



DEPARTMENT OF THE ARMY
U.S. ARMY MANEUVER SUPPORT CENTER OF EXCELLENCE
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FORT LEONARD WOOD, MISSOURI 65473-8300

ATZT-CG

20 JAN 2015

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy 9, Consideration of Others (CO2) Program

1. REFERENCE. Memorandum HQ, TRADOC, ATBO-BPE, 22 December 2005, subject: Consideration of Others (CO2) Program.
2. GENERAL. This memorandum establishes the U.S. Army Maneuver Support Center of Excellence (MSCoE) CO2 Program.
3. POLICIES/PROCEDURES.
 - a. Inculcation of CO2 as a value for MSCoE is centered on a comprehensive education program that involves all Civilian and Army personnel assigned. The purpose of this program is to enhance trust, cohesion, and readiness by ensuring continual awareness of caring as an organizational imperative.
 - b. The CO2 Program is a commander's program, which instills in all members of the command an understanding of the Army's core values: *loyalty, duty, respect, selfless service, honor, integrity, and personal courage*. We must build and maintain an Army where people do what is right and where we treat each other as we would want to be treated.
 - c. The heart of the CO2 Program is the small group session of 15-30 Soldiers and Civilians. Well-organized facilitations in small groups are the ideal forum for building trust and teamwork within the command. To make these facilitations a success, special attention must be given to identifying and training CO2 group facilitators. A train-the-trainer program has been established so commanders at all levels can maintain the requisite number of facilitators.
 - d. At a minimum, two quarters will consist of training that is interactive, small group, and discussion-based. The commander will appoint a trained facilitator that will lead the training using the CO2 methodology. The facilitator will attend the 2-day CO2 facilitator seminar provided quarterly by the Installation Equal Opportunity Office.
 - e. Leader involvement at all levels is the essential ingredient to a successful program. Equal opportunity advisors (EOAs) will provide the commander key staff

ATZT-CG

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support for the implementation of this program. Training is required to be executed down to the squad, team, or section level.

f. Commanders will brief their annual programs during their semi-annual training briefs (SATBs) and will develop a process for a comprehensive annual review that includes climate assessment, teaching methodology, and refinements in the program of instruction.

4. SUPERSESSION: This policy supersedes memorandum, HQ MSCoE, ATZT-CG, 9 June 2014, subject: same as above, and is effective until superseded or revoked.

5. PROPONENT. The proponent for this policy memorandum is the Installation Equal Opportunity Office, 596-0601.



KENT D. SAVRE
Major General, USA
Commanding

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