



ADVANCED TECHNOLOGIES
BUSINESS MANAGEMENT
CYBER
ENGINEERING
LEADERSHIP DEVELOPMENT



2019
TRAINING CATALOG

CLASSROOM • ONLINE • CUSTOMIZED



ABOUT

Radiance University is a Corporate University for Radiance Technologies, Inc. (Radiance), and serves as an educational training provider committed to designing and delivering training that is critical to the competitive advantage of our nation. Radiance recognizes that its continued success depends greatly on the readiness and skills of our current and future workforce. As a company, Radiance seeks to recruit and retain high-quality, high-potential individuals who provide exceptional support and innovative solutions to our customers, ultimately benefiting our nation's warfighters.

Radiance University's objectives are to provide Radiance employees, external customers, and industry partners with quality professional development opportunities; pertinent skill development by position and level; a professional learning environment to exchange ideas and approaches; quick and easy access to valuable educational content; and custom-tailored training programs.



**"WE LOOK FORWARD TO GROWING LEADERS,
EMPOWERING OUR EMPLOYEE-OWNERS, AND
ADDING VALUE TO THE COMPANY."**

— BILL BAILEY, PRESIDENT



To lead this effort, Radiance named Ms. Lane A. Fabby as Assistant Vice President of Learning and Development. She has a passion for training engineers, scientists, technologists, and logisticians to better support the Government. If you want more information about Radiance University, please contact Lane Fabby at 256-489-8567 or email lane.fabby@radiancetech.com.

CLASSROOM

Courses provided in a classroom setting allow for hands-on learning and participant interaction. You will have the opportunity to actively participate in discussions led by industry professionals and expert instructors.

ONLINE

Online courses allow you to enjoy the flexibility of completing an instructor-led or self-study course online and within your schedule. Register at any time for a self-study course or webinar of your choice.

CUSTOMIZED

Our team can provide an organization with programs tailored specifically to meet your training goals. Select the topics, location, and times that are convenient, and we will bring the transformative learning experience to any location.

FACILITATION

Facilitation services that promote interactive discussions and capitalize on learning moments are offered to you or your team. Our facilitators ask thought-provoking questions and lead experiential learning through team exercises, videos, role-playing, and case studies.

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WAYS TO REGISTER

PHONE:

256-489-8567

EMAIL:

RadianceU@radiancetech.com

MAIL OR IN PERSON:

350 Wynn Drive
Huntsville, AL 35805

WE ACCEPT:

Checks, MasterCard, Visa,
Discover, Company POs,
and SF-182s



Classroom courses are held at various Radiance locations unless otherwise noted.

Refer to your confirmation letter email for the location.

MANDATORY TRAINING

DELTEK ANNUAL TIMESHEET TRAINING

30 minutes

Instructor: Paige Nix

Format: Online

Course Number: RE3119001

Target Audience: All Radiance Employees

What You Will Learn:

- Understand the functionality of Deltek Time & Expense
- Understand the importance of proper timekeeping and labor charging
- Learn the importance of the work authorization and how to access the work authorization
- Understand the steps in timekeeping and how to record standard hours, overtime, leave without pay and compensatory time
- Recognize the difference between minor and major non-compliances
- Learn Best Practices for timekeeping
- Know who to contact with timekeeping problems/ issues

DELTEK TIMESHEET TRAINING

1 hour

Instructor: Jeanette Calvert

Format: Classroom

Course Number: RC3119001

Target Audience: All Radiance Employees

What You Will Learn:

- How to access Employee Quick links
- Overview of Radiance Intranet site
- How to create your Deltek account
- How to reset your password
- Create a Timesheet and enter time
- Understand how to make timesheet corrections
- How to check Leave balances
- How to access employee self-service
- Know who to contact with timekeeping problems/ issues

GOVERNMENT CONTRACTING SITUATIONAL AWARENESS TRAINING

1 hour

Instructor: Bryan Johnson

Format: Annual Business Meeting

Course Number: RE3119005

Target Audience: All Radiance Employees

What You Will Learn:

- Overview of Radiance Employee Ownership
- Overview of Radiance Company Culture
- Purpose of Radiance Mission
- How to utilize Radiance SharePoint
- How to get involved
- Know who to contact



MANDATORY TRAINING

ETHICS TRAINING

30 minutes

Instructor: Kristi Looney

Format: Online

Course Number: RE3119003

Target Audience: All Radiance Employees

What You Will Learn:

- Conflicts of Interests
- Financial Record Keeping
- Security Violations
- Timekeeping
- Proprietary and Confidential Information
- Procurement Ethics
- Gifts, Gratuities and Business Courtesies
- Meals, Refreshments, and Entertainment
- Authorized Acceptance of Business Courtesies
- Transportation
- Procurement for Personal Use
- Hiring/Appointing Officers and Directors
- Export Control
- Information Technology
- Antitrust Laws
- Foreign Corrupt Practices
- International Traffic in Arms Regulations
- Anti-Kickback Enforcement Act
- Whistleblower Law
- False Claims Act
- Truth in Negotiations Act
- Federal Acquisition Regulation
- Combating Trafficking in Persons
- Copyright or Licensed Materials
- Radiance Technologies Policies and Procedures

INSIDER THREAT TRAINING

30 minutes

Instructor: Dorothy Fabian

Format: Online

Course Number: RE3119004

Target Audience: All Radiance Employees

What You Will Learn:

- Counterintelligence and security fundamentals
- The importance of detecting potential insider threats
- Reporting suspected activity to the local FSO
- Methodologies of adversaries to recruit trusted insiders and collect classified information
- Indicators of insider threat behavior, and procedures to report such behavior
- Counterintelligence and security reporting requirements



BUSINESS MANAGEMENT

FOUNDATIONS OF PROPOSAL WRITING

16 hours

Instructor: Rob Martin, Nikki Kincaid

2 Days: 8am-5pm

Format: Classroom

Course Number: RC2519003

This course will provide you with practical strategies for developing winning federal proposals. It is intended for any staff contributing to the technical, management or past performance volumes of a competitive proposal. Topics discussed include analyzing the audience and the proposal evaluation process, features and benefits, conveying value, and color team reviews. We will examine approaches to enhance the readability and visual appeal of your proposal and make it clear, compelling, and easier to evaluate.

What You Will Learn:

- Proposals are Sales Documents they are evaluated, not read
- How clients buy benefits, not features
- How to evaluate a proposal: Compliance, Responsiveness, and Compellingness
- 7 Sins of Proposal Writing
- Writing the story versus telling the story
- Pre-Proposal and Proposal Development Processes
- Proposal Roles and Responsibilities
- How to evaluate and improve the proposal solution or offering
- How to analyze evaluators and their decision-making process
- How to use a win strategy, themes, and ghosts
- Value Ladders: Features / Advantages / Benefits
- Evaluating strengths, gaps, and differentiation
- The Solution Review
- Using the master proposal outline and allocation of RFP sections
- Section outline and organizing for clarity

- Using Feature/Advantage/Benefit/Evidence Construct
- Leading with the benefit statement
- Developing Topics, Figures, Action Captions
- Bullet Writing / Speed Writing
- Iteration and walking the wall
- The Pink Team Review
- Journalistic writing versus academic writing
- Speaking to the figures
- Paragraph development: Single Topic, Opening, Contrasting, Closing
- Expanding the bullet text: How? What? Why? When? Who?
- Writing to the audience, using client language and repeating key words.
- Grammar, tone, word choice
- Using data, past performance, and evidence
- Effective use of non-text components
- Consistency: Wall of Truth, Fact Check
- The Red Team Review
- Theory vs Practice: Dealing with risk and uncertainty



