



Special Announcement for Army Cadets and Officers

The 2010 Center for Army Leadership Annual Survey of Army Leadership (CASAL) found that Army leaders lack skills in developing subordinate leaders. Specifically, it found that compared to ILE graduates, recent graduates of the Captains Career Course and Basic Officer Leadership Course didn't feel they left those formal Army training programs equipped to influence others in their organization or prepared to develop the leadership skills of their subordinates.[1]

The 2018 CASAL yielded similar findings; it noted that *Develops Others* remains the core leader competency for Officers with the most room for improvement. From 2010 to 2017,

the percentage of leaders developing their subordinates “effectively” to “very effectively” ranged from 55% to 65%. 2018 results indicate that 58% of AC leaders are “effective” in developing their subordinates while about one in five (22%) are rated ineffective.[2]

The noted shortfall in developing others also emerged in a RAND study on leader development in Army units. Recommendations from the RAND study included providing role models for others to learn how to better develop their subordinates.[3] While unit commanders are key to effective leader development – it doesn’t have to all rest with Battalion or Squadron Commanders. Junior Leaders can develop others – and can contribute to a culture that focuses on effective leader development.

Army units, and the junior officers in them, represent hundreds of small laboratories for leader development, with people testing new ideas, activities, tools, and approaches. Identifying those officers that are developing and employing effective leader development practices or approaches, recognizing them, and sharing their insights is something that can help inspire others and help improve leader development across the Army.

That is why the Center for Junior Officers created the annual “Center for Junior Officers’ 30 Under 30 Leader Developers” – to recognize amazing young Army leader developers and to encourage others to focus on the same.

Award Details

“The Center for Junior Officers’ 30 Under 30 Leader Developers” is designed to recognize top junior officers who have demonstrated excellence in the “Develops Others” realm of leadership.

Who

Cadets or Active, Guard, or Reserve Army warrant or commissioned officers under the age

of 31 at the start of the calendar year in question who have demonstrated excellence in developing others.

What

Recognize their efforts/accomplishments in the realm of developing others by:

1-A Center for Junior Officers challenge coin

2-A US Military Academy Dean's Coin

3-Submission of an Army Achievement Medal recommendation to the nominee's chain of command

4-Being featured on CJO social media and highlighting their specific efforts/contributions

5-Sharing of the awardee's efforts in various CJO products

When

Annually. Submissions required NLT 01 JAN with awardees being announced NLT 15 January.

Where

Notifications will be [provided in writing](#) and via social media.

Why

1-Reward excellence in an area that requires additional focus among Army leaders to encourage better performance - rewards will encourage the desired behavior

2- Provide role models for others to emulate

3- Help identify best practices that CJO can share with others junior officers via its different products and services

4- Help identify potential CJO Leadership Fellows or even potential USMA faculty

How

Nominations may be submitted via the form located [here](#) NLT 2400hrs on 1 Jan.

Nominations will include:

1- The name and contact information of both the nominee and the individual submitting the nomination as well as the name and contact information of the nominee's immediate supervisor/rater.

2- Verification that the nominee is not flagged or facing any negative administrative or legal action.

3- A list of nominee's personal data, including: a. Nominee's full name, b. Rank, c. Date of birth, c. Branch, d. Current unit of assignment. e. Nominee's home address (including city, state, and zip code), f. Nominee's home phone number, g. Nominee's email address.

4- The typed description of leader development techniques or practices and why they're worthy of acknowledgement. Evidence of their utility or effectiveness is desired, but not essential.

Criteria

1- The Center for Junior Officers' 30 Under 30 Leader Developers is designed to recognize excellence in the realm of leader development. "Excellence in Leader Development" should focus on developing others - not self-development.

2- Nominations should demonstrate that nominees have gone above and beyond in proactively supporting the development of others' knowledge, capabilities, and readiness to learn.

3- Excellence can include, but is not limited to, the development or implementation of innovative or creative leader development techniques or practices. Excellence may also include the magnitude or impact of developmental efforts. The intent is to recognize young leaders who have taken initiative in the realm of developing others and made this valuable element of leadership a priority.

4- Individuals may self-nominate.

[1] Joshua Hatfield (ICF), John P. Steele (CAL), Ryan Riley (ICF), Heidi Keller-Glaze (ICF), and Jon. J. Fallesen (CAL) (2011). 2010 Center for Army Leadership Annual Survey of Army Leadership (CASAL). Tech Report 2011-01. Center for the Army Professional and Leadership (CAPL), Ft. Leavenworth, KS.

[2] Riley, R., Mihalco, K., Harvey, J., Fallesen, J., Lambourne, K., & McDonogh, M. (2019). 2018 Center for Army Leadership Annual Survey of Army Leadership (CASAL). Tech Report 2019-01. Center for the Army Professional and Leadership (CAPL), Ft. Leavenworth, KS.

[3] Schirmer, Peter, James C. Crowley, Nancy E. Blacker, Rick Brennan, Jr., Henry A. Leonard, J Michael Polich, Jerry M. Sollinger, and Danielle M. Varda, Leader Development in Army Units: Views from the Field, Santa Monica, Calif.: RAND Corporation, MG-648-A, 2008. As of September 08, 2020. <https://www.rand.org/pubs/monographs/MG648.html>

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