

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

**Lesson Plan for 400-B113 / 5.1
Cohesive Team Building and Conflict Management**

Advance Sheet

1. SCOPE:

At the end of this seven-hour learning event, you will be able to use the three stages of team development to build and maintain an effective, cohesive team. You will also be able to use appropriate conflict management styles applied to different sources of conflict.

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: Identify methods to build cohesive teams.

Condition: As a learner, attending the BLC, using a direct level leadership perspective in new environments, given ADP 6-22, FM 6-22, FM 7-0, handouts, activities, and classroom discussions.

Standard: Identify methods to build effective, cohesive teams by collaboratively developing ideas to mitigate conflict during each of the three stages of team building within 30 minutes.

Learning Domain: Cognitive

Level of Learning: Understanding

3. ASSIGNED LEARNER REQUIREMENTS:

a. Read:

- (1) ADP 6-22, Army Leadership and the Profession, dated 31 July 2019, Chapter 5, pages 5-10 thru 5-11 (5 minutes), Chapter 6, page 6-6 para 6-31 thru 6-34 (2 minutes), and pages 6-12 thru 6-14, paragraphs 6-63 thru 6-73 (8 minutes)
- (2) FM 6-22, *Developing Leaders*, dated 1 November 2022, Chapter 1, pages 1-4 thru 1-5, paragraphs 1-17 thru 1-19 (5 minutes)
- (3) FM 7-0, *Training*, 14 Jun 2021, Appendix E, page E-8 (2.5 minutes)
- (4) The Army's Consideration of Others, Lesson Number 4, pages 45 thru 49 (10 minutes)
- (5) CALL Handbook 21-14, *Building Cohesive Teams*, Chapter 3 (25 minutes)
- (6) *Building Cohesive & Adaptive Teams Small-Unit Leader Training Aid*, pages 10 thru 18 (22 minutes)

c. Classroom Discussion: Learners should be prepared to discuss the following topics in class:

- (1) Team development
- (2) Effective teams
- (3) Managing conflict

4. ASSESSMENT:

Refer to B100 advance sheet for information on all assessments.