# 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

<table>
<thead>
<tr>
<th>Rank</th>
<th>1LT</th>
<th>CPT</th>
<th>MAJ</th>
<th>LTC</th>
<th>COL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level</td>
<td>Followership/Informal Leadership</td>
<td>Direct Leadership</td>
<td>Organizational Leadership</td>
<td>Strategic Leadership</td>
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</tbody>
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### 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
- **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**
- **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**
- **Shape Climate**
- **Build Trust**
- **Foster Esprit de Corps**
- **Negotiating**
- **Build Consensus**
- **Encourage Initiative & Acceptance of Responsibility**
- **Balance Mission & Welfare**
- **Army Design Methodology**
- **Resource Management**
- **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.**

### Professional Military Education
- DCC, JAOBC
- 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

### Lifelong Learning: Continuous Professional and Personal Development

**Ref:** ADP 6-22, ADRP 6-22, FM 6-22, ATP 6-22.6, ATP 6-22.1