

**THE NCO LEADERSHIP CENTER of EXCELLENCE**  
**Master Leader Course (MLC)**

**M420: Effective Leadership**  
**Advance Sheet**

**1. SCOPE:**

In this lesson, students will gain an understanding of how effective leadership reinforces to Soldiers and leaders the importance of combat effectiveness. Involved and effective leadership aids in the combat effectiveness by measuring the ability of a military force to accomplish its objective. Effective leaders can define types of leadership to fit appropriate situations. An Effective leader knows when to manage and lead. Effective leaders have the ability to identify warning signs of financially troubled Soldiers and coach them through financial problems. The effectiveness of a military unit in performing its mission depends on its capabilities including, equipment, personnel, and personnel finance and its ability to use the resources provided. At the end of this lesson students will be able to support Soldiers to grow as capable leaders to overcome regular and irregular challenges in the operational environment.

This lesson supports M431 Organizational Management DLC501, Organizational Leadership II, and DLC502 Assessing Your Organization. This lesson is supported by DLC 404 Soldier Readiness, DLC406 Organizational Level Leadership I.

**2. LEARNING OBJECTIVES:**

**TLO: This lesson supports 400-MLC-0420, “Analyze organizational leadership principles” as listed in the MLC Syllabus.**

**ELO: 400-MLC-0420.01**

**Action:** Employ the Leadership Requirements Model (LRM) to support Soldier growth.

**Condition:** As a learner and senior leader attending face-to-face or virtual environments participating in dynamic, collaborative facilitated discussions, given ADP 6-22, TC 7-22.7, SGT York Vignette, Army Career Tracker (ACT), references, and multimedia resources.

**Standard:**

1. Discuss the Leadership Requirements Model (LRM) in a clear and concise manner.
2. Relate the LRM to Financial Readiness in a clear and concise manner.
3. Employ the LRM with no more than three (3) errors in 20 minutes.
4. Prepare an Individual Development Plan (IDP) including admin information, short term goals, and long-term goals in a clear and concise manner within 15 minutes.

**Learning Domain:** Cognitive

**Level of Learning:** Apply

**JPME Learning Areas Supported:** None. GLOs supported: 1, 2, 3, 8, and 12.

**This lesson supports the following NCO Common Core Competencies (NCO C3):**

**a. Leadership:**

- (1) Live and demonstrate the attributes and competencies of the leadership requirements model.
- (2) Exhibit and maintain an atmosphere of respect, adaptability, and resilience.

**3. PREPARATION FOR CLASS:**

**a. Complete:**

- SGT York Vignette and Quiz. Found on Blackboard > M420 Learner Handouts

**b. Read (4 Total Pages):**

- *The Need for Personal Financial Management* Handout (1 page). (Found in previous location)

**c. Scan (30.5 Total Pages):**

- ADP 6-22, *Army Leadership and the Profession* (W/Basic Incl C1), July 2019, Ch. 1, pp. 1-1 thru 1-23; p. 4-1, para 4-1, 4-2, 4-5, 4-6; p. 6-2, para 6-10; p. 8-3 para, 8-9; and p. 9-2, para 9-9 (24.5 pages). Found at <https://armypubs.army.mil/ProductMaps/PubForm/ADP.aspx> audio at [https://rdl.train.army.mil/catalog/search?current=true&search\\_terms=audiobook](https://rdl.train.army.mil/catalog/search?current=true&search_terms=audiobook)
- TC 7-22.7, *The NCO Guide*, January 2020, pp. 3-2 and 3-3, para 3.1 through 3.5; pp. 3-5 thru 3-7 para 3.8; p. 3-9, para 3.12 (6 pages). Found at <https://armypubs.army.mil/ProductMaps/PubForm/TC.aspx>

**d. Be prepared to discuss the following in class:**

- Army leadership and what the Army considers a leader. ADP 6-22 p. 1-13, para 1-73 and para 1-74
- The purpose of leadership. ADP 6-22 p. 1-13, para 1-76
- The components of the Leadership Requirements Model. ADP 6-22 pp. 1-15 and 1-16, para 1-82 thru para 1-88, and Figure 1-3
- Coaching, mentoring, and counseling as processes of developing others. ADP 6-22 para 6-52 thru 6-57.
- Financial Readiness is mission readiness. *The Need For Personal Financial Management Handout*
- Distinguish between management and leadership types. ADP 6-22 p. 8-2, para 8-6, and personal experiences
- The explanation of critical and creative thinking. ADP 6-22 p. 4-1, para 4-5 and para 4-6
- Examples related to leadership attributes. Answer based on personal experiences
- The difference between a leader and a follower. ADP 6-22 pp. 4-17 thru 4-19, para 1-90 thru 1-104, and personal experiences

**4. HOMEWORK ASSIGNMENT(S):** None.

**5. ASSESSMENT PLAN:** Refer to ISAP.