



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

ATZL-MCV-L

21 Aug 18

MEMORANDUM FOR RECORD

SUBJECT: Outcomes and Taskers - Army Profession and Leader Development Forum (APLDF) 18-4

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 18-4, which was held on Tuesday, 21 Aug 18, from 0900-1200 (CDT) at Fort Leavenworth and was conducted primarily via video teleconference (VTC). The forum was attended by 195 registered participants at 51 VTC sites, 13 phone bridge connections worldwide and included 37 Senior Army leaders (General Officers, Senior Executive Service, and Command Sergeants Major).
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. The Army's Framework for Character Development (AFCD) Implementation and Assessment Plan (CAPE, COL Catlett). COL Catlett discussed the 3 main objectives for

the Implementation and Assessment of the AFCD. Objective 1: The Army as an Institution – Culture of Trust – Strategic Leaders. Objective 2: Army Organizations – Professional Organizational Climates – Organizational Leaders. Objective 3: Soldiers and Army Civilians – Identity – Direct Leaders and Followers. The AFCD will be implemented within the FY19 Army Campaign Plan. Implementation also addresses FY19 Army Priority List (APL) #1P, 1-14-007. Coordination and synchronization of effort will be provided through a working group and progress will be reported through the APLDF. COL Catlett also provided an update on the CSA-approved “America’s Army – Our Profession” (AAOP) theme for FY19/20: focused on *Prevailing In Large-Scale Combat Operations Character, Trust and Mission Command*. This effort is FY19 APL #2P, 1-14-006. FY19/20 AAOP theme education and training products will be available from CAPE (<http://cape.army.mil/>) in October. LTG Lundy asked that Army organizations and commands utilize these products in order to support readiness and to assist in shifting our Army’s focus to large-scale operations. He also stressed that these are not mandatory training requirements, but encouraged their use by all leaders.

b. Talent Management Task Force Update (TMTF, BG McGee). BG McGee provided a detailed update on TMTF tasks including: Operationalizing the Talent Management Process; The Integrated Personnel and Pay System – Army (IPPS-A) as a foundational tool to view individuals skills and behaviors; and an Operational Planning Team (OPT) leading multiple endeavors to acquire talent data, retention, enable Strategic Leadership and Warrant Officer Initiatives. FY19 National Defense Authorization Act (NDAA) Defense Officer Personnel Management Act (DOPMA)/Reserve Officer Personnel Management Act (ROPMA) changes will impact personnel actions, TMTF will integrate these changes. LTG Lundy emphasized understanding the 2nd and 3rd order impacts of TMTF initiatives before they are implemented and to ensure TMTF scales actions appropriately.

c. Assignment Interactive Module 2.0 (HRC, Mr. Bryson). AIM 2 is a web based information system designed to enhance the effectiveness and efficiency of the officer management process. AIM 2 is thoroughly integrated into the Army and meets the end-state of effective and efficient officer management. AIM 2 was approved by LTG Lundy for completion. LTG Lundy requested HRC send by grade participation and he will assist in increasing participation for AIM 2 via the CoEs. In addition, LTG Lundy would like to see security clearance information linkage and a more detailed search tool for the system to assist units and individuals with a more specific search ability on the AIM 2 portal.

d. Mission Command Training Program (MCTP) Leader Development Trends (MCTP, COL Jones). COL Jones highlighted trends and gaps regarding Division and Corps level Warfighter Exercises (WFXs). MCTP observations include: Deliberate Military Decision Making Process (MDMP) verses Rapid Decision-Making and Support Program (RDSP); Science and Art, and Written Communications including Orders verses PowerPoint.

e. Army Strategic Education Program – Command (ASEP-C) (MC CoE, MG Crissman). MG Crissman provided details on this General Officer development course that improves Division level Commanders' ability to synchronize the Warfighting Functions (WfFs) in Large Scale Combat Operations (LSCO). Core topics: FM 3-0 Operations; Building and Sustaining Readiness; Mission Command; Large Scale Combat Operations; Targeting; Army Cyberspace Operations; Aviation Maintenance and Risk Management; Joint Reception, Staging, Onward Movement, and Integration (JRSOI); Sustaining Large Scale Operations and Senior Level Leadership.

f. Leader Development products for Division Commanders and Staff (MC CoE DOT, COL Nauman). Updated status of DOT products and tasks related to Mission Command Warfighting Function Building Training proficiency. Products include: Individual Training Support Packages (ITSPs); Warfighter Training Support Packages (WTSPs) and Training Circular (TC) 6-0 Series. All of these products were developed to help improve the gaps identified by MCTP during WFXs.

g. Multi-Source Assessment and Feedback (MSAF) Update (CAL, Mr. Guthrie). SECARMY halted the HQDA requirement for leaders to participate in MSAF. MSAF still available for discretionary use and recommended as an effective LD tool. Mr. Guthrie misspoke when he said that CG FORSCOM had made the CDR360 a requirement. Another signed FORSCOM CTG FY19 removed that language in order to remain consistent with the above mentioned SECARMY directives.

h. Army Continuing Education (Dr. Pamela Raymer). Dr. Raymer provided information on how voluntary education supports Army Leader Development. Topics included: Self Development Domain; Tuition Assistance Program; Promotions; Unemployment Compensation; Army Continuing Education System and Joint Services Transcript.

i. APLDF 18-4 Due Outs (CAL):

- 1) During discussions of the AFCD, the importance of including Army Civilians within efforts to strengthen the shared identity of Trusted Army Professionals was emphasized and affirmed. CAPE will coordinate with ASA (M&RA) and TRADOC to ensure that shared identity is included in Army Civilian Acculturation, Employee Engagement, and Character Development for Army Civilians.
- 2) LTG Lundy emphasized that the TMTF must monitor the 2nd and 3rd order impacts of talent management initiatives and ensure they scale these actions as appropriate for the field.
- 3) AIM 2 due outs: 1): LTG Lundy recommended to continue developing more broad key fields for data tagging in order for the portal to provide more specific details for units and users search capabilities. 2): Attempt to

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- add security clearance information within the portal. 3): HRC needs to send LTG Lundy a by grade participation list. He will assist to increase participant numbers. 4) In addition, what units are participating (provide discreet list to commands to help drive and increase unit participation).
- 4) MSAF is no longer a requirement but recommended. At the next APLDF recommended by LTG Lundy, COL Derek Thompson from the 101st Airborne Division (Air Assault) will share the value of utilizing the Unit360.
 - 5) LTG Lundy requested in next APLDF an informational briefing on “How simulations are impacting LD at all echelons.” (CAC-T)
 - 6) APLDF is moving to 3 GO level events per year. ALDP will conduct analysis for structure and way-ahead of future events. Intent is for GEN Townsend to lead the next APLDF TBD.

6. Closing Remarks.

- a. APLDF 18-4 adjourned at 10:51 (CDT).

7. POC for this memorandum is Mr. Thomas P. Guthrie, Chief, Army Leader Development Division (ALDD), Center for Army Leadership, at (913) 758-3518 or thomas.p.guthrie.civ@mail.mil.

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