

**NCO Leadership Center of Excellence  
Basic Leader Course**

**Lesson Plan for B109 / v5.1  
Unit Culture and This is My Squad**

**Advance Sheet**

**1. SCOPE:**

At the end of this five-hour learning event, you will articulate a coherent values and ethics system that supports the Army Profession. You will also be able to define culture, why it matters, and understand the nested levels of unit culture. You will learn about enduring values, beliefs, and norms, and understand why your unit culture is important. You will be able to identify factors that influence your unit's culture. Lastly, you will understand *This Is My Squad* (TIMS) initiative and discover methods of applying the initiative in your team.

**2. LEARNING OBJECTIVES:**

**TLO:** This lesson supports the BLC Course TLO 400-BLC, Identify triggers to use effective leadership skills, values, and authority as a newly promoted NCO.

**ELO:**

**Action:** Describe what influences unit culture.

**Condition:** As a learner, attending the BLC, using a direct level leadership perspective in new environments, given *Unit Culture: A Leader's Guide* handout, activities, and classroom discussions.

**Standard:** Describe what makes up and influences unit culture by presenting a five-minute informal information brief outlining how the Army Values, the Army Ethic, unit culture, and the elements of the *This Is My Squad* initiative impact teams.

**Learning Domain:** Cognitive

**Level of Learning:** Understanding

**3. ASSIGNED LEARNER REQUIREMENTS:**

- a. **Read:** ADP 6-22, *Army Leadership*, dated 31 July 2019, paragraphs 6-20 thru 6-24 (5 minutes)
- b. **Read:** *Army Profession Pamphlet*, dated October 2018 (45 minutes)
- c. **Read:** *Unit Culture: A Leader's Guide*, Section 1, pages 1.1 thru 1.10 (20 minutes)
- d. **Classroom Discussion:** Learners should be prepared to discuss unit culture and the *This Is My Squad* (TIMS) initiative and how they support the Army Profession.

**4. ASSESSMENT:**

Refer to B100 advance sheet for information on all assessments.