

## Continued Regiment success depends on leader development

Signaleers,

With the war in Iraq over and the war in Afghanistan ending, it is time to think about expanding leadership development and education, without relying solely on operational experience.

While waging two wars, many Soldiers sacrificed going to school and broadening experiences because there wasn't enough time.

Now we have the time. And despite budget cutbacks, the Army is making sure we have the money to invest in the education and training of our formations.

Leadership training is especially important in the Signal Regiment



where development of new technologies outpaces our ability to train. For example: the Network Integration Exercise was developed to quickly acquire advanced systems, so our Soldiers were equipped with the best, most advanced technology to fight two wars.

Now we must ensure our future leaders are schooled in how to lead technically, ethically, mentally and physically. To get ahead of our adversaries, we have got to think harder and faster.

Our road map is the Army Leader Development Strategy released in June 2013. I urge every leader to read it.

Key points include:

- While the Army's ability to develop leaders is already a competitive advantage for our Nation, we are confident the steps we are taking will further enhance leader skills while also improving the management of our talent and fortifying ethical behavior.

Leadership underpins everything the Army does, which is why we will continue to invest in our people, even during times of austerity.

- The Army is dependent upon itself to develop leaders.

Unlike large organizations in the private sector, the uniformed Army does not routinely recruit, select, and assign mid-grade and senior level leaders from outside its ranks. The process of developing a senior uniformed leader begins 20-plus years prior to the organization's need for the individual.

- Army senior leaders set conditions for the Army to develop leaders. Simultaneously, leaders at all levels create conditions in their organizations that maximize the development of subordinate leaders by teaching them, training them, and providing the supporting experiences they need to grow as leaders.

To support this road map, I urge every senior leader to think about how you are growing as a leader and how you grow others. If your plan is to keep with the op tempo that sustained us through two wars, while neglecting your technical skills and broadening opportunities, that's the wrong answer. Continuous development of subordinate leaders and encouraging intellectual curiosity and creativity are keys to the long-term health of the Army. Consider approving subordinate Soldiers' requests to attend certificate training, bachelor's and master's degree programs and opportunities with industry. The Army will be better off and our educated, well-trained leaders will be fit to answer when our nation calls.

**For the Country!**

**Pro Patria Vigilans!**

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