

Warrant Officer Leader Development Overview Briefing

**CW4 Mark A. Pitsenbarger
Warrant Officer & Integrated Leader Development Initiatives
Army Leader Development Office
Fort Leavenworth, KS**

June 2009

Purpose

To provide an overview briefing on the Army Leader Development Program (ALDP) and highlight leader development initiatives pertaining specifically to Warrant Officers

Army Leader Development Program

- The Army Leader Development Program (ALDP) merged existing Army leader development (LD) initiatives and management processes into a single program
- HQDA approved LD initiatives from Army Leaders for the 21st Century (AL21) and Army Initiative #5 (AI5) formed the basis of ALDP initiatives
- The ALDP was formally established on 21 Dec 07 with the signing of the ALDP charter by the SA and CSA

Quarterly Leader Development Review

- The QLDR is focused on execution of approved Army LD initiatives
- The Quarterly Leader Development Review (QLDR) provides Supporting Command and Lead Agent representatives opportunities to collectively address ALDP issues
- Supporting Commands submit recommended adjustments to ALDP and/or the Integrated Priority List (IPL) resourcing/policy for CG TRADOC approval
- Lead Agents provide status of ALDP initiatives, submit PPBE-derived resource requirements, request approval for resource adjustments, and coordinate all policy changes affecting ALDP with CG TRADOC

QLDR Purpose, Concept and Endstate

Purpose: Track ALDP execution; arbitrate new initiatives; and establish / maintain the ALDP IPL as a tool for tracking and arbitration

Concept: Deliberative body of senior Army leaders that meets quarterly to:

- establish and maintain ALDP IPL
- review / make recommendations for ALDP policy
- assess ALDP initiatives progress
- prioritize / re-prioritize ALDP initiatives
- make resourcing recommendations
- issue guidance / directives to lead agents to close / modify / accomplish ALDP initiatives

Endstate: Driven by an approved IPL, an integrated, executable, well resourced Army Leader Development Program across all cohorts, domains and components of the Army

QLDR Attendees

- CG, TRADOC, Chair
- DUSA
- CG, FORSCOM
- CG, AMC
- CG, USAREUR
- ASA (FM&C)
- ASA (M&RA)
- CG, USARPAC
- CG, EUSA
- CG, USASOC
- CG, USAAC
- CG, CAC
- SUP, USMA
- Director, Army National Guard
- Chief, Army Reserve
- DCG, TRADOC
- DAS
- G1
- G2
- G3
- G4
- G6
- G8
- Dir, ABO
- CG, HRC
- CG, MEDCOM
- CMDT, USAWC
- CG, CASCOM
- CG, USACC
- President, ACU
- SLD, GOMO

ALDP IPL (1 OF 2)

PRI	ALDO#	Title	Lead
1	I-07-060	Establish Army Career Tracker (ACT)	TRADOC
2	I-07-043	Wellness Assessment and Education Program (APFRI)	USAWC
3	I-07-008	Est Wounded Warrior Ed Pgm	TRADOC
4	I-07-044	Army Center of Excellence for Professional Military Ethic	USMA
5	C-07-033	Develop a Civ Enterprise-Level Implementation Strategy	DUSA/CDO
6	I-07-007	BCT Commanders Development Program	TRADOC
7	C-07-034	ID & Centrally Manage a Pool of Band 3 Civilian Leaders	DUSA/CDO
8	O-07-006	SAMS Strategic Design	TRADOC
9	O-08-001	SAMS Program Expansion	TRADOC
10	C-07-092	Integrated Functional and Leader Training	DUSA/CDO
11	I-07-036	Increase JIM Opportunities	DA G3/5/7
12	N-07-012	Transform NCOES	TRADOC
13	O-07-009	Warrant Officer Senior Staff Course Redesign	TRADOC
14	O-07-014	Integrate OES Model to Support Full Spectrum Operations	TRADOC
15	O-07-017	Increase ROTC Cadets Foreign Cultural Awareness	TRADOC
16	I-07-010	Expand Culture and Foreign Language Training	TRADOC
17	O(W)-07-13	Transform Warrant Officer Education System	TRADOC
18	N-07-003	Life-Long Learning (LLL) Strategy (Warrior University)	TRADOC
19	O-07-045	Enhance Senior Leader Development	SLD
20	O-07-031	Increased Opportunities for Advanced Civil Schooling (EGSP)	DA G1
21	O(W)-07-023	Include WO in ARI Survey of Officers' Careers	DA G1/HRC
22	N-07-057	Structured/Guided Self Development Program (SSDP)	TRADOC
23	N-07-046	Unit Automated Reservation System (UARS)	DA G1

