



Overview of the Leader Development Program





USMA Mission



To educate, train, and inspire the Corps of Cadets so that each graduate is a commissioned leader of character committed to the values of Duty, Honor, Country; professional growth throughout a career as an officer in the United States Army; and a lifetime of selfless service to the Nation.



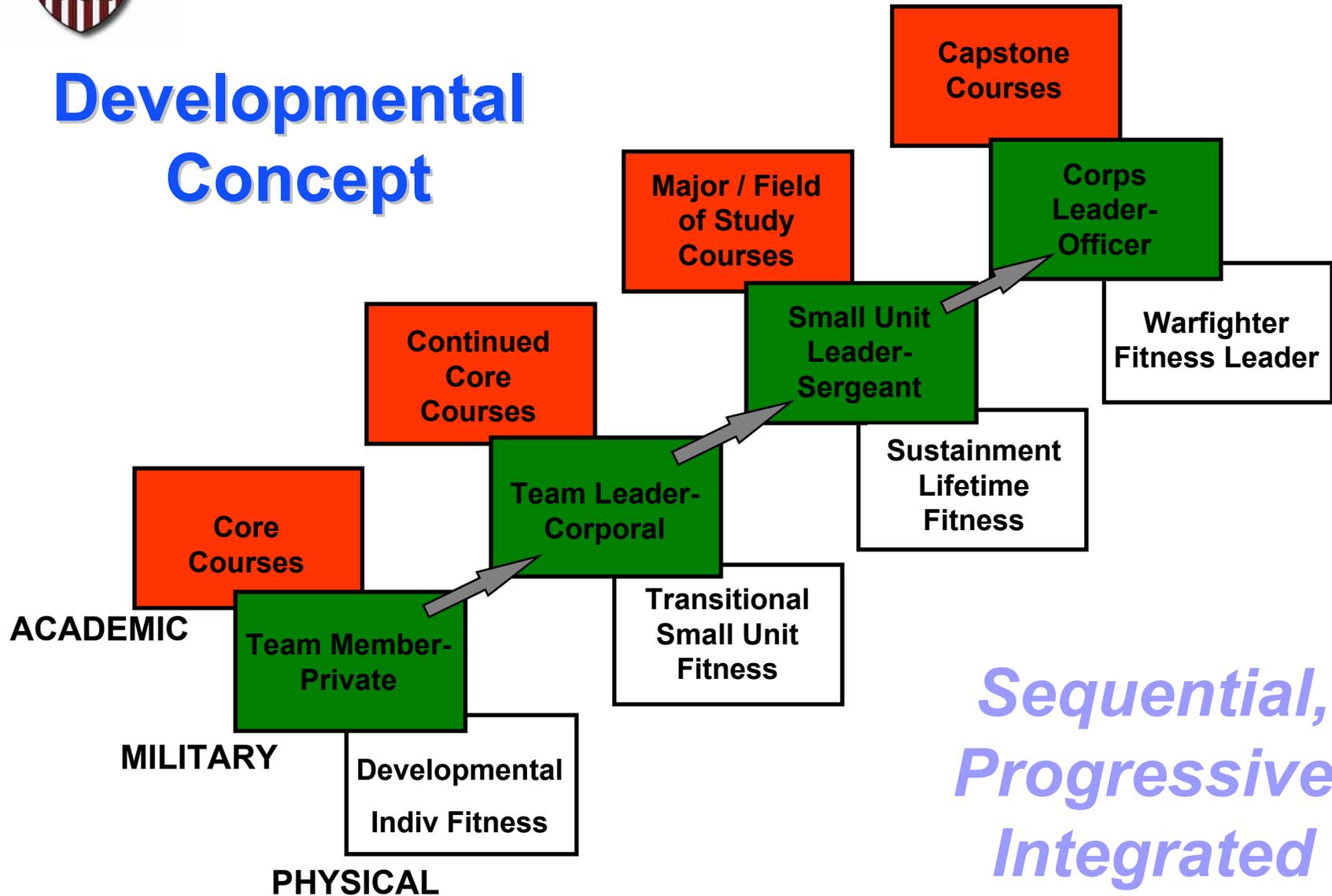
USCC Mission



To develop each cadet into a commissioned leader of character who possesses the **will to win, personal courage, adaptability, physical fitness and mental toughness essential** to the profession of arms, and is inspired to a career of professional excellence in the United States Army.



