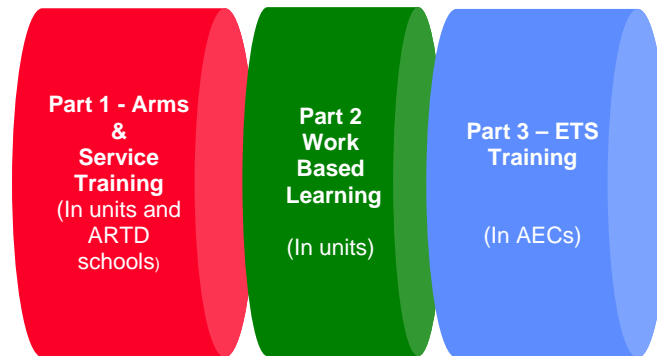


Command, Leadership & Management (CLM) Taught by military instructors, the CLM programme is aimed at all NCOs and WOs on promotion to Cpl, Sgt, and WO2. It is a developmental programme designed to build on experience gained to date. It is delivered in three parts - one within the relevant arm or service, one is through work based learning and the final part is delivered in the AEC.



CLM (More details!)

The current operating environment has revealed that there is the need for more practical command, leadership and management (CLM) training for all cap-badges therefore a change to CLM management courses throughout the army has changed. The new aim of CLM is to "develop NCOs and WOs capable of executing command, leadership and management under both operational and in-barracks conditions, to be role-models for their subordinates and contribute to team ethos and operational effectiveness."

The changes include a new level of CLM for Potential NCOs, delivered in units. This new requirement is for all Ptes selected for promotion regardless of cap badge to attend a PNCO CLM Course and comes into place on 1 Apr 08. PNCO CLM will be delivered through either centralised or unit based cadres, talk to your chain of command for more information.

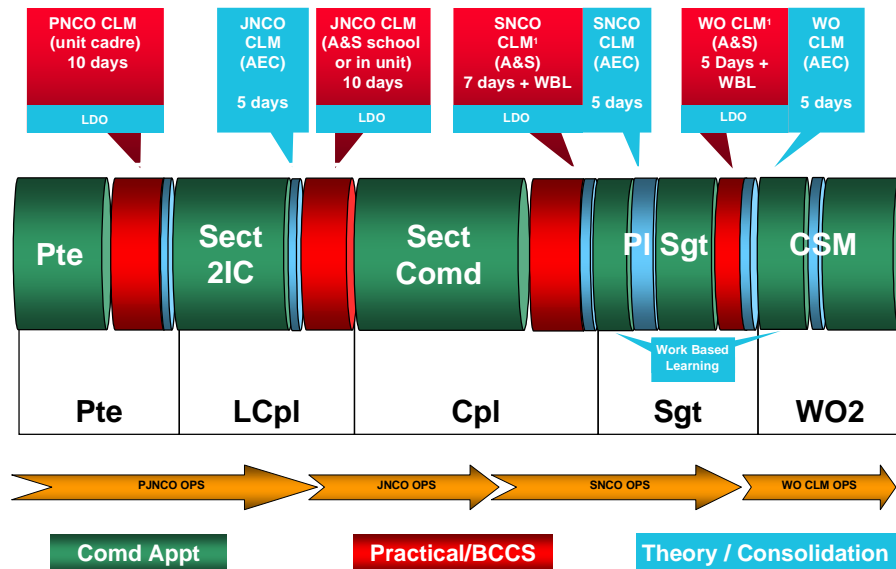
Thereafter, the three existing levels of CLM have been modified and each will be delivered in three parts that must be completed in order:

Part 1 is a special to cap badge element that will be delivered by your cap badge. In most cases this will be incorporated into existing courses but to find out exactly what you need to do talk to your RCMO.

Part 2 is a learning through work element that will require you to complete a workbook with support from the chain of command and Learning Development Officers (LDOs) (Formally known as ETS Officers). The workbooks will take around 6 months to complete and must be fully completed before candidates can be loaded onto part 3.

A sub-task of Task 6 in the workbook is a numeracy assessment. The assessment must be passed and is assessed by an LDO. If you think you will have any difficulties, speak to an LDO or a Basic Skills Tutor in your local Army Education Centre.

And finally, part 3 will be a 5 day course delivered at the Education Centres.



There is a Basic Skills pre entry standard required for JNCO and SNCO CLMs. From 1 Jan 09 the Army's Basic Skills Policy will require all those promoted to Cpl to have Level 1 Literacy and Numeracy qualifications. From 1 Apr 12 all those promoted to Sgt are to have Level 2 Literacy and Numeracy qualifications. If you do not have these qualifications please contact either 34 or 43 AEC as in most cases qualifications can be easily achieved.

The new versions of CLM courses start from 1 Aug 08 for JNCO CLM, 1 Jun 08 for SNCO CLM and 1 Feb 09 for WO CLM. The older versions of these courses will be run up until these dates, so no one should be disadvantaged.

The changes to CLM are fairly complex and LDOs will be briefing units and individuals about parts 2 and 3 over the next few months but, in the mean time, **if you require any further information please contact 34 or 43 AEC on 948 72 3303 or 948 68 2702.**