ALDP IPL (2 OF 2)

24	I-07-005	Multi-Source Assessment and Feedback Program (MSAF)	TRADOC
25	C-07-022	Civilian Fellows Program	DA G1
26	C-07-030	Provide Incentives for Ed and Tng for Civilians	DA G1
27	O(W)-07-086	WO Education Course Completion Req	DA G1
28	N-07-038	Recapitalize NCOES Infastructure, Curriculum, Faculty	DA G3/5/7
29	O-07-011	Redesign Captain's Career Course	TRADOC
30	N-07-041	The Army School System (TASS) Under One Army Command	DA G3/5/7
31	C-07-020	Maximize Use of TRADOC Schools for Civilian Functional Education	DA G1
32	C-07-021	Integrate Civilian Training Mgt Functions w/ Military Model	DA G1
33	O-07-032	Leader Development Assignment Panel (LDAP)	DA G1
34	O(W)-07-029	WO1 Commissioning	DA G1
35	C-07-027	Institutionalize Feedback, Coaching, Counseling, Mentoring	DA G1
36	I-07-037	Increase Educational Opportunities Across All Cohorts	DA G3/5/7
37	N-07-040	Establish a Comprehensive Army Learning Strategy	DA G3/5/7
38	O-07-089	Faculty Selection and Assignment	DA G1
39	I-07-054	Establish Education Partnerships	DA G3/5/7
40	I-07-016	Conduct Continuous Research to Assess Army Leadership	TRADOC
41	I-07-018	Develop and Implement a Counseling Program and Tool	TRADOC
42	I-07-061	Establish a Self-Development Program	DA G3/5/7
43	N-07-039	Conduct a Long-Term Study of Army and NCO Culture	DA G3/5/7
44	O-07-094	Increase Opportunity for JPME II Certification	DA G3/5/7
45	C-07-084	Communicate System Capabilities to Stakeholders	DA G1
46	C-07-028	Systemic Approach for Evaluating Programs and Systems	DA G1

