

## TRAINING SUPPORT PACKAGE (TSP)

<b>TSP Number / Title</b>	L232 / INTRODUCTION TO PLDC
<b>Effective Date</b>	01 Oct 2003
<b>Supersedes TSP(s) / Lesson(s)</b>	C201, Introduction to PLDC, Mar 00
<b>TSP Users</b>	400-00-PLDC, Primary Leadership Development Course
<b>Proponent</b>	The proponent for this document is the Sergeants Major Academy.
<b>Improvement Comments</b>	<p>Users are invited to send comments and suggested improvements on DA Form 2028, <i>Recommended Changes to Publications and Blank Forms</i>. Completed forms, or equivalent response, will be mailed or attached to electronic e-mail and transmitted to:</p> <p>COMDT USASMA ATTN ATSS D BLDG 11291 BIGGS FIELD FT BLISS TX 79918-8002</p> <p>Telephone (Comm): (915) 568-8875 Telephone (DSN): 978-8875</p> <p>e-mail: <a href="mailto:atss-dcd@bliss.army.mil">atss-dcd@bliss.army.mil</a></p>
<b>Security Clearance / Access</b>	Unclassified
<b>Foreign Disclosure Restrictions</b>	FD5. This product/publication has been reviewed by the product developers in coordination with the USASMA foreign disclosure authority. This product is releasable to students from all requesting foreign countries without restrictions.

## PREFACE

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**Purpose**

This Training Support Package provides the instructor with a standardized lesson plan for presenting instruction for:

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This TSP  
Contains

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**Introduction to PLDC  
L232 / Version 1  
01 Oct 2003**

**SECTION I. ADMINISTRATIVE DATA**

<b>All Courses Including This Lesson</b>	<u>Course Number</u>	<u>Version</u>	<u>Course Title</u>
	400-PLDC	1	Primary Leadership Development Course

<b>Task(s) Taught(*) or Supported</b>	<u>Task Number</u>	<u>Task Title</u>
	None	

<b>Reinforced Task(s)</b>	<u>Task Number</u>	<u>Task Title</u>
	None	

<b>Academic Hours</b>	The academic hours required to teach this lesson are as follows:	
	<u>Resident Hours/Methods</u>	
	2 hrs	/ Conference / Discussion
Test	0 hrs	
Test Review	0 hrs	
Total Hours:		2 hrs

<b>Test Lesson Number</b>	<u>Hours</u>	<u>Lesson No.</u>
	Testing (to include test review)	N/A

<b>Prerequisite Lesson(s)</b>	<u>Lesson Number</u>	<u>Lesson Title</u>
	None	

<b>Clearance Access</b>	Security Level: Unclassified Requirements: There are no clearance or access requirements for the lesson.
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<b>Foreign Disclosure Restrictions</b>	FD5. This product/publication has been reviewed by the product developers in coordination with the USASMA foreign disclosure authority. This product is releasable to students from all requesting foreign countries without restrictions.
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<b>References</b>	<u>Number</u>	<u>Title</u>	<u>Date</u>	<u>Additional Information</u>
	None			

**Student Study Assignments**


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Before class--

- Read Student Handout 1, Advance Sheet, Appendix D.

During class--

- Participate in classroom discussion.

After class--

- None.
- 

**Instructor Requirements**

1:8, SSG, PLDC graduate, ITC, and SGITC qualified

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**Additional Support Personnel Requirements**

<u>Name</u>	<u>Stu Ratio</u>	<u>Qty</u>	<u>Man Hours</u>
None			

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**Equipment Required for Instruction**

<u>ID Name</u>	<u>Stu Ratio</u>	<u>Instr Ratio</u>	<u>Spt</u>	<u>Qty</u>	<u>Exp</u>
441-06 LCD Projection System	1:16	1:2	No	1	No
559359 SCREEN PROJECTION	1:16	1:2	No	1	No
702101T134520 DELL CPU, MONITOR, MOUSE, KEYBOARD	1:16	1:2	No	1	No
7110-00-T81-1805 DRY ERASE BOARD	1:16	1:2	No	1	No
7510-01-424-4867 EASEL, (STAND ALONE) WITH PAPER	1:16	1:2	No	1	No

\* Before Id indicates a TADSS

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**Materials Required****Instructor Materials:**

- TSP.