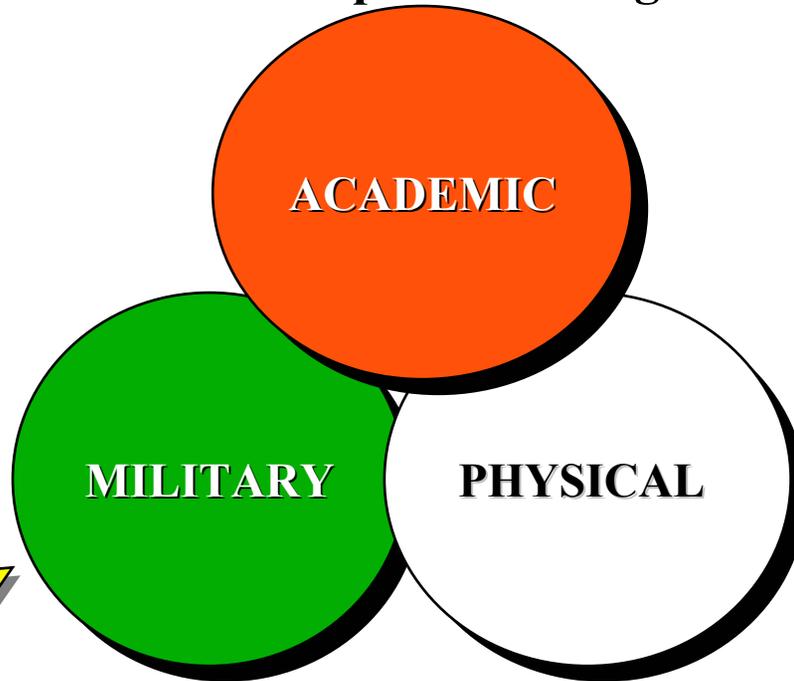
Developmental Concept



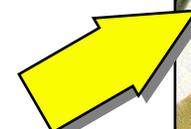


Process for Cadet Leader Development

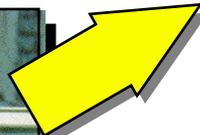
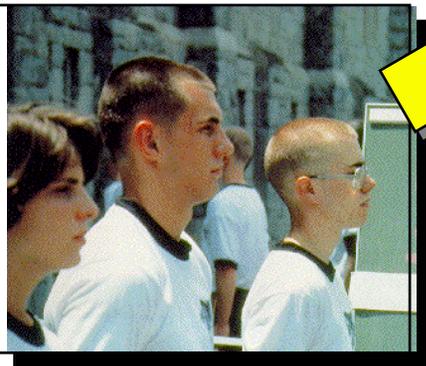
Cadet Developmental Programs



