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ABOUT

U.S. Army Coaching Program

Provided by Headquarters, Deputy Chief of Staff, Army G-1/ Army Talent Management Task Force Friday, April 17, 2020



What is it?

The Army Coaching Program (ACP) is a non-attributional, Soldier-focused, confidential, and career-long program which focuses on a Soldier's self-development and professional goals as well as their performance and potential.

The Army Coaching Program intends to provide officers who have maximized self-awareness and development of their war-winning talents to better leverage these talents in support of the mission of the Army.

What are the current and past efforts of the Army?

The Army Coaching Program is facilitated by coaches and focuses on formal engagements between the coach and the Soldier at key career milestones, such as Professional Military Education (PME). The coach is credentialed and certified to confidentially guide the Soldier through performance coaching. The coach can assist the Soldier in developing and improving their knowledge, skills, and

behaviors in order to achieve their career goals.

Coaches are not limited by their life experiences and can assist Soldiers with a broader range of opportunities and challenges. Assessments help Soldiers identify areas of strength and blind spots. Coaches help Soldiers develop a plan of action address their blind spots and best use their strengths. Coaching can occur virtually or in person.

Currently being piloted at the [Army Command and General Staff College](#) (CGSC), Army Coaching will expand to other venues in the future. The Army conducted its first coaching pilots during 2017 and 2018 at select Captains Career Courses and later expanded the program to the Command and General Staff College (CGSC), where 111 officers are currently participating in a voluntary coaching program.

What continued efforts does the Army have planned?

Officers who completed the [Battalion Commander Assessment Program](#) (BCAP) are the next group of officers eligible for coaching. The 750 BCAP participants can participate in coaching beginning in May 2020.

Following BCAP, the Army will expand a voluntary program to select Captains Career Course during the summer and fall. Following successful pilot programs, the ACP will expand to Non-Commissioned Officers.

Why is this important to the Army?

The Army Coaching Program is focused on helping Soldiers in their self-development and self-discovery in order to meet their personal and professional goals as well as maximize their performance and potential. This program is designed to complement the traditional mentoring programs, which is an informal voluntary relationship between two people.

The Army Coaching Program is designed to best use the strengths of Soldiers to maximize their contribution to the mission of the Army.

Resources:

- [Army G-1](#)
- [Army Talent Management Task Force](#)
- [Army Coaching Program](#)

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