**Student Materials:**

- SH-1, Advance Sheet.

**NOTE:** Issued to students during in processing.

- Pen or pencil and writing paper.
- 

**Classroom, Training Area, and Range Requirements**

CLASSROOM (40X40 PER 16 STUDENTS)

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**Ammunition Requirements**

<u>Id</u>	<u>Name</u>	<u>Exp</u>	<u>Stu Ratio</u>	<u>Instr Ratio</u>	<u>Spt Qty</u>
None					

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**Instructional  
Guidance**

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**NOTE:** Before presenting this lesson, instructors must thoroughly prepare by studying this lesson and identified reference material.

You must know the information in this TSP well enough to teach from it, not read from it.

Before class--

- Read and study all TSP material and be ready to conduct the class.

During class--

- Conduct the class in accordance with this TSP.

After class--

- None.

**Proponent  
Lesson Plan  
Approvals**

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<u>Name</u>	<u>Rank</u>	<u>Position</u>	<u>Date</u>
/s/Karen M. Wilson /t/Wilson, Karen M.	GS09	Training Specialist	26 Jun 03
/s/Ronnie G. Barnes /t/Barnes, Ronnie G.	MSG	Chief, PLDC	26 Jun 03
/s/Brian H. Lawson /t/Lawson, Brian H.	SGM	Chief, NCOES	26 Jun 03
/s/John W. Mayo /t/Mays, Albert J.	SGM	Chief, CDDD	26 Jun 03

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**SECTION II. INTRODUCTION**

Method of Instruction: <u>Conference / Discussion</u>
Technique of Delivery: <u>Small Group Instruction (SGI)</u>
Instructor to Student Ratio is: <u>1:8</u>
Time of Instruction: <u>5 mins</u>
Media: <u>None</u>

**Motivator**

The ultimate goal of the Army is success in battle. Your job is to help achieve that success. America may call upon you and your soldiers to fight. You must be ready to fight anywhere and under any conditions. Your soldiers deserve a strong leader to prepare and lead them into combat. This means you must attain a high level of competence. You are responsible to train your soldiers to do their jobs and function as a team. As you train them, keep in mind that even if they are technically and tactically proficient, they will only be successful if you make sure that they and their equipment receive proper care. Not only must you know how to train and employ your squad or section, you must also know how it interacts with the other members of the combined arms force and how each member of the force contributes to winning.

**Terminal Learning Objective**

**NOTE:** Inform the students of the following Terminal Learning Objective requirements. At the completion of this lesson, you [the student] will:

<b>Action:</b>	Recognize the PLDC course contents and the background of each group member.
<b>Conditions:</b>	In a classroom environment.
<b>Standards:</b>	Recognized course contents and introduced self to group.

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**Safety Requirements**

None

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**Risk Assessment Level**

Low

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**Environmental Considerations**

**NOTE:** It is the responsibility of all soldiers and DA civilians to protect the environment from damage.

None

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**Evaluation**

This is not a testable lesson.

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**Instructional Lead-In**

This lesson is an introduction to PLDC. This introduction is in two parts. The first part is a cadre presented briefing of the objective of PLDC. In part two you will introduce yourself to the other students in your group. The primary focus of this lesson is to provide you with an overview of the course of instruction.

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**SECTION III. PRESENTATION**

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**NOTE:** Inform the students of the Enabling Learning Objective requirements.

**A. ENABLING LEARNING OBJECTIVE**

<b>ACTION:</b>	Identify the contents of PLDC.
<b>CONDITIONS:</b>	In a classroom environment.
<b>STANDARDS:</b>	Identified the contents and objective of PLDC.

1. Learning Step / Activity 1. Objective  
Method of Instruction: Conference / Discussion  
Technique of Delivery: Small Group Instruction (SGI)  
Instructor to Student Ratio is: 1:8  
Time of Instruction: 45 mins  
Media: VGT-1 thru VGT-10

We will begin our discussion by looking at the objective of PLDC and the three major areas of instruction. Since all NCOs, regardless of their branch of service, or job assignment, have the same responsibilities as a leader, we will address these responsibilities throughout the course.