Graduates



**Candidates
(potential leaders)**



**Moral-Ethical Development
throughout
The 47-month West Point Experience**



Military Program Goals

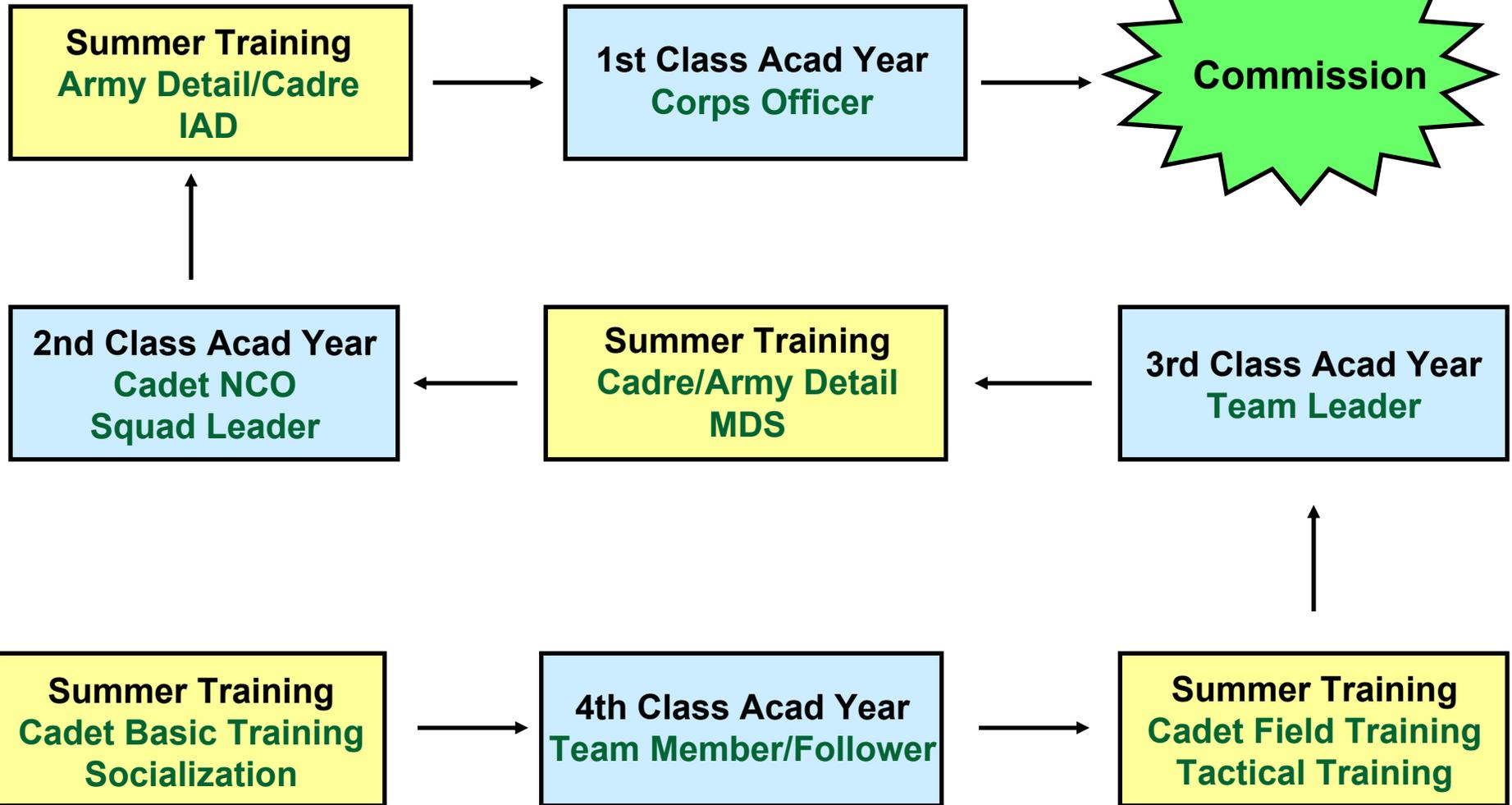


A Graduate will:

- **Demonstrate proficiency in individual warfighting and small-unit leadership skills, and selected professional knowledge**
- **Become a commissioned leader of character, committed to Duty, Honor, Country**
- **Internalize and exemplify the Warrior Ethos**
- **Demonstrate the self-discipline and mature judgment necessary to think and communicate clearly, decide wisely, and act decisively**



