



## Cove+ Supervisor Guide

### Army's Professional Development Program

In an era of accelerated warfare, we have greater rates of change, more uncertainty and a greater span of tasks to meet. Developing the moral and intellectual component of fighting power will give us a competitive advantage because of our ability to learn, integrate and apply knowledge faster than our adversaries. One way we gain this intellectual edge is through professional development and an organisational culture that values continuous learning. Cove+ is one of the tools we can use to gain this competitive edge.

Outlined below is a list of considerations and recommendations for using our Cove+ Program effectively. If you have further questions, or considerations of your own, please share these with us by contacting a member FORCOMD's PME Cell at the.cove@defence.gov.au, The Cove Team. Our **User Guide** to Cove+ provides a comprehensive overview of the program and should be read in conjunction within this guide.

### **When promoting or directing Cove+ engagement within your units, consider the following:**

- **Select priority Cove+ units.**

Attempt to select units that are foundational to building organisational capability. That is, prioritise and coordinate Cove+ unit completions amongst your unit and between rank groups to allow for a common lexicon and theoretical departure point for further professional discussion and debate. This approach also allows learners to provide support to one another and consolidate their understanding. Our suggested units include; *Reflective Practice, Critical Thinking, Strategy and Security Studies in the Indo Pacific and/or Thinking Ethically*. Try integrating priority units within your



annual PME plans so they complement current exercise, training or events.

- **Promote the opportunity to receive universally recognised civilian badges for completing Cove+ modules**

Civilian accredited digital badges awarded by the Queensland University of Technology can be awarded for completing Cove+ modules. Digital badges are similar to an electronic digital transcript and also allow our people to demonstrate to future civilian employers the competencies achieved through completing Cove+ modules. These badges can be shared to LinkedIn, Twitter and in email signature.

To be awarded the digital badge, an individual must complete the Cove+ unit, and then complete the optional test at the end of the module. For AQF level 4/5 courses (vocational level), learners must pass a ten question quiz. For AQF level 6/7 courses (undergraduate), learners must submit an 800 word essay which is marked by a QUT academic.

- **Clearly communicate the purpose and value that will be derived from Cove+ engagement.**

Creating an understanding of why engagement is important assists to create buy in, and an openness and receptiveness to learn. Explain why members are expected to engage and what you hope will be achieved from their engagement.

- **Allocate time and resources.**

Our recent evaluation indicated members have a number of competing priorities. PME is a specified directed output, but it can be hard to find time and it often slips 'off the radar'. Dedicating a routine PME learning block to engage with Cove+ units will assist members focus, retention and accomplishment.

- **Provide opportunities to consolidate or apply learning. \*\***

- Have members complete and share their unit reflection and/or workplace activities, and/or
- Facilitate a group discussion on what was learnt from the unit and how it may be applied moving forward, and/or
- Use Cove+ unit engagement and observed application of knowledge as a way to distinguish members in their PARs.

*\*\* Note: a registered unit completion on ADELE is not indicative of engagement or understanding of unit content. Completion of the digital badge component represents verified learning.*

## Modules and units

Modules	Units
<b>The Art and Science of Thinking</b>	Introduction to Philosophy
	Introduction to Psychology
	Lean thinking
	Psychology of Decision Making
	The Art of Good Thinking
	Brain and Behaviour
	Cognitive processes
	Reasoning
	Critical thinking
	Organisational psychology
	Psychological science: Putting theory into practice
	Creative Thinking, Innovation & Problem Solving
	Neuroleadership - Leading with the brain in mind
	Thinking politically
	Psychology of teams
	Critical Thinking & Problem Solving
	Thinking ethically
	Emotional and cognitive empathy
Cognitive learning	

<b>The Art and Science of War</b>	Introduction to Security Studies
	Urban Operations
	The history of military strategy
	Cyber security in practice
	Australian National Security
	International Security in the 20th Century
	Modern warfare
	Strategy and Security in the Indo-Pacific
	Intelligence and counter-intelligence
	New security challenges
	Counterterrorism policies and practices
	Terrorism and political violence in South Asia
	Military modernisation and future force enhancement
	Security Policy Analysis: Current and Emerging Issues
	The Weaponisation of social media
	Cyber security: Current and future strategies
	Deterrence: From Cyber to Nuclear
	Understanding the role of logistics in the delivery of military success
Introduction to Information Warfare	

<b>Leadership, Ethics and Society</b>	Introduction to Politics in Australia
	Introduction to Economics
	Military Ethics
	Foundations in gender studies
	Culture to Cultures
	Intercultural communication
	Teaching, learning and working in culturally diverse environments
	Ethical practice in Security Studies
	International Politics
	Different perspectives in Leadership
	History of the Postmodern world
	Global justice, Aid and Security
	Crisis management and Disaster relief
	Overseas aid and International development
	Governance, Power and Public policy
	Introduction to moral and ethical considerations in the use of force
	Climate change
	Ethics and Morality of Autonomous and AI weapons

<b>Science, Technology, Engineering and Mathematics</b>	Introduction to Information Technology
	Information Technology: Artificial Intelligence
	Scientific skills and communication
	Information Technology: Robotics
	Information Technology: Introduction to software design and programming
	Information Technology: VR and AR in training
	Radio Propagation
	Meteorology
	Introduction to Biology
	The changing world: Understanding the impacts of technology
	Autonomous robotics
	Information Technology: Gamification techniques
	Digital Literacy
	Information Technology: Analytics
	Information Technology: Data analysis tools
	Information Technology: Decision support system
Information Technology: Knowledge management and productivity	

<b>Organisational Management, Projects and People</b>	Introduction to Social Media
	Introduction to Managing people
	Introduction to Project and People
	Introduction to Organisational Design
	Communication and Media
	Organisational Behaviour
	Introduction to Project Management
	Professional and technical communication
	Presenting in public: Writing and performing for professional contexts
	Public Relations, Activism and Social Change
	Making Sense of Online Communities
	Project leadership and Teams
	Instructional Design
	Communities of Practice
	Change Management
	Performance Appraisal
	Introduction to Contract Management
	Organisational transformation
Introduction to business administration	
Introduction to human resources	