



# Armor Officer Professional Development Model

## (30 Year Career)



YRS 0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28

<b>K N O W L E D G E</b>	<div style="border: 1px solid black; padding: 5px; width: fit-content;">Talent Based Branching</div>	<div style="border: 1px solid black; padding: 5px; width: fit-content;">CCC</div>	<div style="border: 1px solid black; padding: 5px; width: fit-content;">ILE</div>	<div style="border: 1px solid black; padding: 5px; width: fit-content;">Pre-Command Course</div>	<div style="border: 1px solid black; padding: 5px; width: fit-content;">Executive Coaching</div>
	<div style="border: 1px solid black; padding: 5px; width: fit-content;">BOLC</div>	<div style="border: 1px solid black; padding: 5px; width: fit-content;">Scout Ldr / BFV Cdr Crs / Stryker Cdr / Mortar Ldr / Airborne / Air Assault / Ranger Crs</div>		<div style="border: 1px solid black; padding: 5px; width: fit-content;">Graduate / Post-Graduate Education</div>	
	<div style="border: 1px solid black; padding: 5px; width: fit-content;">Fellowships and Scholarships AR 621-7</div>				
	GRE / C3AB		BCAP		CCAP
<b>T R A C K O N E</b>	<u>Key Developmental</u> <ul style="list-style-type: none"> <li>Platoon Leader</li> <li>Specialty Plt Ldr</li> <li>BN Staff</li> <li>Company XO</li> <li>TRADOC IMT Plt Ldr</li> </ul>	<u>Key Developmental</u> <ul style="list-style-type: none"> <li>Company/Troop CMD</li> <li>Aide de Camp</li> <li>BN/BDE Staff</li> <li>BOLC-A Cadre (USMA, ROTC, OCS)</li> <li>CTC O/CT</li> <li>First Army OC/T Staff</li> <li>Project Warrior</li> <li>SGI</li> </ul>	<u>Key Developmental</u> <ul style="list-style-type: none"> <li>Battalion/Squadron S3/XO</li> <li>Brigade/Regiment S3/XO</li> <li>Bde, Div, Corps or Joint Staff</li> <li>BOLC-A Cadre (USMA, ROTC, OCS)</li> <li>CGSC Instructor</li> <li>CTC O/CT</li> <li>Interagency/Joint Duty</li> <li>OCLL</li> </ul>	<u>Key Developmental</u> <ul style="list-style-type: none"> <li>Battalion/Squadron CMD</li> <li>Brigade XO</li> <li>Combat Trainer/Leader Developer</li> <li>Corps/Division Staff</li> <li>CTC O/CT</li> <li>Interagency Duty</li> <li>Joint/OSD Staff</li> <li>OCLL</li> </ul>	<u>Key Developmental</u> <ul style="list-style-type: none"> <li>Brigade Command</li> <li>ACOM Staff</li> <li>Corps/Division Staff</li> <li>CTC Ops Group CDR</li> <li>General Officer XO</li> <li>Second Command</li> <li>Strategic Solutions Leader</li> </ul>
	<b>T R A C K O</b>		<ul style="list-style-type: none"> <li>ACOM/ASCC Staff</li> <li>Doctrine Developer*</li> <li>Project Warrior</li> <li>School Instr/SGI*</li> <li>Training Developer*</li> <li>USAREC CO CMD/Staff</li> <li>USMA/ROTC/OCS Cadre*</li> </ul>	<u>Key Developmental</u> <ul style="list-style-type: none"> <li>Training Developer</li> <li>ROTC PMS</li> <li>Combat Developer*</li> <li>Doctrine/Tng Developer*</li> <li>HQDA and ACOM Staff</li> <li>Advisor position for foreign schools</li> <li>Nominative position</li> </ul>	<u>Key Developmental</u> <ul style="list-style-type: none"> <li>Div Staff Head</li> <li>Army/Joint Staff Head</li> <li>Army Attaché**</li> <li>HQDA/Joint Staff/OSD</li> <li>ILE Instructor</li> <li>MCoE Staff</li> <li>Nominative position</li> <li>ROTC PMS</li> <li>Service Sch Staff/Instructor</li> </ul>