The West Point Experience



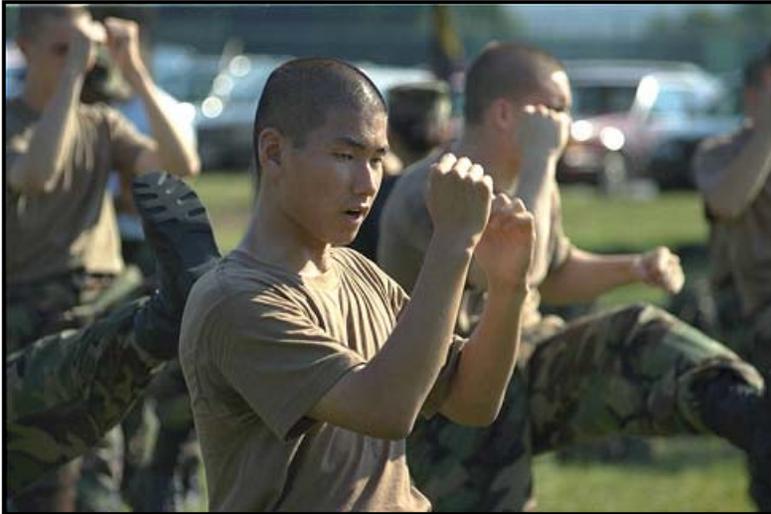


A Typical Day in Cadet Basic Training

- **MORNING**
 - 0500 WAKE UP
 - 0530 REVEILLE FORMATION
 - 0530-0655 PHYSICAL TRAINING
 - 0655-0725 PERSONAL MAINTENANCE
 - 0730-0815 BREAKFAST
 - 0830-1245 TRAINING/CLASSES
- **AFTERNOON**
 - 1300-1345 LUNCH
 - 1400-1545 TRAINING/CLASSES
 - 1600-1730 ORGANIZED ATHLETICS
 - 1730-1755 PERSONAL MAINTENANCE
 - 1800 RETREAT FORMATION
 - 1800-1845 DINNER
- **EVENING**
 - 1900-2100 TRAINING/CLASSES
 - 2100-2200 COMMANDER'S TIME
 - 2200 TAPS



