



Non-Commissioned Officer Corps Professional Development REFERENCE GUIDANCE



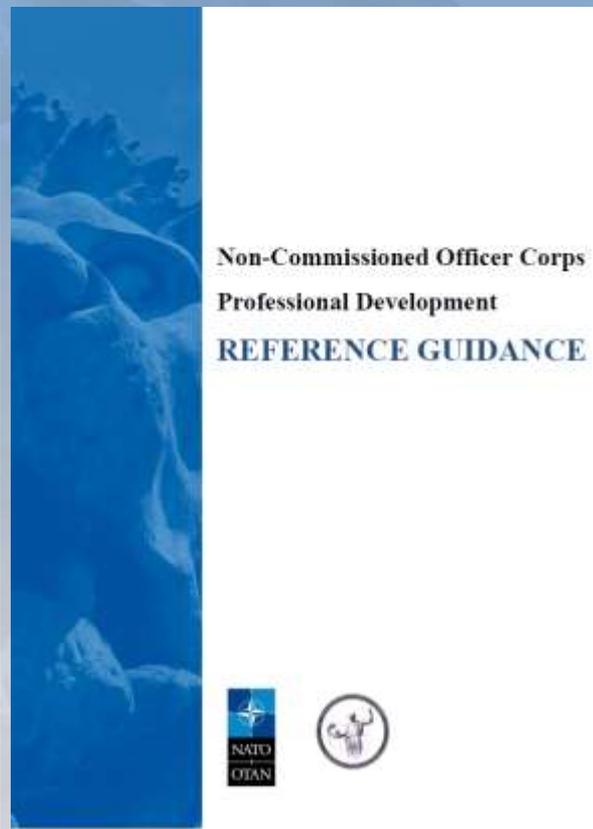
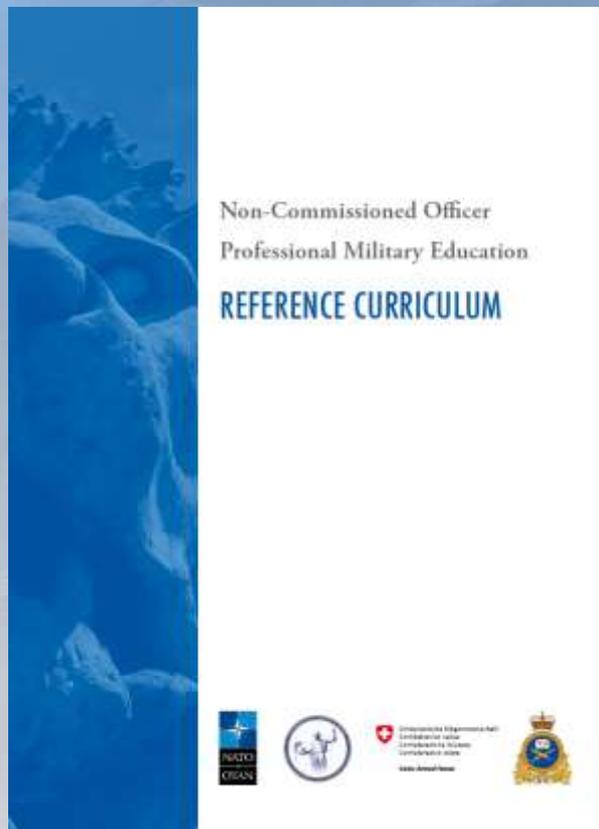
AGENDA

- Why
- What
- How





WHY





WHY

- Since 2009 DEEP NCO expert teams have endeavoured to assist partner nations in establishing effective NCO training and education programs:
 - NATO NCO Bi-SC Strategy and Recommended NCO Guidelines 2010
 - NCO PME RC since 2014
 - NATO NCO Bi-SC Strategy and NCO Guidelines 2017
- From very beginning team members have encountered challenges / issues that lie outside the scope of the educational domain.



WHY

- NCO PME RC serves as a reference for NATO and partner countries for **professional** NCO military education systems.
- The development of a **professional** NCO Corps requires a complete, comprehensive, and coordinated reform package.
- Often addressing NCO PME is premature until more urgent issues are resolved
- To support and sustain new modern NCO PME, it is needed to establish/adopt/implement sufficient policies/systems/processes.



WHY

- Real transformation entails fundamental change in the concept of:
 - what NCOs are;
 - what they do;
 - how they are regarded; and
 - how they are seen as a vital element and component of a modern military.



WHAT

- This guide discusses the foundation, perspectives, and assumptions that underlie the development of a professional NCO Corps.
- The foundation begins with a systems approach to establish and manage the development of a professional NCO Corps.



