

Summary Report for Individual Task
158-100-4008
Demonstrate understanding of Command Responsibilities for Leader development.
Status: Approved

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DESTRUCTION NOTICE: None

Condition: You are an incoming Company Commander or First Sergeant leader in the U.S. Army, its important to understand the command responsibility for leader development in accordance with AR 600-20, AR 600-100, FM 6-22 (ADRP 6-22), FM 6-0, FM 7-0 , and the Commander Handbook for Unit Leader Development.

Standard: Explain the value of command responsibility for leader development by addressing your role to develop others for better performance in their current and future positions; to assess developmental needs; to develop on the job; to support developmental and professional military education opportunities; performance and professional growth counseling IAW Army doctrine and guidance.

Special Condition: None

Special Standards: None

Special Equipment:

Safety Level: Low

MOPP:

Task Statements

Cue: None

DANGER

None

WARNING

None

CAUTION

None

Remarks: mark: Publications that are not included in this packet will be provided by the instructor.

Notes: None

Performance Steps

1. Understand the responsibility to develop others for better performance in current and future positions. (Understand the Leadership Requirement Model).
 - a. Describe the association between the Leader Requirements Model attributes and leaders' personal qualities.
 - b. Describe the association between the Leader Requirements Model Core Leader Competencies and leader's responsibility.
2. Support developmental and professional military education opportunities.
 - a. Understand career professional development.
 - b. Describe the association between the Leader Development Model institutional domain and developing leaders.
 - c. Describe the association between the Leader Development Model operational domain and developing leaders.
 - d. Describe the leader's responsibility in association with the Leader Development Model self-development domain.
3. Assess developmental needs.
 - a. Assess objectively team/subordinates.
 - b. Move from planning to results.
 - c. Understand the Individual Development Plan.
4. Understand performance and professional growth counseling.
 - a. Understand performance counseling.
 - (1) Develop performance objectives and clear standards.
 - (2) Focus on strengths, areas to improve, and potential.
 - b. Understand professional growth counseling.
 - (1) Understand how to build on strengths to overcome weaknesses.
 - (2) Establish long and short term goals.
 - c. Understand consequences for not providing feedback and counseling.
5. Understand developing on the job.
 - a. Understand how a leader assigns tasks and duties for developing subordinates and accomplishing the mission.
 - b. Understand the benefits cross training.
 - c. Monitor performance.
 - d. Understand team development.

(Asterisks indicates a leader performance step.)

Evaluation Preparation: Provide soldier with references listed below. Prepare a scenario that requires the Soldier to respond accurately, IAW task standards, to the following performance measures. This may be presented orally or in writing. Brief Soldier: Tell the soldier that as a member of the command team they will be required to correctly respond on at least 75 percent of the performance measures to receive a GO on the task.

PERFORMANCE MEASURES	GO	NO-GO	N/A
1. Understood the responsibility to develop others for better performance in current and future positions. (Understand the Leadership Requirement Model).			
a. Described the association between the Leader Requirements Model attributes and leaders' personal qualities.			
b. Described the association between the Leader Requirements Model Core Leader Competencies and leader's responsibility.			
2. Supported developmental and professional military education opportunities (Understand the Leader Development Model).			
a. Understood career professional development.			
b. Described the association between the Leader Development Model institutional domain and developing leaders.			
c. Described the association between the Leader Development Model operational domain and developing leaders.			
d. Described the leader's responsibility in association with the Leader Development Model self-development domain.			
3. Assessed developmental needs.			
a. Assessed objectively team/subordinates.			
b. Moved from planning to results.			
c. Understood the Individual Development Plan.			
4. Understood performance and professional growth counseling.			
a. Understood performance counseling.			
(1) Developed performance objectives and clear standards.			
(2) Focused on strengths, areas to improve, and potential.			
b. Understood professional growth counseling.			
(1) Understood how to build on strengths to overcome weaknesses.			
(2) Established long and short term goals.			
c. Understood consequences for not providing feedback and counseling.			
5. Understood developing on the job.			
a. Understood how a leader assigns tasks and duties for developing subordinates and accomplishing the mission.			
b. Understood the benefits cross training.			
c. Monitored performance.			
d. Understood team development.			