Cadet Basic Training

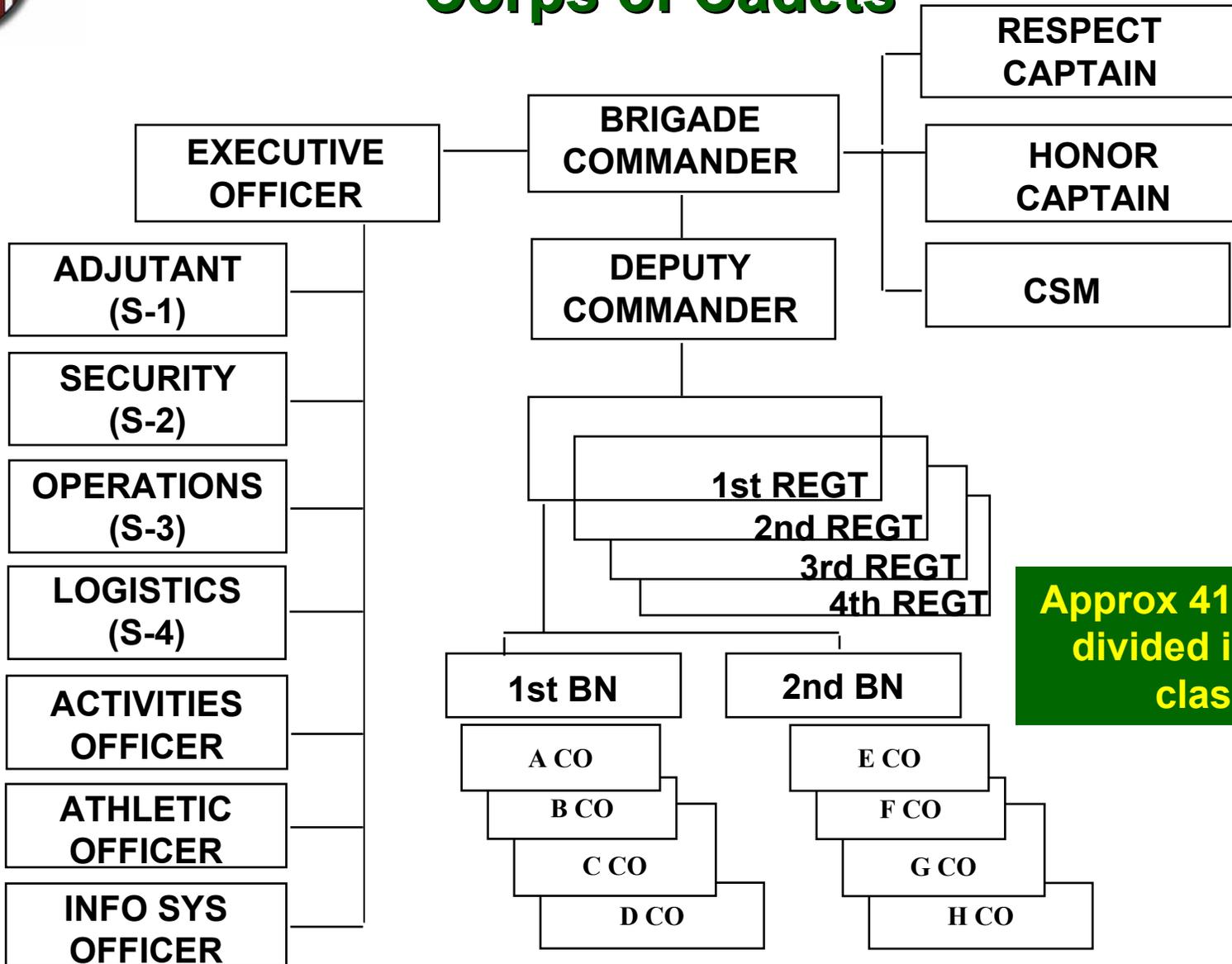


- **Upperclass cadre leads by personal example**
- **Tough military training**
 - PT, Basic Rifle Marksmanship, Road Marches, Tactical Training
 - Combatives instruction
- **Demanding command climate**
- **30 Pre-commissioning tasks trained and evaluated**
- **Capstone exercise – Operation Warrior Forge**
 - 36-hour, 16-station squad team-building exercise





Corps of Cadets



**Approx 4100 cadets
divided into four
classes**



A Typical Cadet Academic Day

- **MORNING**
 - 0655 **BREAKFAST FORMATION**
 - 0700-0720 **BREAKFAST**
 - 0735-1145 **CLASS OR STUDY**

- **AFTERNOON**
 - 1205-1240 **LUNCH**
 - 1245-1340 **COMMANDANT'S OR DEAN'S TIME**
 - 1340-1550 **CLASS OR STUDY**
 - 1610-1830 **INTRAMURAL, CLUB OR INTERCOLLEGIATE
ATHLETICS; EXTRACURRICULAR ACTIVITIES;
PARADES; OR FREE TIME**

- **EVENING**
 - 1830-1915 **OPTIONAL DINNER (MANDATORY ON THURSDAY)**
 - 1915-1930 **CADET DUTIES**
 - 1930-2030 **STUDY TIME OR EXTRACURRICULAR ACTIVITIES**
 - 2030-2230 **STUDY TIME**
 - 2330 **TAPS**
 - 2400 **LIGHTS OUT**



Fourth Class Year (CDT PVT)

Goals

- **Learn to follow**
- **Successfully transition from civilian to cadet**
- **Demonstrate proficiency in basic soldier skills**
- **Demonstrate self-discipline and understanding of concept of duty**
- **Demonstrate knowledge of, and adherence to, USMA & Army values and traditions**
- **Demonstrate an understanding of the concept of officership**





