DEPARTMENT OF THE ARMY
U.S. ARMY MANEUVER SUPPORT CENTER AND FORT LEONARD WOOD
320 ENGINEER LOOP STE 316
FORT LEONARD WOOD, MO 65473-8929

REPLY TO
ATTENTION OF

ATZT-EOP

16 MAY 2001

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy #62-01, Consideration of Others (CO2) Program

1. REFERENCE. HQ, TRADOC Memorandum, ATBO-BPE, 6 Jan 98, subject: Consideration of Others (CO2) Program.

2. PURPOSE. To establish the U.S. Army Maneuver Support Center (MANSCEN) and Fort Leonard Wood Consideration of Others Program.

3. POLICY/PROCEDURES.

a. Inculcation of Consideration of Others (CO2) as a value for MANSCEN and Fort Leonard Wood is centered on a comprehensive education program which 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 Consideration of Others Program is a commander's program which instills in all members of the command a belief and understanding in 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, where we treat each other as we would want to be treated, and where everyone can truly be all they can be.

c. The heart of the Consideration of Others Program is the small group session. Well organized meetings in small groups are the ideal forum for building trust and teamwork within the command. To make these meetings a success, special attention must be given in 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. On an annual basis, the model Consideration of Others Program for all Army and civilian personnel should include the following:

(1) Senior Leader/Middle Manager training -- one-day seminar

(2) All military and civilian personnel receive 8 hours annually:

(a) Two-hour quarterly sessions, small group discussion, with 15-25 personnel.

(b) Led by trained facilitators, who are appointed by the commander, attend the small group instructor trainer course and attend a two-day CO2 facilitator seminar.

e. Leader involvement at all levels is the essential ingredient to a successful program. Equal Opportunity Advisors provide the Commander key staff support for implementation of this program. Training is required to be executed down to the squad, team, or section level.

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f. Commanders will brief their annual programs during quarterly training briefings and will develop a process for a comprehensive annual review that includes climate assessment, teaching methodology, and refinements in the program of instruction.

4. PROPONENCY. The proponent for this command policy is the Equal Opportunity Office, (573) 596-0601.

ANDERS B. AADLAND
Major General, USA
Commanding

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