



DEPARTMENT OF THE ARMY  
U.S. ARMY COMBINED ARMS CENTER AND FORT LEAVENWORTH  
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FORT LEAVENWORTH, KANSAS 66027-2300

REPLY TO  
ATTENTION OF

ATZL-MCV-L

5 Sep17

MEMORANDUM FOR RECORD

SUBJECT: Outcomes and Taskers - Army Profession and Leader Development Forum (APLDF) 17-4

1. Refer to DA Pam 350-58 (Army Leader Development Program), dated 8 Mar 13.
2. Background. The APLDF is the Army's Senior Responsible Official (SRO) for Leader Development (i.e., CG TRADOC) decision making forum for the Army Profession and the Army Leader Development Program (ALDP). On behalf of the SRO, CG CAC administers the APLDF where members critically examine profession and leader development initiatives and programs, discuss related issues, and draw upon their experience and judgment to advise the SRO.
3. Purpose. This memorandum provides a summary of APLDF 17-4, which was held on Tuesday, 22 Aug 17, from 0900-1200 (CST) at Fort Leavenworth and was conducted primarily via video teleconference (VTC). The forum was attended by 207 registered participants at 43 VTC sites worldwide and included 38 senior Army leaders.
4. Objectives.
  - a. Recommend ALDP initiative completions/closures and review/update selected initiatives.
  - b. Provide status updates on due outs and taskers from previous forums.
  - c. Request decision to approve and formally staff the Army Leader Development Program Priority List (APL) thru the VCSA.
  - d. Provide enterprise level, ALDP critical information to the Army.
5. ALDP Initiative Completions/Closures and Initiatives Review/Update.
  - a. LTG Lundy approved all recommended completions/closures.
    - Completions: Army University (I-15-006), Applied Critical Thinking and Groupthink Mitigation (I-15-003), Establish an NCO Professional

Development System (N-15-005), NCO Development for the Army 2020 (N-14-001), and Level V PME Course (N-15-002)

- Closures: Developmental Assessment Program (I-13-003)

b. Commander 360 [O-13-012] (CAL): LTG Lundy reiterated that Senior Leaders must take initiative with their subordinates in order to reinforce 360 assessments. Within 30 days, CAL will provide the CAC staff with a listing of who has completed the Commander 360 Assessment. In order for the CG CAC to provide the ACOMs, ASCCs and DRUs with the list of personnel in compliance.

c. Cadre and Faculty Development Course [I-15-001] (USACC): LTG Lundy wants to continue to socialize this initiative via the MM PEG and continue visibility across the Army. USACC will conduct a CBA in order to validate value of the program, work with G-1 and ASA M&RA for future funding endeavors, and assess the initiative's future continuation within the ALDP.

d. Mid-Grade Learning Continuum 2015 [I-12-004] (Army University): Army University will brief the initiative at the ALCC, review the initiative for funding for all Components, and either accelerate requirements to complete the initiative during APLDF 18-1 or remain in the ALDP.

## 6. APLDF 17-4 Due-Outs

a. Probationary Supervisor 360 (CAL): CAL recommended using LDR360 MSAF tool and only for developmental purposes. Incorporate probationary supervisory 360 into Supervisor Enrichment and Development Program (SEDP) currently under development. CWT is lead with CAL in support.

## 7. Summary of Decision Briefings.

a. CES Requirements Development (DA G-3/7 TRV). LTG Lundy recommended mandating CES courses within policy. Requires assessment of impact to the Army and a review of Distance Learning or resident COAs during future APLDFs by DA G-3/7 TRV.

b. Supervisor Development Course (AMSC). LTG Lundy tasked AMSC to report back on what it would take to build an exportable SDC course that meets all mandates and requirements of pertinent laws and guidance. What resources would be required to build and manage this course (such as training trainers, etc.)? The due out is a concept for executing an exportable SDC option based on the current SDC (in compliance with NDAA and DoD guidelines) and the resources required to execute the concept.

c. Character Development (CAPE). Army Character Development Project (CAPE). The Army's Framework for Character Development and path forward: Approved. The current Initiative - FY 17, APL #3P, "Army Character Development Project" (I-14-007) -- will be extended and amended as: FY18, APL #2P, "The Army's Framework for Character Development - Implementation and Assessment". CAPE will serve as the OPR on behalf of CG, CAC for implementation and assessment and will continue to lead the Army Character Development Project Team, including all member organizations of the APLDF and the HD CoP. CAPE will prepare and present periodic IPRs to the APLDF and HDSC regarding progress on implementation of approved tasks and assessment of results. CAPE will initiate HQDA staffing action to gain approval for CG, CAC approved tasks/actions involving Army organizations outside TRADOC (e.g., ASA (M&RA); HQDA DCS G-1, G-3; FORSCOM; USAR; ARNG; ACC; etc.).

d. FY18 ALDP Priority List (CAL). Approved for formal staffing to CG TRADOC and VCSA.

#### 8. Summary of Critical Information Briefings.

a. Strategic Broadening Seminars 2.0 (DA G-3/7 SSF): DA G-3/7 SSF must continue to deconflict the scheduling of Component 2/3 Soldiers into SBS events with the impacts on same caused by Continuing Resolutions and their consequent funding issues. LTG Lundy concurs with FY18 SBS priorities.

b. NCO PME Common Core Competencies Initiative (TRADOC G-3/5/7): SGM Thomson (CAL) provided an update on the NCO PME Leader Core Competencies (LCC) and the importance the LCC provide to standardize and provide a relevant curriculum for NCO PME.

#### 9. Summary of Information Briefing.

a. USARC Leader Development (100<sup>th</sup> TD): The 100<sup>th</sup> Training Division Leader Development team provided an update in regards to Leader Development in the Army Reserve (USARC). Discussed key efforts with on-going lines of effort, as well as, way ahead to operationalize the Army Leader Development Strategy (ALDS) within USARC.

#### 10. Closing Remarks.

a. COL Hixson closed the forum with a due-outs and decisions recap (See above future due-outs and approved decisions).

b. LTG Lundy reiterated the importance of implementing Leader Development initiatives across all levels of our Army, specifically at the strategic level, in order for Leader Development to sustain momentum and drive actions to improve leader

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development and leader readiness. He welcomes everyone's feedback. APLDF 17-4 adjourned at 1159 (CST).

11. The APLDF 17-4 final presentation is posted on the ALDP AKO website at <https://www.us.army.mil/suite/page/517997>.

12. POC for this memorandum is COL John D. Hixson, Director, Center for Army Leadership, at (913) 758-3529 [DSN: 585] or [john.d.hixson.mil@mail.mil](mailto:john.d.hixson.mil@mail.mil).

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