

INFORMATION PAPER

IMCR-HRW

Date: 28 Oct 24

SUBJECT: 2025 Leadership Drives Results & Success (LDRS) Academy

PURPOSE: To gain approval for continuation of program.

1. Facts.

a. Workforce Development Division (WFD) established a structured LDRS Academy program in 2012 for the Garrison workforce. The purpose is to assist emerging leaders in recognizing and capitalizing on their strengths while equipping them with tools necessary for supporting the leadership competencies identified through the Civilian Education System. The LDRS Academy is not a duplicate of other supervisory or CES courses; instead, it supports the Army Management Staff College and aligns with the Goals of the IMCOM Campaign Plan. The LDRS Academy is five months in length. The number of training sessions may vary per month, but most months will require no more than four sessions that consist of half day training. Topics introduced each month will focus on the role of a leader and soft skills which will encourage their success. Subject Matter Experts will be called upon to offer training. Continuing the Leaders Academy during a time of unfunded requirements requires commitment from the command group. The plan is to partner with internal Subject Matter Experts to provide free training. Topics and schedules are attached.

b. Participation in the LDRS Academy will consist of a competitive selection process. Applications will be accepted based upon self-driven professional development, initiative, and dedication. The prerequisites included in the application will include a current and approved IDP and completion of the CES Foundation Course. Participation in the Carson LDRS Academy will consist of training classes and active participation in a working group.

c. Participants will be divided into smaller working groups. Each group will develop a project with supporting mentorship from Garrison leadership. The project will either provide a process improvement of an existing program or develop and test a new program. The point of this project is twofold, teambuilding utilizing the skills learned throughout the LDRS Academy, and a return on the investment the senior leaders have made in their nominee.

d. Upon completion of the Carson LDRS Academy, a recognition ceremony with the Garrison Commander is conducted. Public recognition will allow the Civilian workforce to acknowledge success of their peers and encourage participation by other members of the Civilian Corps.

Action Officer: James Shelton, WFD, 719-526-1600
Approved by: Kim Henry, Director, Human Resources, 719-526-2352