Cadet Field Training

- **Upperclass cadet cadre leads**
- **Tough Field Environment**
 - Recondo
 - Advanced Land Navigation
 - Reflexive Firing, Platoon live-fire
 - Close-quarters combat training
- **17 Pre-commissioning tasks trained and evaluated**
 - 29 tasks from CBT reinforced
- **Capstone Exercises**
 - Operation Highland Warrior
 - Operation Thunderbolt Strike
- **Rank tied to performance**
 - Must complete required CFT events





Third Class Year (CDT CPL)



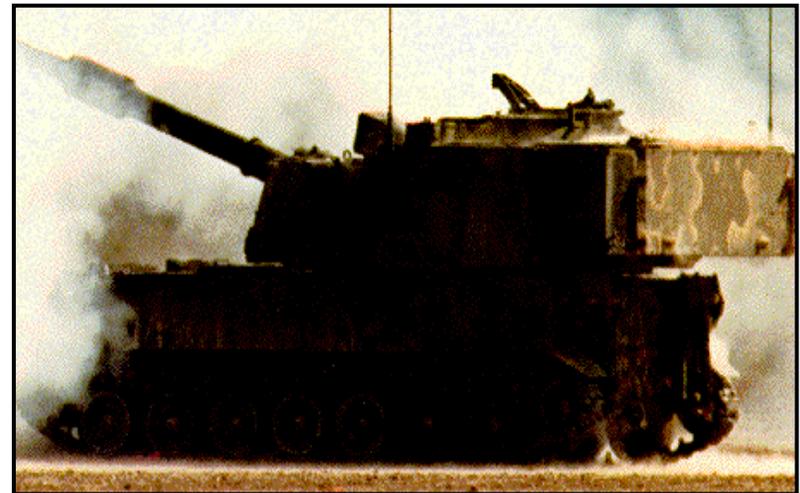
Goals

- **Accept responsibility for others**
- **Develop and implement an appropriate leadership style**
- **Demonstrate leader's role in promoting ethical behavior**
- **Demonstrate concept of selfless service**
- **Demonstrate tactical proficiency in selected tasks**
- **Demonstrate proper military bearing and wear of the uniform**



Cadet Advanced Training

- **Duty with Field Army**
 - Cadet Troop Leader Training
 - Drill Cadet Leader Training
- **Cadre for CBT or CFT**
- **Military Developmental Schools**



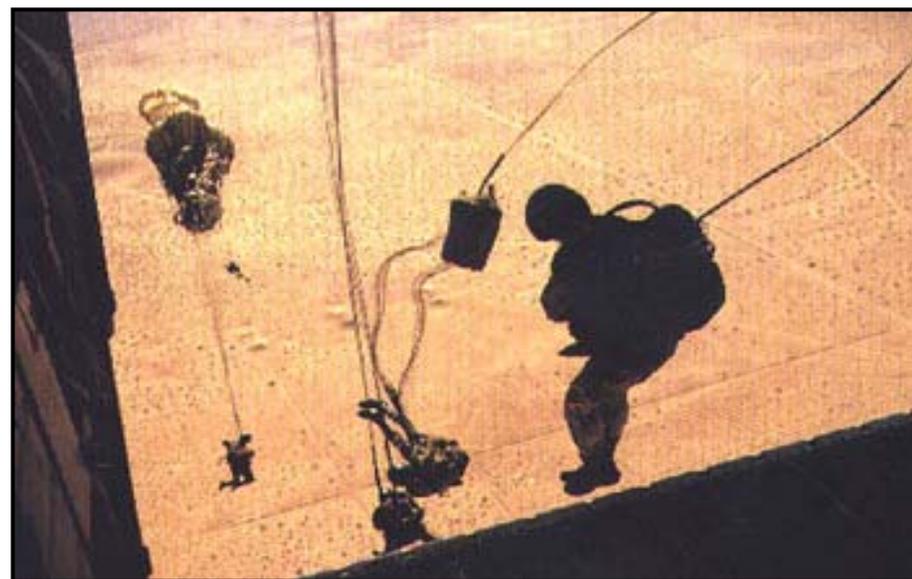


Military Developmental Schools (MDS)

“To provide cadets with a motivational, confidence-building experience and teach a usable military skill.”

