

Conduct Developmental Counseling

**CHANGE SHEET 2**

1. Synopsis. This change sheet corrects minor administrative errors in the L228, Conduct Developmental Counseling Training Support Package.

2. Pen and ink changes: none.

3. Page change(s): Remove old pages and insert revised page(s) as indicated.

**Remove Pages    Insert Pages**

1 thru 8

1 thru 8

4. Additional changes that need explaining: none.

5. File this sheet in front of the TSP for reference purposes.

6. Approval of change sheet.

<b>Name/Signature</b>	<b>Rank</b>	<b>Position</b>	<b>Date</b>
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### TRAINING SUPPORT PACKAGE (TSP)

<b>TSP Number / Title</b>	L228 / CONDUCT DEVELOPMENTAL COUNSELING
<b>Effective Date</b>	01 Oct 2003
<b>Supersedes TSP(s) / Lesson(s)</b>	L204, Conduct Developmental Counseling, Mar 00. L204-RC, Conduct Developmental Counseling, Jun 01.
<b>TSP Users</b>	600-PLDC, Primary Leadership Development Course 600-PLDC (MOD), Primary Leadership Development Course (Modified)
<b>Proponent</b>	The proponent for this document is the Sergeants Major Academy.
<b>Improvement Comments</b>	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:  <div style="text-align: center;"> <p>COMDT USASMA ATTN ATSS DCP 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> </div>
<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:

<u>Task Number</u>	<u>Task Title</u>
158-100-1180	Develop Subordinate Leaders in a Squad
158-100-1260	Counsel Subordinates

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**This TSP  
Contains**

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**CONDUCT DEVELOPMENTAL COUNSELING**  
**L228 / 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>	
	600-PLDC	1	Primary Leadership Development Course	
	600-PLDC MOD	1	Primary Leadership Development Course (Modified)	
<b>Task(s) Taught(*) or Supported</b>	<u>Task Number</u>	<u>Task Title</u>		
		<u>INDIVIDUAL</u>		
	158-100-1180 (*)	Develop Subordinate Leaders in a Squad		
	158-100-1260 (*)	Counsel Subordinates		
<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 5 mins / Conference / Discussion			
	2 hrs 45 mins / Practical Exercise (Performance)			
Test	0 hrs			
Test Review	0 hrs			
	Total Hours:	5 hrs		
<b>Test Lesson Number</b>	<u>Hours</u>	<u>Lesson No.</u>		
	Testing (to include test review)	2 hrs 30 mins WE02 version 1		
<b>Prerequisite Lesson(s)</b>	<u>Lesson Number</u>	<u>Lesson Title</u>		
	L226	Maintain Discipline		
<b>Clearance Access</b>	Security Level: Unclassified Requirements: There are no clearance or access requirements for the lesson.			
<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.			
<b>References</b>	<u>Number</u>	<u>Title</u>	<u>Date</u>	<u>Additional Information</u>
	FM 7-22.7	THE ARMY NONCOMMISSIONED OFFICER GUIDE	23 Dec 2002	
	FM 22-100	ARMY LEADERSHIP	31 Aug 1999	FM 22-100

**Student Study Assignments**

Before class—

- Study Student Handouts 1, 2, and 5.
- Study FM 22-100, Chapters 1, 2, 5, and Appendix C.
- Complete Conduct Developmental Counseling Student Homework assignment (SH-2).

During class--

- Participate in class discussion, role-plays, and complete the Observer's Check Sheet on each session.

After class--

- Review all reference material.
- Turn in all recoverable materials.

**Instructor Requirements**

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

**Additional Support Personnel Requirements**

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

**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>
5820-00-P54-5863 TV COLOR, 19 Inch.	1:16	1:2	No	1	No
5820-00-T39-0694 VCR	1:16	1:2	No	1	No
6730-00-577-4813 SCREEN, PROJECTION	1:16	1:2	No	1	No
6730-00-P53-8147 Projector, Overhead	1:16	1:2	No	1	No
7110-00-132-6651 CHALKBOARD	1:16	1:2	No	1	Yes
7520-01-424-4867 EASEL, DISPLAY AND TRAINING	1:16	1:2	No	1	Yes
7530-00-619-8880 PAD, WRITING PAPER	1:16	1:2	No	1	Yes
PIN 710943 TVT COUNSEL SUBORDINATES	1:16	1:2	No	1	No

\* Before Id indicates a TADSS

**Materials Required**

**Instructor Materials:**

- VGTs: 1 thru 19.
- TSP.
- TVT, Counseling Subordinates.
- Copies of practical exercises (1 per student) for subsequent issue.
- Copies of Student Handouts 2 and 3 (1 per student) for subsequent issue.
- Observer Check Sheet, p C-4 (15 copies for subsequent issue during PE-2).
- DA Form 4856, p C-22 and C-23 (15 copies for subsequent issue during PE-3).
- FM 22-100.
- SH-4, Extracted Material from FM 7-22.7.

**Student Materials:**

- Student Handouts 1 and 4.
- Pen or pencil and writing paper.
- FM 22-100.

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

CLASSROOM (40X40 PER 16 STUDENTS)

**Ammunition Requirements**

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

**Instructional Guidance**

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

Before class--

- Issue all required materials (SH-1, SH-4, and PE-4) during in processing or NLT three days prior to class.
- Read TSP and all references.
- Study and prepare to conduct all practical exercises.

During class--

- Facilitate the small group process IAW TSP.

After class--

- Report any TSP discrepancies to the Senior Small Group Leader.
- Conduct after action review for this TSP.
- Collect all recoverable materials after the examination for this lesson.

**Proponent  
Lesson Plan  
Approvals**

<u>Name</u>	<u>Rank</u>	<u>Position</u>	<u>Date</u>
/s/Karen M. Wilson /t/Wilson, Karen M.	GS09	Training Specialist	24 July 03
/s/Frank W. Berta /t/Berta, Frank W.	GS09	Course Chief, PLDC	24 July 03
/s/Brian H. Lawson /t/Lawson, Brian H.	SGM	Chief, NCOES	24 July 03
/s/John W. Mayo /t/Mays, Albert J.	SGM	Chief, CDDD	24 July 03

**SECTION II. INTRODUCTION**

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

**Motivator**

You are under observation at all times whether you know it or not. Your subordinates watch your every move to see what kind of leader they want to be. You set the example in everything you do or fail to do. The example you set in counseling is especially important. Your subordinates will copy your behavior, and the example you set is a powerful teaching tool whose power we cannot overstate.

Developing leaders who follow you should be one of your highest priorities, and it supports the warrior ethos of training and developing soldiers into warriors and warrior leaders. Counseling tells soldiers what they are doing right, wrong, and how to improve on their weaknesses in order to become disciplined, physically and mentally tough, trained, and proficient in their duties, standing ready to deploy, engage, and destroy the enemy when so called to do so.

**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>	Conduct developmental counseling.
<b>Conditions:</b>	As a squad leader in a classroom environment given FM 22-100 and an extract from FM 7-22.7, as well as role-play exercises that require developmental counseling.
<b>Standards:</b>	Prepared for counseling and conducted a subordinate-centered counseling session that produced a plan of action focusing the subordinates on individual and unit goal accomplishment IAW FM 22-100 and FM 7-22.7 (SH-4).

**Safety Requirements**

None