

## Leader Competencies

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The Creed of the Noncommissioned Officer states that a Noncommissioned Officer is a leader of Soldiers. It also states that competence is their watchword. According to the Army Profession Pamphlet, competence is the demonstrated ability to do a task with discipline and to standard. A leader must be competent in certain abilities to influence subordinates, produce more leaders, and do tasks. There are three core leader competencies; leads, develops, and achieves. These competencies serve as expectations for effective leaders to fulfill. Leaders that are proficient in these competencies are capable of improving themselves, their team, and their environment. The purpose of this essay is to elaborate on these core leader competencies.

One core leader competency is the ability to lead others. According to Army Doctrine Publication 6-22, leadership is the ability to influence others by providing purpose, direction, and motivation to work toward a common goal or task. The ability to influence others does not occur overnight. Great leaders have better influence when they establish trust. Communication, empathy, and leading by example are tools to help build the trust needed to lead. Effective communication is important in this process. Noncommissioned Officers are obligated to communicate with their Soldiers. They are to keep their subordinates informed. This oath is important. Consistently informed Soldiers are more inclined to trust their leadership. Likewise, it is important for a leader to stay informed by their subordinates. Leaders should also display empathy in order to gain the trust needed to lead. Utilizing empathy helps leaders understand their subordinates. An empathetic leader shows a subordinate that the leader cares. A good leader also builds trust when they lead by example. Effective leaders maintain the standard for themselves, as well as their subordinates. Leaders relay the value of

following the standards. Subordinates are more inclined to follow a leader that leads by example. Through effective communication, displaying empathy, and leading by example, a leader can build the trust needed to lead their team. Once leaders have become somewhat adept in leading others, they can focus on improving on areas that need development.

The next competency that leaders need to be proficient in is the ability to develop themselves and others. There is no such thing as a perfect leader. A great leader knows that there is room for improvement. Improving on one's self does not require them to have deficiencies. A leader can check their strengths and work on areas in need of development. Professional growth is an example of developing one's self. A great leader also develops their subordinates. According to Army Doctrine Publication 6-22, counseling, coaching, and mentoring are the primary ways a leader can provide their subordinates with vital knowledge and feedback for development. Counseling is helpful because it lets leaders gauge and develop their subordinates. Coaching is beneficial as it permits leaders to teach skills to their subordinates. Mentoring allows a leader with more experience to guide one with lesser experience. Likewise, these methods also grant leaders the opportunity to learn via experience with their subordinates. Utilizing these tools allows leaders to develop their team to the highest of standards in order to accomplish goals.

The last core leader competency is the ability to achieve goals. Per Army Doctrine Publication 6-22, a leader's ultimate goal is to get results by accomplishing the mission proficiently. Leaders maintain the standard and accomplish tasks, regardless of any obstacles. They are capable of going beyond expectations in their objectives.

Leaders consistently attain results when they properly assess situations. Great leaders are adept at managing resources to achieve their goals. A great leader also utilizes their other leader competencies, leads and develops, to do their tasks. If they are adept in their ability to lead others, they are capable of coordinating teams, identifying team capabilities, and clarifying responsibilities. Leaders should be capable of breaking down tasks. They need to be adept at knowing their team's strengths and weaknesses. With this knowledge, they can assign individuals to tasks that match their skills. Effective leaders also explain to subordinates the importance of their roles. If they are efficient at developing, they are capable of noticing and utilizing opportunities to improve themselves and their team.

In conclusion, the core competencies of leadership are leads, develops, and achieves. These competencies serve as guidelines for aspiring leaders to learn. Being proficient in these competencies allows a leader to improve themselves, their subordinates, and their environment. The Creed of the Noncommissioned Officer states that competence is our core belief. Noncommissioned Officers must maintain a high level of competence to lead their Soldiers to accomplish missions. The Army needs competent leaders in order to produce motivated Soldiers, more competent leaders, and successful missions.