

Judge Advocate Leadership Development Model

Purpose: To develop, employ, and retain JAs who skillfully lead and improve teams by providing purpose, direction, and motivation. Leader development is a lifelong endeavor—a deliberate, continuous, and progressive process grounded in the Army Values.

Personal Commitment to the Army Values & Warrior Ethos is the Foundation of Successful Leadership

Rank	1LT	CPT	MAJ	LTC	COL	
Level	Followership/Informal Leadership ↔		Direct Leadership ↔	Organizational Leadership ↔	Strategic Leadership	
Objective	Embody Army Values and culture. Develop skills as an effective team member and contributes.		Manage multiple priorities and resources, empowering others to perform the mission.	Provide inspirational leadership. Set and assign priorities to others. Establish force structure, allocate resources, communicate strategic vision, and prepare the JAGC for the future.		
Attributes, Competencies, Leadership Skills, & Actions	<ul style="list-style-type: none"> • Discipline • Self-Awareness • Physical Readiness as Culture • Recognize Diversity • Professional Communication • Expertise • Time Management • Military Briefing Skills • Build Confidence and Competence • Troop Leading Procedures • Develop Understanding of Other Components 		<ul style="list-style-type: none"> • Army Counseling Process and Requirements • Set & Enforce Standards • Training Management • Delegation • Provide Direction, Guidance, & Clear Priorities • Evaluation System Proficiency • Resolve Conflicts • Build Team Skills & Processes • Military Decision Making Process • Lead Civilians 	<ul style="list-style-type: none"> • Shape Climate • Build Trust • Foster Esprit de Corps • Negotiating • Build Consensus • Empowerment • Encourage Initiative & Acceptance of Responsibility • Balance Mission & Welfare • Army Design Methodology • Resource Management 	<ul style="list-style-type: none"> • Develop Mission and Vision • Build Morale • Shape Culture • Create a Positive Environment • Use Persuasion to Build Teams & Consensus • Stewardship of the Professions • Talent Management • Mastering Resources & Systems • Leading & Inspiring Change • Strategic Planning & Execution • Develop & Foster Relationships with Outside Orgs. 	
	<p>Seeking and Providing Mentorship</p>					
Professional Military Education	DCC, JAIBC	JATSOC	Grad Course	CGSC, LLM, Fellowships	Guiding Subordinates through JATSOC and other PME	SSC, SJA/DSJA Course, WWCLE
Experience	Career Assignments, Developmental Counseling, OER Counseling, OSJA LDPs, Unit LDPs, Additional Duties (event OIC, Tax Center, etc.), “Shadow a Commander/Staff Officer,” Deployments, Training Events, AC/RC On-sites, Educational Opportunities, Informal Mentorship, Volunteer Opportunities					
Self-develop	Lifelong Learning Website , Professional Reading (Military, Legal, History, Doctrine), Professional Writing , Self-reflection, Seeking Developmental Opportunities, Health and Fitness					