ROB MARTIN

AVP AND OPS MANAGER
CYBER SOLUTIONS GROUP

For the past 25 years, Rob has served in a variety of cyber-related technical and management positions supporting the defense industry. He began his career as a communications and information operations officer in the U.S. Air Force. After 9 years with the Air Force, he worked for General Dynamics for 12 years progressing from systems engineer, to technical manager, and program manager. Throughout his time at GD, Rob filled the roles of proposal manager and capture manager on opportunities ranging from \$1M to \$250M. In 2012, Rob took the position director of proposal development and project management at Stanford Research Institute (SRI). At SRI, Rob developed and refined practical business development and program management processes to help SRI win and execute larger, complex efforts. Prior to joining Radiance, he worked as the senior capture and proposal manager for the cyber division of Battelle Memorial Institute in Columbus, Ohio. At Battelle, Rob mentored and trained proposal and capture teams and managed the cyber division's largest pursuits.

BUSINESS MANAGEMENT

EFFECTIVE BUSINESS WRITING

8 hours

Instructor: Rob Martin

1 Day: 8am-5pm

Format: Classroom

Course Number: RC2519001

This course will provide you with practical workplace writing strategies to assist you in developing documents that are clear, concise, complete, and correct. Topics that will be discussed include the professional writing process, audience awareness, document organization and design, and visuals. Learn to review key grammar, style, and sentence structure concepts that are essential to enhancing the readability of a document and understand how to adapt messages to meet the needs of various audiences.

What You Will Learn:

- Understand the importance of professional communication in the workplace.
- Discover the professional writing process and its importance in developing documents for the workplace.
- Understand the role of audience awareness and how to create a document appropriate for a specified audience.
- Recognize the importance of developing documents that are reflective of their own workplace in regards to style and organization.
- Learn how to write a document in a prose style marked by clarity, conciseness, completeness, and correctness.
- Understand how to create various correspondences and how to adapt messages to meet the needs of different audiences.
- Learn how to use document design and visuals to enhance the readability of a document.

EFFECTIVE PRESENTATIONS

8 hours

Instructor: Lane Fabby

1 Day: 8am-5pm

Format: Classroom

Course Number: RC2519002

This course will provide you with tools to create effective presentations with aids to achieve impact with your audience, to present yourself with “presence,” and establish a connection with the audience. Learn that presentations are a daily part of doing business, whether formally or informally, to persuade colleagues, a client, or influence teams. Gain tips to control emotion and anxiety and improve your style in a comfortable, non-threatening environment.

What You Will Learn:

- Understand strategies to build and strengthen communication skills
- Practice tact and poise
- Learn delivery methods that engage an audience



**DOD INTEGRATED
PRODUCT
SUPPORT
ELEMENTS**

Gain an overview of all activities associated with the life cycle of a system, from requirements generation and acquisition to sustainment and disposal. This program provides a basic foundation for senior managers and executives who are responsible for overseeing system support processes and assuring ready capability. The curriculum can be customized based on the background, knowledge and experience level of the participants.

Customized Training: 256-489-8567

CYBER

Select Courses Meet DoD Directive 8140

NETWORK+ EXAM PREP

12 hours

Instructor: Self-study

1.5 Days: 8am-5pm

Format: Online

Course Number: RC2719002



Prepare for the CompTIA Network+ Exam N10-007! Get ready for certification success as you cover network technologies, installation and configuration, media and topologies, management, and security. This course prepares IT professionals to build, manage, and protect the critical asset that is the data network.

What You Will Learn:

- OSI and TCP/IP models
- Network Hardware, Topologies, and Cabling
- Multiple Ethernet Components
- Routers and Switches
- TCP/IP Applications and Network Protocols
- IPv6 Routing Protocols
- Clients and Servers for Remote Access
- Wireless Networks / Secure Networks
- SOHO Network

SECURITY+ EXAM PREP

12 hours

Instructor: Greg Smith, Self-study

1.5 Days: 8am-5pm

Format: Online

Course Number: RC2719003



Build on your current skill set and prepare for the CompTIA® Security+ SYO-501 Certification exam. Familiarize yourself with concepts and tools, and anticipate, guard against, mitigate, and respond to security incidents. Hands-on lab gives each student in-depth knowledge and practical experience with the current essential security systems.