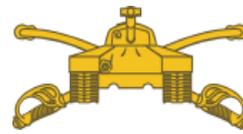
\*Positions available to Direct Commission officers

\*\*Non-FAO, Language and Cultural Proficiency

†Promotion consideration specified by Army Opt-In/Opt-Out guidance



# Armor Officer KSBs



**INTELLIGENCES:** Bodily-Kinesthetic, Interpersonal, Spatial

**KNOWLEDGE:** The Armor branch desires officers with academic backgrounds that span the entire spectrum of disciplines and majors offered at our nation's undergraduate institutions. Broad individual experiences contribute to the success of the branch.

- **RELEVANT EDUCATION / EXPERIENCE:** Leadership role in team athletics; Cadet Troop Leading Time / Leader Development Time (CTLT / CLDT) with Tank / Scout PL; Company / Troop CDR; Armor or Basic Training/OSUT units; Staff Officer (not all inclusive). Prior enlisted time in a Maneuver branch.
- **RELEVANT TRAINING / CERTIFICATIONS:** Scout Leaders Course; Bradley Commander and Gunner Course; Stryker Scout Commander Course; Ranger; Airborne; Air Assault; Maneuver Leader Maintenance Course.

**SKILLS:** Armor officers are leaders of teams who are experts in combined arms, reconnaissance, and security operations. They possess the technical and tactical competence, social and cultural awareness, and oral and written communications skills needed to cultivate trust, and teamwork. Armor officers are responsible for training their units for combat to defeat lethal, adaptive enemies in all types of terrain. Armor officers lead their tank formations, closing with and destroying the enemy, as well as lead scouts conducting reconnaissance and security. They are physically fit and mentally tough, prepared to succeed under the most adverse conditions. They are leaders who possess a flexibility of mind, able to utilize multiple technologies to devise solutions to complex and dynamic challenges. Armor officers are comfortable making decisions in ambiguous environments, developing courses of action, determining and mitigating risks, then precisely and effectively communicating plans to accomplish the task or mission.

**BEHAVIORS:** (In addition to foundational)

Results Oriented

Cooperation/Teamwork

Initiative

Problem Solving

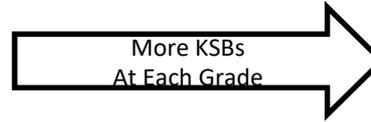
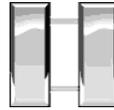
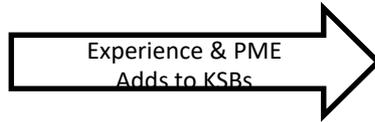
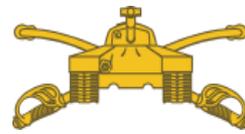
Self-aware

**TALENT PRIORITIES:**

1. **MENTALLY TOUGH:** Stress tolerant and emotionally mature. Performs well even under extreme psychological stress.
2. **PHYSICALLY FIT:** Physically tough, gritty, and tenacious. Performs well even under extreme physiological stress.
3. **COMMUNICATOR:** Precise, efficient, and compelling in both written and spoken word.
4. **TECHNOLOGICALLY ADEPT:** Understands and comfortably uses the latest technologies.
5. **PROBLEM SOLVER:** Able to choose between best practices and unorthodox approaches to reach a solution. Accomplishes the task.
6. **INNOVATIVE:** Creative, inquisitive, and insightful. Easily identifies new solutions and catalyzes change.