Available Courses in '03

- Airborne School**
- Air Assault School**
- Northern Warfare Training Center**
- Sapper Leader Course (Engineers)**
- Combat Divers Qualification Course**
- Air Force Free Fall Parachutist Course**
- Special Reaction Team**
- Special Forces Assessment School**
- Close Quarters Combat**
- Mountain Warfare**
- USMC Leatherneck**
- Technical Escort Course**
- Air Force Soaring**
- Aviation Introduction**



**blue color indicates schools new in 2003*



Second Class Year (CDT SGT)

Goals

- **Plan, conduct, and evaluate training**
- **Achieve proficiency in individual and unit military skills**
- **Demonstrate ability to supervise squads, platoons and companies**
- **Practice positive, effective leadership of subordinates**
- **Demonstrate ability to conduct performance counseling**





First Class Year (CDT Officer)

Goals

- Lead the Corps by setting and enforcing standards
- Develop subordinate leaders
- Lead larger units
- Supervise underclass cadets
- Plan, conduct, and evaluate military training
- Develop individual and unit military skills





Department of Physical Education



MISSION

To inspire, motivate, and develop cadets, through a progressive and sequential program, to be leaders of character who are physically and mentally prepared for a career in the Army and a lifetime of fitness and well-being.

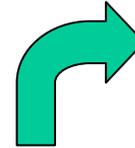


Physical Program Pathway

OFFICERSHIP



**Warfighter
Fitness Leader**



**1^o CBT/CFT
Cadre**

Lifetime Sport
APFT x 2, IOCT

**2^o CBT/CFT
Cadre**

**Fitness and Wellness
Leader II**
Lifetime Sport
APFT x 2, IOCT

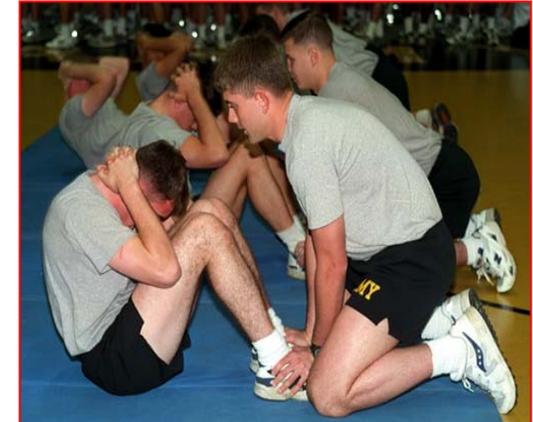
**3^o CFT
Combatives III**



**Fitness and
Wellness Leader I**
Combatives IV
APFT x 2, IOCT

**4^o CBT
Combatives I**

Survival Swimming
Combatives II
Military Movement
APFT x 2, IOCT



Development

Application



Physical Program Hierarchy of Competitive Sports

***“EVERY CADET AN ATHLETE –
EVERY ATHLETE CHALLENGED”***

- **Intramurals (12 sports, 60%)**

Cadets lead; DPE supervises

- **Competitive Clubs (28 clubs, 14%)**

Cadets lead; Faculty supervise

- **Corps Squad (26 Teams, 26%)**

ODIA runs; Cadet leaders key





Intramural Sports

FALL

14 Aug – 8 Nov

5x5 Basketball

Boxing

Cross-Country

Football

7x7 Soccer

Goaltimate

WINTER OPENS

9 Nov – 27 Feb

Cross-Country Boxing

Cycling Volleyball

Mtn Bike Wrestling

3x3 B-ball Powerlift

Skiing Swimming

Indoor Soccer

SPRING

4 Mar – 16 May

Orienteering

Rugby

Sandhurst

Volleyball

Pass & Go Football

7x7 Soccer



Cadet Co-Curricular Activities



110 Clubs and Teams

28 - Intercollegiate Teams

11 - Hobby Clubs

40 - Academic Clubs

13 - Religious Groups

18 - Support Groups





Character Development Program

- **Robust Values Education Program**
- **64 hours over 47 months**
 - **28 hours of Respect**
 - **15 hours of gender relations, sexual harassment, leader's responsibilities for command climate**
- **Values Education team members drawn from Staff and Faculty**
- **Complements academic instruction and USMA moral-ethical environment**
- **Specific developmental goals by class year**