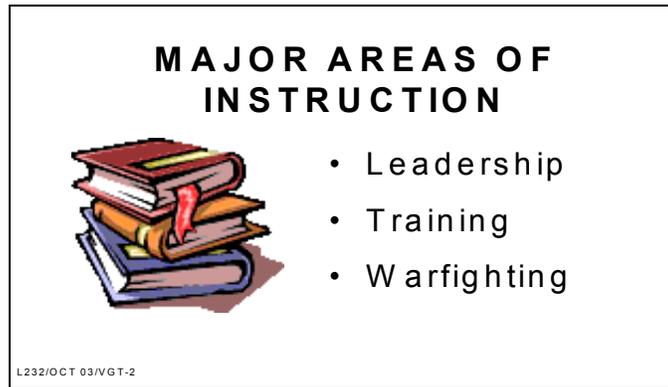
**SHOW VGT-1, PLDC OBJECTIVE**

	<b>PLDC OBJECTIVE:</b>	
To set the standards expected of all prospective and newly appointed sergeants.		
<small>L232/OCT 03/VGT-1</small>		

**NOTE:** Call on a student to read the PLDC objective.

**REMOVE VGT-1**

**SHOW VGT-2, MAJOR AREAS OF INSTRUCTION**

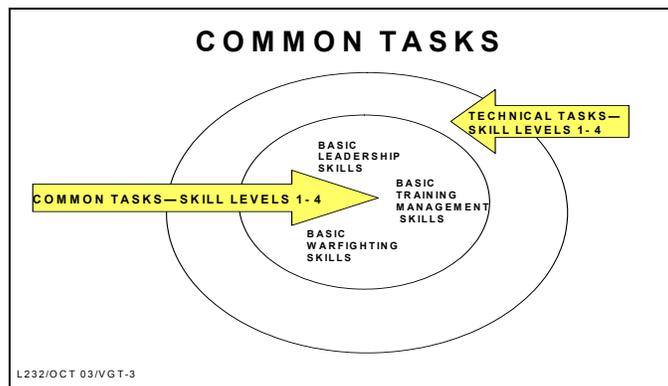


**NOTE:** Call on another student to read the major areas of instruction.

**REMOVE VGT-2**

Now we will talk about the design of PLDC.

**SHOW VGT-3, COMMON TASKS**



This VGT shows the common and technical skills that all soldiers must have to do their job. At the center of the target is the common core of tasks, for example, basic leadership, training management, and warfighting skills. The common core is knowledge that all soldiers, regardless of MOS, must have.

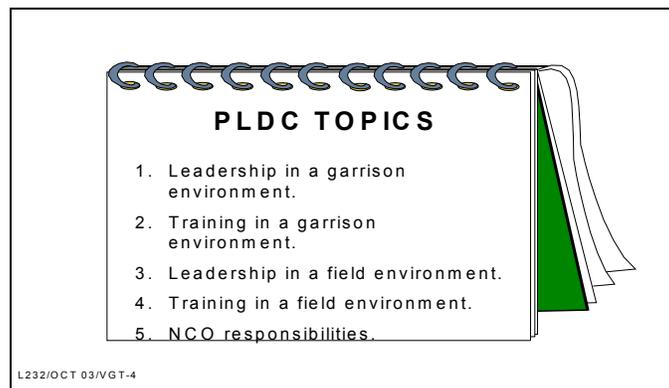
We take the tasks from this area (specifically targeted to Skill Level 2) for training in PLDC. Since it is your duty to train your soldiers, our focus will be on how you should train your soldiers to perform these tasks. Prequalification in task performance is your responsibility.

The outer circle of the target represents the technical tasks that a soldier must know in order to do his specific job. These tasks vary from MOS to MOS and number in the thousands. Since this is not an MOS specific course, we will not teach any technical tasks.

### **REMOVE VGT-3**

The skills you learn in PLDC will increase your self-confidence, your leadership ability, and your sense of responsibility as an NCO. This will further enhance your capabilities as a leader. We will test you in all the following areas.

### **SHOW VGT-4, PLDC TOPICS**



**NOTE:** Call on individual students to read the topics.

To fulfill the objective of PLDC, we will teach you the topics depicted on the VGT. Each of you will have ample opportunities to demonstrate your ability to lead and train soldiers in the field and in garrison.