# Armor Officer KSBs



<b>Intelligences</b>	Bodily-Kinesthetic, Interpersonal, Spatial
<b>Army Foundational Behaviors</b>	Adaptable, Agile, Confident, Courageous, Critically Thinking, Disciplined, Dutiful, Ethical/Moral, Expert, Fit (mental/phy), Flexible, Honest, Innovative, Integrity, Loyal, Respectful, Risk Taker, Selfless
<b>Armor Officer Behaviors</b>	Results Oriented, Cooperation/Teamwork, Initiative, Problem Solving, Self-aware

### Knowledge:

Armor branch desires Lieutenants who are competent tactical leaders with academic backgrounds that span the entire spectrum of disciplines and majors offered at undergraduate institutions. Armor BOLC graduates are mentally tough, physically fit, and multi-tasking problem solvers. They possess broad individual experiences achieved through functional training, CTCs, rotational missions, and home station training.

### Skills:

Armor Lieutenants demonstrate the highest level of discipline, judgment, innovation, resiliency, technical/tactical competency, and tenacity. Mastery of Platform Battle Drills.

### Behaviors:

- Honesty
- Commitment and Passion
- Accountable
- Confidence
- Decision Making
- Positive Attitude

### Knowledge:

Armor branch desires Captains who are competent Combined Arms leaders. Armor MCCC graduates are capable of closing with and destroying the enemy. Also, they are capable of executing reconnaissance and security operations in any environment. They can command company/troop organizations and fill Battalion and Brigade Staff positions.

### Skills:

Armor Captains demonstrate the ability to influence others, coach, analyze, create and think critically. They also are adaptable and lead effectively in Volatility, Uncertainty, Complexity, and Ambiguity (VUCA). Mastery of Mission Essential Tasks for a Tank or Cavalry CO/TRP

### Behaviors:

- Shares their vision
- Leads by example
- Demonstrates Integrity
- Communicates Effectively
- Makes hard decisions
- Motivates and inspires

### Knowledge:

Armor branch desires Majors highly competent in Combines Arms Operations. Armor CGSC graduates are capable serving as the Battalion/Squadron or Brigade/Regiment Operation Officer and or Executive Office. They possess technical and tactical proficiency achieved through advanced military studies, graduate degrees, and broadening assignments.

### Skills:

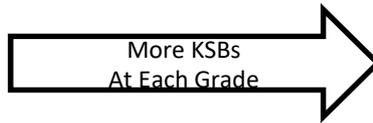
Armor Majors demonstrate superb communication, relationship building, problem solving, self-awareness, creativity, and commitment.

### Behaviors:

- Detailed-oriented
- Demonstrates moral courage
- Decisive
- Enthusiastic
- Displays good judgment
- Dependable



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<b>Armor Officer Behaviors</b>	Results Oriented, Cooperation/Teamwork, Initiative, Problem Solving, Self-aware

## **Knowledge:**

Armor branch desires Lieutenant Colonels who are experts in Combined Arms Operations. Armor Senior Service College and PCC graduates are prepared to command a Combined Arms Battalion, Cavalry Squadron, generating force battalion, or other institutional command.

They are able to lead, train, motivate and care for Soldiers in both the staff and command environments. They understand strategic operations achieved through a repetition of Joint, Interagency, Intergovernmental, and Multinational assignments.

## **Skills:**

Armor Lieutenant Colonels demonstrate an initiative for action, team and relationship building, expert tacticians, risk takers, decisiveness, and creativity.

## **Behaviors:**

- Adaptability
- Optimism
- Accessible and Available
- Humility
- Self-control
- Thoughtful

## **Knowledge:**

Armor branch desires Colonels who are masters of Combine Arms. They are professional experts capable of commanding a Brigade or Regiment. They possess doctrinal mastery, disciplined leadership, multidisciplinary skills, and executive talents achieved through Division/Corp Staff and strategic assignments.

## **Skills:**

Armor Colonels demonstrate a mastery of communications, tactics, and the ability to teach and mentor. They also require a clear vision dependability, and learning agility.

## **Behaviors:**

- Consistency
- Trustworthiness
- Visionary
- Optimism
- Stable
- Delegation and empowerment