WHAT

- The Chapters in the guide are the main lines of effort:
 - Essential Elements of the Professional NCO Corps;
 - Legislation, Policy, Regulation, and Doctrine;
 - Resources
 - Personnel Management System
 - NCO Professional Development System



WHAT

- Essential Elements of the Professional NCO Corps:
 - Professional NCO Corps:
 - The ultimate goal is to recognize the professional NCO Corps as part of the profession of arms.
 - Duties, Roles, and Responsibilities of the NCO;
 - Officer-NCO Relationship;
 - The Command Team Concept;
 - Empowering the NCO;
 - NCO Support Channel.



WHAT

COMMISSIONED OFFICERS

- Command, Plan, Organize and Manage
- Lead
- Develop, implement and oversee Training Plans
- Plan for and Procure Resources

NON-COMMISSIONED OFFICERS

Lead
Train
Mentor
Discipline
Morale & Welfare

- Execute the Plan
- Supervise – in direct contact with soldiers
- Train and Discipline Subordinates
- Mentor Junior Officers
- Equipment Specialists and Instructors
- Manage Resources

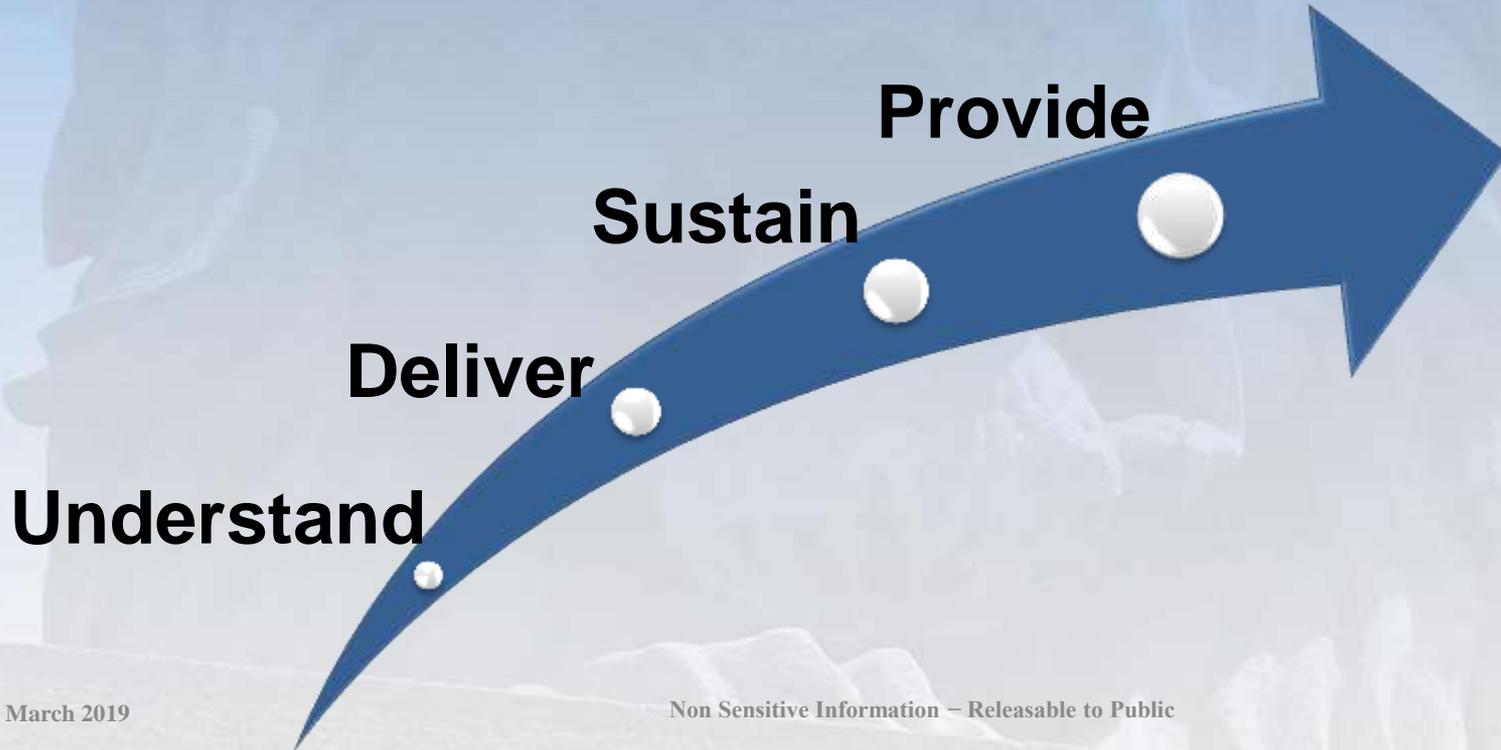


HOW

- The Guide is to serve as a guide that complements the NCO PME RC.
- The Guide is designed to help both partner nations and DEEP expert teams:
 - to identify areas that are necessary (with varying degrees of impact) to professional NCO Corps development:
 - to identify challenges within those areas that cause stagnation in NCO education development.



HOW





QUESTIONS

