

Command and Staff Conference

October 2022



Battalion and Company Brief

DEVELOPMENTAL COUNSELING FORM

For use of this form, see ATP 6-22.1; the proponent agency is TRADOC.

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY: 5 USC 301, Departmental Regulations; 10 USC 3013, Secretary of the Army.
PRINCIPAL PURPOSE: To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES: The DoD Blanket Routine Uses set forth at the beginning of the Army's compilation of systems or records notices also apply to this system.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI) LANG Leader	Rank/Grade E7-O4	Date of Counseling 15 OCT 2022
Organization Louisiana National Guard	Name and Title of Counselor MG Keith Waddell / TAG	

PART II - BACKGROUND INFORMATION

Purpose of Counseling: (Leader states the reason for the counseling, e.g. Performance/Professional or Event-Oriented counseling, and includes the leader's facts and observations prior to the counseling.)

Initial Counseling

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

- Moral, Legal, and Ethical service. On and off duty
- Readiness (Personnel, Training, and Logistics)
- All-Hazards preparation, response, and recovery
- RUT (Army) or ACT (Air) goals achievement (Attached)
- Leadership-our Servicemembers deserve the BEST leaders we can assign to them.
- Professionalism, Fairness, and Consistency
- Set the example-commitment, fitness, height & weight, etc.
- Know your Servicemembers. Communicate with them often.
- Family Readiness Group
- Team building-everyone wants to be on a winning team.
- Inspections-Pass them all!
- Counseling: Initial, Quarterly, and Serious Incident dependent.
- Time management, delegation, and empowerment
- Apply the 1/3-2/3 rule for missions
- Community Involvement-know and meet your Centers of Influence in the community
- Train your Replacement
- Life long learning for yourself and your subordinates
- Recognition & appreciation. Let them know your value and respect them
- Information must flow vertically and horizontally
- OPORDs
- SAFETY ALWAYS!!!!
- Medical-Commander's Portal Access
- Have FUN!!!

You are responsible for all the unit accomplishes or fails to accomplish!

OTHER INSTRUCTIONS

This form will be destroyed upon: reassignment (*other than rehabilitative transfers*), separation at ETS, or upon retirement. For separation requirements and notification of loss of benefits/consequences see local directives and AR 635-200.

Plan of Action (Outlines actions that the subordinate will do after the counseling session to reach the agreed upon goal(s). The actions must be specific enough to modify or maintain the subordinate's behavior and include a specified time line for implementation and assessment (Part IV below)

Session Closing: (The leader summarizes the key points of the session and checks if the subordinate understands the plan of action. The subordinate agrees/disagrees and provides remarks if appropriate.)

Individual counseled: ☐ I agree ☐ disagree with the information above.

Individual counseled remarks:

Signature of Individual Counseled: _____

Date: _____

Leader Responsibilities: (Leader's responsibilities in implementing the plan of action.)

Signature of Counselor: _____

Date: _____

PART IV - ASSESSMENT OF THE PLAN OF ACTION

Assessment: (Did the plan of action achieve the desired results? This section is completed by both the leader and the individual counseled and provides useful information for follow-up counseling.)

Counselor: _____

Individual Counseled: _____

Date of
Assessment: _____

Note: Both the counselor and the individual counseled should retain a record of the counseling.

LA ARNG FY2022 Ready Unit Targets

Personnel Readiness

- End-strength above 9,850 with all UICs over 100%
 - 256 IBCT: 3,636; 225 EN BDE: 2,230; 139 RSG: 2,165; SAC: 780; 61 TC: 305; 199 RGT: 130, JFHQ: 660
- Total Attrition Loss Rate of 13% or less
- True Retention Rate of 78% or greater
- Total NOVAL Pay less than 1%
- NCO E5-E9 Adjusted Vacancies less than 15%
- NCO Assigned Overstrength <5%
- Company Grade Officer Overstrength <8%
- Commissioned Officer O2-O3 Vacancies less than 20%
- MRC 1/2 Rate greater than 90% and MRC 4 Rate less than 2% with deployable strength above 90%
- Attain/maintain P2 or higher on CUSR