O(W)-07-009 Warrant Officer Senior Staff Course Redesign

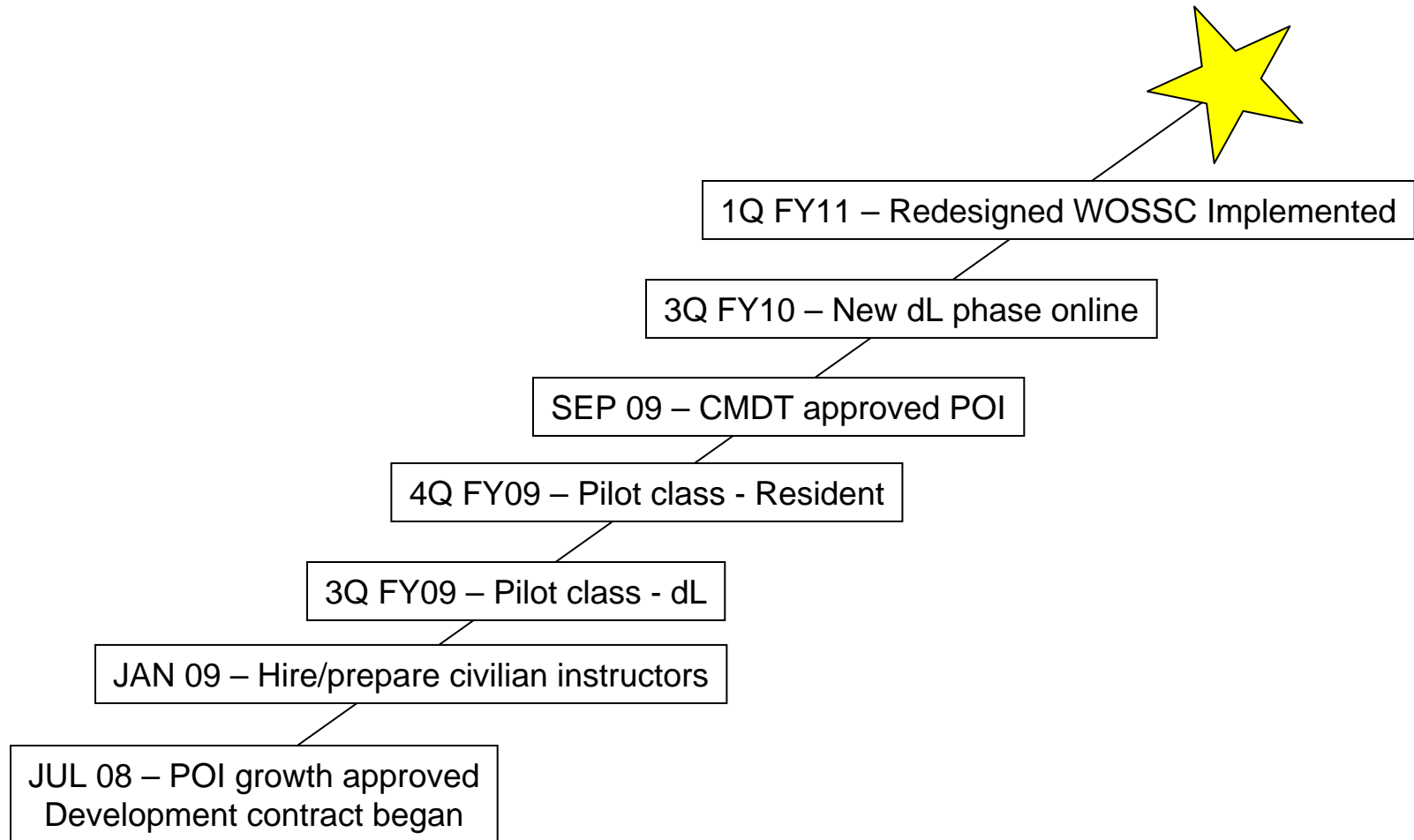
Lead: TRADOC/CAC/WOCC

Ends (To be achieved NLT FY11)	Means - Bridging Strategy																						
<p>Redesign WOSSC as directed by CAC. Using a contracted training development team, the goal is to produce a senior warrant officer better prepared to fulfill requirements of a CW5 assignment and meet the needs and expectations of senior leaders he supports.</p> <ul style="list-style-type: none"> • dL phase added • Resident phase increased from 2 to 4 weeks • Add civilian instructors for specialized expertise and instructional stability. 	<p>Bridging Strategy: FY09 Total funding requirement: 0.200M FY08 Buy down: 0.000M FY09 Current funding: 0.200M FY09 Unfinanced requirement: (0.000M) TRADOC provided \$0.200M in forward funding to meet full FY09 funding requirement</p> <p>Funded in POM Per ALDP IPL (in \$M):</p> <table border="1"> <thead> <tr> <th>FY 10</th> <th>FY11</th> <th>FY12</th> <th>FY13</th> <th>FY14</th> <th>FY15</th> <th>FY10-15</th> </tr> </thead> <tbody> <tr> <td>0.212</td> <td>0.217</td> <td>0.223</td> <td>0.228</td> <td>0.233</td> <td>0.237</td> <td>1.350</td> </tr> </tbody> </table>	FY 10	FY11	FY12	FY13	FY14	FY15	FY10-15	0.212	0.217	0.223	0.228	0.233	0.237	1.350								
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O(W)-07-009 Warrant Officer Senior Staff Course Redesign



