

Leadership Development

Multi-Source Assessment and Feedback (MSAF) Program

The Center for Army Leadership has launched the Multi-Source Assessment and Feedback (MSAF) program, a confidential and focused online assessment tool for individual leader development. MSAF provides individual feedback to leaders related to the eight leadership competencies described in FM 6-22, *Army Leadership*. MSAF applies to all domains of training and education (self-development, institutional, and operational), all cohorts (officers and warrant officers, noncommissioned officers, and Army civilians), as well as both Active Army and Reserve Component (RC) personnel.

Individuals will be required to initiate an assessment prior to attending Professional Military Education (PME) or Civilian Education System (CES) courses. For organizations within the operating force, Active Army brigades will be scheduled every three years to participate in the program and RC brigades every six years. Organizations within the generating force are scheduled every five years. Individuals may use the MSAF at other times on their own initiative for self-development purposes. MSAF assessment instruments and feedback accessed through the My Leader Development section on AKO or by logging on to <https://msaf.army.mil>.

For more information, contact Mr. Howard Brewington at (913) 758-3174.

Developmental Counseling Course

The Center for Army Leadership has recently released a new online course for all Army leaders on Developmental Counseling. This course consists of three modules, totaling approximately eleven hours of instruction. The modules cover types of counseling, leaders as counselors, and the counseling process.

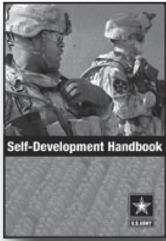
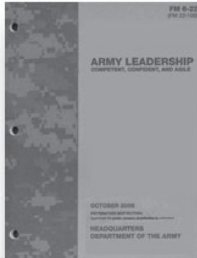
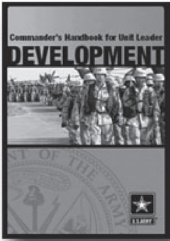
FM 6-22, *Army Leadership*, the Army's newest leadership doctrine, states that "counseling is one of the most important leadership development responsibilities for Army leaders." This counseling course is one way for leaders to hone their counseling skills and to help prepare for greater responsibility. Since the course is online, Army leaders may work on the course at a time and place that are convenient to them.

There are two important reasons to improve counseling skills. First, counseling is one of the most important ways to develop subordinates. Second, counseling helps the leader and Soldier to come to a common understanding about the mission and how it needs to be accomplished.

The Developmental Counseling Course and FM 6-22 are both available on the Combined Arms Center website at <http://usacac.army.mil/cac2/digitalpublications.asp>.

For more information, contact Dr. Jon Fallesen at (913) 758-3160.

COMBINED ARMS CENTER - CENTER FOR ARMY LEADERSHIP



Visit our websites for leadership publications, information, discussion, and more leadership links.

CAL AKO
<https://www.us.army.mil/suite/page/376783>

LeaderNet
<https://leadernet.bcks.army.mil/>

CAL Public Website
<http://usacac/cac2/cal/index.asp>

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