

## CPT WOMACK'S INDIVIDUAL DEVELOPMENT PLAN

**(1) Leader's Name:** Shelly Womack

**(2) Areas to Develop:**

- Prepare for next assignment by staying current on engineering skills.
- Improve ability to think tactically and technically.
- Improve relationship with NCOs.
- Continue to support strategic-level garrison initiatives.

**(3) Supported Leader Competencies:**

- Leads Others
  - o Establishes and imparts clear intent and purpose
  - o Conveys the significance of the work
- Communicates
  - o Employs engaging communication techniques
  - o Conveys thoughts and ideas to ensure shared understanding
- Creates a **positive work environment**
  - o Encourages open and candid communications
- Prepares Self
  - o Expands knowledge of technical, technological, and tactical areas

**(4) Desired Outcomes:**

- Build/maintain engineering skills.
- Strengthened ability to think tactically and improved performance during readiness exercises.
- Solicits feedback from and works cooperatively with NCOs.
- Increasing level of responsibility related to development of garrison strategic objectives

**(5) Developmental Activities:**

- Build/maintain engineering skills:
- Work with the Garrison Engineer officer to support facility expansion
- Strengthened ability to think tactically:
- Practice: Arrange to work with SFC Riley, S-3/DPTMS – strong tactical thinker in garrison
- Improved Relationship with NCOs:
- Practice: Set up weekly sit-down sessions with 1SG Wright to identify root of problem
  - Practice: Set up mentoring with Ordnance Battalion (tenant unit on Post) CSM on NCO-officer relationships
  - Feedback: Consult with subordinate NCOs to identify situations in which you have accepted/rejected NCO input in past
- Continue to support strategic-level garrison initiatives:
- Brief senior garrison leadership on facility redesign progress.

**(6) Progress Indicators:**

- Plan and conduct RRF rehearsals.
- Work with Garrison Engineer officer to help develop technical plans for expansion of additional garrison facilities.
- Make changes to the RRF SOP to speed deployment time.
- Support NCOs with training resources for night navigation training.
- Conduct weekly meetings with 1SG
- Bi-monthly mentoring session with CSM.
- During weekly unit briefings, allow 1SG Wright to present information.
- Interact positively with 1SG Wright by actively listening to what he has to say when issuing training briefs.
- Feedback and observation of presentation to senior Garrison audience.

**(7) Resources and Logistics Needed:**

Plan and conduct RRF rehearsals: Time on schedule for RRF rehearsal. Reserve Water Tower training area; SFC Riley reserves training area, provides rehearsal materials. SFC Riley builds rehearsal sandbox and mock installation. Feedback from LTC and 1SG.

Working with Garrison Engineer officer: Synch with SFC Rile & DPTMS Installation Security Plan; Have HHC XO step up to assume HHC CO duties when CPT is with Garrison Engineer; LTC will set up initial meeting with Garrison Engineer officer. At discretion of CPT Womack and Garrison Engineer. No more than 8 hours per week; LTC will e-mail Garrison Engineer; have him provide feedback on CPT Womack contributions.

Changes to RRF SOP: Soft copy of existing SOP; 1SG and admin support; Within the next 3 months; LTC will set up a review of the revised RRF SOP with CPT, 1SG & SFC Riley. Provide feedback

*References: IFR, FM 6-22, Self Development Handbook, Development Improvement Guide, VIC*