O(W)-07-013 Transform Warrant Officer Education

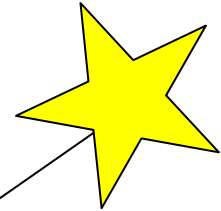
Lead: TRADOC/CAC/CAL

Ends (To be achieved NLT FY13)	Means - Bridging Strategy																								
<p>Transform WOES based upon results of WO Leadership and technical/functional training needs analysis. Deliver training using a hybrid of learning methodologies as determined by each proponent. Make training and education for CW3s commensurate with the Captains Career Course, with a focus on technical expertise and unit leadership. Provide requirements-based common core and technical/functional training to CW4s and CW5s. Provide CW5s understanding of operational and strategic perspectives.</p>	<p>Bridging Strategy: FY09 Total funding requirement: 0.849M FY08 Buy down: 0.000M FY09 Current funding: 0.849M FY09 Unfinanced requirement: (0.000M) A15 Funding and was not part of the ALDP ONS</p> <p>Funded in POM Per ALDP IPL (in \$M):</p> <table border="1"> <thead> <tr> <th>FY 10</th> <th>FY11</th> <th>FY12</th> <th>FY13</th> <th>FY14</th> <th>FY15</th> <th>FY10-15</th> </tr> </thead> <tbody> <tr> <td>0.734</td> <td>0.734</td> <td>0.736</td> <td>0.740</td> <td>0.755</td> <td>0.770</td> <td>4.469</td> </tr> </tbody> </table>	FY 10	FY11	FY12	FY13	FY14	FY15	FY10-15	0.734	0.734	0.736	0.740	0.755	0.770	4.469										
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O(W)-07-013 Transform Warrant Officer Education