### **REMOVE VGT-4**

The next two VGTs depict the 14 lessons that make up the leadership block.

**NOTE:** Call on students to read the 14 lessons in the leadership block of instruction.

**SHOW VGT-5, LEADERSHIP BLOCK**



### LEADERSHIP BLOCK

1. Introduction to Army Leadership
2. What a Leader must BE, KNOW, DO
3. The Human Dimension Role in Leadership Development
4. The Four Direct Leadership Skills
5. The Three Direct Leadership Actions
6. Maintain Discipline
7. Enforce the Equal Opportunity Program
8. Conduct Developmental Counseling

L232/OCT 03/VGT-5

**REMOVE VGT-5**

**SHOW VGT-6, LEADERSHIP BLOCK (cont)**



### LEADERSHIP BLOCK (cont)



9. Financial Management
10. Perform Personnel Actions
11. Commandant's Orientation
12. Introduction to PLDC
13. Identify the Historical Progression of the NCO Corps
14. The Army Writing Style

L232/OCT 03/VGT-6

**REMOVE VGT-6**

The next block of instruction we will discuss is training.

**NOTE:** You may want to comment on a specific lesson.

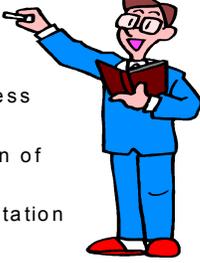
As you will see on the next two VGTs, there are 12 lessons that make up the training block of instruction.

**NOTE:** Call on a student to read the 12 lessons from the VGTs.

**SHOW VGT-7, TRAINING BLOCK**

**TRAINING BLOCK**

1. Risk Management
2. Conduct an AAR
3. Training the Force
4. Supervise Physical Fitness Training
5. Supervise the Installation of MILES
6. Supervise the Implementation of Preventive Medicine Policies



L232/OCT 03/VGT-7

**REMOVE VGT-7**

**SHOW VGT-8, TRAINING BLOCK (cont)**

 **TRAINING BLOCK (cont)** 

7. Environmental Awareness
8. Conduct Drill & Ceremonies
9. Plan and Conduct an Inspection
10. Supervise PMCS
11. Supply Procedures
12. Suicide Prevention

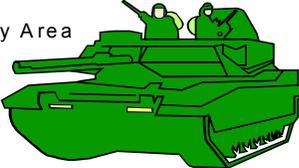
L232/OCT 03/VGT-8

**REMOVE VGT-8**

## SHOW VGT-9, WARFIGHTING BLOCK

### WARFIGHTING BLOCK

- Combat Orders
- Move Tactically
- Occupy an Assembly Area
- Execute a Defense
- Map Reading
- Land Navigation
- STX



L232/OCT 03/VGT-9

The VGT depicts the 7 lessons that make up the warfighting block.

**NOTE:** Call on students to read the 7 lessons in the warfighting block of instruction.

**REMOVE VGT-9**

## SHOW VGT-10, SITUATIONAL TRAINING EXERCISE (STX) BLOCK

### SITUATIONAL TRAINING EXERCISE (STX) BLOCK



30 Hours  
Leadership evaluation  
Squad tactics

L232/OCT 03/VGT-10

The Situational Training Exercise (STX) is a culmination of everything you will learn here at the academy. For 30 hours you will participate in a situational training exercise where you must perform as a leader. We will grade you on your ability to use the skills you learn here and to accomplish any mission or task we give you. During this exercise you will receive an evaluation that will grade you on your capability to lead soldiers. Study hard, apply yourself, don't be reluctant to try, and you will do well.

**REMOVE VGT-10**

**Break:** TIME: 00:50 to 01:00

**B. ENABLING LEARNING OBJECTIVE**

<b>ACTION:</b>	Communicate the military background of each group member.
<b>CONDITIONS:</b>	In a classroom environment.
<b>STANDARDS:</b>	Identified and introduced the students in the group to each other.

1. Learning Step / Activity 1. Introductions  
Method of Instruction: Conference / Discussion  
Technique of Delivery: Small Group Instruction (SGI)  
Instructor to Student Ratio is: 1:8  
Time of Instruction: 45 mins  
Media: VGT-11

Now that we have discussed the contents of PLDC, we can introduce ourselves to each other. Each one of you will introduce yourself to the other members of your group.