What You Will Learn:

- Network Infrastructure
- Systems Security
- Cryptography
- Organizational Security
- Access Control
- Auditing



GREG SMITH

SENIOR SOFTWARE ARCHITECT
CYBER SOLUTIONS GROUP

Greg Smith, MBA, is an electrical engineer and holds the Security+ certification. He has 30 years of hardware and software development experience. His experience includes ASIC design, embedded electronic development, software systems, software support, system administration, network architecture and project and personnel management. In the Advanced Technologies group, Greg has helped develop hardware and software reverse engineering defenses and vulnerability analysis techniques at all levels of a system: integrated circuit, microprocessor, electronic component, PCB board, firmware, software, system, network, and large infrastructure.

CYBER

FUNDAMENTALS OF REVERSE ENGINEERING

24 hours

Instructor: Mike Messuri

3 Days: 8am-5pm

Format: Classroom

Course Number: RC2719001

This course will provide you with the basic knowledge of how to reverse engineer a low-level system, including discussions and labs that walk through identifying helpful ports on a PCB, extraction and emulation of firmware, using return-oriented-programming gadgets to hijack program control, and using professional RE tools to analyze and characterize assembly.



What You Will Learn:

- How to use binwalk and buildroot
- How to extract firmware
- How to hijack program control through vulnerable inputs
- The proper process for characterizing a system
- How to operate an oscilloscope
- How find and read data sheets
- How to read ARM assembly



ENGINEERING

INTEGRATED AIR DEFENSE SYSTEMS

8 hours

Instructor: Garry Shackley

1 Day: 8am-5pm

Format: Classroom

Course Number: RC2319003

This course will provide you with a basic understanding of Integrated Air Defense Systems (IADS), their mission, components, and operational doctrine and procedures. Topics to be discussed are the history of IADS development, the advantages of data integration, and the fundamentals of target tracking, track assignment, and weapon system command and control.

What You Will Learn:

- The definition and mission of an IADS.
- The basic threats to an area defended by an IADS.
- IADS doctrine and procedure.
- The history of IADS development and the reasons for those developments.
- How an IADS achieves integration.
- IADS structure and its possible variations.
- How an air picture is generated from target detection, to target tracking, to target assignment, and weapon system engagement.
- The levels of automation present in IADS and their consequence.
- The basic methods of electronic warfare conducted against IADS.
- How IADS can reduce adversary technological advantages and restore the defender's situational awareness.

INTRODUCTION TO MICROELECTRONICS

24 hours

Instructor: Bob Overbeek

3 Days: 8am-5pm

Format: Classroom

Course Number: RC2319004

This course will provide you with a basic understanding of semiconductors, their global ecosystem, and macroeconomic decisions that have national security implications. It will provide a basic technical understanding of the various types of microelectronics devices and their purpose, basic device physics and chemistry, an overview of semiconductor manufacturing processes and a look into future trends. Finally, the course will provide insight into DoD use of microelectronics, programmatic requirements, policy, security and practice.

What You Will Learn:

- What a semiconductor is and how it operates.
- Types and purposes of semiconductors.
- Semiconductor terminology; basic constructs of circuits
- Transistors and how they work.
- Types and purpose of memory
- Boolean logic and how various logic gates operate.
- Cryptographic system overview including key management principles.
- Semiconductor manufacturing from crystal growth to finished product.
- Designing secure microelectronics architectures.
- What PMs need to know about microelectronics

ENGINEERING

HIGH ENERGY LASER PROPAGATION MODELING

8 hours

Instructor: Stan Patterson

1 Day: 8am-5pm

Format: Classroom

Course Number: RC2319001

This course will provide you with a basic understanding of High Energy Laser (HEL) propagation modeling. Topics to be covered include introduction to HEL propagation, discussion of available HEL propagation M&S tools, specific information related to the High Energy Laser Consolidated Modeling and Engagement Simulation. The goal of this course is for the students to be able to use the HELCoMES code to model HEL propagation and have a basic understand the inputs and outputs.

