



DEPARTMENT OF THE ARMY
U.S. ARMY COMBINED ARMS CENTER AND FORT LEAVENWORTH
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REPLY TO
ATTENTION OF

ATZL-MCV-L

08 Feb 18

MEMORANDUM FOR RECORD

SUBJECT: Outcomes and Taskers - Army Profession and Leader Development Forum (APLDF) 18-2

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 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 18-2, which was held on Tuesday, 06 Feb 18, from 0900-1030 (CST) at Fort Leavenworth and was conducted primarily via video teleconference (VTC). The forum was attended by 191 registered participants at 65 VTC sites worldwide and included 45 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. Provide enterprise level, ALDP critical information to the Army.
5. APLDF 18-1 Due-Outs
 - a. Commander 360 (CAL): On 15 Dec 17, CAC CG provided ACOMs, ASCCs and DRUs with a by name list of personnel in compliance. LTG Lundy reiterated that this program is a rater initiated program and a key component to how we develop leaders. Every 90 days beginning on 01 Mar 18, CAL will provide update to DAG1 of battalion and brigade CSL commanders who have completed CDR360.

- b. Regional Strategic Broadening (DA G-3/5/7 SSF): SBS course participants have their course annotated on ORBs in the remarks section and additionally are given a 6Z skill identifier annotated in the skills section. LTG Lundy directed Army University to work towards getting approval to give participants credit (Master's/Micro). Follow-up will be discussed in future APLDFs.
 - c. Soldiers Greenbook (Army U/CAL): Army University and CAL will visit USARPAC in April 2018 to conduct an assessment on this initiative and consider how it might be scaled and implemented across the Army.
6. ALDP Initiative Completions/Closures and Initiatives Review/Update.
- a. Initiative Updates:
 - Army Civilian On-Boarding and Acculturation (DAG1CP): Ms. Nelson from DA G-1 gave a short overview of the program and how its being executed. The intent of this initiative is to standardize the orientation and onboarding processes for Civilians. CWT is conducting a 'current state assessment' – taking a more detailed look at how current processes (HR, IT, Security) are working, conducting interviews with key program stakeholders, and evaluating comments from Acculturation pilot participants on what is working well and what else could be improved.
 - Junior Captains Assessment (CAL/TMTF): Pilot II ongoing at FA Career Course & Fort Sill, OK Education Course; combined coaching session on 11 Apr 18 with final responses/outcomes in May 18. MG Shoffner recommends reviewing the coaching costs during Pilot III.
7. CAPE Update:
- a. *Army's Framework for Character Development* Implementation and Assessment Plan : CAPE provided a detailed update for this initiative (FY 18, APL #2P, I-14-007). Staffing of the Author's draft was completed on 2 Feb 18. Follow on step is to staff and present feedback on the Initial draft during APLDF 18-3. Lines of Effort include: The Army as an Institution – Culture of Trust; Army Organizations – Professional Climate; and Soldiers and Army Civilians – Identity. LTG Lundy approved the recommended Lines of Effort and Time-Phasing of the Supporting Objectives for this initiative. The intent is to gain approval for the plan, NLT APLDF 18-4 and begin implementation in 1st QTR FY 19
8. Summary of Decision Briefings.
- a. Face-to-Face Supervisor Development Course [F2F SDC] (AMSC): Mr Summers provided a decision brief to LTG Lundy who concluded that a combination of on-line training (to be developed) and installation resourced F2F training is the best COA. An AMSC lead train the trainer (TTT) program would precede the

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installation resourced F2F course. LTG Lundy directed AMSC to staff this decision with ACOMs, DRUs, and ASCCs prior to the next TGOSC for possible TT PEG resourcing.

9. Summary of Critical Information Briefings.

- a. Probationary 360 (TRADOC): The MSAF 360 will be executed at the 6-9 & 13 18 month range within the Supervisor Enrichment Development Program (SEDP). SEDP pilot will begin in APR 18 and first MSAF 360 will be conducted in OCT 18. LTG Lundy stated to keep this pilot limited to 150 participants.
- b. DA IG Leader Development Inspection Update (DAIG): LTC Futscher gave a brief overview of the upcoming Leader Development inspection and some of the findings from the inspection in 2014. This inspection will focus largely on CAC and TRADOC.
- c. Warrant Officer 2025 Update (CAC): CW5 Kunz provided an update on the closure of the Warrant Officer 2025 initiative that has already been approved.

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. APLDF 18-2 adjourned at 1035 (CST).

12. The APLDF 18-2 final presentation is posted on the ALDP AKO website at <https://www.us.army.mil/suite/page/517997>.

13. 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.

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