Army Leadership Requirements Model (LRM)

Attributes and Competencies



LRM

- Resources
  - ADP 6-22 Army Leadership and the Profession
  - FM 6-22 Developing Leaders
  - Center for Army Leadership (CAL) cal.army.mil

- TLOs
  - Understand the Army Leadership Requirements Model (LRM).
  - Understand the Attributes and Competencies and how they are used for leader development.



LRM

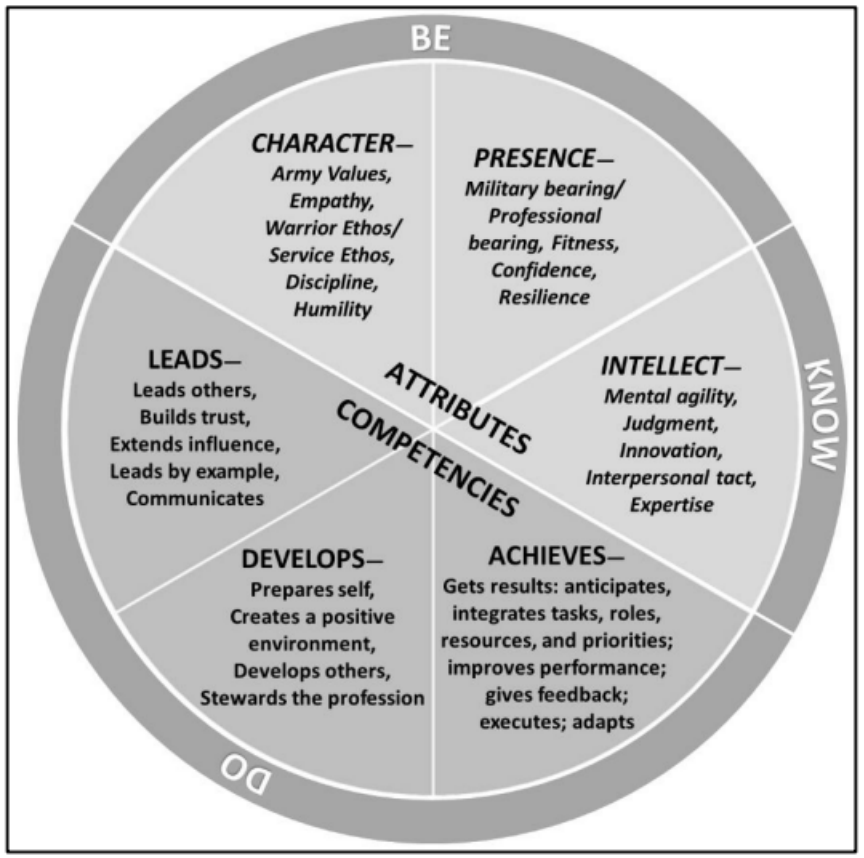


Figure 1-3. The Army leadership requirements model

- What is the LRM?
  - A common basis for recruiting, selecting, developing, evaluating leaders, and most importantly, for leading Soldiers and Department of the Army (DA) civilians.
- Why do we use the LRM?
  - A common leadership model for the Army that aligns expectations with leader development activities and personnel management practices and systems. Grounded in historical experience and determinations of what works best for the Army. Army research supports the model's completeness and validity.
  - *Competency Based Future Leadership Requirements, July 2004, Jeffrey Horey – Caliber Associates and Jon Fallesen – US Army Research Institute*
    - "A more relevant and ready force" In order to meet these challenges the Army must regularly look ahead at the leader performance requirements of the future and provide needed updates to leader development.
    - For leadership development purposes, a competency framework that focuses on the functions of leadership ***will help align training, development, and performance management processes*** and better communicate how ***leadership contributes to organizational success***.
    - To reinforce professionalism and promulgate a model of Army leader identity similar to what initiatives on Army values and warrior ethos have done.

