



THE NCO LEADERSHIP CENTER OF EXCELLENCE DLC HEARS YOU

AS PROMISED, MORE TOPICS, BUT DIFFERENT, FROM THE LAST DLC HEARS YOU!

The following responses are to the DLC I thru DLC IV end of course question, "What additional topics would you like to see covered in the course." and can be addressed by two basic actions.

The first action is to look at the PME course catalogues on ncoworldwide.army.mil and the second is to re-search on one's own.

The beauty of the military is that most, if not everything you need to know is written somewhere. We just have to know what reference (s) will answer our particular questions and where to find the reference (s).

After all, "*The critical mind is the questioning mind.*" criticalthinking.org

DLC TIP



**IF A LESSON FAILS
TO UPDATE UPON
COMPLETION, SUB-
MIT AN ALMS HELP
TICKET**



"Wisdom is not a product of schooling, but of the lifelong attempt to acquire it." Albert Einstein

ADDITIONAL TOPICS

"Counseling and mentoring new Soldiers"

"DA & DD Forms"

"Team cohesion and collaboration"

"Height and weight standards"

"Importance of broadening assignments"

"Customs and courtesies"

All of these recommendations, and they are not all inclusive, are valid and yet, if we go to the PME course catalogs, we can see these topics are addressed somewhere within the NCO Learning Continuum. If not explicit in title or content, then implicit in context to the lesson and the dialogue that is sure to follow.

We also recognize there are Soldiers who completed the previous SSD courses and may not be familiar with DLC II, III, etc., and so made a recommendation not knowing it was covered in a previous DLC.

THE SOLDIERS' VIEW

Additionally, it is not uncommon for Soldiers in a PME course to express they would've liked to have been exposed to some of the lesson content earlier in their careers.

And yet, the lesson content for each PME course is in place because of analysis and feedback from the force, which helps us make PME sequential and progressive AND just in time at the point of need.

It also means the lesson content is ever changing based on surveys and feedback from the learners and the force respectively.

So thank you for your feedback!

THE EDUCATIONAL VIEW

Let us take a moment to step back and view the Army Learning Strategy, specifically, the Soldier's responsibility in career-long learning.

The Army structures educational courses in accordance with Malcolm Knowles' Adult Learning Theory. He espouses that adult learners (that's you) are self-directed, use their experiences, want relevant content, are problem-centered, and assumes the adult learner is motivated to learn.

Next we look at the spirit and intent of the Self-Development Training Domain, which we mentioned in the last issue, that states, "**Self-Development will complement what has been learned in the classroom and on the job...**" (AR 350-1, p. 4)

In other words, the distributed learning (DL) PME courses are not a replacement for face-to-face education. Additionally, there should be constant engagement and dynamic dialogue between Soldiers and their supervisors and even amongst peers.

THE ARMY'S VIEW

The Army is a people business that works to connect the people strategy, leader development strategy, and learning strategy to one another. They are interdependent upon one another. A symbiotic relationship as it were that is summed up nicely with the following:

"Leader development is achieved through the career-long synthesis of the training, education, and experiences acquired through opportunities in the institutional, operational, and self-development domains, supported by peer and developmental relationships."

(NCO 2020 Strategy, p. 3)

Until next time, Cheers, Roger A. Cross

