

EXAMPLE UNIT LEADER DEVELOPMENT PROGRAM OUTLINE

1. References *[as required]*

2. Purpose

- *[Mission of the unit]*
- *[Importance of leader development to the mission, the Army, and to individual leaders]*
- *[Desired end state(s)]*
- *[General application and constraints of this guidance]*

3. Principles/Command Philosophy

- *[Identify overarching principles or command philosophy]*

4. Priorities, Focus Areas/Lines of Effort, Key Tasks

- *[Enumerate priorities in order: 1, 2, 3,...]*
- *[List focus areas or lines of effort and associated key tasks. Choices from the FM 6-22, paragraph 2-17, provide options to structure the focus areas or lines of effort. Key tasks may be nested by lines of effort and identify quarterly topics for emphasis]*

5. Roles and Responsibilities

- *[General]*
- *[Commander/Supervisor]*
- *[Staff]*
- *[Subordinate Units]*
- *[Individual Soldiers and/or Civilians]*

6. Standard Practices

from Tables 2-2 and 2-3, for example:

- *[Integration, reception counseling, acculturation]*
- *[Performance evaluation and counseling]*
- *[Professional growth counseling, Individual Development Plan]*
- *[Attendance policy for Professional Military Education]*
- *[Individual training]*
- *[Leader development emphasis in collective training events, training centers]*
- *[Others as desired]*

7. Unit Activities

Define special themes from Tables 2-2 and 2-3, for example:

- *[Unit assignment practices used for development]*
- *[Circulation plan for day-to-day observations]*
- *[Cohort, grade, career management field training and certification]*
- *[Leader professional development sessions, topics, schedule/frequency]*
- *[Multi-Source Assessment and Feedback, Unit 360]*
- *[Team building events]*
- *[Unit policy for self-development]*
- *[Utilization of skills of newly trained course graduates]*
- *[Reading and writing programs]*
- *[Others as desired]*

8. Implementation/Effective Dates