Character Development Project Team Teleconference

Purpose – Provide an update to the Character Development Project Team, including current status, means to complete the project, and desired end state for implementation within Leader Development

COL John A Vermeesch
Director, Center for the Army Profession and Ethic
16 August 2016

This briefing is: Unclassified
Outline

• Roll Call / Introduction
• Character Development Project
  • Situation
  • Mission
  • Essential Tasks and Coordination with Assisting/Supporting Agencies
  • Path Forward
  • Update: CPT Solarium Issues/Discussion/Recommendations
• Discussion
• Closing
**Problem:** The Army lacks the capability to identify attributes of character and to assess the success of efforts to develop character so that Army professionals consistently demonstrate their commitment and resilience to live by and uphold the Army Ethic.

(CNA GAP #501028)

**Mission:** The Character Development Project Team articulates and gains APLDF approval for and publishes the Army Concept for Character Development -- applicable for all Soldiers and Army Civilians, within the process of leader and professional development -- NLT June 2017, in order to strengthen shared identity and inform the certification of trusted Army professionals.

(Army White Paper: Developing the Character of Trusted Army Professionals, Forging the Way Ahead, 19 April 2016)

**Endstate:** Publish a concept* for developing, assessing, and certifying the character of Army professionals within the existing Leader and Professional Development process of education, training, and experience

(Army White Paper, 19 April 2016)

*TRADOC CG Approved White Paper for Character Development
Intrinsically, character is “one’s true nature, including identity, sense of purpose, values, virtues, morals and conscience.”

Operationally, doctrine defines character as “Dedication and adherence to the Army Ethic, including Army Values, as consistently and faithfully demonstrated in decisions and actions.”

The Army Profession certifies the character, competence, and commitment of Soldiers and Army Civilians. (ADRP 1)

Character is central to developing mutual trust and cohesive teams within Mission Command (ADRP 6-0), which in turn strengthens resilience and personal readiness while contributing to unit readiness. Character Development is a unifying theme within The Army Human Dimension Concept, the Talent Management Concept of Operations for Force 2025 and Beyond, is an essential requirement for Leader Development (ALDS, ADRP 6-22), and integral to the Army meeting Army Warfighting Challenges 4, 8, 9, 10 and 19.

PROBLEM
The Army Profession lacks a concept for Character Development of Soldiers and Army Civilians

CNA GAP #501028 FY16 ALDP Priority List 3P

SOLUTION
Under authority of HQDA EXORD 086-16 HUMAN DIMENSION, the Character Development Project Team articulates, gains approval for, and publishes the Army Concept for Character Development – applicable within the process of leader and professional development – NLT June 2017, in order to strengthen shared identity and inform the development and certification of Trusted Army professionals through education, training, and experience

OUTCOME
Publish a concept for developing, assessing, and certifying the character of Army professionals within the existing Leader and Professional Development process of education, training, and experience

An ethical culture and organizational climate are prerequisites for character development to occur and for right conduct to flourish.

Character Development apart from Leader Development is nothing!
Situation – Progress To Date

2011–2012 Army Profession Campaign

Sep 2012 ADP 1, *The Army*, includes the Army Profession (Chapter 2)

Jun 2013 ADRP 1, *The Army Profession*

Jul 2014 Army Ethic White Paper

Jun 2015 ADRP 1, includes the Army Ethic (Chapter 2)

Oct 2015 CSA approves Character Development, Army Priority List #3P, FY16

Nov 2015 Character Development Project Team

Dec 2015 HQDA EXORD 086-16 Human Dimension

Apr 2016 Character Development White Paper + JLAPS

May 2016 CGSC Electives and MMAS Papers

Jul 2016 CPT Solarium
CAPE: Is the lead for all Essential Tasks; selected agencies requested to assist; volunteer SMEs provide support.

CAPE (Internal) Project Team:

- Individuals assigned for each task
- Liaison to all major organizations & cohorts
- Frequent internal IPRs

Monthly Army-wide CD Project Team Meetings

Key Activities (Examples):
- Army White Paper on Character Development (Apr 16)
- Junior Leader Army Profession Seminar (Apr 16)
- CPT Solarium (Jul 16)
- Selected Focus Groups (e.g., IMT, Rec Cmd, AMSC, AWC) (Sep – Nov 16)
- Cohort Engagement (e.g., NCO 2020, WO 2025) (On-going)
- Army University (Instructor Certification, On-going)
- Army Profession Forum (Dec 16)
- Unified Quest (Dec 16)
- JLAPS (Apr 17)
- CGSC (Apr 17)
- Mission Complete (Jun 17)
## Planning Calendar

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**Key**
- CSA Engagement
- Strategic Influence
- Critical Suspects
- CD Project Team Meetings
- (O/O) Distribute to the Force

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10 Dec 15: Establish Project Team/Initial Project meeting

Mar - Sep 16: Conduct Analysis of Theories and Concepts for Character Development and Assessment of Character (Ongoing)

19 Apr 16: Army White Paper on Character Development

21 Jan 16: 2nd Character Development Project Team meeting

Nov 15: APLDF 16-1

12 Nov 15: Establish Project Team/Initial Project meeting

Nov 15: Develop the Project Plan

Oct - Nov 15: Literature Review (Ongoing)

Oct 15: Mission Analysis

11-14 Jul 16: Solicit feedback within CPT Solarium

16 Jun 16: 3rd Character Development Project Team meeting

13-14 Apr 16: Solicit feedback during JLAPS
Character Development Project Timeline

- 16 Aug 16: 4th Character Development Project Tm mtg
- 30 Sep 16: APLDF 16-4
- Sep - Nov 16: Engagement with IMT, USAREC, AWC, CGSC, Tufts Univ Workshop, others...
- 7-8 Dec 16: Solicit senior leader feedback during APF
- 2nd Qtr FY17: JLAPS
- Apr 17: CGSC Ethics Symposium
- TBD FY 17: CPT Solarium IV
- Jun 17: Publish Army White Paper Concept for Character Development
- Army Implementation Guidance