Training Readiness

- Total DMOSQ greater than 95% (excluding RSP)
- Qualify greater than 85% of reportable Soldiers on an individual weapon
- Conduct ACFT familiarization until approved for record test. Upon approval test 100% reportable strength
- Security Clearance: Compliance rate 95%; Incidence reporting (DS 5248R) 90%; Clearance initiated 90%
- Ensure 100% of reportable personnel conduct Weigh-in; greater than 70% pass weigh-in and body fat assessment; 100% not passing enroll in the ABCP
- Maintain effective attendance of greater than 95% at IDT/AT with 1% or less AWOL rate
- Attain/maintain T3 or higher on CUSR

Develop Competent Leaders

- Ship not less than 41 Candidates to Phase 1 OCS during FY22:
 - DRUs: 61 TC: 1; JFHQ: 1
 - BNs: 165, 773, 415, 205, 527, 528, 1-244, 2-108, 2-156, 3-156, 1-141, 199BSB, 769: 3 each
- Graduate not less than 15 Officers from OCS during FY22:
 - DRUs: 61 TC: 1; JFHQ: 1
 - BNs: 165, 773, 415, 205, 527, 528, 1-244, 2-108, 2-156, 3-156, 1-141, 199BSB, 769: 1 each
- Direct Commission 1 per BN: 165, 773, 415, 205, 527, 528, 1-244, 2-108, 2-156, 3-156, 1-141, 199BSB, 769
- Maintain 5% or less delinquent evaluations for OER, NCOER, and Tech evaluations

Resilient Force

- All units complete Unit Risk Inventory (URI)
- Maintain functioning Family Readiness Group in each unit

Logistical Readiness

- Maintain 90% or greater Surface FMC rate and 80% or greater Aviation FMC rate
- Complete 25% or greater schedule services during IDT/AT
- 100% of Cyclic/Sensitive Item inventories completed as required per AR 710-2 (table 2-2)
- Submit Class I Requests 90-days prior to IDT/AT dates
- FLIPLs initiated under 30-days and complete under 180-days from discovery of loss; LTOs and Turn-Ins in completed under 60-days
- Attain/maintain R1 on CUSR

All-Hazards Readiness

- Provide trained QRF/RRF Security Forces IAW established timelines
- Complete All-Hazards Specialized Training: Boat Operator, Parish LNO, Bus Driver, POD Mgr, ICS, PODIS Operator, RR Flagger

LA ANG FY2021 Actionable Command Targets (ACT)

Personnel Readiness

- Assigned Strength: $\geq 108\%$
- Overall Re-Enlistment Rate $\geq 83\%$
- AFSC Manning $\geq 95\%$

Operational Readiness

- Fully Qualified $\geq 89\%$
- Members awarded UGT within 24 months $\geq 95\%$
- Members awarded UGT within 36 months $\geq 99\%$
- First Time CDC Passing Rate $\geq 95\%$

Mobility Readiness

- Maintain Individual Medical Readiness Rate $\geq 85\%$

Resilient Force

- Maintain Personal Fitness Test Currency $\geq 99\%$
- Maintain Personal Fitness Test Pass rate $\geq 85\%$

Engaged Leadership

- Maintain OPR and EPR currency at $\geq 95\%$
- Enlisted promotion eligible at TIG date TSgt through SMSgt $\geq 50\%$
- Officer Promotion eligible at TIG date $\geq 50\%$
- Close 90% of Inspector General Evaluation Management System (IGEMS) deficiencies within 365 Days

WADDELL'S "BIG 6" AND AREA OF INTEREST

WADDELL'S
"BIG 6"



STRENGTH
PROJECTS
SAFETY
ACCOUNTABILITY
MAINTENANCE
COMMUNICATION

PERSONNEL:

Retention
Recruiting
NCOER's/OER's
Medical: LOD's, Pano, DNA
Awards
EPS/STPA (STEP)
Public Affairs
Promotions
Pay, 1379
UCMJ
AWOL's
OER Support Forms
Counseling
Sponsorship
Family Support

SIGNAL:

E-mails and phone listing
Calibration
ATA commo coordination

SECURITY

Clearances
Physical Security of
Facilities & Materials
Maps

OPERATIONS & TRAINING:

Projects
Schools
Training Schedules
VCAP Projects
Superior Unit Criteria
APFT (ACFT)
Weapons Qual.
CTT (IWT & Battle Drills)
Drivers Training, Licensing
IRT
Feasibility Study
ATA's
Safety/Risk Assessment
OPORD's
RRF
LANE's Tng
AAR's

