

Systems Engineering Advancement & Leadership (SEAL)

SEAL is a KSC program created to address the critical needs gap in Systems Engineering

SEAL provides training and development in the Art & Science of Systems Engineering

- Art: leadership development
- Science: technical training

Selection Criteria (Competitive Program)

13 participants

- GS-13 through GS-15
- Bachelor's degree in engineering or AST equivalent
- Be willing and available to be gone from home organization for a period of 6-12 nonconsecutive months (*with supervisor endorsement*)

Program Elements

➤ Technical Courses

- ❖ Stevens Institute of Technology Graduate Certificate
- ❖ APPEL Courses
- ❖ S&MA Technical Excellence Program

➤ Leadership Courses

- ❖ APPEL Courses
- ❖ KSC Leadership Courses

➤ Rotational Assignments

➤ Assessments

- ❖ Technical (Systems Engineering Technical Assessment – SETA)
- ❖ Leadership (KSC i360)
- ❖ Personal (Hermann Brain Dominance Inventory - HBDI)

➤ IDP

➤ Mentoring

➤ Knowledge Sharing

- ❖ Brown-Bags led by SMEs and SEAL participants
- ❖ Book club discussions

Participant Commitment

- ▶ SEAL Program duration is 18 months
- ▶ Minimum time away from home organization is approximately 6 months
 - One 4-month rotational assignment
 - Stevens Institute = 4 weeks
 - APPEL = ~ 4 weeks
- ▶ Maximum time away from home organization is approximately 12 months
 - Three 3-month rotational assignments
 - Stevens Institute = 4 weeks
 - APPEL = ~ 8 weeks

Worth Mentioning

- The first SEAL class graduated in August, 2011
 - The class planned and coordinated their own graduation
 - Graduation attended by over 70 employees, including Mike Ryschkewitsch and several KSC senior executives

- Second SEAL class began in October, 2011

- A SEAL graduate founded “Systems Thinkers”, a systems engineering networking group at KSC