat

Background:

- Many studies; failure to implement
- PFEC correctly identifies PD agility as a key capability deficiency

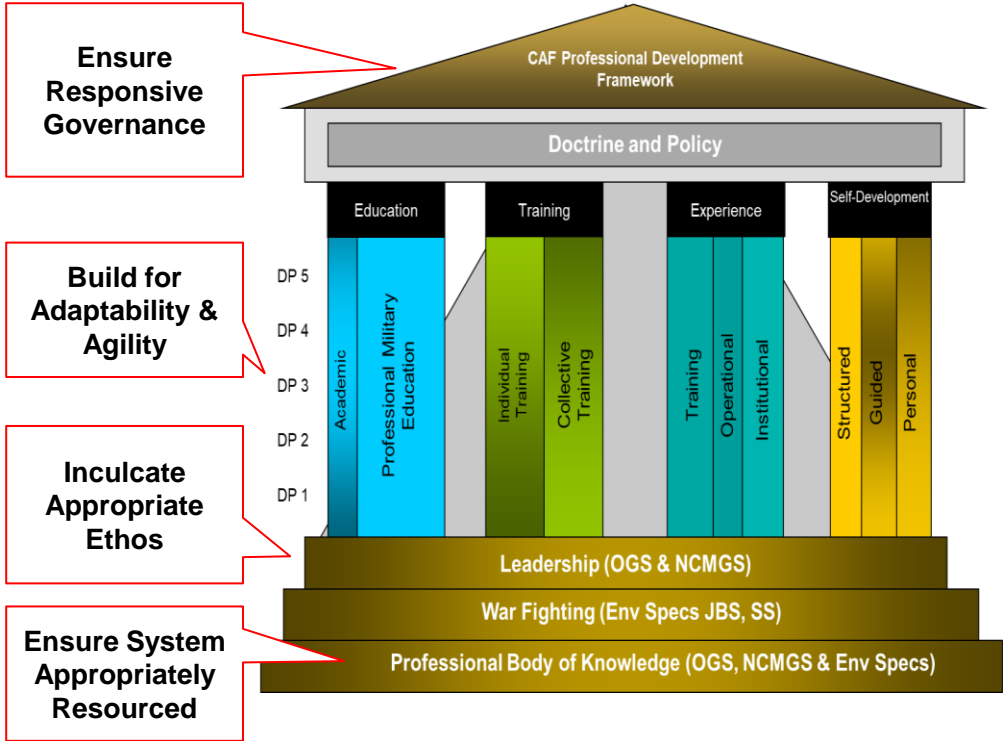
Problem framing:

- Culture
- Adaptability & Agility
- Governance
- Resources

Designed to:

- Address deficiencies
- Demonstrate, “return on investment”
- Drive change

Interim strategy - Nov 21





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Canadian Armed Forces (CAF) Competency Model

