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FM COMDT COGARD WASHINGTON DC//CG-13//
TO ALCOAST
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UNCLAS //N05351//
ALCOAST 365/07
COMDTNOTE 5351

SUBJ: LEADERSHIP ADVISORY COUNCIL MEETING OUTCOMES

- A. COMDT COGARD WASHINGTON DC 170034Z APR 07/ALCOAST 213/07
 - B. COMDT COGARD WASHINGTON DC 211952Z MAY 07/ALCOAST 256/07
 - C. COMDT COGARD WASHINGTON DC 132105Z JUL 07/ALCOAST 342/07
1. THE COMDT'S LEADERSHIP ADVISORY COUNCIL (LAC) MET 15-18 MAY 2007. THIS ALCOAST PUBLICIZES THE OUTCOMES OF THE LAC MEETING AND OUTBRIEF TO THE COMMANDANT.
 2. REF A SOLICITED INPUT FROM THE FIELD ON LEADERSHIP RELATED TOPICS. EIGHTEEN TOPICS WERE RECEIVED AS A RESULT OF REF A, AND LAC MEMBERS RECEIVED AN ADDITIONAL TWENTY TOPICS FROM THEIR LOCAL AREAS. THE LAC REVIEWED, CATEGORIZED, AND PRIORITIZED ALL TOPICS.
 3. THE LAC IDENTIFIED TWO MAJOR THEMES FROM THE TOPICS RAISED BY THE FIELD WHICH WERE SHARED WITH THE COMMANDANT ON 18 MAY: THE EFFECTS OF TRANSFORMATION AND TIME AS A LEADERSHIP ISSUE.
 - A. THE EFFECTS OF TRANSFORMATION: TEAM COAST GUARD MEMBERS ARE TRYING TO INTERPRET THE PERSONAL AND ORGANIZATIONAL EFFECTS OF THE TRANSFORMATION.
 - B. TIME AS A LEADERSHIP ISSUE: WITHIN AN ENVIRONMENT OF COMPETING DEMANDS, THE WORKFORCE IS TRYING TO FOCUS ON THE RIGHT PRIORITIES YET IS DISTRACTED BY THE MANY RESPONSIBILITIES OF THEIR UNIT AND THE ORGANIZATION. TIME CONSTRAINTS ADD TO THESE PRESSURES AND OFTEN RESULT IN LESS TIME BEING DEVOTED TO INTERACTIONS AIMED AT PERSONAL DEVELOPMENT FOR OUR MEMBERS. LEADERSHIP ACTION ITEMS MAY BE VIEWED AS LUXURIES OF TIME WHICH FALL OUT AT THE DECK PLATE LEVEL IN ORDER TO ENSURE MISSION EXECUTION AND MEET TRAINING REQUIREMENTS.
 4. THE FOLLOWING INITIATIVES HAVE RESULTED FROM FIELD INPUT AND THE COUNCILS WORK:
 - A. COMPLETION OF LEADERSHIP AND MANAGEMENT SCHOOL WILL BE A PERFORMANCE-BASED REQUIREMENT FOR ADVANCEMENT TO E-6 AS ANNOUNCED IN REF B.
 - B. ALL LEADERSHIP AND PROFESSIONAL DEVELOPMENT INSTRUCTIONS WILL BE COMBINED INTO A LEADERSHIP MANUAL.
 - C. A POTENTIAL GAP IN LEADERSHIP DEVELOPMENT PROGRAMS AVAILABLE TO MID-GRADE OFFICERS WAS IDENTIFIED. CG-133 WILL SPONSOR A NEEDS ASSESSMENT THIS SUMMER TO ADDRESS MID-GRADE OFFICER DEVELOPMENT.
 - D. A 360-DEGREE ASSESSMENT TOOL WILL BE ADDED TO THE UNIT LEADERSHIP DEVELOPMENT PROGRAM (ULDP) AS AN EASILY ACCESSIBLE PROFESSIONAL DEVELOPMENT TOOL.
 - E. THE LAC WILL WORK WITH THE MCPOCG TO ENCOURAGE UNITS TO ADOPT THE CHIEFS COUNCIL CONCEPT CURRENTLY USED WITH GREAT SUCCESS AS A LEADERSHIP BEST PRACTICE.
 - F. A STANDARD CG FORM WILL BE CREATED FOR USE AS AN INFORMAL COUNSELING TOOL AIMED AT PROMOTING EARLY AND EFFECTIVE FEEDBACK.
 - G. THE SPOTLIGHT ON LEADERSHIP WILL BE ADOPTED AS AN ANNUAL CAMPAIGN.
 - H. A VIDEO CONTEST INTENDED TO CAPTURE THE FIELDS CREATIVITY AND PASSION FOR LEADERSHIP, AS DEMONSTRATED IN THE SPOTLIGHT ON LEADERSHIP CAMPAIGN, WILL BE SPONSORED BY THE LDC AS RECENTLY ANNOUNCED IN REF C.
 - I. A LEADERSHIP POLICY STATEMENT IS UNDER DEVELOPMENT FOR COMMANDANT PROMULGATION.
 - J. CHANGES TO THE TIMING OF THE INSPIRATIONAL LEADERSHIP AWARDS ARE BEING CONSIDERED TO MEET THE LACS GOAL OF INCREASING THE VISIBILITY OF THESE AWARDS.
 5. THE FOLLOWING TOPICS EMERGED FROM FIELD INPUTS AND WERE RESEARCHED AND DISCUSSED AT LENGTH:

