



DEPARTMENT OF THE ARMY
U.S. ARMY COMBINED ARMS CENTER AND FORT LEAVENWORTH
415 SHERMAN AVENUE UNIT 1
FORT LEAVENWORTH, KANSAS 66027-2300

REPLY TO
ATTENTION OF

ATZL-MCV-L

03 OCT 2017

MEMORANDUM THRU

[Signature]
Commanding General, U.S. Army Training and Doctrine Command (AT/CS), 950
Jefferson Avenue, Fort Eustis, VA 23604-5700

FOR Vice Chief of Staff, United States Army, 200 Army Pentagon, Washington, DC
20310-0200

SUBJECT: Fiscal Year (FY) 18 Army Leader Development Program Priority List (APL)

1. References: DA Pamphlet 350-58, 8 Mar 13, subject: Army Leader Development Program.

2. Background: The Army Leader Development Program (ALDP) contains all HQDA-approved leader development initiatives and provides the management process for program execution, approval and incorporation of new initiatives, and initiative prioritization.

3. Purpose: Gain VCSA approval of the POM 20-24 ALDP Resource and Policy Priority Lists.

a. Resource Priority List:

APL #	ALDP INITIATIVE TITLE / NUMBER
1R	Junior Captain Talent Assessments [O-17-001] see Encl
2R	Regional and Strategic Broadening [I-14-002] see Encl
3R	Cadre and Faculty Development Course [I-15-001] see Encl
4R	Mid-Grade Learning Continuum for 2015 [I-12-004] see Encl
5R	Commander 360 [O-13-012] see Encl
6R	Enhance Officer/WO Assignment Process [I-13-002] see Encl

ATZL-MCV-L

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b. Policy Priority List:

APL #	ALDP INITIATIVE TITLE / NUMBER
1P	Leader Development Community of Practice [I-16-002] see Encl
2P	Army's Framework for Character Development – Implementation and Assessment [I-14-007] see Encl
3P	America's Army - Our Profession Annual Theme [I-14-006] see Encl
4P	Army Civilian Acculturation Program [C-15-004] see Encl

4. Discussion:


a. The APL process ensures consistency between leader development program priorities and resourcing decisions. There are two distinct priority lists – resource and policy. Both lists are developed annually to coincide with the established POM cycle.

(1) The ALDP initiatives on the resource priority list require funding for implementation. While approval of the resource priority list does not guarantee funding, it does inform the POM process and identify the priority of initiatives for same.

(2) The ALDP initiatives on the policy priority list do not require funding for implementation, but impact policy.

b. APL development is a four-phase process that culminates with the creation of a recommended priority list which is forwarded for approval: Phase I - initiative assessment; Phase II - initiative cost benefit assessment; Phase III - initiative ranking; Phase IV - APL creation.

5. Request you review and approve this APL for continued execution of the Army Leader Development Program through FY18 and 1st Quarter FY19.



MICHAEL D. LUNDY
LTG, USA
Commanding

Encl

ATZL-MCV-L

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
Commander, Eighth Army

Commander, U.S. Army Cyber Commander

(UNCLASSIFIED)