What You Will Learn:

- Introduction to HEL Propagation
- HEL Vacuum Propagation
- HEL Atmospheric Propagation
- HEL Propagation Modeling
- HELCoMES Overview
- HELCoMES Inputs
- HELCoMES Outputs
- Examples of how to use HELCoMES



HIGH ENERGY LASER LETHALITY

8 hours

Instructor: David Lyman

1 Day: 8am-5pm

Format: Classroom

Course Number: RC2319002

This course will provide a discussion of all elements of HEL Lethality testing. We will address data collection standards to be applied during the planning and execution of the test to assure meaningful and accurate data is collected. It will describe techniques for measuring laser parameters such as power and beam profile during the execution of the test. Experimental test setup and processes will be described along with data acquisition requirements for targets, facility and test conditions as well as the instrumentation and equipment necessary to acquire those measurements.

We will also discuss the key physics associated with laser-material interaction modeling as it applies to laser lethality. The fundamental equations, boundary conditions, input data, analytical and numerical modeling approaches will be reviewed. A summary will be provided of various models, codes and tools used to analyze and predict target effects during HEL engagement. In addition, an overview of the target vulnerability assessment process will be provided in the context of generating target effects data for mission level simulations.

What You Will Learn:

- The importance of lethality in HEL weapons
- Operational Analysis
- How lasers interact with materials
- Data collection techniques
- Modeling HEL-material interactions
- Target Exploitation Methods
- Vulnerability Module Definition
- Where to test

LEADERSHIP DEVELOPMENT

FOUNDATIONS IN LEADERSHIP

12 hours

Instructor: Lane Fabby

1.5 Days: 8am-5pm; 8am-12pm

Format: Classroom

Course Number: RC2919001

This course will help individuals communicate better, improve individual leadership skills, promote team cohesion, leverage personal and team strengths, and promote a high trust organizational culture. Topics that will be discussed include personality styles, strengths broken out into four leadership domains, trust, communication, and high-performance teams. This course will be well facilitated, promote rich dialog, and include experiential and interactive team exercises to ensure a deep learning experience.

What You Will Learn:

- Values Based Leadership
- Personality Styles
- Team Effectiveness
- Self-Awareness
- Communication Skills
- Trust and Transparency
- Top 5 Strengths

LEADERSHIP ESSENTIALS

12 hours

Instructor: Lane Fabby

1.5 Days: 8am-5pm; 8am-12pm

Format: Classroom

Course Number: RC2919002

This course will help individuals learn from one another, improve individual and team performance, nurture and retain top talent, develop leadership at every level of an organization, and reduce workplace conflict. Topics that will be discussed include High Order Thought™, mentoring and coaching, alignment, employee engagement, and crucial conversations. This course will be well facilitated, promote rich dialog, and include experiential and interactive team exercises to ensure a deep learning experience.

What You Will Learn:

- Decision Making
- Thinking Skills
- Delegation & Accountability
- Reflection Tools
- High Performance Teams
- Emotional Intelligence



CREATE A CUSTOMIZED LEADERSHIP PROGRAM FOR YOUR ORGANIZATION!

ONE DAY, ONE WEEK, OR ONCE A MONTH

Immersed Interventions

Customized executive development from Radiance University will produce sustainable, high-performance results.

By conducting pre-event personality and strengths assessments, facilitating with high-level expertise and professionalism, using experiential learning techniques, fostering critical thinking, promoting a rich learning environment, and conducting post-event one-on-one executive coaching, we ensure individuals and teams apply the skills they learn in the classroom after returning to the workplace.

It is affordable, customized to your organization's specific training needs and goals, as well as hassle-free—we do all the work!

