



THE NCO LEADERSHIP CENTER OF EXCELLENCE DLC HEARS YOU

WELCOME TO THE FIRST INSTALLMENT OF DLC HEARS YOU!

The intent of this publication is to respond, in an overarching fashion, to the comments on the End of Module (EOM) and End of Course (EOC) surveys.

In this issue, we will address the spirit & intent of the Distributed Leader Courses (DLC) in order to help put the concept into context of the bigger picture.

We'd also like to ensure we reach not only those who took the courses or those about to take it, but also those leaders who have a vested interest in the professional development of the Soldiers in their formations.

Stand by for the next issue where we will discuss additional survey comments.

DLC TIP



As you progress through the lessons, be sure to **CLEAR YOUR COOKIES.**



To quote Ralph Waldo Emerson, "Life is a journey, not a destination" and so it is with learning.

SURVEY COMMENTS

"Why is it that leadership skills, a task senior leadership should be developing, are pawned off to a computer?"

"Online learning should not be Army-wide. Lessons should be optional between NCOES or DLC but not both."

"Time would be better spent in college or at one of the numerous schools throughout the DoD."

The aforementioned comments from DLC surveys could lead one to believe DLC is not necessary nor the appropriate medium for certain lessons. They allude to an idea of extremes or absolutes, which is not necessarily right or wrong. As John Dewey articulated,

"Mankind likes to think in terms of extreme opposites. It is given to formulating its beliefs in terms of Either-Ors."

SPIRIT & INTENT of DLC

In other words, instead of absolutes, we should look at learning as a holistic process and a journey. In fact, the previous concept comes from the Air Force's "Continuum of Learning", which states,

"The Continuum of Learning initiative is a shift to better focus how students learn by integrating education, training and experience in ways that allow them to learn anytime, anywhere throughout their careers. The end goal is to create a culture of lifelong learning."

We believe this nests perfectly with the Army philosophy of lifelong learning and with one of General Funk's Fundamentals, "Take other people's stuff."

THE BEGINNING

We can look as far back as December 2015 when "NCO 2020 Strategy: NCOs Operating in a Complex World" was published. Consider this strategy the triggering event that mobilized the NCOLCoE to develop DLCs to be in line with TRADOC's vision. The strategy stated:

"A Noncommissioned Officer Professional Development System (NCOPDS) integrated and synchronized in the development of the next generation of competent and committed NCOs of character as trusted Army professionals capable of thriving in chaos, adapting and winning in a complex world."

For its part, the NCOLCoE provides an explanation of the DLCs in meeting TRADOC's previously stated intent.

"The intent of DLC is to bridge the operational and institutional domains and set conditions for continuous growth. DLC will ensure learning is continuous and enduring, not sporadic and transitory. DLC is required learning that continues throughout a career and that is closely linked to and synchronized with classroom and experiential learning. DLC sets the conditions for continuous growth both as a warrior and a warrior leader. DLC builds knowledge and skills through a defined sequence of learning approaches with the adjuncts of formal education and experiential learning."

DLC is designed to prepare Soldiers for the next level of in-residence PME. DLC does this by refreshing the memory of or introducing new material, which is partially determined by the learners' previous education, training, and experiences.