



**Colorado Army National Guard
Joint Force Headquarters – Colorado
6848 SOUTH REVERE PARKWAY
CENTENNIAL, COLORADO 80112-6709**

NGCO-TAG

11 April 2022

MEMORANDUM FOR RECORD

SUBJECT: Joint Leadership Professional Development Program Memorandum

1. The purpose of this memorandum is to establish the Joint Leadership Professional Development (LPD) Program for the Colorado National Guard.
2. As part of the CONG Strategic Guidance 2030, specifically the Supporting Objective 1.1.2 within the PEOPLE Line of Effort, the Colorado National Guard will “Institute a formal Joint Leadership Development Program that incorporates opportunities across Colorado and the Nation.” Additionally, the CONG works to develop a coaching and mentoring culture with empathetic and compassionate leaders at all levels. This program was created to provide our Service Members (SMs) information on training opportunities, and to track participation.
3. While all Services have their own Professional Military Education (PME) courses and LPD programs, diverse experiences can lead to innovative ways to solve problems. Therefore, we will pursue solutions to augment each Service’s PME and LPD Service organizations. Gaining leadership skills and knowledge from the civilian sector and from fellow DoD Services will expand the knowledge base of our leaders and enable the adoption of best practices from multiple disciplines and professions.
4. The J37 Operations and Training Officer on the Joint Staff is designated as the Office of Primary Responsibility (OPR) for this program.
5. Services are responsible for notifying their members of the location of the Joint LPD Program website and the available opportunities.
6. Leaders are expected to complete at least one course per year.
7. How the Program works:
 - a. A master list of training opportunities is available at: <https://co.ng.mil/Resources/Joint-Leadership-Development/>. All SMs have access to the list. The list of courses is broken down by rank. For some courses, rank is a prerequisite. For others, it is not a prerequisite, but a recommendation based on the typical scope of a SM in that rank.

NGCO-TAG

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- b. SMs review the list and apply for course(s). A hyper link to the registration and information page, for most courses, is in the Master Course List.
 - c. Those courses that require funds (travel, pay and allowance, per diem, course fees, etc.) will be submitted and approved thru Service channels. Expect your Service to limit the number of participants to those courses based on funds availability.
 - d. SMs complete a Survey upon completion of a course. The link to the Survey form is on the website in 7. a. above.
8. Survey comments provide the OPR with feedback necessary to add or remove courses from the master list in the future.
9. The end goal of this program is to broaden our leaders, improve leadership skills, and foster a culture of empathetic and compassionate coaches and mentors.
10. The effectiveness of this program is based on evaluation of feedback from the Surveys and future data points of the participants (retention, promotions, MQ evaluations, and others).
11. The point of contact for this memorandum is MAJ Tom Renfroe, 720-250-1267 or thomas.b.renfroe.mil@army.mil.

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The Adjutant General