Pre-Event Assessments

We offer several tools for assessing work and communication style, developing leadership skills, and building team effectiveness. Let us help your leaders achieve effective performance and results that matter.

Learning Event

Our goal is to successfully and effectively meet your group's development learning objectives. Choose any combination from the topics to the right to customize your specific program.

Post-Event Executive Coaching

One-on-one coaching sessions follow training to promote and support implementation and application of information for desired results.

SAMPLE TOPICS:

- Building Trust in a Digital Workplace
- Overcoming Conflict Through Better Communication
- Creating a Mentoring Culture
- Cybersecurity for C-Suite Executives
- Succession Planning for Young Professional Leaders
- Developing Successful Managers from Technical Experts
- The Big Picture of Strategic Thinking
- Using Personality Type to Improve Team Performance
- Data-Driven Strategies for Aligning Mission, Culture, and Performance
- Interpersonal Dynamics for High-Performance Executives
- Leadership Development in Matrix Organizations
- Integrating System Thinking Concepts, Principles, and Practices
- The Competitive Advantage of Diversity and Inclusion
- Managing Teams for Innovation and Success
- High Order Thinking

Create Your Own – If you don't see a topic you are interested in above, we can design a course tailored to you, utilizing our Subject Matter Experts. Call us to discuss at 256-489-8567!

MODELING, SIMULATION & ANALYSIS

AFSIM USER COURSE

32 hours

Instructor: Jacob Stange

4 Days: 8am-5pm

Format: Classroom

Course Number: RC2119001

This course is designed to provide a basic understanding of the AFSIM simulation framework to new AFSIM users. Throughout the instructor led course, students will be introduced to the use of the AFSIM development environment, simulation executable, and visualization tools. Using a sequential build-up of AFSIM demo scenarios, students will cover diverse topics necessary for AFSIM simulation and analysis. Covered topics include: entity development (platforms, movers, weapons, sensors, and signatures), inheritance, event-based triggers for scripts and output, script language, processors, state machines, communications, debugging, and tactics/behavior modeling.

What You Will Learn:

- Platforms & Routes
- Platform Types & Moves
- Weapons
- Signatures
- Sensors
- Event Output
- AFSIM Scripting
- State Machines & Task Processors
- Communications
- Advanced Behavior Modeling

AFSIM DEVELOPER COURSE

24 hours

Instructor: Nicholas Marquart

3 Days: 8am-5pm

Format: Classroom

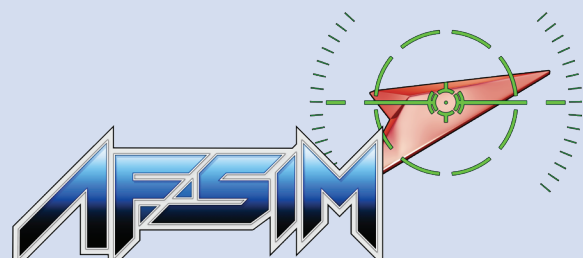
Course Number: RC2119002

Prerequisite: AFSIM User Course (RC2119001)

This course is intended to outline the World Simulation Framework (WSF) and plug-in API used by AFSIM. Throughout the instructor led course, students will work primarily in Microsoft Visual Studio to complete C++ plug-ins to extend AFSIM's core capabilities and integrate external models. All plug-in lesson modules focus on different simulation and player parts (observers, weapons, sensors, movers, communication devices, external I/O, and components) in the greater WSF context.

What You Will Learn:

- Introduction to AFSIM
- Building AFSIM
- Architecture Overview
- Observers
- Major Part Type Development
- Sensor Development
- Mover Development
- Comm. Device Development
- External IO
- Component Based Architecture



RADIANCE UNIVERSITY INFORMATION

OUR AIM

- Quality professional development opportunities.
- Pertinent skill development by position and level.
- Professional learning environment to exchanges ideas and approaches.
- Quick and easy access to valuable educational content.
- Custom-tailored training programs.