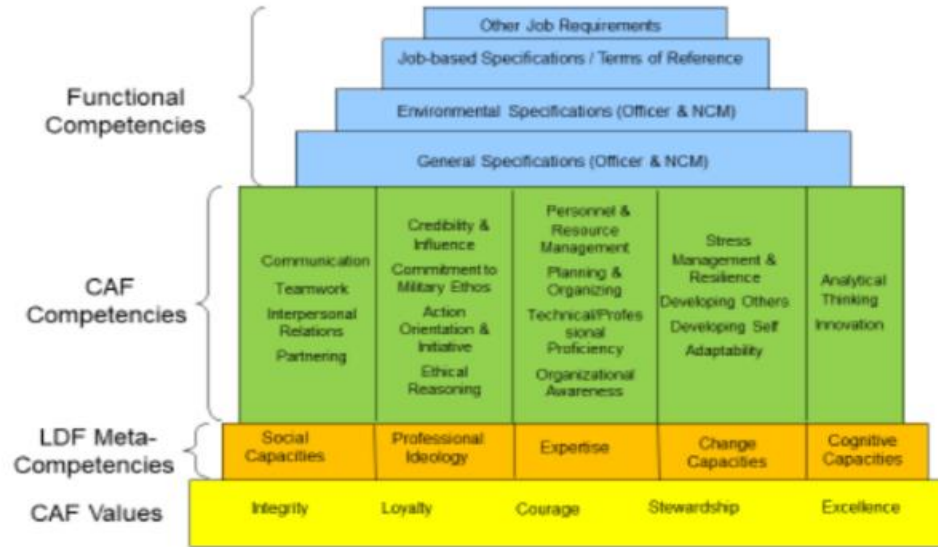
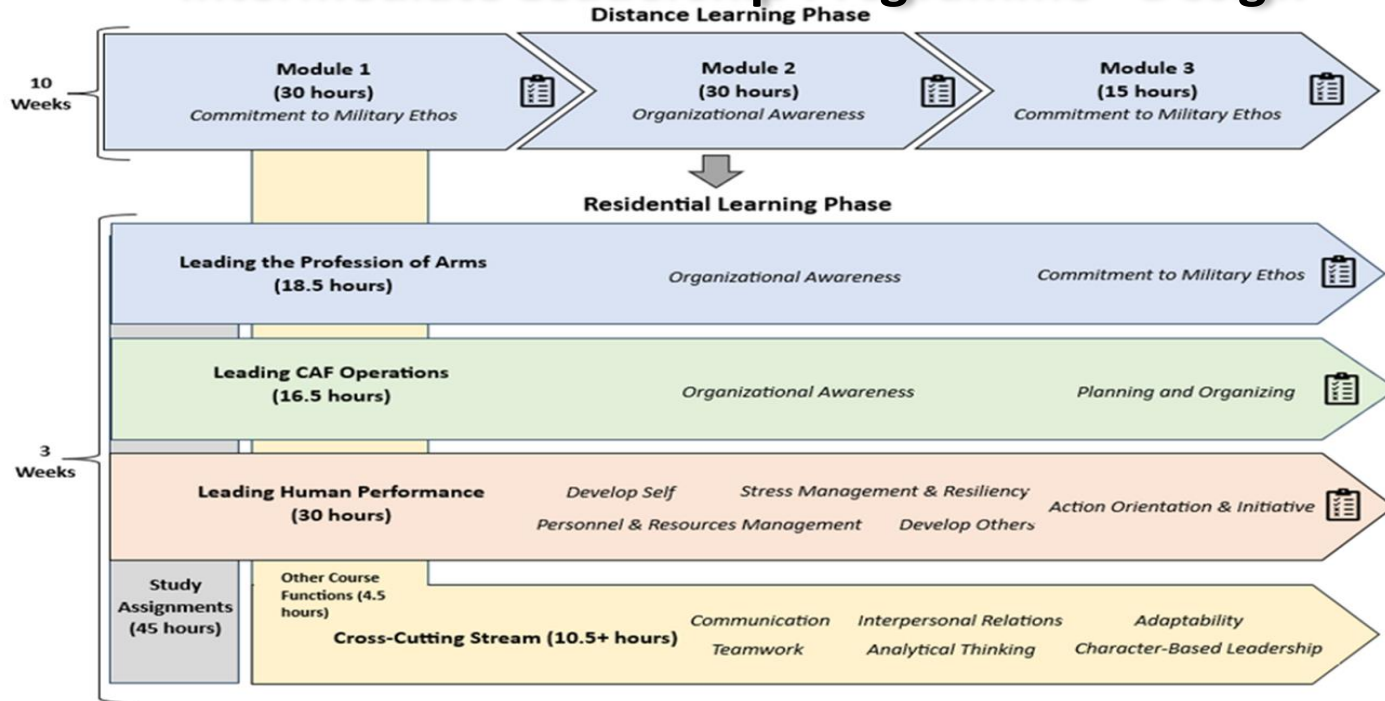


Figure 1: CAF Competency Model (Rankin & Noonan, 2015).



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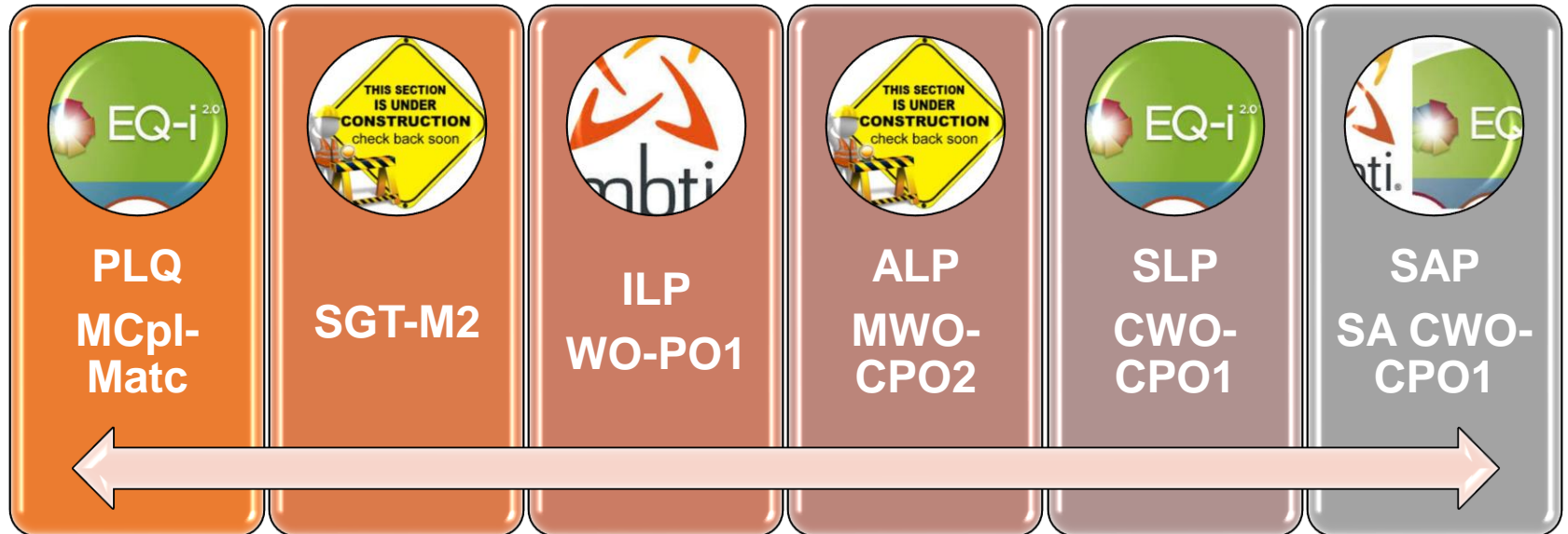
Intermediate Leadership Programme - Design





