



DEPARTMENT OF THE ARMY
HEADQUARTERS UNITED STATES ARMY TRAINING AND DOCTRINE COMMAND
102 MCNAIR DRIVE
FORT MONROE VIRGINIA 23651-1047

REPLY TO
ATTENTION OF

ATBO-C (690-400)

14 May 2004

MEMORANDUM FOR SEE DISTRIBUTION

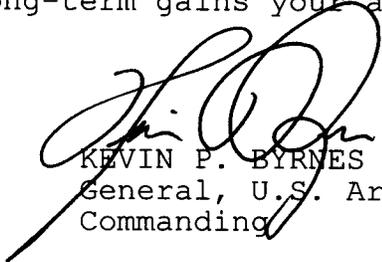
SUBJECT: Civilian Leader Development

1. I expect commandants and activity commanders to actively participate in the identification and nomination of civilians for leader development training. As leaders, we must ensure our civilian force receives this valuable training to prepare them for future leadership positions. Civilian leader development provides progressive and sequential leadership training. This is critical as we rely more on the civilian force to lead TRADOC organizations.

2. Programs and courses such as Defense Leadership and Management Program (DLAMP), Senior Service Colleges (SSC), Sustaining Base Leadership and Management (SBLM), Competitive Professional Development (CPD), and Organization Leadership for Executives (OLE) are available on a recurring basis. Initiate review of your eligible candidates now to plan for future nomination opportunities.

3. Effective FY04, the Office, Deputy Chief of Staff G-1, requires mandatory mobility of all Army civilian SSC graduates. Work with your civilians to ensure personal and career goals are met, providing opportunities for organizational mobility where geographic mobility is not an option.

4. We want to ensure the professional growth and development of our dedicated civilians. They are critical to our future, and we need to capitalize on the long-term gains your active leadership will produce.


KEVIN P. BYRNES
General, U.S. Army
Commanding

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ATBO-C
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