WHAT WE DO

Assessments, Training, Executive Coaching, Facilitation

TARGET AUDIENCE

For engineers, scientists, technologists, and logisticians to provide better support to the Government. Training designed for both Radiance employees and external customers already working in industry and government, to develop skills, close competency gaps, and enhance understanding of their everyday work.

SUBJECT AREAS

Advanced Technologies , Business Management, Cyber, Engineering, Leadership Development

FORMATS OF LEARNING

Classroom, Online, Blended, Customized

TYPES OF LEARNING

Lecture Base, Experiential, Social

CONTINUING EDUCATION

Exam Preps, Certificates, Short Courses, Programs, Workshops, Webinars, Tech Talks, Study Groups, Lunch and Learns, Communities of Interest

TRAINING FACILITIES



Huntsville operations will be consolidated to the new corporate headquarters in late 2019. There will be state-of-the-art conference rooms to host small or large training classes.



The Beaver Creek office will conduct training in their new facilities in the near future.



**“THE ONE EXCLUSIVE
SIGN OF THOROUGH
KNOWLEDGE IS THE
POWER OF TEACHING.”**

— ARISTOTLE

THANK YOU!

TO ALL OF OUR INSTRUCTORS

Michael Ausserer	Bryan Johnson	Bob Overbeek
Jarred Butler	Nikki Kincaid	Stan Patterson
Jeanette Calvert	Kristi Looney	Damon Pounders
Cameron Czerwonka	David Lyman	Garry Shackley
Warren de Wit	Nicholas Marquart	Trevor Skelton
Lane Fabby	Rob Martin	Greg Smith
Dorothy Fabian	Mike Messuri	Jacob Stange
Nick Garmann	Paige Nix	Jay Stenmark
Stephen Hartzell	Frank Odom	David Vititoe

2019 TRAINING EVENTS

PROPOSAL WRITING TRAINING:

- Huntsville – January 23-24
- Dayton – March 13-14
- Stennis – May 15-16
- Ruston – September 11-12
- Huntsville – November 13-14

REVERSE ENGINEERING TRAINING:

- Dayton – May 21-23
- Dayton – October 8-10

LEADERSHIP TRAINING:

- Stennis – March 27
- Dayton – April 18-19
- Huntsville – October 24-25

AFSIM DEVELOPER TRAINING:

- Dayton – February 5-7
- Albuquerque – February 12-14
- Dayton – May 7-9

AFSIM USER TRAINING:

- Dayton – January 15-18
- D.C. – February 5-8
- Dayton – March 5-8
- Dayton – April 9-12
- Dayton – June 11-14

MANDATORY TRAINING:

- Ethics Training – February
- Situational Awareness Training – May
- Insider Threat Training – September
- Annual Timesheet Training – December

ANNUAL BUSINESS MEETING:

- Virginia – May 3-4

TECH TALKS:

- February 27 – Brain Computer Interface (BCI)
- May 29 – Quantum Computing
- August 28 – TBD
- November 27 – TBD



LUNCH AND LEARNS:

- January 30 – Machine Learning (Huntsville & Dayton)
- March 27 – Government Finance 101 (Huntsville)
- April 24 – Python Language (Huntsville & Stennis)
- June 26 – Time Management Skills (Huntsville)
- July 31 – Forensic Capture & Analysis (Dayton)
- September 25 – Project Management Professional (Huntsville)
- October 30 – Digital Signal Processing in One Lesson (Dayton)



POLICIES

NON-CREDIT REGISTRATION AND PAYMENT POLICIES

See page 1 for ways to register. Payment by cash, check, credit card, or written employer billing authorization is required at time of registration. Mail or email your company purchase order, tuition voucher, or other billing authorization to the Radiance University Registration Office. You will receive confirmation after your registration has been processed. Please review your confirmation letter carefully for the latest course information. The registration fee for non-credit courses includes any required text, course materials, and lab fees.

WITHDRAWAL POLICY

Failure to participate in a course or program does not constitute withdrawal. Substitutions are permitted with one week prior notice. For a refund, the Radiance University Registration Office must be notified in writing at least one week prior to the course start date. Send notifications to lane.fabby@radiancetech.com.