**SHOW VGT-11, INTRODUCTIONS**

<p style="text-align: center;"><b>INTRODUCTIONS</b></p> <ul style="list-style-type: none"><li>• Your name.</li><li>• Place of birth (hometown)</li><li>• Point of entry into the Army.</li><li>• Date of entry into the Army.</li><li>• Location of basic combat training.</li><li>• Location of advanced individual training.</li><li>• Current unit of assignment.</li><li>• MOS and duty position.</li></ul>  <p style="font-size: small;">L232/OCT 03/VGT-11</p>
---

During your introduction, include the information depicted on the visual aid.

Limit your introduction to three and one-half minutes to five minutes.

**NOTE:** Leave the VGT on the screen during all of the introductions. The SGL should introduce himself first.

**REMOVE VGT-11**

**SECTION IV. SUMMARY**

Method of Instruction: <u>Conference / Discussion</u>
Technique of Delivery: <u>Small Group Instruction (SGI)</u>
Instructor to Student Ratio is: <u>1:8</u>
Time of Instruction: <u>5 mins</u>
Media: <u>None</u>

**Check on Learning**

---

Determine if the students have learned the material presented by soliciting student questions and explanations. Ask the students questions and correct misunderstandings.

---

**Review / Summarize Lesson**

You can see by the introductions that all of you come from varying backgrounds. You also hold a variety of MOSs. The different MOSs and the experience level that each of you have will make you a valuable member of the group. Each of you should use your experience to help the other members of your group. This will enable your group to perform as a team throughout the course of instruction.

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**SECTION V. STUDENT EVALUATION**

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**Testing  
Requirements**

**NOTE:** Describe how the student must demonstrate accomplishment of the TLO. Refer student to the Student Evaluation Plan.

This is not a testable lesson.

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**Feedback  
Requirements**

**NOTE:** Feedback is essential to effective learning. Schedule and provide feedback on the evaluation and any information to help answer students' questions about the test. Provide remedial training as needed.

None

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Enabling Learning Objective A

VGT-1, PLDC OBJECTIVE



## **PLDC OBJECTIVE:**



To set the standards expected of all prospective and newly appointed sergeants.

