INITIATIVE

The "This Is My Squad" (TIMS) initiative aims to build more cohesive units across the Army and empower NCOs with the leadership skills to build cohesive and effective teams, enhance the performance of their squad, and anticipate issues and address them early on. The Squad Leader Development Course (SLDC) is the Directorate of Prevention, Resilience and Readiness' (DPRR) contribution to TIMS. SLDC advances this initiative by giving squad leaders the opportunity to critically reflect on their leadership style and learn to employ evidence-based leadership skills. Leaders who understand their leadership philosophy, know their Soldiers, and live the Army Values can forge cohesive Army units that are strong and resilient in the face of any challenge. SLDC instructors will guide squad leaders to craft and refine their own personal leadership philosophy focused on the areas of character, commitment, culture of trust, and development.

A personal leadership philosophy:

- can increase leader consistency and effectiveness.
- provides a plan for values-based action that can be helpful in challenging moments or at tough decision points.
- can improve relationships when shared with others.
- allows others to gain an understanding of a leader's values, priorities, approach to decision making, and expectations.

During the SLDC, squad leaders examine doctrine from ADP 6-22 and research from the field of human performance, organizational psychology, and positive psychology to highlight the impact and importance of squad-level leadership behaviors. The course provides opportunities for experiential learning, self-reflection, discussion, and application. The course challenges and motivates students to identify, adopt, and internalize leadership behaviors outlined in doctrine and supported by research to increase motivation, psychological safety, and effectiveness of feedback.

COURSE OBJECTIVES

- **Leadership Philosophy:** Develop a written values-based leadership philosophy for character, commitment, culture of trust, and development.
- **Character:** Describe authentic leadership, values, vision, and inspiration.
- **Commitment:** Apply motivation-supportive leader behaviors to real-squad situations.
- **Culture of Trust:** Apply psychologically safe leader behaviors to real-squad situations.
- **Development:** Apply effective feedback strategies to real-squad situations.

COURSE LOGISTICS

SLDC is a two-day course that includes large-group discussion, small-group discussion, and individual reflection. The recommended max course size is 30 participants. SLDC is recommended for SGTs who have spent more than one year Time in Grade (TIG) through SSGs who are within their first-year TIG.

Contact your local DPRR R2 Performance Center for more information.