Supporting Reference(s):

Step Number	Reference ID	Reference Name	Required	Primary
	ADRP 7-0	Training Units and Developing Leaders	No	No
	AR 350-1	Army Training and Leader Development (*RAR 001, 08/04/2011)	No	No
	AR 600-100	ARMY LEADERSHIP	No	No
	AR 600-20	Army Command Policy (*RAR 001, 02/11/2009) (*RAR 002, 11/30/2009) (*RAR 003, 04/27/2010) (*RAR 004, 08/04/2011)	No	No
	COMMANDERS HANDBOOK	Commander's Handbook for Unit Leader Development	No	No
	FM 6-0	(Superseded by ADP 6-0 17 May 2012) MISSION COMMAND	No	No
	FM 6-22	(Superseded by ADRP 6-22, 1 August 2012, Except Counseling refer to FM 6-22 Appendix B) ARMY LEADERSHIP	No	No

Environment: Environmental protection is not just the law but the right thing to do. It is a continual process and starts with deliberate planning. Always be alert to ways to protect our environment during training and missions. In doing so, you will contribute to the sustainment of our training resources while protecting people and the environment from harmful effects. Refer to FM 3-34.5 Environmental Considerations and GTA 05-08-002 ENVIRONMENTAL-RELATED RISK ASSESSMENT.

Safety: In a training environment, leaders must perform a risk assessment in accordance with FM 5-19, Composite Risk Management. Leaders will complete a DA Form 7566 COMPOSITE RISK MANAGEMENT WORKSHEET during the planning and completion of each task and sub-task by assessing mission, enemy, terrain and weather, troops and support available-time available and civil considerations, (METT-TC). Note: During MOPP training, leaders must ensure personnel are monitored for potential heat injury. Local policies and procedures must be followed during times of increased heat category in order to avoid heat related injury. Consider the MOPP work/rest cycles and water replacement guidelines IAW FM 3-11.4, NBC Protection, FM 3-11.5, CBRN Decontamination. In a training environment, leaders must perform a risk assessment in accordance with FM 5-19, Composite Risk Management. Leaders will complete a DA Form 7566 COMPOSITE RISK MANAGEMENT WORKSHEET during the planning and completion of each task and sub-task by assessing mission, enemy, terrain and weather, troops and support available-time available and civil considerations, (METT-TC). Note: During MOPP training, leaders must ensure personnel are monitored for potential heat injury. Local policies and procedures must be followed during times of increased heat category in order to avoid heat related injury. Consider the MOPP work/rest cycles and water replacement guidelines IAW FM 3-11.4, NBC Protection, FM 3-11.5, CBRN Decontamination.

Prerequisite Individual Tasks : None

Supporting Individual Tasks :

Task Number	Title	Proponent	Status
158-100-6006	Think Critically and Creatively	158 - Army Leadership (Individual)	Approved
158-100-7012	Develop Subordinates	158 - Army Leadership (Individual)	Approved
158-100-8006	Solve Problems Using the Military Problem Solving Process	158 - Army Leadership (Individual)	Approved
158-100-7003	Counsel a Subordinate	158 - Army Leadership (Individual)	Approved
158-100-7015	Develop an Effective Team	158 - Army Leadership (Individual)	Approved
158-100-3003	Communicate the basic concepts of Army leadership doctrine	158 - Army Leadership (Individual)	Approved

Supported Individual Tasks : None

Supported Collective Tasks :

Task Number	Title	Proponent	Status
07-2-5135	Operate a Command Post (Platoon-Company)	07 - Infantry (Collective)	Approved
71-8-5311	Conduct Soldier and Leader Engagement (Brigade - Corps)	71 - Combined Arms (Collective)	Approved
06-2-1062	Develop a Plan	06 - Field Artillery (Collective)	Approved