SUPPLY

Accountability of Equipment
Hand Receipts
Inspections
CIF Conversion (ISM-CIF)
Report of Surveys
IDS Checks
TA-50 back to the unit (OCIE)
LTO's
Cyclic/Sensitive Inventories

OTHER:







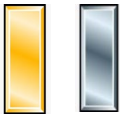
Facilities
Key Control
Officer Dues
Suspense's, Make SP's, Deadlines
Food Service
Drug Testing
Unit Funds
Education
Be Fair & Consistent
FTM
Communicate, Crosstalk
Time management
Delegation
Customer Service

MAINTENANCE

PMCS of all equipment
5988 E's
AOAP
Calibration
Motorpool
Services
DA 2406
ULL's Box (G-ARMY)









PROTECT WHAT MATTERSSM

		Key Developmental Positions	Broadening Positions	Education
 <p>Career Timeline: ~30 yrs Authorized: 2 KD Positions: 2 Time: As Directed</p>		Adjutant General & Assistant Adjutant General	NGB GO Bench Assignment	
 <p>Career Timeline: ~28 yrs Authorized: 2 KD Positions: 2 Time: As Directed</p>		Assistant Adjutant General- Army & Director of Joint Staff	NGB GO Bench Assignment	
 <p>Career Timeline: ~22 yrs Authorized: 21 KD Positions: 16 KD Time: 2 Years</p>		DRU Commander, Joint Staff Director, or Special Staff Officer	NGB Tour, Joint Staff Officer, CTC Trainer	Dual-Status Commander Course & SSC
 <p>Career Timeline: ~17 yrs Authorized: 67 KD Positions: 31 KD Time: 2 years</p>		Battalion Commander; Brigade XO or S3	NGB Tour, Joint Staff Officer, CTC Trainer, Brigade Executive Officer	SSC & Pre-Command Course
 <p>Career Timeline: ~11 yrs Authorized: 155 KD Positions: 39 KD Time: 1 Year</p>		Battalion XO or S3	NGB Tour, Joint Staff Officer, ROTC Professor, CTC Trainer, Staff Officer	ILE/AOC
 <p>Career Timeline: ~4- yrs Authorized: 330 KD Positions: 76 KD Time: 1-2 Years</p>		Company Commander	NGB Tour, Recruiting, ROTC Professor, CTC Trainer, Staff Officer	Captain's Career Course, Pre-Command Course
 <p>Career Timeline: 0-~4 yrs Authorized: 265 KD Positions: 116 KD Time: 1-4 Years</p>		Platoon Leader	Staff Officer, Company Executive Officer	Bachelor's Degree, BOLC



PROTECT WHAT MATTERSSM

		Education	
	Time in Service: NLT 16 yrs Time in Grade: NLT 3 yrs Authorized: 44	Nominative Leader Course Distance Learning Course 6 (when assigned to GO)	<p>In addition to completing the requirements of TIG, TIS, DLC, and appropriate Leadership School; NCOs must have the following to be considered for promotion:</p> <ul style="list-style-type: none"> - In a promotable status - On the current EPS OML - Selected for a higher grade vacancy - Not flagged for any reason - Meet security clearance requirements for the position and MOS - Agree to extend, if necessary, to meet the remaining service obligation - Current passing Ht/Wt and ACFT recorded in DTMS
	Time in Service : NLT 12 yrs Time in Grade: NLT 3 yrs Authorized: 176	Sergeants Major Course Distance Learning Course 5	
	Time in Service : NLT 8 yrs Time in Grade: NLT 3 yrs Authorized: 558	Master Leader Course Distance Learning Course 4	
	Time in Service : ~6-8 yrs Time in Grade: NLT 1.5 yrs Authorized: 1018	Senior Leader Course Distance Learning Course 3	
	Time in Service : ~4-6 yrs Time in Grade: NLT 1 yr Authorized: 1687	Advanced Leader Course Distance Learning Course 2	
	Time in Service : 2 yrs* Time in Grade: NLT 2 yrs* Authorized: 2547	Basic Leader Course Distance Learning Course 1	
* = Waiverable			