

INTRODUCTION TO ARMY LEADERSHIP



GENTEX[®]
TRAINING CENTER



Introduction

Introduction to Army Leadership Training Course builds the foundation of leadership knowledge that military professionals need in demanding, high-stakes environments. Army leadership rests on character, competence, and presence, and it works through mission command rather than close supervision. This program explains how leaders develop, how they influence soldiers, and how they make decisions when information is incomplete. It combines doctrine-based instruction with practical leadership exercises. As a result, participants learn to apply the operations process, lead teams through uncertainty, and uphold professional ethics. Furthermore, the course covers counseling, training management, and the standards that keep units cohesive and mission-ready.

Introduction to Army Leadership Course Objectives

- Apply the leadership requirements model of character, presence, and intellect.
- Distinguish the three levels of leadership: direct, organizational, and strategic.
- Apply the operations process: plan, prepare, execute, and assess.
- Demonstrate mission command and disciplined initiative.
- Use troop-leading procedures to plan and issue orders.
- Apply the ethical principles of the Army values and the law of armed conflict.
- Conduct effective counseling sessions using structured formats.
- Lead after-action reviews to capture lessons and improve performance.
- Build team cohesion, trust, and mental resilience.
- Apply risk management with the five-step process.

Course Methodology

- Facilitated sessions grounded in doctrine and professional study.
- Practical exercises in troop-leading procedures and orders.

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- Case studies drawn from historical and contemporary operations.
- Role-play of counseling, coaching, and mentoring sessions.
- Group problem-solving under time constraints and uncertainty.
- After-action review practice with structured facilitation.
- Personal leadership reflection and development planning.

Who Should Take This Course

- Junior officers and newly commissioned leaders.
- Non-commissioned officers and section leaders.
- Squad and platoon-level commanders.
- Military instructors and training staff.
- Cadets and officer candidates.
- Defence civilians in leadership roles.
- Staff officers supporting command teams.

Introduction to Army Leadership Course Outlines

Day 1: Foundations of Army Leadership

- Defining leadership and the Army leadership requirements model.
- Character, presence, and intellect as core attributes.
- Competencies: leads, develops, and achieves.
- The three levels: direct, organizational, and strategic.
- Leadership versus management in military contexts.
- Army values and the professional ethic.
- Case study: leadership lessons from a historical campaign.





Day 2: Mission Command and the Operations Process

- Philosophy of mission command and command intent.
- Disciplined initiative and decentralized execution.
- The operations process: plan, prepare, execute, assess.
- Troop-leading procedures and their eight steps.
- Writing and issuing operation orders.
- Warfighting functions and their integration.
- Workshop: planning a mission with troop-leading procedures.

Day 3: Leading Soldiers, Teams, and Training

- Team building and cohesion development.
- Setting and enforcing standards.
- Counseling, coaching, and mentoring fundamentals.
- The counseling process and structured session formats.
- Training management and the eight-step training model.
- Evaluating performance and giving effective feedback.
- Role-play: conducting a developmental counseling session.

Day 4: Ethical Leadership and Decision Making

- Ethical reasoning and the Army values in practice.
- The law of armed conflict and rules of engagement.
- Ethical decision-making frameworks and dilemma analysis.
- Building trust up and down the chain of command.
- Risk management with the five-step process.

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- Mental resilience, stress, and performance under pressure.
- Workshop: resolving a complex ethical dilemma.

Day 5: Assessment, Improvement, and Leadership Growth

- After-action reviews and the four-step format.
- Evaluating unit readiness and mission success.
- Learning organizations and knowledge sharing.
- Self-development and the leadership development plan.
- Mentorship and preparing the next generation of leaders.
- Climate assessment and unit cohesion indicators.
- Capstone: presenting a personal leadership development plan.

Conclusion

By successfully completing Introduction to Army Leadership Training Course, participants will have acquired the knowledge to apply the leadership requirements model, lead through mission command, execute the operations process, counsel and develop soldiers, and make decisions grounded in professional ethics. They will also understand how to run after-action reviews, manage risk, and build cohesive, resilient teams. Gentex Training Center delivers this program through applied exercises and expert facilitation, helping leaders serve their units with competence and integrity.

FAQs for the Introduction to Army Leadership course





Q1 What is the "Introduction to Army Leadership" course about?

It is a training program that covers the principles and practices of military leadership. It explains the leadership requirements model, mission command, the operations process, troop-leading procedures, counseling, and ethical decision-making.

Q2 What are the key benefits of the "Introduction to Army Leadership" course?

Participants gain a clear leadership framework, stronger decision-making under uncertainty, and practical tools for developing subordinates. Units benefit from more consistent standards, better communication up and down the chain of command, and leaders who handle pressure with discipline.

Q3 What skills will I gain from the "Introduction to Army Leadership" course?

Participants build mission command and operations planning, troop-leading procedures and orders, counseling, coaching, and team development, and ethical decision-making and risk management.

Q4 What tools, methods, or standards are covered in the "Introduction to Army Leadership" course?

The course covers the leadership requirements model, the three levels of leadership, mission command, the operations process, troop-leading procedures, the eight-step training model, the five-step risk management process, after-action reviews, the Army values, and the law of armed conflict.



Q5 How is the "Introduction to Army Leadership" course applied in real-world practice?

Learners apply it by planning missions with troop-leading procedures, issuing clear orders, supervising execution, conducting counseling sessions, running after-action reviews, and managing risk before and during operations, then using the lessons to adjust future plans.