FY13 - Full implementation of redesigned WOE

FY13 - Develop/Implement CW4/5 Tech/Funct Trng

ON HOLD - Integrate WO's into BOLC II

FY11 – WOSC / WOSSC Fully Implemented

3QFY10 – C5 conv. To OC4 Implemented

4Q FY09 – WOSSC piloted

Jan 08 – WOSC implemented

19 Dec 06 – Published WO
Tech/Funct Trng OPORD

JAN 06 - Redesigned WOCS implemented

17 SEP 04 – Published WOE Redesign
OPORD

O(W)-07-023 Include Warrant Officers in ARI Survey on Officer Careers

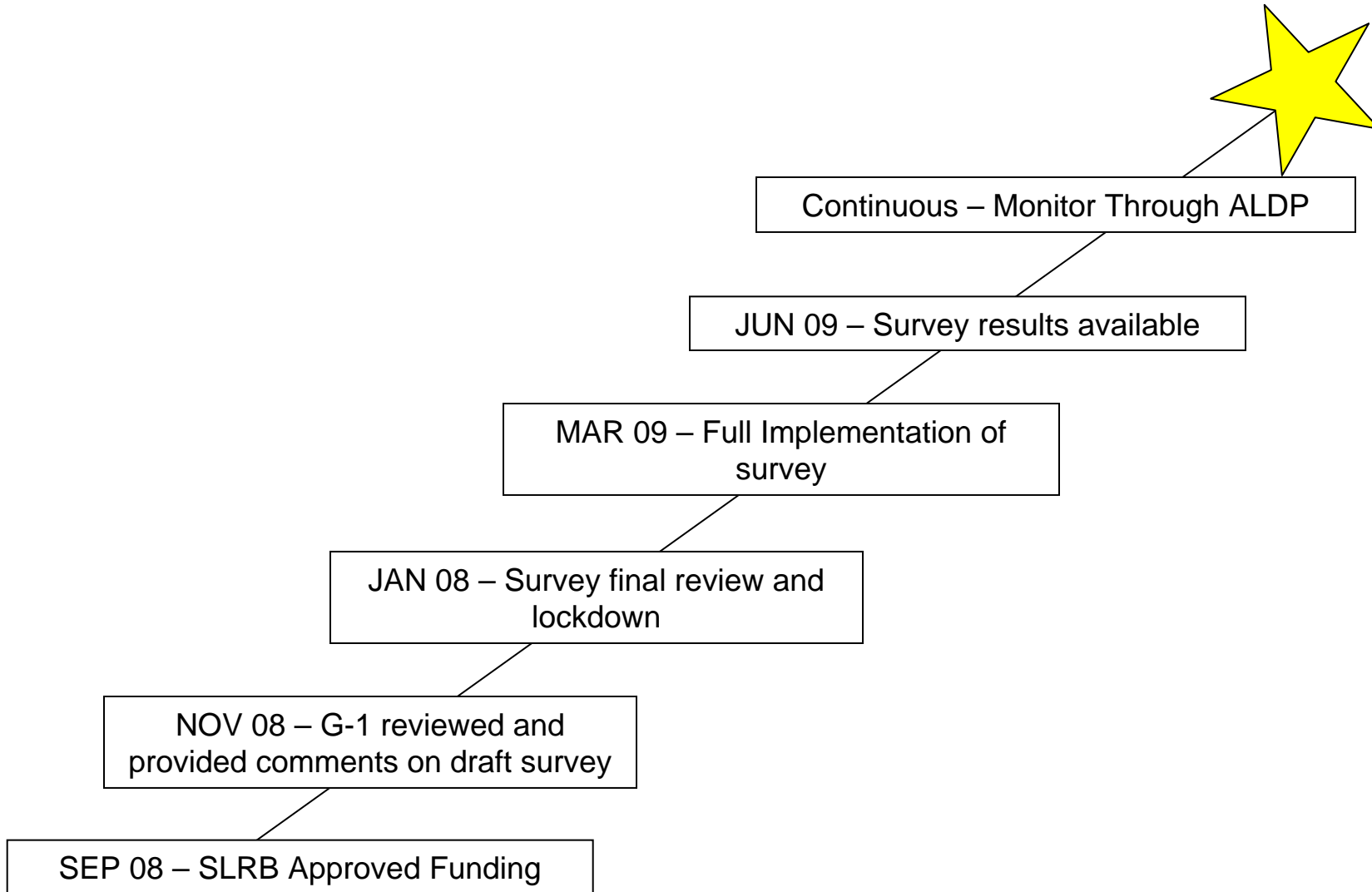
Lead: DA G-1/DAPE-MPO

Ends (To Be Achieved NLT FY09)	Means														
Broaden the Army Survey on Officer Careers (SOC) to include Warrant Officers; capture data on the values, attitudes, family situations and career experiences of Army Warrant Officers to assist in the identification and resolution of retention and recruitment issues.	<p>Bridging Strategy:</p> FY09 Total funding requirement: 0.075M FY08 Buy down: 0.000M FY09 Current funding: 0.075M FY09 Unfinanced requirement: (0.000M) <p>Funded in POM Per ALDP IPL (in \$M):</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">FY 10</th> <th style="text-align: left;">FY11</th> <th style="text-align: left;">FY12</th> <th style="text-align: left;">FY13</th> <th style="text-align: left;">FY14</th> <th style="text-align: left;">FY15</th> <th style="text-align: left;">FY10-15</th> </tr> </thead> <tbody> <tr> <td>0.000</td> <td>0.077</td> <td>0.000</td> <td>0.079</td> <td>0.000</td> <td>0.081</td> <td>0.237</td> </tr> </tbody> </table>	FY 10	FY11	FY12	FY13	FY14	FY15	FY10-15	0.000	0.077	0.000	0.079	0.000	0.081	0.237
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O(W)-07-023 Include Warrant Officers in ARI Survey on Officer Careers



O(W)-07-029 WO1 Commissioning

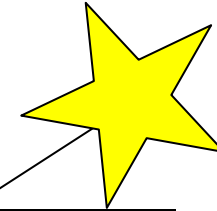
Lead: DA G-1/DAPE-MPO

Ends (To Be Achieved FY11)		Means													
<p>Initiate a legislative proposal to allow appointments in the grade of regular Warrant Officer, WO1, in the Army to be made by commission by the President. This authority will apply only to the Army, and as such supports the expressed desire of the Navy and Marine Corp to exclude them from obtaining this authority. This authority will provide for common practices regarding the accession and management of the officer corps as it relates to command and UCMJ actions.</p>		<p>No IPL funding requirement</p>													
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O(W)-07-029 WO1 Commissioning



FY11 – Implementation of WO1 Commissioning (Contingent Upon Approval / Inclusion in NDAA 11)

FY11 – OSD to include proposal in the FY11 process for approval / inclusion in NDAA 11

MAR 09 – OSD designated proposal as a Tier 3 Defer to FY11 NDAA

JUN 08 – Submit Army-Only Legislative Change Proposal to OCLL

O(W)-07-086 Warrant Officer PME Course Completion Requirement

Lead: DA G-1/DAPE-MPO

Ends	Means														
<p>Warrant Officer professional military education (PME) course completion requirements that are in line and consistent with current established PME policies for Captains, Majors, and Lieutenant Colonels. If deemed necessary and feasible, regulatory (binding) language included in AR 350-1 as forcing mechanism to address historic lows in PME attendance rates.</p>	<p>No IPL funding requirement</p>														
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O(W)-07-086 Warrant Officer PME Course Completion Requirement

