



Cove+ Supervisors' Guide

Army's Professional Development Program

In the era of current 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 Cove+ effectively. If you have further questions, or considerations of your own, please share these with us by contacting a member FORCMD's PME Cell at the.cove@defence.gov.au, The Cove Team. Our **Users' 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.**

We recommend commanders/supervisors 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. 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**

University 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	Recommended hours	Assessment type
The Art and Science of Thinking	Introduction to Psychology	10	Quiz
	Lean Thinking	10	Quiz
	Psychology of Decision Making	20	Quiz
	The Art of Good Thinking	20	Quiz
	Reasoning	20	Quiz
	Critical Thinking	20	Quiz
	Organisational Psychology	20	Essay
	Psychological Science: Putting Theory into Practice	20	Essay
	Creative Thinking, Innovation & Problem Solving	20	Essay
	Neuroleadership – Leading with the Brain in Mind	20	Essay
	Thinking Politically	20	Essay
	Psychology of Teams	20	Essay
	Critical Thinking & Problem Solving	20	Quiz
	Thinking Ethically	40	Quiz
	Emotional and Cognitive Empathy	10	Quiz
	Cognitive Learning	10	Quiz

Modules	Units	Recommended hours	Assessment type
The Art and Science of War	Introduction to Security Studies	10	Quiz
	Urban Operations	10	Quiz
	The History of Military Strategy	10	Quiz
	Cyber Security in Practice	10	Quiz
	Australian National Security	10	Quiz
	International Security in the 20th Century	20	Quiz
	Modern Warfare	20	Quiz
	Strategy and Security in the Indo-Pacific	20	Essay
	Intelligence and Counter-Intelligence	20	Essay
	New Security Challenges	20	Essay
	Counterterrorism Policies and Practices	20	Essay
	Terrorism and Political Violence in South Asia	20	Essay
	Military Modernisation and Future Force Enhancement	20	Essay
	Security Policy Analysis: Current and Emerging Issues	20	Essay
	The Weaponisation of Social Media	10	Essay
	Cyber Security: Current and Future Strategies	10	Essay
	Deterrence: From Cyber to Nuclear	10	Essay
	Understanding the Role of Logistics in the Delivery of Military Success	10	Quiz
	Introduction to Information Warfare	10	Quiz

Modules	Units	Recommended hours	Assessment type
Leadership, Ethics and Society	Introduction to Politics in Australia	10	Quiz
	Introduction to Economics	10	Quiz
	Military Ethics	10	Quiz
	Foundations in Gender Studies	10	Quiz
	Culture to Cultures	20	Quiz
	Intercultural Communication	20	Essay
	Teaching, Learning and Working in Culturally Diverse Environments	20	Essay
	Ethical Practice in Security Studies	40	Essay
	International Politics	40	Essay
	Different Perspectives in Leadership	40	Essay
	History of the Postmodern World	40	Essay
	Global Justice, Aid and Security	40	Essay
	Crisis Management and Disaster Relief	40	Essay
	Overseas Aid and International Development	40	Essay
	Governance, Power and Public Policy	40	Essay
	Introduction to Moral and Ethical Considerations in the Use of Force	10	Quiz
	Climate Change	10	Essay
	Ethics and Morality of Autonomous and AI Weapons	10	Essay

Modules	Units	Recommended hours	Assessment type
Science, Technology, Engineering and Mathematics	Introduction to Information Technology	10	Quiz
	Information Technology: Artificial Intelligence	10	Quiz
	Scientific Skills and Communication	10	Quiz
	Information Technology: Robotics	10	Quiz
	Information Technology: Introduction to Software Design and Programming	10	Quiz
	Information Technology: VR and AR in Training	10	Quiz
	Radio Propagation	10	Essay
	Meteorology	10	Essay
	Introduction to Biology	10	Essay
	The Changing World: Understanding the Impacts of Technology	10	Quiz
	Autonomous Robotics	10	Essay
	Information Technology: Gamification Techniques	10	Essay
	Digital Literacy	10	Essay
	Information Technology: Analytics	10	Quiz
	Information Technology: Data Analysis Tools	10	Quiz
	Information Technology: Decision Support System	10	Essay
	Information Technology: Knowledge Management and Productivity	10	Quiz

Modules	Units	Recommended hours	Assessment type
Organisational Management, Projects and People	Introduction to Social Media	10	Quiz
	Introduction to Managing People	10	Quiz
	Introduction to Project and People	10	Quiz
	Introduction to Organisational Design	10	Quiz
	Communication and Media	20	Quiz
	Organisational Behaviour	20	Quiz
	Introduction to Project Management	20	Quiz
	Professional and Technical Communication	20	Quiz
	Presenting in Public: Writing and Performing for Professional Contexts	20	Essay
	Public Relations, Activism and Social Change	40	Essay
	Making Sense of Online Communities	40	Essay
	Project Leadership and Teams	40	Essay
	Communities of Practice	10	Quiz
	Change Management	10	Quiz
	Performance Appraisal	10	Quiz
	Introduction to Contract Management	10	Quiz
	Organisational Transformation	10	Essay
	Introduction to Business Administration	10	Quiz
	Introduction to Human Resources	10	Quiz