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- A. INDIVIDUAL DEVELOPMENT PLANS (IDP): USE OF A CAREER IDP LINKED TO E-RESUME, MANDATING USE FOR OTHER WORKFORCE SEGMENTS, AND REQUIRING IDPS WITH APPLICATIONS TO LEADERSHIP COURSES.
 - B. PROFESSIONAL DEVELOPMENT: INCREASING MANDATES AND ACCOUNTABILITY FOR ATTENDANCE AT CHIEF WARRANT OFFICER PROFESSIONAL DEVELOPMENT COURSE AND THE CHIEF PETTY OFFICER ACADEMY.
 - C. LEADERSHIP ISSUES RELATED TO EVALUATIONS: INCLUDED SUGGESTIONS TO REINSTATE THE PROGRESSING BLOCK AND MANAGE ACCESS TO SUPPORTING COMMENTS ASSOCIATED WITH PREVIOUS RATING PERIODS. OFFICER EVAL ISSUES EMPHASIZED ACCESS TO OERS BEFORE SUBMISSION AND REQUIRING COUNSELING BY SUPERVISOR.
 - D. CIVILIAN EMPLOYEES: HOW TO BETTER INCORPORATE INTO THE WORKPLACE, IMPLICATIONS FOR EPME AND EPQ COMPLETION AT UNITS WITH CIVILIAN SUPERVISORS OF MIL PERS, AND COMPREHENSIVELY ADDRESSING TRAINING AND LEADERSHIP NEEDS.
 - E. RESERVISTS: TIME AVAILABLE TO MAINTAIN QUALS WITHIN LIMITS OF IDT/ADT AND USE OF ONLINE CAMPUS FOR REQUIRED TRAINING.
 - F. INCREASING CROSS-GENERATIONAL TRAINING THROUGH THE ULDP AND WITHIN LEADERSHIP COURSES.
6. THE LAC WILL MEET AGAIN IN EARLY NOVEMBER. TO SUBMIT A LEADERSHIP TOPIC TO THE LAC, SEND AN E-MAIL TO LAC(AT)USCG.MIL OR CONTACT A LAC MEMBER (FIND MEMBERS AT [HTTP://WWW.USCG.MIL/LEADERSHIP](http://www.uscg.mil/leadership) UNDER OTHER LEADERSHIP INFORMATION AND PROGRAMS LINK).
7. FOR MORE DETAILED INFORMATION ON THE LAC BRIEFING WITH THE COMMANDANT, GO TO [HTTP://WWW.USCG.MIL/LEADERSHIP](http://www.uscg.mil/leadership) (SEE ANNOUNCEMENTS).
8. INTERNET RELEASE AUTHORIZED.
9. RDML CYNTHIA A. COOGAN, DIRECTOR OF RESERVE AND TRAINING, SENDS.
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