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Continuum of Psychometric Tools DP2 –DP5





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Osside Institute – Educational Strategy

- Professional Military Education
- Competency-Based Education
- Learner-centric Approach
- Community of Learning
- Andragogy : Methods and Practices
pertaining to adult education





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Innovation Updates

Leadership Development through Coaching and Psychometric Tools

- Coaching sessions offered to learners of the SAP
- Continuum for Osside Institute's programmes (DP3-DP5) and train the trainers (DP2)
- **Other Areas of Innovation**
 - Contribution – Women Peace and Security Agenda
 - Character-based Leadership
 - CDA Future Learning
 - The Torch, CAF CAMPUS, hologram
 - Research/Professional Identity of NCM
 - DEEP activities

Mise à jour des innovations

Développement des leaders à travers le coaching et les outils psychométriques

- Séances de coaching exécutif offertes aux personnes apprenantes du PNS
- Développement d'un continuum pour les programmes offerts à l'Institut Osside (PP3-PP5, soutien au PP 2)

Autres domaines d'innovation

- La contribution et les initiatives pour Femmes, paix et sécurité
- Leadership fondé sur le caractère
- Apprentissage dans l'avenir
- Le Flambeau. Campus des FAC, holoprésence
- Recherche/identité prof. des MR
- Activités DEEP
- Trophée Dan Brissette 20 nov.



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WHAT IS DEEP?

- Defence Education Enhancement Program (DEEP):
 - It's a capacity building tool
 - A vehicle for institutional reform
 - A demand-driven programme providing tailored support
 - Support aimed to achieve a full self-sufficiency

- The Ultimate Goal:
 - A cohesive contribution to the overall professionalization of armed forces by improving Professional Military Education

“The Defence Education Enhancement Programme helps partners to build, develop and reform military educational institutions. It is a concrete example of the value of NATO partnerships.”

Jens Stoltenberg
Secretary General of the North Atlantic Treaty Organization
May 2018





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Osside Institute Contribution to DEEP International Community

- Curriculum Development (What to Teach?)
 - **NCO Curriculum Modernisation (NATO DEEP NCO PME Reference Curriculum)**
 - Georgia
 - Bosnia and Herzegovina
 - Jordan
- Faculty Development (How to Teach?)
 - **System Approach to Training**
 - Georgia
 - Bosnia and Herzegovina
 - **Advanced Instructor Programme**
 - Georgia
- Institutional Reforms (How to Do It in Practice?)
 - **Doctrine Development for Georgia**
 - Mission Command
 - Developing a Leadership Philosophy
 - National Quality Assurance Programme
- Peer relationships built through these endeavours enable host institutions to sustain reforms.





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Planification sur 3 ans / 3 years Plan

Strategic Objectives

- SO1: Curriculum
 - KI a: Advanced Leadership Programme Review
 - KI b: Qualification Standards review
 - KI c: Instructor development Programme
- SO2: Institutional
 - KI a: Budgetary independency
 - KI b: Key Leader Engagement L2 to L3
 - KI c: Unit Stand up
 - KI d: Visibility by creating Podcast and AV

Strategic Objectives

- SO3: International PME
 - KI a: International Networking
 - KI b: Guest Lecturers + SME's exchange
 - KI c: International student participation
- SO4: Expertise Cell
 - KI a: Psychometrics and Executive coaching
 - KI b: Applied Ethics
 - KI c: Character Based Leadership (CBL)



Question ?