ARMY STAFFING FORM For use of this form, see DA Memo 25-52, the proponent agency is AASA.		1. TRACKING NUMBER	2. TODAY'S DATE (YYYYMMDD) 20171003	3. SUSPENSE DATE (YYYYMMDD)		
4. LEAD STAFF AGENCY TRADOC		5. SUBJECT Fiscal Year (FY) 18 Army Leader Development Program Priority List (APL)				
6. ROUTING: (ECC USE ONLY)		ECC POC (Initial)	ECC (Rank, Name, Phone No.)	DIR, ECC (Initial)		
Initial Date		COMMENTS:				
SA						
CSA						
USA						
VCSA						
AASA						
DAS						
SMA						
DUSA						
VDAS						
7. ORIGIN: Requirement from - <input type="checkbox"/> SA <input checked="" type="checkbox"/> CSA <input type="checkbox"/> USA <input type="checkbox"/> VCSA <input type="checkbox"/> Staff Initiated <input type="checkbox"/> OSD <input type="checkbox"/> Congress <input type="checkbox"/> CJCS/JS <input type="checkbox"/> Other _____ Meeting/Forum/Other: Required by DA Pam 350-58, Army Leader Development Program, 8 Mar 13.						
8. WHAT IS IN THE THE PACKET? TAB A: CG, CAC Memo, subject: FY18 Army Leader Development Program Priority List (APL) TAB B: Enclosure to Memo: FY18 APL Initiative Descriptions TAB C:						
9. ACTION SEEKS SENIOR LEADER <input type="checkbox"/> Signature <input checked="" type="checkbox"/> Approval <input type="checkbox"/> Guidance <input type="checkbox"/> Information Only <input type="checkbox"/> Other _____ Recommendation VCSA approve the FY18 ALDP Priority (APL) List memo (TAB A). to senior leader:						
10. KEY AREAS IMPACTED: <input type="checkbox"/> Funding <input type="checkbox"/> Equipment <input type="checkbox"/> Personnel <input type="checkbox"/> Training <input type="checkbox"/> Strategy <input checked="" type="checkbox"/> Policy <input type="checkbox"/> Congressional <input type="checkbox"/> Legal <input checked="" type="checkbox"/> Other <u>Leader Development Initiative Approval</u>						
11. KEY POINT(S) THE SENIOR LEADERS SHOULD GET FROM THIS ACTION: ■ Informs the Planning, Programming, Budgeting, and Execution System (PPBES) and HQDA staff on leader development priorities for FY18. ■ The approved APL will maintain prioritization of the Army Leader Development Program through FY18 and the 1st QTR FY19. There are 6 approved resourcing initiatives and 4 approved policy initiatives.						
12. ADDITIONAL INFORMATION: a. The APL process ensures consistency between leader development program priorities and resourcing decisions. There are two distinct priority lists: resource and policy. Both lists are developed annually to coincide with the established POM cycle. (1) The ALDP initiatives on the resource priority list require funding for implementation. While approval of the resource priority list does not guarantee funding, it does inform the POM process and identify the priority of initiatives. (2) The ALDP initiatives on the policy priority list do not require funding for implementation, but impact policy. b. The APL development is a four-phase process that culminates with the creation of a recommended priority list which is forwarded for approval: Phase I - initiative assessment; Phase II - initiative cost-benefit analysis; Phase III - initiative ranking; Phase IV - APL creation.						
13. SENIOR LEADER/DECISION/COMMENTS: APPROVED _____ DISAPPROVED _____ NOTED _____ SEE ME _____ COMMENT _____						

(UNCLASSIFIED)

14. LEAD AGENCY STAFF COORDINATION		LEAD STAFF AGENCY: TRADOC	TRACKING NO.:
TITLE	INITIAL	TYPE OR PRINT NAME	DATE (YYYYMMDD)
CDR, CAC		LTG Michael Lundy	20171005
PRINCIPAL ONLY		GEN David G. Perkins, CG, TRADOC	
ACTION OFFICER (Signature) (Name/Title/Phone No./Email/Office Symbol)		STOETZEL HEIDI LYNN 1148563295 Ms. Heidi Stoetzel, Analyst CAL/CAC (913)758-3536, heidi.l.stoetzel.civ@mail.mil	20171004
SACO (Signature) (Name/Title/Phone No./Email)			

RECOMMENDATION FOR STAFF PRINCIPAL:

15. STAFF COORDINATION

CONCUR	NON-CONCUR	AGENCY	NAME (TITLE, LAST NAME)	PHONE (XXX) XXX-XXXX	DATE (YYYYMMDD)	REMARKS
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		OTJAG				
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16. REMARKS BY ECC:

FY 18 Army Leader Development Program Priority List (APL) Initiative Descriptions

1R The Junior Captain Talent Assessment is a Talent Management Task Force (TMTF) initiative that takes inventory of early-career officer talent in the 3-5 years of service window. The assessment is a means both to inform post-command broadening, PME, and operational assignments as well as to begin the Voluntary Transfer Incentives Program (VTIP) discussion for some officers. The program began in spring 2017 with a prototype assessment for 54 Captains at the Aviation Captains' Career Course (CCC). The phase 2 pilot is to begin in fall 2017 at eight CCCs and will include 630 Captains. The cost to execute Phase 2 is \$302,000 to fund Graduate Record Exams (GRE), career coaching for all Captains, and TDY for evaluators. Phase 3 will expand the program to all CCCs. Resource funding estimated cost is \$7.4 million dollars.