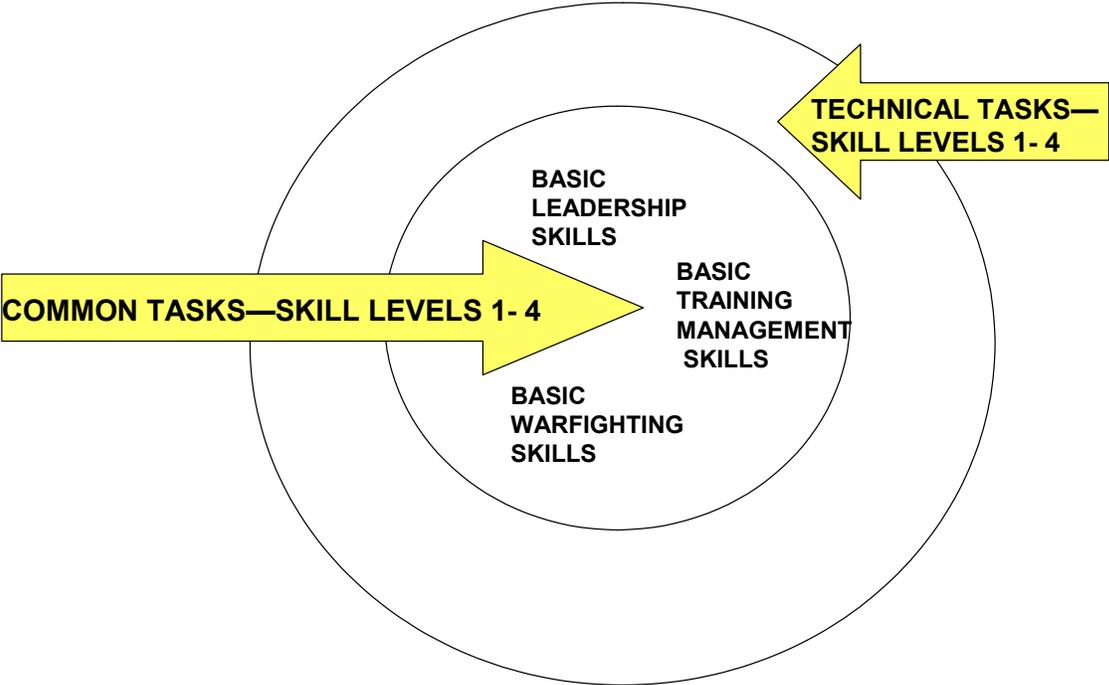
L232/OCT 03/VGT-1

# MAJOR AREAS OF INSTRUCTION

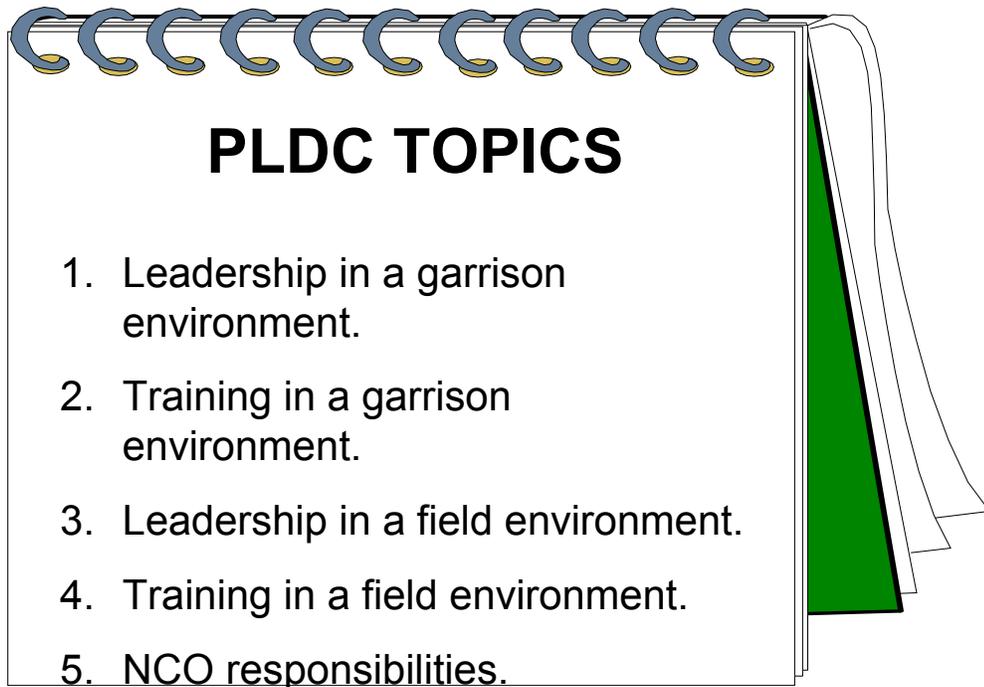


- Leadership
- Training
- Warfighting

# COMMON TASKS



L232/OCT 03/VGT-3





# LEADERSHIP BLOCK

1. Introduction to Army Leadership
2. What a Leader must BE, KNOW, DO
3. The Human Dimension Role in Leadership Development
4. The Four Direct Leadership Skills
5. The Three Direct Leadership Actions
6. Maintain Discipline
7. Enforce the Equal Opportunity Program
8. Conduct Developmental Counseling

L232/OCT 03/VGT-5



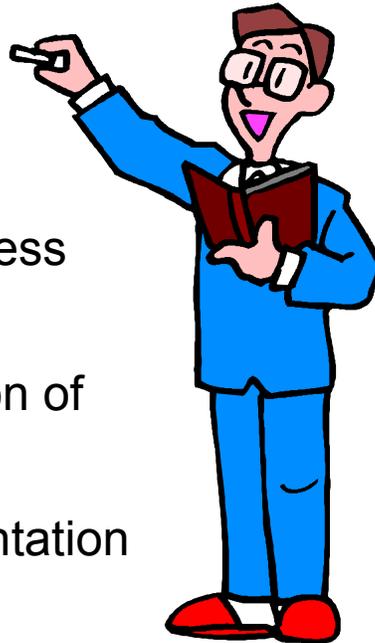
## **LEADERSHIP BLOCK (cont)**



9. Financial Management
10. Perform Personnel Actions
11. Commandant's Orientation
12. Introduction to PLDC
13. Identify the Historical Progression of the NCO Corps
14. The Army Writing Style

