

HIP-POCKET GUIDE

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DEVELOPING ARMY LEADERS LINES OF EFFORT WITHIN THE ARMY LEADER DEVELOPMENT STRATEGY



A U.S. ARMY
LOGISTICS, G-4
PRODUCT

	Institutional Domain	Operational Domain	Self-Development Domain
Training	Organized, structured, and continuous process based on principles of learning to increase individual and organizational operational capability	Practice and enforce Mission Command Develop leaders at Combat Training Centers Build adaptive, agile leaders through challenging scenarios Use a process of teach, train, validate, and assign responsibility	Ensure structured self-development Obtain new and relevant skills to enable task mastery
Education	Imparting knowledge and developing the competencies and attributes Army professionals need to accomplish current and future missions	Validate that leaders are ready for their next course before they're sent Leverage unit development programs to expand knowledge Educate leaders before they assume their next role	Execute guided self-development through Mission Command Maintain an intrinsic desire for life-long learning Question facts and assumptions and enhance domain-specific knowledge
Experience	Continuous progression of personal and professional events – career long learners reflect on all relevant experiences	Exercise Mission Command Enable and allow for varying broadening assignments Ensure units can provide progressive, purposeful development assignments Underwrite honest mistakes and prudent risk taking while valuing those who develop others	Execute personal self-development through Mission Command Improve self-awareness through varying experiences Seek external opportunities for growth

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DEVELOPING MISSION COMMAND STEPS TO ENSURE PRINCIPLES ARE NESTED WITH TRAINING STRATEGY



Units that maintain a clear understanding of mission command principles are capable of effective decision making consistent with their commander's intent

Step 1

Educate the unit on mission command principles, as members of all ranks must understand the need for each

How do leaders integrate mission command principles into training opportunities?

Do leaders specifically identify mission command principles when leading subordinates?

Do leaders make subordinates aware that mission command principles exist within their current role?

Step 2

Ask the unit about the roles subordinates play in mission command and have them describe delegated authority and how to meet the commander's intent

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Do leaders specifically identify mission command principles when leading subordinates?

Do leaders make subordinates aware that mission command principles exist within their current role?

Step 3

Review your leader development program and modify as needed to ensure mission command principles are regularly addressed

How can unit-level counseling be improved?

Does subordinate behavior suggest that commanders trust and support their decisions?

Do training events allow subordinates to improve their decision-making capabilities?