2R Regional Strategic Broadening Regional and Strategic Broadening initiative was developed to fill a need addressed in the CSA Strategic Priorities to Achieve Adaptive Army Leaders for a Complex World, the CJCS instruction 3126.01A, Language, Regional Expertise, and Culture Capability Identification, Planning, and Sourcing and to help achieve Officer Cohort ends as identified in the 2013 Army Leader Development Strategy and in subsequent Leader Development Guidance. This initiative addresses Professional Military Education gaps in Strategy, Regional Expertise and Culture by providing short-term (1 month) non-branch qualifying training and experience for high performing select (Company Grade) Maneuver, Fires and Effects Officers. SBS is funded by MDEP TFAO estimated cost is \$3.2 million dollars.

3R Cadre and Faculty Development Course The CFDC establishes the capability to develop and transition Army faculty (officers, warrant officers, NCOs and civilians) from tactical trainers to educators. It provides Army faculty from all learning cohorts with the academic credentials to develop Cadets, Soldiers, NCOs, Warrant Officers and Officers as young adult learners. CFDC develops World Class SROTC faculty to educate Cadets in becoming adaptive leaders able to thrive in a chaotic and complex world. Resource funding estimated cost is \$5.05 million dollars for FY17 and \$3.98 million dollars for FY18 and beyond.

4R Mid-Grade Learning Continuum MLC 2015 provides officer continuing education for mid-grade officers—1LT through CPT(P) and WO1 through CW2(P)—toward developing the Scholar-Warrior-Leader who is a critical and creative thinker, sufficiently agile and adaptive to address complex problems now and into the future. The MLC 2015 breaks the old brick and mortar based educational paradigm, replacing it with a tailored, student centered, and a lifelong learning continuum. Resource funding estimated cost is \$2.9 million dollars.

5R Commander 360 Institutionalize and resource the 360° degree leadership assessment tool completed by brigade and battalion commanders that is shared with their immediate rater to promote leadership development. Resource funding estimated cost is \$240,000 annually for FY-18 and beyond.

6R Enhanced Officer/ Warrant Officer Assignment Process (AIM2) Enhancing Officer and WO Assignment Processes are part of the overarching TM strategy that seeks to acquire, develop, employ, and retain a ready, diverse, and integrated team of trusted professionals optimized to win in a complex world. To that end, the Talent Management strategy outlines the importance of Soldier-Job fit in terms of employment which is "optimize the productivity of each Army professional by aligning an individual's unique talent against organizational talent

Encl

FY 18 Army Leader Development Program Priority List (APL) Initiative Descriptions

demands, to the mutual benefit of both the individual and the Army." It also "aligns personnel to the right job at the right time, assigning them where they can maximize their contributions and includes the advancement of personnel through job placement and succession planning."

Currently OPMD is developing, implementing and sustaining AIM.2 with in-house personnel, 1 x GS-13 and 1x LTC. This in-house sustainment is at the cost of the development and sustainment of other in-house programs and initiatives. Our recent manpower study shows that we will require 2 x GS programmers in the future to continue to maintaining and developing AIM.2.

1P Leader Development Community of Practice The Army lacks a venue that supports an Army wide leader development community of engagement, yet leadership and leader development are at the core of all that the Army does and are critical to sustaining readiness.

2P Army's Framework for Character Development – Implementation and Assessment Gives leaders developmental experiences and feedback from actual practice, provides feedback to the individual to diagnose development needs to improve in key areas and gives information to predict future behavior that can be used by the individual or the Army to inform future career steps.

3P America's Army - Our Profession Annual Theme To address perceived weaknesses or issues affecting character development, ethical decision-making, and professional conduct. Developing a shared professional identity, reinforcing Trust, and inspiring right decisions and actions—in the performance of duty and in all aspects of life—are goals of this education program. The ALDP recently approved in APLDI 17-2 to move the AAOP rhythm to every odd fiscal year to nest with AAOP theme publication.

4P Army Civilian Acculturation Program The Army does not have a standardized orientation and onboarding process for Civilians. The Acculturation program provides a positive, welcoming experience for newly employed Army Civilians to: make the onboarding process smooth and hassle-free; help them understand, appreciate, and feel connected to the Army culture and mission; and build a culture of continual engagement between employees and supervisors.