## TRAINING BLOCK

1. Risk Management
2. Conduct an AAR
3. Training the Force
4. Supervise Physical Fitness Training
5. Supervise the Installation of MILES
6. Supervise the Implementation of Preventive Medicine Policies



L232/OCT 03/VGT-7



## **TRAINING BLOCK (cont)**



7. Environmental Awareness
8. Conduct Drill & Ceremonies
9. Plan and Conduct an Inspection
10. Supervise PMCS
11. Supply Procedures
12. Suicide Prevention

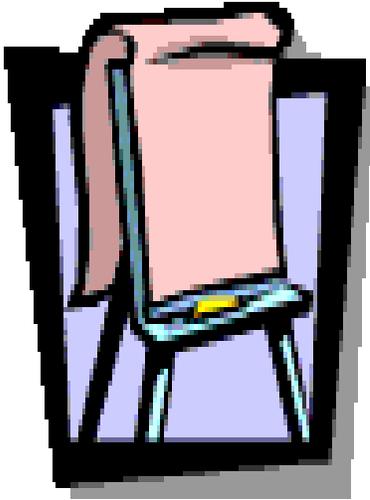
# WARFIGHTING BLOCK

- Combat Orders
- Move Tactically
- Occupy an Assembly Area
- Execute a Defense
- Map Reading
- Land Navigation
- STX



L232/OCT 03/VGT-9

# SITUATIONAL TRAINING EXERCISE (STX) BLOCK



30 Hours

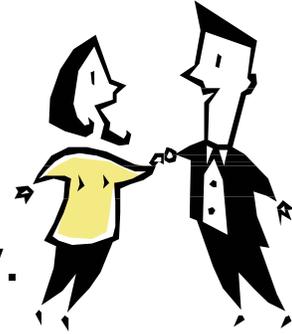
Leadership evaluation

Squad tactics

L232/OCT 03/VGT-10

## INTRODUCTIONS

- Your name.
- Place of birth (hometown).
- Point of entry into the Army.
- Date of entry into the Army.
- Location of basic combat training.
- Location of advanced individual training.
- Current unit of assignment.
- MOS and duty position.



**Appendix B Test(s) and Test Solution(s) (N/A)**

## Appendix C Practical Exercises and Solutions (N/A)

**HANDOUT FOR LESSON 1: L232 version 1**

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**This Appendix  
Contains**

This appendix contains the items listed in this table--

<b>Title/Synopsis</b>	<b>Pages</b>
SH-1, Advance Sheet	SH-1-1 and SH-1-2

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## Student Handout 1

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This student handout contains the Advance sheet.

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# Student Handout 1

## Advance Sheet

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**Lesson Hours** This lesson consists of two hours of small group instruction.

---

**Overview** During this lesson you will learn the course contents of PLDC and introduce yourself to your fellow soldiers in your group.

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**Learning Objective** Terminal Learning Objective (TLO).

<b>Action:</b>	Recognize the PLDC course contents and the background of each group member.
<b>Conditions:</b>	In a classroom environment.
<b>Standard:</b>	Recognized course contents and introduced self to group.

**ELO A** Identify the contents of PLDC.

**ELO B** Communicate the military background of each group member.

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**Assignments** The student assignments for this lesson are:

- Read Student Handout 1, Advance Sheet.
- 

**Additional Subject Areas Resources** None

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**Bring to Class**

- All reference material received.
- Pencil or pen and writing paper.

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**Note to Students** It is your responsibility to do the homework prior to class. PLDC expects you to come to class prepared. You will participate in small group discussion. We expect you to participate in the discussion by providing information you learned from your study, and from your personal and observed experiences. Failure to study and read the assignments will result in your inability to participate with the rest of the group. Failure to prepare also affects the group in its ability to discuss fully the information by having your input and experiences.

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