

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

**Lesson Plan for 400-B120 / 5.1  
Talent Management**

**Advance Sheet**

**1. SCOPE:**

This one-hour lesson introduces you to achieving leader and organizational objectives through the fundamentals of Army Talent Management. At the conclusion of this lesson, you will be able to clearly identify the definitions of terms used in Army Talent Management and the Army Talent Attribute Framework (ATAF).

**2. LEARNING OBJECTIVES:**

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

**ELO:**

**Action:** Describe the characteristics of the Army's talent management-based system.

**Condition:** As a learner, attending the BLC, using a direct level leadership perspective in new environments, given handouts, activities, and classroom discussions.

**Standard:** Describe the characteristics of Army's talent management-based system by identifying the definitions of terms used in Army Talent Management and the Army Talent Attribute Framework (ATAF) with 100 percent accuracy.

**3. ASSIGNED LEARNER REQUIREMENTS:**

- a. **Read:** Handout *'Army Chief: New talent management will start with officers, then go to enlisted*
- b. **Classroom Discussion:** Learners should be prepared to discuss the importance of preparing for the new talent management process.

**4. ASSESSMENT:**

Refer to B100 advance sheet for information on all assessments.