



DEPARTMENT OF THE ARMY
HEADQUARTERS, 442D SIGNAL BATTALION
FORT GORDON GEORGIA 30905

COMMAND POLICY LETTER

ATZH-LCB

27 August 2015

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commander's Policy Memorandum #24 – Signal Basic Officer Leader Course (BOLC) Officer Professional Development (OPD) Program

1. PURPOSE. This policy memorandum provides guidance on the required BOLC OPD sessions.
2. Overview. The professional development of our 2LTs is a vital part of their education while attending the Signal Basic Officer Leader Course. In addition to the academic requirements, we also have the responsibility to provide them with leadership training and situational awareness on the Army, its programs and its leaders. This OPD Program is designed to complement the training in the POIs and provide them with different perspectives on our profession. The program sessions will be scheduled during administrative hours or after normal training hours. The program supplements the POI instruction and will not replace that instruction.
3. Requirements. At a minimum each BOLC class will have the following OPD Sessions:
 - a. Battalion Commander OPDs - three sessions of one hour each with the entire class. Sessions will be spread across the training calendar. The first session will be conducted during the BOLC In brief. The Second sessions will be half way thru BOLC Training. The third sessions will be conducted during BOLC FTX. TAC Officer will coordinate a time with Ms. Lambert. The remaining session will be conducted during the BOLC FTX/STX Training. Class leader will meet BN CDR outside the Bravo Company Commander office.
 - b. Mentor Sessions/OPDs – two sessions for each mentor. TAC Officer will coordinate directly with the mentor once they are identified. The ideal mentor team will consist of one LTC and one MAJ. The LTC and MAJ will conduct two sessions with either the entire class or in smaller groups – session size is up to the senior mentor.
 - c. Pre-Command Course (PCC) OPD – minimum of one OPD. Each PCC class in session will include an OPD with at least one of the BOLC classes available. Iterations of this OPD depend on the number of PCC courses conducted during a BOLC class calendar but each class will receive a minimum of one. Preferred format for this OPD is one PCC LTC/COL for each platoon/flow.
 - d. Company Command Panel – one OPD. TAC officers will facilitate a company command panel for each BOLC class. Panel members will include current 442d Signal Battalion Company Commanders and Branch Qualified CPTs from throughout the battalion. Panel will consist of at three to five CPTs. OPD will be scheduled for 90 minutes. Format is brief background introduction from each commander and then Q&A from the BOLC class. Topics of discussion will include but are not limited to: counseling, property accountability, company battle rhythm, and UCMJ.

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e. NCO Panel – one OPD. TAC NCOs will facilitate an NCO panel for each BOLC class. Panel members will include at least one Company First Sergeant and three to five NCOs who have served as platoon sergeants. OPD will be scheduled for 90 minutes. Format is brief background introduction from each panel member and then Q&A from the BOLC class. Topics of discussion will include but are not limited to: counseling, Platoon Sergeant/Platoon Leader responsibilities and relationships, and property accountability.

f. Female OPD/Forum – TAC officers will facilitate a Female Forum panel for each BOLC class. Panel member will include female Signal Officers, Warrant Officers, and Noncommissioned Officers have served in key leadership positions in the operational force. Format is brief background introduction from each panel member and then Q&A from the BOLC class. Topics of discussion will include but are not limited to: counseling, Leader responsibilities and relationships.

g. WO Panel – one OPD. The SGLs will coordinate with the Battalion technical Director and at least CW3 and above to establish an WO panel for each SCCC class. OPD will be scheduled for one hour. The format for the OPD is for each panel member to provide a brief back ground introduction and then answer questions from the SCCC class. Topics of discussion will include but are not limited to: counseling, WO/Officer responsibilities and relationships, and officer expectations for their Warrant Officer.

h. Other specified OPD

4. Coordinating Instructions.

a. BOLC Course Manager. Oversee the execution of the OPD programs within the BOLC courses. Provide feedback to the Battalion Commander when an OPD session cannot be provided to a specific BOLC class NLT four weeks prior to graduation. Provide support for the OIF/OEF Lessons Learned OPD, the PCC OPD, and the Company Command/NCO OPD sessions as requested. The OIF/OEF Lessons Learned OPD will be reviewed by an SGL prior to presentation to the BOLC class. Coordination will be done at the lowest levels to mitigate impact on other missions.

b. Companies. Provide support for the Company Command and NCO OPD sessions as requested.

c. Battalion Command Group Participation. The Battalion Commander will execute the Battalion Commander OPD sessions (1-3). The OIF/OEF Lessons Learned OPD and Company Commander Panel will be posted on the Battalion Commander's calendar. The NCO Panel will be posted on the Battalion Command Sergeant Major's calendar.

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5. EFFECTIVE DATE. This policy replaces Commander's Policy Memorandum #24, dated 9 January 2014.

Ready Rapid Reliable

//ORIGINAL SIGNED//
ANDREW T. FERGUSON
LTC, SC
Commanding

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