Online On Demand course withdrawal requests must be received prior to logging onto the course and no more than one week from the initial date of registration.

TRAINING ENVIRONMENT

Courses are presented in various Radiance Location Training Centers, unless otherwise noted. Computer technology courses are conducted in state-of-the-art computer labs. Classroom courses are held in rooms designed for the adult learner.

COURSE CANCELLATION AND INCLEMENT WEATHER

Non-credit courses are self-supporting and classes are subject to cancellation if there is insufficient enrollment. In the event of course cancellation, participants will be notified in a timely manner and will have the option of applying fees paid to another course or receiving a course fee refund.

ACCEPTABLE PROOF OF U.S. CITIZENSHIP

For select courses, participants must be U.S. citizens and provide verification of citizenship. Email lane.fabby@radiancetech.com for more details.

MISPRINTS

Radiance University shall not be held responsible for misprints in printed or digital media. We apologize for any inconvenience.



CUSTOMIZED TRAINING – DELIVERED!

Radiance University can customize a program that targets an organization's specific training goals. Select an existing topic or let us develop a specialized program for you. Our well-developed programs help organizations master the latest techniques and best practices through:

Full Service Customer Support

Benefit from quality administrative and instructional support from planning to course completion and beyond. Let us help you make your job easier!

Flexible Delivery Options

Select from traditional classroom, online, or blended program formats.

Experienced Instructors

Gain valuable knowledge through specialized curriculum and quality instruction delivered by practitioners who are experts in their fields.

Collaborative Hands-on Learning

Build new skills and foster critical thinking through the integration of theory into practice using interactive lectures, case studies, assessment tools, and hands-on applications.

Unlimited Course Topics

Choose from existing course offerings, modify course content to your specific needs, or let us assist with developing new curriculum targeted to fit your organizational needs.

RETURN ON YOUR INVESTMENT

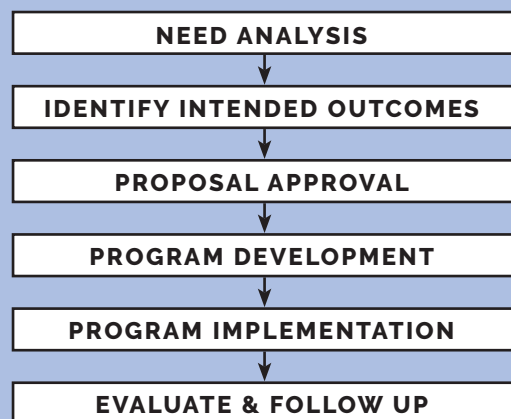
Our goal is to maximize an organization's investment by designing, developing, and delivering a customized program that best meets their organizational needs.



Why Choose Radiance University?

- High quality, relevant topics, and cost value
- Expert instructors with real-world experience
- Improved performance and results
- Convenience and flexibility

TRAINING PROGRAM DEVELOPMENT PROCESS



Call Lane Fabby at 256-489-8567
to schedule a meeting.



SAMPLE COURSES

- AFSIM Developer Course
- AFSIM User Course
- Artificial Intelligence Fundamentals
- Big Data Fundamentals
- Conflict Management
- Data Analytics
- Effective Business Writing
- Effective Communication
- Effective Presentations
- Emotional Intelligence
- Foundations in Leadership
- Foundations of Proposal Writing
- Fundamentals of Hypersonics
- Fundamentals of Reverse Engineering
- High Energy Laser Propagation Modeling
- High Energy Laser Lethality
- Integrated Air Defense Systems
- Integrated Product Support Elements
- Introduction to Microelectronics
- Javascript 101
- Laser Adaptive Optics
- Laser Physics and Propagation
- Leadership Essentials
- Network+ Exam Prep
- Python Language
- Radars and Sensors
- Security+ Exam Prep
- Strategic Thinking