Character Development Program

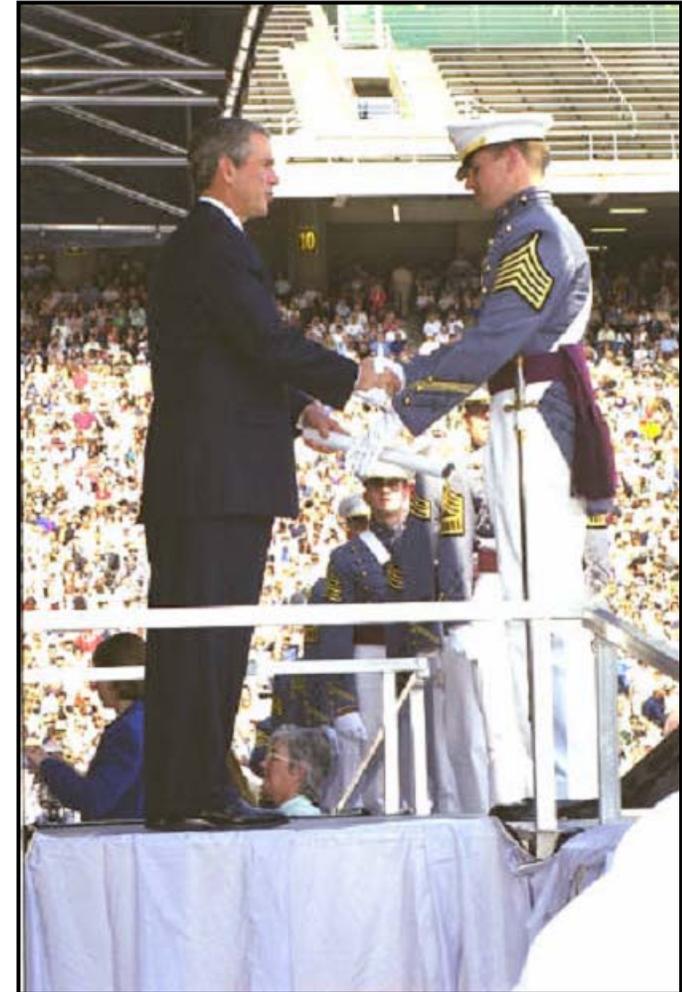
- **Respect, Army Values, Professional Military Ethic**
 - Focus is discussion, not indoctrination
- **Taught by VE Teams**
 - Assisted by Respect reps
- **Developmental process**
 - Know, adhere, believe, lead
- **Code and System evolve**
 - Liaisons to sports teams
 - Plagiarism via Internet
 - Downloading copyrighted files
- **Honor, Respect Mentorship Programs**





What USMA Graduates Provide the Nation

“I, (name), having been appointed an officer in the Army of the United States, in the grade of Second Lieutenant, do solemnly swear (or affirm) that **I will support and defend the Constitution** of the United States against all enemies, foreign and domestic, that I will bear true faith and allegiance to the same, that I take this obligation freely, without any mental reservation or purpose of evasion, and that I will well and faithfully discharge the duties of the office to which I am about to enter, so help me God.”





West Point is ...

**World's Best Leadership Institution
Producing
World's Best Officers
for the
World's Best Army**



Our officers must function in uncertain, dangerous, culturally diverse, and technologically advanced environments, which require a broad range of military, physical, social, and diplomatic skills.