LRM

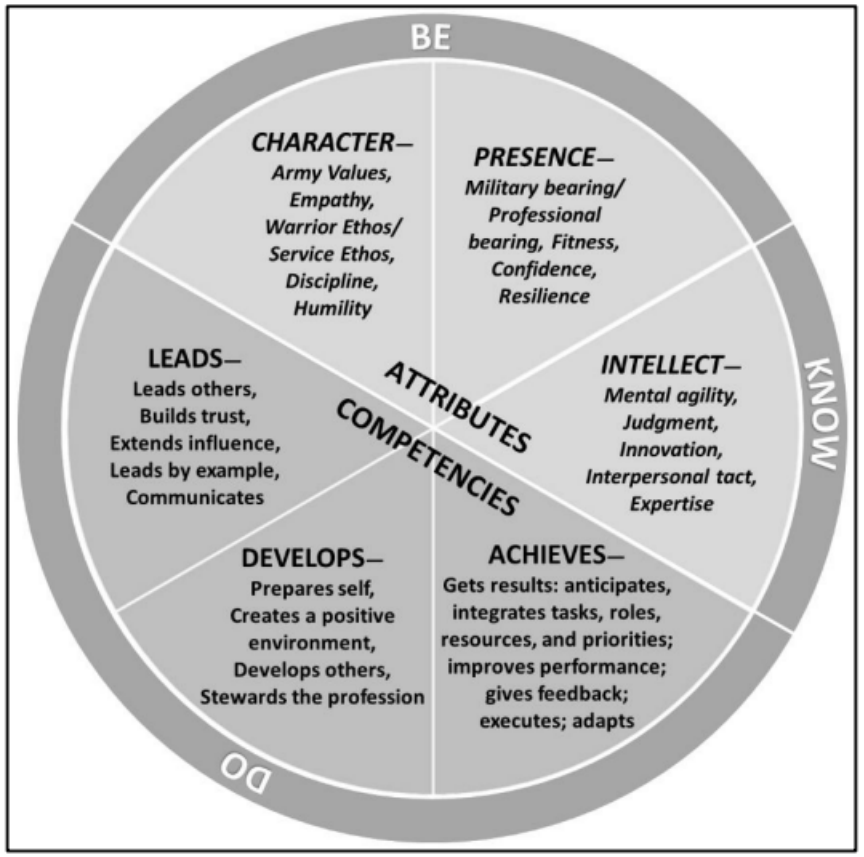


Figure 1-3. The Army leadership requirements model

- The model's components center on what a leader is (attributes – BE and KNOW) and what a leader does (competencies – DO).
- The three **categories** of core attributes are –
  - Character
  - Presence
  - Intellect
- The core competency **categories** are –
  - Leads
  - Develops
  - Achieves
- There are **24 Attribute and Competencies** that are organized by the core leader attribute and competency **Categories**.
  - **There are NO"SUB"-attributes and competencies, it is not in doctrine.**
- A major distinction between the attributes and competencies of the LRM is that competencies are skills that can be trained and developed while attributes encompass enduring personal characteristics, which are modeled through experience over time.

LRM

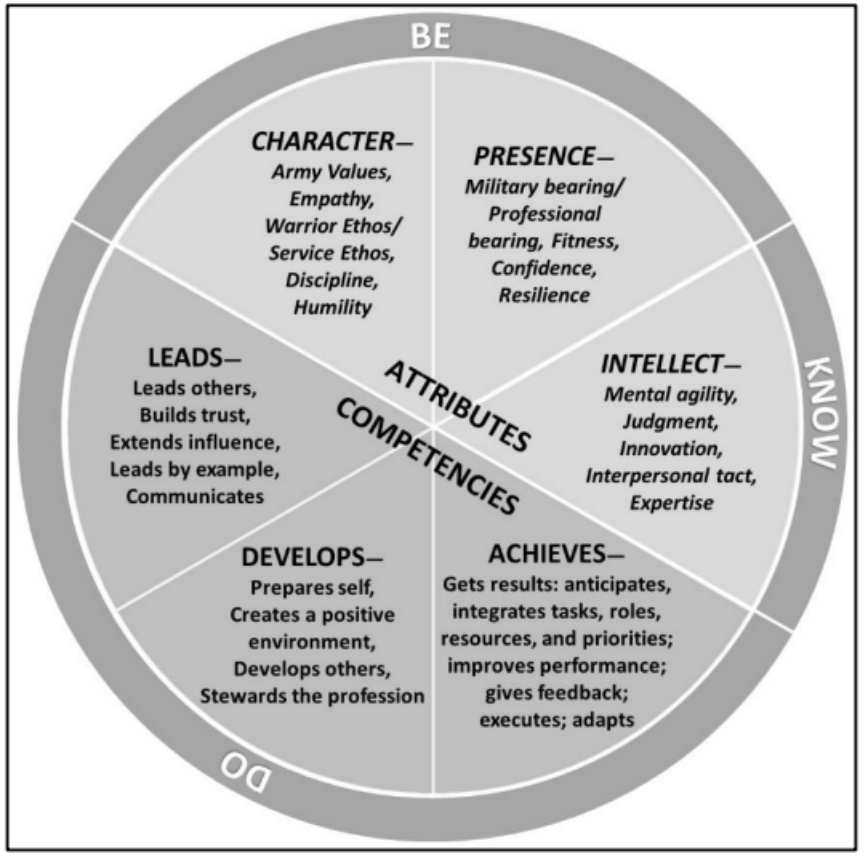


Figure 1-3. The Army leadership requirements model

- The "So What"
- FM 6-22, para 2-25, "Understanding the **competencies** and **attributes** in the Army leadership requirements model is essential to make careful and accurate observations of a subordinate's performance and evaluation of potential."
- Reinforce doctrine and standardize the common language that everyone in the Army needs to use.
- This is the OC/T Academy's foundational class. All OC/T's need to be able to communicate this information properly to our cadets so they receive the developmental feedback they deserve.