



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

10 May 18

MEMORANDUM FOR RECORD

SUBJECT: Outcomes and Taskers - Army Profession and Leader Development Forum (APLDF) 18-3

1. Refer to DA Pam 350-58 (Army Leader Development Program), dated 8 Mar 13.
2. Background. The APLDF is a General Officer Steering Committee (GOSC) meeting governed by CG TRADOC the Army's Senior Responsible Official (SRO) for Leader Development. The APLDF is where Army Leader Development Program (ALDP) initiatives are introduced, developed, tracked, and approved to compete for funding, implementation, and integration across the Total Army. 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 18-3, which was held on Thursday, 10 May 18, from 0900-1200 (CDT) at Fort Leavenworth and was conducted primarily via video teleconference (VTC). The forum was attended by 145 registered participants at 52 VTC sites worldwide and included 29 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. Summary of Critical Information Briefs.
  - a. DOTMLPF-P changes ISO Large Scale Combat Operations (LSCO) (CG CAC, LTG Lundy): LTG Lundy opened the APLDF and highlighted what is driving change. He noted the importance of FM 3-0 and the requirement of DOTMLPF-P processes to focus on shaping environments, preventing conflict, prevailing in LSCO, and consolidating gains to defeat peer/near-peer adversaries. This discussion was followed up with a

presentation from COL Berg and COL Guttormsen on LSCO and a short vignette on the Stalingrad Staff ride. The vignette highlighted the complexity of Dense Urban Terrain coupled with security measures and large scale combat operations. This ties a historical event during World War II with current strategic issues. These vignettes can help leaders develop from the very low tactical level to the strategic level.

b. FM 3-0: Doctrine in support of LSCO (CADD, Mr. Benn): Mr. Benn provided a brief overview of FM 3-0 and its importance at the Division and Corps-levels with regards to joint warfighting. LTG Lundy highlighted the importance of all leaders reading and fully understanding FM 3-0 to understand how the Army fights. CADD will have an FM 3-0 audio version available 15 JUN 18 as well as hard copy and eBook. MG Mingus then discussed the importance of the FM 6-0 rewrite and how mission command philosophy is nested with FM 3-0 and ADRP 6-22. MG Mingus also discussed the rationale for bringing back “command and control” into our doctrine and how doing this should reduce confusion on what mission really is (and is not).

c. Professional Military Education (PME) Updates (Army University, COL Hawley/COL Bolen): Army University briefed adjustments made to the Common Core Curriculum in Officer and Warrant Officer courses reducing non-warfighting tasks which enabled the Centers of Excellence (CoE) to get back 2 weeks of available time with no cost or growth to the overall courses. All courses will still meet legal requirements, but can now incorporate more technical and tactical instruction. ILE/CGSS also made changes to their curriculum focusing on LSCO, peer threats and Division level operations. COL Hawley also briefed how Non-Commissioned Officers have several opportunities to earn degrees based on MOS-aligned pathways with civilian universities. Army University will continue to make agreements with civilian universities to increase enlisted personnel degree programs.

d. FORSCOM Update (FORSCOM G-3, LTG Richardson): COL Kirkpatrick discussed CTC trends ranging from company to brigade level to highlight areas that TRADOC/CAC might consider emphasizing at the respective levels of PME.

e. Talent Management Task Force (TMTF) Update (TMTF, COL Perez): Provided an update on the current state of the TMTF. Under the SEC Army direction, the TMTF is reorganizing with the intent to create a modernized, talent-based, human resources system that produces a ready, professional, diverse, and integrated team of trusted professionals that enables and enhances Total Army readiness. TMTF is creating Functional Integration Teams (FITs) that will look at initiatives in an integrated fashion vice stovepipe solutions.

f. Army Strategy for Developing Leaders (ASDL) 2018 (CAL, Mr. Guthrie): The main idea for the ASDL is to answer what changes our leaders’ training, education, and experiences are needed at echelon for them to become *warfighting masters* of their respected crafts in support of LSCO. The Army needs our leaders to significantly shift

ATZL-MCV-L

SUBJECT: Outcomes with Taskers – Army Profession & Leader Development Forum (APLDF) 18-1

their developmental focus as the security environment has changed, resulting in a different set of threats for the Army to face. The ASDL staffing will take place over the summer of 2018. .

g. Strategic Broadening Seminars (SBS) (DA G-3/5/7. Mr. MacMullen): Mr. MacMullen provided a brief overview explaining that the SBS programs are beginning to nest with the way the security environment is changing. The various programs are nested with different academic institutions that provide oversight and accreditation. Mr. MacMullen finished his briefing with a list of the current and planned programs for FY18 and FY19.

h. APLDF 18-3 Due Outs (CAL): Mr Guthrie noted the following due outs and taskers. 1) Add the Army Press “How Russians Fight” paper to the CAC website. 2) Talent Management Task Force to brief any current initiatives during APLDF 18-4. 3) CoEs should consider pros and cons of including an appreciation for the MDMP in BOLC and for USASMA to consider addressing the tactical role of the CSM at the battalion and brigade level.

## 6. 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 18-3 adjourned at 1103 (CDT).

7. 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).

JOHN D. HIXSON  
COL, IN  
Director, Center for Army Leadership