



THE COMMANDANT OF THE UNITED STATES COAST GUARD
WASHINGTON, D. C. 20593-0001

LEADERSHIP DEVELOPMENT POLICY STATEMENT

The United States Coast Guard is America's premier multi-mission, military, and maritime service that stands ready to protect the public and our nation from all threats and hazards. As an enduring multi-mission organization, the Coast Guard has developed a culture of individual initiative that stresses leadership, teamwork, and innovative thinking which is founded upon the character of people who live our core values.

Coast Guard leaders are individuals who guide and direct others in a course of action by showing the way. Our leaders at all levels possess the highest standards of personal integrity and professionalism, exemplified by their adherence to our core values of Honor, Respect, and Devotion to Duty. They strive to ensure that the Coast Guard's people can safely complete their missions and remain *Semper Paratus, Always Ready*.

We must ensure that our men and women have the right competencies and training to be the best leaders and most versatile workforce, equipped with the skills and capacity to sustain mission excellence. To support our organization with members whose leadership capabilities enhance their assigned responsibilities, the Coast Guard has set forth three levels of leadership resource initiatives:

- **Organization Level:** The *Leadership Development Framework* details leadership competencies, desired expertise, and a variety of training and other learning opportunities which contribute to each leadership responsibility level within the Coast Guard.
- **Unit Level:** The *Unit Leadership Development Program* emphasizes teamwork and leader development within every unit, which contributes to an organizational climate that perpetuates the development of strong leaders.
- **Member Level:** The *Individual Development Plan* encourages personal, professional, and intellectual development throughout the course of each member's service to their country.

The development of Coast Guard leaders at all levels is a command priority. Every Commander, Commanding Officer, Officer-in-Charge, Chiefs' Mess, and supervisor is responsible for providing and supporting leadership development activities within their areas of responsibility. Leadership development is an essential element of our unwavering commitment to mission excellence for serving and protecting the public trust.

A handwritten signature in blue ink, appearing to read 'Thad W. Allen', with a stylized flourish at the end.

THAD W. ALLEN
Admiral, U.S. Coast Guard